

Employment Law

Employment Compliance and Counseling

The attorneys at Wilkins Patterson believe in a proactive approach to employment defense, which includes workplace counseling designed to ensure compliance and avoid litigation when possible. Wilkins Patterson is committed to cost-effective representation of its clients, which begins at the decision-making stage long before the contemplation of litigation. We have extensive experience in drafting and revising workplace policies and assisting our clients in developing and implementing preventative strategies, including effective training to minimize exposure to employment claims. This daily advice work ranges from counseling and disciplining employees to navigating workplace investigations; directing and/or providing onsite workplace training to prevent discrimination, harassment, and other workplace complaints; preparing employment and severance agreements; providing guidance regarding wage and hour compliance; and related human resources issues.

Labor and Employment Litigation

The attorneys at Wilkins Patterson have extensive experience in defending management in all aspects of labor and employment litigation, from individual plaintiff claims to collective actions. This practice includes removal, case and strategy assessment, cost-efficient budgeting, discovery, motion practice, summary judgment, trial, and appellate practice. The attorneys at Wilkins Patterson have successfully represented clients across a broad spectrum of industries in all areas of employment and labor, including:

- Title VII
- The Pregnancy Discrimination Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act and Rehabilitation Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The Employee Retirement Income Security Act
- State law wrongful discharge and employment tort claims
- Workers' Compensation
- Unemployment Claims
- Restrictive covenants

Wilkins Patterson's attorneys also represent employers in all aspects of administrative practice at both the federal and state level, including matters before the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, the Department of Labor (including the Wage and Hour Division), the Mississippi Department of Employment Security, and the Mississippi Workers' Compensation Commission.

Attorneys Practicing Within This Area:

- Amy C. Felder
- Nicholas D. Garrard
- David E. Stovall