



Hospitality

Serving the Hotel Industry

Jackson Lewis P.C.'s Hotel Industry Team is comprised of experienced professionals who have an in-depth understanding of the challenges facing hotel industry employers. The wide range of services provided by the Hotel Team attorneys include:

Strategic Planning

- ▶ Creating and implementing effective labor relations strategies for unionized, non-union and future properties
- ▶ Responding to demands for card check/ neutrality agreements
- ▶ Evaluating and minimizing joint and single employer exposures in franchise, vendor and other relationships

Buying and Selling Properties

- ▶ Navigate the due diligence process and negotiating labor, employment and benefits sections of purchase/sale agreements
- ▶ Advise on WARN, ERISA (including withdrawal liability associated with multiemployer pension plans), COBRA, local statutes and issues associated with sales, mergers and restructuring

Affirmative Action Plans

- ▶ Developing and implementing affirmative action plans and diversity initiatives as well as OFCCP audit defense and compliance assistance

Managing Employees with Disabilities, Illness and Family/Personal Obligations

- ▶ FMLA, ADA, Workers' Compensation and state and local sick leave ordinances

Ensuring that Pay Practices Pass Legal Muster

- ▶ Determining exempt vs. non-exempt status and independent contractor vs. employee status, reviewing overtime and gratuity, service charge, tip credit and minimum wage issues

Litigation

- ▶ Class action, multiple plaintiff and single plaintiff litigation of discrimination, wage and hour and other employment-related disputes
- ▶ Discrimination charges

Management Agreements

- ▶ Draft, negotiate and advise on labor, employment and benefit provisions of management agreements between ownership and management



Responding to Health & Safety Complaints

- ▶ OSHA

Harassment-Free Workplace

- ▶ Management training fostering a harassment-free workplace

Licensing and Permitting

- ▶ Federal and state alcohol beverage licenses and permits
- ▶ Municipal permits, including zoning and use permitting, building permits, outdoor dining permits, cabaret licenses and catering licenses
- ▶ Health permits
- ▶ Corporate changes related to liquor licenses
- ▶ Premises alterations
- ▶ Interim beverage management agreements
- ▶ Enforcement and violations
- ▶ Business closing issues as they pertain to licenses and permits held by the business

Drug Testing

- ▶ Drug testing and substance abuse management

Employee Benefits

- ▶ Employee benefits issues arising in the design, administration and operation of benefit and compensation arrangements

Immigration

- ▶ Immigration, including obtaining temporary employment and immigrant visas and responding to enforcement initiatives

International Employment Issues

- ▶ International employment issues associated with foreign sales representatives

Regulatory Compliance Services

- ▶ Regulatory compliance services to navigate the various immigration related regulations (Form I-9, Social Security No-Match Letters, the E-Verify system and agency enforcement matters)

Protecting Employers from Unfair Competition

- ▶ Trade secrets, non-competes and workplace technology

Practical Strategies for Privacy, Data and Cybersecurity concerns

- ▶ Background checks, workplace searches and investigations; monitoring and surveillance

Day-to-day Advice

- ▶ From hiring to firing and all the twists and turns in between
- ▶ Policies, procedures, handbooks, forms, etc.

Learn more: [jacksonlewis.com/industry/hospitality](https://www.jacksonlewis.com/industry/hospitality)