



EMPLOYMENT

The employer-employee relationship is one of the most important and complex relationships that business owners have today, which is why it is so important to have the legal advice you need to manage these relationships successfully, take appropriate action to identify and prevent employment issues, and defend your company when lawsuits are threatened or filed.

Our very experienced employment attorneys work closely with clients on a daily basis on the wide array of legal challenges that arise in the vast legal landscape of employment law. We regularly draft employment agreements, non-disclosure agreements, non-competition agreements, severance agreements, job descriptions, disciplinary actions, performance improvement plans (PIPs), employment policies, employee handbooks and other employment-related documents. We also frequently lecture on discrimination, sexual harassment, FLSA, ADA and FMLA issues, and other employment-related topics.

In addition to the aforementioned work, we provide ongoing counseling to large and small businesses and local governments in all areas of employment law, including:

- Termination (Wrongful Discharge)
- Harassment/hostile work environment and other forms of employment discrimination (Title VII)
- Family responsibilities discrimination
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Wage and hour (overtime) issues
- Workplace privacy issues
- Documentation retention and destruction

EMPLOYMENT HIGHLIGHTS

ATTORNEYS

- Timothy G. Atkinson
- Emily J. Dodds
- Michelle B. Ferguson
- Laura J. Hazen
- Barbara W. Laff
- Brian D. Meegan
- Dino A. Ross

CONTACT

- P 303.623.2700
- F 303.623.2062
- E info@irelandstapleton.com

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- Constitutional issues, such as First Amendment freedom of speech
- Trade secrets
- Drug/alcohol testing
- Collective bargaining (Unions)
- Unfair labor practices
- Unemployment compensation
- Leaves of absence
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

We routinely represent employers and local governments in all aspects of administrative proceedings and litigation, including mediation, arbitration and trial, in both Colorado state and federal courts.

Contact us today to learn more about how we can help you manage your important employer/employee relationships.