

EMPLOYMENT AND LABOR

The employment and labor practice at Zashin & Rich Co., L.P.A. includes the identification, analysis and resolution of legal issues arising in all phases of the employer/employee relationship. Zashin & Rich has extensive experience in employment and labor law representing large and small businesses, non-profit organizations and public sector entities. Zashin & Rich counsels clients on the increasing number of complex state and federal statutes that dramatically affect the workplace. The firm is acutely aware of the business implications of these laws and seeks to allow clients to achieve their objectives with these laws in mind. The firm also has an active litigation practice representing exclusively employers before administrative agencies, and state and federal courts.

Zashin & Rich has a comprehensive employment law practice. It represents employers in lawsuits under all federal and state anti-discrimination statutes. The firm represents its clients before administrative agencies and trial and appellate courts with respect to race, color, age, disability, sex, sexual harassment, national origin, ancestry and all other protected classifications. Zashin & Rich handles matters involving alleged violations of anti-discrimination statutes including, but not limited to, Title VII of the Civil Rights Act of 1964, state discrimination laws, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Family and Medical Leave Act. In addition, the firm represents employers faced with common law employment claims such as defamation, breach of contract, promissory estoppel, intentional infliction of emotional distress and violation of state public policies. Further, Zashin & Rich drafts employment policies and procedures and reviews them for legal compliance.

Zashin & Rich also has substantial expertise in non-competition and trade secret cases. The firm represents clients in actions alleging violations of non-compete agreements and fiduciary duties and in matters alleging unfair competition and trade secret violations. Zashin & Rich also prepares employment contracts, confidentiality agreements, consulting contracts and regularly advises clients on non-compete, trade secret and non-solicitation issues. The firm also advises clients on severance packages and separation agreements.

In labor relations, Zashin & Rich counsels employers during union organizing efforts and negotiates and administers collective bargaining agreements. In addition, the firm represents employers in grievance and arbitration proceedings and in litigation matters alleging a breach of the collective bargaining agreement.

Zashin & Rich prides itself on becoming knowledgeable about the businesses in which our clients operate. Such knowledge strengthens the firm's ability to represent clients affordably, efficiently and zealously.

If you would like more information concerning this practice area, please contact Stephen S. Zashin.

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