

Construction

COVID-19 has added new layers of regulatory complexity to an industry already navigating compliance with often multi-jurisdictional federal and state authorities.

Overview

Construction encompasses a broad array of products and services, and employers across this sector contend with challenges such as skilled labor shortages, rapid technological innovation and strict regulatory requirements. In addition to workplace safety, wage and hour and labor relations considerations, government contractors and subcontractors must also meet OFCCP obligations.

Whether we are advising contractors, suppliers, developers or owners, we combine our industry knowledge with an emphasis on compliance and preventive counseling to minimize workplace disruptions so you can focus on building your business.

We represent employers in all facets of the industry, including:

- Large-scale commercial construction;
- Highway construction;
- Residential building;
- Specialty construction;
- Construction management;
- Skilled trades;
- Building and equipment suppliers;
- Engineering and architecture; and
- Aggregate and material extraction.

Some of the specific services we provide include:

- Outlining best practices to prevent the spread of COVID-19 among your workforce;
- Advising on most recent recommendations from federal and state regulators for PPE, administrative and engineering controls and worksite cleaning;
- Providing guidance on how to prepare the workplace for employees and design policies to address employee concerns upon return;
- Providing advice and counsel on the entire range of labor relations issues for both unionized and union-free employers, including union organizing, collective bargaining, strikes and picketing, as well as successorship issues for government contractors;
- Providing representation in OFCCP audits and defending investigations and lawsuits involving systemic discrimination allegations;
- Providing representation in wage and hour compliance reviews and defending wage and hour lawsuits, including class actions;
- Advising on worker classification, prevailing wage rates, recordkeeping and other compliance issues under the Davis-Bacon and Related Acts;
- Advising on immigration compliance;
- Advising on workplace accommodations and leave of absence issues under the ADA, FMLA and analogous state laws;

Industry Leads



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- Defending the entire range of workplace law-related litigation, including discrimination, harassment, retaliation and related tort claims;
- Representing companies during investigations of alleged fraud in connection with defense contracts and major public works projects;
- Advising on all aspects of workplace safety, including advocating for construction industry employers with respect to OSHA rulemaking;
- Assisting government contractors in complying with all applicable privacy and data security mandates; and
- Providing counsel on the entire range of benefits-related issues, including Affordable Care Act compliance.

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