

Employment

The employment practice group at BHGR understands that employers want to support and develop the best executives and employees, protect intellectual property and competitive advantage, and navigate the ever-changing legal...

We have attorneys in both California and Colorado who assist small and large businesses, corporations, public entities, and key personnel in all aspects of state and federal employment law.

Focus Areas

ONBOARDING & EMPLOYEE CONTRACTS

Our attorneys negotiate, review, and draft employment agreements of all types, including employee, executive, and independent contractor agreements, as well as non-compete and non-disclosure agreements.

POLICIES, PROCEDURES, HANDBOOKS, & TRAINING

Our attorneys collaborate with our clients to draft and develop workplace policies, procedures, and handbooks. We also assist our clients with job training and development, performance, and advancement issues.

Compliance with State and Federal Laws & Regulations

Our attorneys are well-versed in state and federal employment laws and regulations and routinely counsel our clients on compliance issues.

DISCIPLINE, WORKFORCE REDUCTIONS, TERMINATION, & EXIT

Our attorneys counsel our clients on suspension, demotion, disciplinary actions, and workplace investigations. We also advise our clients on workforce reductions, terminations, and severance-related negotiations and related issues.

ADMINISTRATIVE INVESTIGATIONS & PROCEEDINGS

Our attorneys represent employers and key personnel in investigatory proceedings before government agencies such as the Equal Employment Opportunity Commission, the Federal Wage and Hour Division, the Occupational Safety and Health Administration, the California Department of Fair Employment and Housing, California's Labor Code Private Attorneys General Act, the Colorado Civil Rights Division, and the Colorado Department of Labor.

EMPLOYMENT DISPUTES & LITIGATION

We represent employers and key personnel before arbitrators, civil service commissions, hearing officers, review boards, and in state and federal courts in a wide array of state and federal employment disputes.