JacksonLewis

Industries

# Chemicals

Companies that produce chemical products from the Earth's raw materials must be proactive in identifying business opportunities while monitoring the risks inherent in managing their workforce, including protecting trade secrets and complying with safety mandates.

## Overview

We understand that employers in the chemicals industry face environmental, intellectual property, and product liability concerns that may exist in addition to their employment law needs. Our top priority is to provide tailored legal advice that always takes into account the client's unique regulatory and operational challenges. We also leverage our expertise working with construction, energy and financial services companies to deliver compliant, business-minded solutions to our chemicals industry clients.

Some of the specific services we offer include:

- Defending individual, collective and class action lawsuits alleging discrimination, defamation, breach of contract, intentional torts, and other issues in federal and state trial and appellate courts;
- Drafting employment-related documents, including employment and severance agreements, handbooks and policy manuals, and non-compete and non-disclosure agreements;
- Advising on compliance with federal and state wage and hour laws, as well as privacy and data security mandates across the country;
- Reviewing policies concerning leaves of absence, reasonable accommodation, FMLA, and related issues;
- Advising on affirmative action plan (AAP) preparation and OFCCP audit defense;
- Advising on a broad scope of workplace safety matters, including representing clients in investigations by federal and state governmental agencies, defending OSHA citations, providing crisis management advice and counsel, conducting accident investigations, conducting safety and health audits, and providing representation in whistleblower proceedings; and
- Providing labor, employment and benefits advice in the context of mergers, acquisitions, asset purchases, management agreements, corporate restructurings, and other transactions.