

# Employment

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## RELATED SERVICES

- Construction
- Education
- Employee Benefits & Executive Compensation
- Employment Counseling & Transactional Due Diligence
- Healthcare
- Labor
- Life, Health, Disability & ERISA
- Professional Liability Defense
- Retail & Hospitality
- Trial Practice

## CONTACTS

**Debra Ellwood Meppen**  
Partner

## OVERVIEW

Employers with national and regional workforces trust GRSM's defense strategies for employment disputes in all 50 states. We have achieved decades' worth of defense verdicts, class action dismissals, negotiated settlements and published decisions in high-stakes claims against employers nationwide. Our nearly 500-attorney, ABOTA-certified employment law team helps clients avoid the business disruptions that employee allegations can trigger. We serve clients, from the Fortune 50 to closely held companies, in a full range of disputes, from federal and state administrative filings to wage and hour class actions and more.

Many of our clients have dozens of active employment litigation matters. GRSM's single point of contact model provides employers with a coordinated and consistent powerhouse defense, supercharged by local counsel in every state where they do business – or hope to.

## LITIGATION & DISPUTE RESOLUTION

Collectively, our attorneys have handled employment claims in nearly every jurisdiction in the United States and often serve as national coordinating counsel. We have earned a reputation for creative solutions and as trailblazers in employment law. Some of the most frequent claims we manage, litigate and resolve include these areas:

- Discrimination
- Harassment
- Retaliation and related whistleblower claims
- Wrongful termination
- Breach of contract
- Defamation
- Executive compensation
- Family and Medical Leave Act (FMLA)
- Wage and hour
- Private Attorneys General Act (PAGA)

Corporate counsel, CEOs and HR professionals count on GRSM to be relentless yet practical in reducing the exposure that employment claims carry. They rely on our record before key administrative agencies, like the U.S. Department of Labor, U.S. Equal Employment Opportunity Commission (EEOC) and analogous state agencies, to position them early for success.

GRSM's pretrial practices may also include paring down issues to be tried and allowing for the removal — or modification — of portions of the case which may assist a jury in rendering a verdict in our client's favor.

## TRIAL-TRACK DEFENSE STRATEGIES

Preparing cases for trial gives employers a powerful advantage and sends a clear message of intent and strength to plaintiffs.

Trying a consistently high volume of cases has helped us develop cost-effective practices for managing claims and litigation. Our motion practice repeatedly delivers early dismissals and favorable pretrial resolutions, including advantageous and discounted settlements. We also understand many employers' need for discretion and avoidance of reputational harm.

We continually evaluate and review a case through its lifecycle to stay aligned with clients' business objectives and shifting priorities. Our collaborative approach includes an ongoing conversation on risk

tolerance and the impact of litigation on employers' businesses.

### LITIGATION PREVENTION COUNSELING

GRSM's decades of resolving employment claims also provide practical insights into preventing them. Our counsel on litigation avoidance includes best practices in policies and processes along with guidance for managing reduction in forces, layoffs and other potentially adverse actions.

Employment claims can raise other legal concerns, from privacy and data protection to Occupational Safety and Health Administration (OSHA) investigations and more. As a full-service law firm, GRSM gives clients quick access to professionals who seamlessly address legal challenges across multiple jurisdictions.

### INDUSTRY EXPERIENCE

GRSM attorneys work with every size and type of employer. Clients receive advice customized to their unique circumstances and goals as well as best practices from a vast pool of employers and industries. We have extensive experience defending and counseling employers in such sectors as:

- Healthcare
- Hospitals, medical centers and care facilities
- Universities and private and public educational institutions
- Entertainment
- Manufacturing
- Agriculture
- Nonprofit organizations
- Restaurants
- Retail and hospitality
- Security
- Technology
- Transportation

Many of our clients operate in a regulated environment, such as healthcare providers, and we keep a close eye on pending legislation and the impact it may have on our clients' respective operations.

We also have considerable depth in compliance with California employment laws, which are known for being the most restrictive in the nation. Our familiarity with the toughest rules sharpens our tools and resources to keep all employers ahead of exposure, allegations and lawsuits.