

Employment and Labor Relations Practice

Fennemore Craig attorneys practicing in the Employment and Labor Relations area advise and defend management in virtually all aspects of the employment relationship. Our employer clients range from large mining and utility companies to small service and professional firms.

Our clients benefit from our significant experience in working with corporate counsel, human resources professionals and management to develop programs designed to improve and define employment relationships and reduce the likelihood that disputes will arise. We regularly draw upon the expertise of our attorneys in other practice areas to address the distinct but related issues that often arise.

Labor Management

Fennemore Craig counsels clients concerning union avoidance, collective bargaining, strike management, and contract interpretation and administration. We also represent our clients in labor arbitrations, National Labor Relations Board proceedings, and in contested cases in state and federal courts.

Employment Relationships

We counsel employers with regard to personnel policies and procedures, individual employment decisions, drug and alcohol testing policies, and compliance with state and federal statutes and regulations. Our attorneys have substantial experience in employment-related litigation involving allegations of breach of employment contract, wrongful termination, employment discrimination, and related tort actions. We appear frequently on behalf of clients before federal and state administrative agencies, including the United States Department of Labor, the Equal Employment Opportunity Commission, the Arizona Civil Rights Division, and the Arizona Department of Economic Security. Our clients are invited to attend periodic employment law seminars, at which we discuss recent developments in the law and emerging client concerns.

Workers' Compensation

Fennemore Craig provides legal representation and counsel in the area of workers' compensation to a number of major corporations. The firm represents employers in litigation before the Industrial Commission of Arizona and Arizona's appellate courts. We also advise clients on the various legal, medical and administrative issues which arise in connection with the workers' compensation claims outside the litigation arena. The firm's attorneys also prepare legislative proposals, lobby and testify before legislative committees on workers' compensation matters.

Unemployment Compensation

Fennemore Craig's unemployment compensation practice includes a full range of services relating to unemployment insurance, taxes and benefits. We represent employers defending against claims for benefits by ex-employees at all levels - Appeal Tribunal (hearing officer), Appeals Board and Court of Appeals. We also represent employers in disputes with the Department of Economic Security as to whether an individual is an employee or an independent contractor, or over the amount of contributions (taxes) owed. We have participated extensively in legislative revisions to the unemployment insurance statutes and in DES rule-making proceedings to adopt or revise the voluminous rules governing unemployment cases.

Employee Benefits

Fennemore Craig has an extensive practice counseling employers on all aspects of the design, implementation, and operation of qualified retirement, profit sharing, and executive compensation plans, including employee stock ownership plans and Section 401(k) savings plans. We routinely represent employers on qualified plan matters before the Internal Revenue Service, the Department of Labor, and the Pension Benefit Guaranty Corporation. We regularly advise clients concerning fiduciary and prohibited transaction issues. We also advise employers regarding the implications and liabilities involved with participation in multi-employer union pension plans. The firm regularly advises clients on the tax implications and laws governing the provision of medical benefits, disability coverage, and life insurance, including employers' liability for health continuation coverage under COBRA.

Benefits Litigation

Attorneys defend employers, benefit plans, insurance companies, plan consultants and others in the employment benefits industry and handle disputes involving plan administration, allegations of breach of fiduciary duty, and claims for retirement benefits, disability benefits and medical benefits.

Immigration

The Fennemore Craig Immigration Practice represents both domestic and international companies on the work authorization issues of foreign national employees. The Immigration Practice complements the firm's full range of labor and employment legal services. Fennemore Craig's commitment to immigration legal services reflects the growing demands from employers for result-oriented assistance in recruiting highly qualified workers worldwide for specialized fields, including health care and the tech sector. Immigration Practice attorneys assisted by a team of experienced paralegals, aid U.S. businesses in obtaining and maintaining the appropriate immigration status for foreign professionals and highly skilled workers. They counsel multi-national clients in the international relocation of employees to such diverse locations as Canada, the Netherlands, Germany, the United Kingdom and Pacific Rim countries, as well as the United States. They also assist employers who sponsor foreign workers in obtaining lawful permanent resident status, or a "green card." The Immigration Practice attorneys have successfully forced the federal government to adjudicate long-delayed applications for permanent residence and naturalization. The Immigration Practice advises employers on compliance with federal law requiring verification of employee eligibility to work in the United States and regarding audits and documentation requests from the U.S. Citizenship and Immigration Services, the Department of Labor, the Social Security Administration, and Immigration and Customs Enforcement. The practice group assists with strategies for development of internal policies for management of the myriad issues facing employers with foreign national employees in their workforce, including defense of state and federal enforcement actions.

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