



HOSPITALITY

Hotels

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.

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

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.

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