



Knowledge.



Experience.

# GREENWALD DOHERTY<sup>LLP</sup>

Labor and Employment Counsel to the Business Community



Efficiency.

**EMPLOYEES CAN BE A COMPANY'S GREATEST ASSET  
AND ALSO ITS GREATEST POTENTIAL LIABILITY.**

**AT GREENWALD DOHERTY, WE ENABLE CLIENTS  
TO SUCCESSFULLY RESOLVE LABOR AND EMPLOYMENT ISSUES  
TO PROMOTE PRODUCTIVE ONGOING EMPLOYMENT RELATIONSHIPS.**

Greenwald Doherty is devoted exclusively to providing legal representation and counsel to businesses and their management. By focusing on the laws and regulations that govern the workplace, the firm has established itself as trusted counsel to multinational corporations and small businesses alike. We advise clients on the development of policies, practices and protocols that minimize the potential for

litigation while fostering a congenial working environment. When conflict is unavoidable, we are aggressive litigators, and vigorously defend our clients, whether before a regulatory agency or in a court of law.

Tapping insights developed through decades of experience in employment and labor litigation and workforce relations, we help clients cope with the

challenging legal aspects of human resources management amid today's dynamic regulatory environment. Our hands-on approach ensures that clients obtain business-centric solutions, understand relevant laws, and benefit from the rigorous legal counsel necessary to operate effectively in the often bewildering modern employment landscape.

**KNOWLEDGE. EXPERIENCE. EFFICIENCY.**

**THESE ARE THE HALLMARKS  
OF GREENWALD DOHERTY.**



## ABOUT OUR FIRM

Greenwald Doherty's labor and employment law attorneys are veteran counselors with a keen awareness of all the issues critically important to today's employer. We provide practical advice and tools to limit employment liability, through both strategic measures to prevent predictable conflicts and rapid responsive action when unforeseen problems arise.

Graduates of top law schools, our attorneys have successfully litigated countless cases before state and federal courts. We have a history of achieving early dismissals and delivering significant financial savings to our clients. We also promote and excel in alternative dispute resolution, effecting favorable results before mediators, arbitrators and agencies. We have earned our clients' respect by aggressively pursuing their interests, as well as by providing thoughtful ongoing counsel.

We represent businesses in relation to claims brought by current and former employees alleging discrimination and harassment, overtime violations, breaches of contract, leave law violations, and unfair labor practices. Our attorneys also fight vigorously to protect employers who have been victims of misappropriation of trade secrets and other confidential information.

While we are skilled litigators, our chief objective at Greenwald Doherty remains dispute avoidance. To this end, we demonstrate to clients how innovative employment policies and strategies can

strengthen management's position in the workplace. We work closely with our clients to help prevent litigation by anticipating problems and providing appropriate guidance. When an employment-related dispute emerges, we work to diffuse the problem before it results in a formal complaint or litigation. In the process, we educate management and assist in developing permanent solutions, so the same problem cannot arise again.

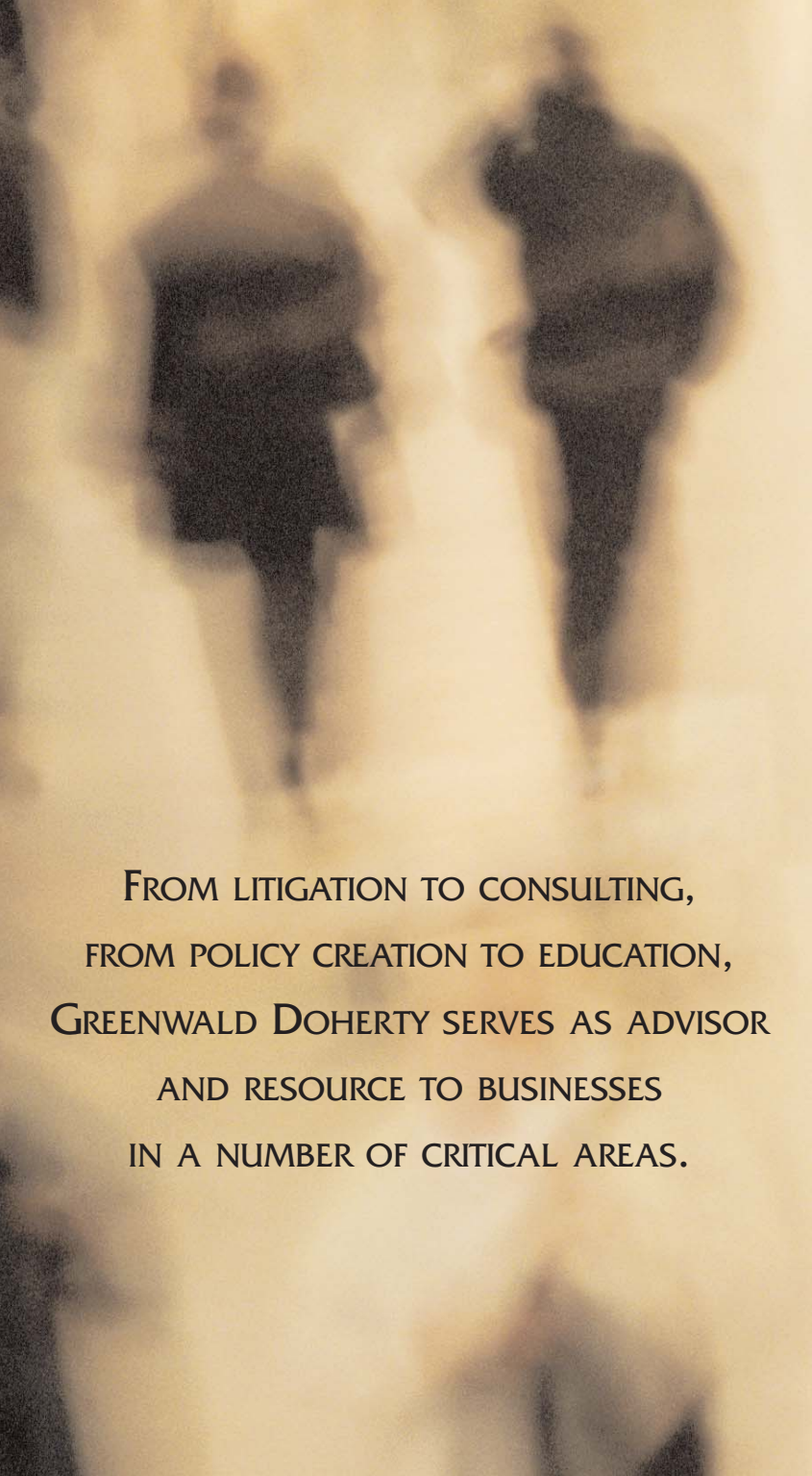
Since a knowledgeable client is less likely to experience problems, we strive to keep our clients informed about developing trends in labor and employment law. Through our training programs, we regularly share with clients our expertise on regulatory compliance issues, personnel policies and other workplace matters. As a result, Greenwald Doherty's client base is well prepared to anticipate - and meet - the challenges of the evolving contemporary workplace.

## ABOUT OUR CLIENTS

At Greenwald Doherty, our breadth of knowledge and experience allows us to work closely with each of our clients in a variety of industries. Our clients are among the leaders in their respective fields. They demand a labor and employment law firm with the skill and knowledge to inspire confidence and produce tangible results.

From multinational corporations to local establishments, our clients operate in virtually all major business sectors, including:

- financial services
- manufacturing
- media and entertainment
- staffing
- government agencies
- insurance
- construction
- electronics
- exhibition services
- wholesale distribution
- home furnishings
- pharmaceuticals
- advertising
- textiles
- health care
- not-for-profit organizations
- corporate services
- real estate management
- law and accounting
- software development
- retail sales
- communications
- technology
- hospitality & food service
- education
- transportation
- trade associations
- professional employer orgs.
- import/export
- architecture and design
- health & beauty
- packaging
- fashion/apparel



FROM LITIGATION TO CONSULTING,  
FROM POLICY CREATION TO EDUCATION,  
GREENWALD DOHERTY SERVES AS ADVISOR  
AND RESOURCE TO BUSINESSES  
IN A NUMBER OF CRITICAL AREAS.

## EMPLOYMENT LITIGATION

Greenwald Doherty is management's resource when potential employment issues develop into litigation. Our clients' best interests are paramount. We staunchly defend employers against alleged violations, and take the offensive to represent clients in pursuit of critical objectives. We always seek expedient, practical and cost effective resolutions.

Our clients benefit from our wealth of experience in addressing claims or allegations in the areas of:

- Discrimination and harassment on the basis of sex, race, age, disability, religion, maternity and other legally-protected characteristics
- Retaliation, wrongful dismissal and whistleblower abuses
- Overtime and compensation, including individual and class-action cases
- Administrative audits and investigations before the Department of Labor, the Equal Employment Opportunity Commission, the National Labor Relations Board and other federal and state agencies
- Federal and state leave law violations
- Unfair labor practices, including hearings and arbitrations
- Employment contract enforcement, including enforcement of non-competition and executive agreements
- Employment defamation, employee theft, breach of duty of loyalty, and other employee torts

## CONTRACTUAL REPRESENTATION:

Sound employer-employee relationships result from well-structured, clearly explained and enforceable employment agreements. At Greenwald Doherty, our clients benefit from our ability to draft and negotiate agreements that maximize the employer's advantage in any employment relationship, including matters related to:

- Independent contractor and executive employment agreements
- Commission and compensation agreements
- Non-competition, non-solicitation and confidentiality agreements, and other restrictive covenants to protect against loss of key personnel and company information
- Severance agreements, and other releases upon termination
- Collective bargaining agreements
- Mandatory arbitration agreements

Misuse of a company's secrets by a former employee can be devastating. At Greenwald Doherty, we review client materials to help safeguard legally protectable trade secrets and carefully craft contracts for key employees, thereby stopping unfair exploitation of confidential information for competitive advantage. We also tap extensive experience in collective bargaining situations to help clients arrive at fair agreements with organized labor. We provide the oversight to ensure that contractual needs are met now – and in the future.

## Legal CONSULTING SERVICES:

In labor and employment law, as in sport, the best offense is a good defense. Effective human resources policy is not simply about managing today's personnel problems. It also involves education and the preparation of defensive strategies designed to protect the employer against the risk of future liability. At Greenwald Doherty, we help our clients gain a working understanding of effective human resource management practices that will meet the challenges of today and tomorrow.

Our consultations with clients on the legal aspects of human resources and employment issues include:

- Counsel on employee discipline, leaves of absence, requests for accommodation, employee complaints, privacy issues and termination decisions
- Audits that uncover potential problems before they become crises, in areas including hiring practices, employee discipline, record keeping, termination procedures, EEOC policy, outsourcing arrangements, pay practices, postings and drug and alcohol policies
- Compliance assistance designed to prevent employee and governmental claims related to wage and hour, civil rights, leave, workplace safety, privacy and Sarbanes-Oxley mandates
- Policies, procedures and documentation, including employee handbooks, EEOC policies and complaint procedures, job descriptions, personnel forms and employment applications
- Investigation assistance and rapid response to allegations of wrongdoing, employee conflict, discrimination and harassment

## MANAGEMENT TRAINING PROGRAMS:

Greenwald Doherty's on-site management training programs can be customized to meet the special needs of any organization. We offer practical, interactive training techniques. Our presenters are labor and employment attorneys with broad experience in compliance and other legal aspects of human resources issues.

Investment in proper management training is the most effective means of preventing employment related liability. Supervisors and managers who benefit from Greenwald Doherty training are able to confidently design and implement employee practices, procedures and protocols that achieve employment objectives and protect employers from risk.

Greenwald Doherty provides training on sexual harassment, EEOC, wage and hour, performance management, and other employee relations issues. Programs can be customized to meet special needs.



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