

## **Labor and Employment Law Practices**

Bovis, Kyle, Burch & Medlin's employment law attorneys vigorously defend employers against claims of discrimination, retaliation, and harassment brought under state and federal laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Family and Medical Leave Act, Fair Labor Standards Act, Americans With Disabilities Act, Employee Retirement Income Security Act, and Uniformed Services Employment and Reemployment Rights Act. Our attorneys represent employers before the Equal Opportunity Commission, the Department of Labor, and other federal and state agencies, as well as federal and state courts.

Bovis, Kyle, Burch & Medlin also maintain a strong focus on preventive measures designed to reduce the likelihood of employment-related litigation. We work closely with the firm's clients to design policies to protect employers from discrimination and harassment claims. We protect our clients by evaluating existing training materials and employee handbooks, reviewing and revising non-compete agreements and other restrictive covenants, and drafting severance and release agreements.

Our attorneys stand ready to offer guidance to employers regarding:

- Overtime
- Minimum wage
- Exemptions
- Reductions in force
- Internal investigations of claims and grievances
- Terminating or reprimanding employees
- Drug testing
- Workplace safety

Bovis, Kyle, Burch & Medlin's labor and employment law attorneys belong to numerous national organizations, and offer customized seminars and training on employment-related matters for human resource professionals, supervisors, or employees generally. In addition, we publish client alerts regarding recent developments and other relevant labor and employment law topics. Our attorneys are regularly called upon to speak at human resource conferences of our clients and recently at the Society for Human Resource Management – SHRM-Atlanta Conference.

If you are experiencing employment law disputes, **contact** our attorneys by calling (770) 391-9100.