



Employment Litigation and Dispute Resolution

Many of the world's leading companies turn to our team of experienced litigators to represent their interests. With many lawyers who are acknowledged as leaders in their fields by independent directories, we understand the legal, business and procedural developments in jurisdictions throughout the world.

Globalization of world markets has increased the potential for legal liability, exposing multinational employers to financial and reputational risk across multiple jurisdictions. Senior management, directors and employees also need the best legal advice when disputes arise.

We have one of the largest international litigation, arbitration and dispute resolution practices, with lawyers around the globe. We represent clients in a wide range of employment disputes. Through innovative dispute resolution strategies and effective case management, we aim to identify and execute the most advantageous business-oriented solutions, either by pursuing or defending litigation or arbitration proceedings, or through alternative methods, such as mediation.

KEY CONTACTS

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CAPABILITIES

Dispute resolution:

- Dispute avoidance
- Strategic advice
- Pre-litigation advice
- Injunctions
- Alternative dispute resolution
- Cross-border / complex jurisdiction issues
- Judicial review
- Class actions / Group Litigation Orders
- Alternative charging methods

International arbitration:

- Arbitration agreements

- Conduct of arbitral proceedings
- Enforce and resist enforcement of arbitral awards worldwide
- Litigation, including obtaining emergency injunctions and orders
- Guidance on the incorporation of specific arbitration rules, of choices of law and jurisdiction
- Protection of investments through the application of bilateral investment treaties and multilateral treaties incorporating arbitration procedures
- Advice on other effective dispute resolution mechanisms, such as alternative dispute resolution (ADR)

EXPERIENCE

- Advising numerous clients on employment tribunal claims covering unfair dismissal, whistle blowing, regulatory and discrimination issues
- Advised a US organisation on a claim for wrongful termination and failure to pay commissions on numerous real estate transactions
- Advised numerous clients on pay structures and legal compliance with all aspects of wage calculation and payments. Addressed cross-jurisdictional obligations and the complex issue of unlawful deductions
- Advised a client on a multi-plaintiff claim alleging that the company paid women less than their male counterparts
- Managed tribunal litigation for a bank, demonstrating an understanding of the regulated environment in which it operates and deal with the publicity that high profile cases can attract
- Assisted a client defend a complaint by a senior executive for sex, pregnancy and disability discrimination

INSIGHTS

Publications

Dallas employees may not want to call in sick

31 July 2019

An Austin-based conservative think tank filed suit this week against the City of Dallas arguing that the paid sick leave ordinance violates the United States Constitution.

Supreme Court: employers defending against Title VII discrimination or retaliation claims must timely assert employee's failure to first file EEOC charge

5 JUN 2019

A simple step may preserve a potentially dispositive defense that is otherwise waived if not timely asserted.

Bellwether trials in MDL proceedings – guidance for transferee judges

16 MAY 2019

Practical considerations for transferee judges establishing and implementing bellwether protocols in MDL proceedings.

Puerto Rico: being charged with a felony can be just cause for dismissal

10 MAY 2019

The Supreme Court of Puerto Rico found that an employer may establish rules it considers reasonable and that while a person is presumed innocent in criminal proceedings, that presumption does not extend to the employment context.

Washington state HB 1450 is signed into law, limiting enforceability of non-compete agreements – key takeaways

9 MAY 2019

The new prohibitions on non-compete agreements in Washington have the potential to greatly impact employers in the state both positively and negatively.

DOL weighs in on gig worker classification

6 MAY 2019

The DOL opinion letter concludes that a company's workers are independent contractors, not employees.

Supreme Court requires explicit consent to arbitrate claims on classwide basis

25 APR 2019

Another significant decision by the high court limiting the ability of plaintiffs bound by arbitration agreements to pursue their claims on a classwide basis.

Nondisclosure provisions and mandatory arbitration under fire in New Jersey

13 FEB 2019

The legislation will significantly impact the tools available to employers to address claims of workplace discrimination, retaliation and harassment.

Domino's not a joint employer, says SDNY: top points for franchisees and franchisors

9 OCT 2018

The first summary judgment decision from any district court in the Second Circuit to address whether franchisors and franchisees may be joint employers in the wage-and-hour context.

Sharpen the nails: 8 ideas for empowering jurors in complex trials

24 SEP 2018

We can and should work to develop jurors who are better equipped to carry out the difficult tasks we place before them.

***Epic Systems Corp. v. Lewis*: Supreme Court affirms employers' efforts to "waive" goodbye to wage-and-hour class and collective actions**

29 MAY 2018

Employers can now reliably depend on the enforceability of their arbitration agreements, subject to certain takeaways.

New Jersey high court decision will reshape employer liability in sexual harassment cases

13 FEB 2015

A significant sexual harassment decision that offers something positive for both employers and employees

NEWS

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

Ciara McLoughlin joins DLA Piper's Employment practice in Dublin

20 MAR 2019

DLA Piper announced today that Ciara McLoughlin has joined its Global Employment practice as a partner in the firm's newly opened Dublin office.

Two DLA Piper lawyers listed in *D Magazine's* 2019 Best Lawyers Under 40 list

8 JAN 2019

Crystal Woods and James C. Bookhout were recently named to *D Magazine's* 2019 Best Lawyers Under 40 list, which recognizes outstanding young lawyers in Dallas.

Dean Fealk named honorary senator of German economy

6 DEC 2018

DLA Piper is pleased to announce that Dean Fealk has been named an honorary senator of the German economy (Senat Der Wirtschaft) in recognition of his efforts to strengthen transatlantic relations by leading trade, investment and innovation initiatives between Germany and California.

DLA Piper advises Columbia Capital, LLC in its US\$21 million equity investment in Resilience360

13 NOV 2018

DLA Piper represented Columbia Capital, LLC in its US\$21 million equity investment in Resilience360 GMBH.

Janine Guzman joins DLA Piper's Employment practice in San Juan

17 OCT 2018

DLA Piper announced today that Janine Guzman has joined the firm's Employment practice as a partner in San Juan, Puerto Rico.

Holly Lake has joined DLA Piper's Employment practice in Los Angeles

17 SEP 2018

DLA Piper announced today that Holly Lake has joined the firm's Employment practice as a partner in Los Angeles.

DLA Piper advises Nemetschek on acquisition of MCS Solutions

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

Brooke Kim and Evan Parness named *Law360* Rising Stars

16 AUG 2018

DLA Piper is pleased to announce that *Law360* has named Brooke Kim and Evan Parness to its 2018 list of Rising Star attorneys.

DLA Piper wins significant victory for New York University

31 JUL 2018

DLA Piper won a significant victory for its client, New York University (NYU), in an Employee Retirement Income Security Act (ERISA)- related class action.

Mary Dollarhide and Ute Krudewagen named *Daily Journal* Top California Labor and Employment Lawyers

23 JUL 2018

DLA Piper is pleased to announce that the *Daily Journal* has named Mary Dollarhide and Ute Krudewagen to its 2018 list of Top California Labor and Employment Lawyers.

Ryan Vann joins DLA Piper's Employment practice in Chicago

10 JUL 2018

DLA Piper announced today that Ryan Vann has joined the firm's Employment practice as a partner in Chicago.

Cecilia Guzmán-Barrón joins DLA Piper's Labor and Migratory practice in Peru

3 JUL 2018

DLA Piper announced today that Cecilia Guzmán-Barrón has joined DLA Piper Pizarro Botto Escobar in Peru as a partner and leader of the Labor and Migratory practice.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

Dean Fealk elected chair of the Northern California District Export Council

17 MAY 2018

DLA Piper is pleased to announce that Dean Fealk, a partner in the San Francisco office, has been elected chair of the Northern California District Export Council (DEC).

DLA Piper announces new US Employment practice leadership

11 MAY 2018

DLA Piper is pleased to announce that New York-based partner Brian Kaplan has been named US chair and global co-chair of the firm's Employment practice.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper wins significant victory for 7-Eleven

16 MAR 2018

DLA Piper won a significant victory for its client, 7-Eleven, in a putative class action that was filed against 7-Eleven in the United States District Court for the Central District of California.

DLA Piper expands in Dallas with addition of leading employment and litigation lawyers

1 FEB 2018

DLA Piper announced today that Marc Katz and Isabel Crosby have joined the firm's Dallas office as partners in the Employment practice, and Rob Hoffman has joined as a partner in the Litigation practice.

Businesses still not fully aware of Data Protection issues

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

DLA Piper launches new platform for *Guide to Going Global* series

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

DLA Piper advises StarCompliance in a strategic capital investment by Luminare Capital Partners

22 AUG 2017

DLA Piper represented StarCompliance, LLC, a provider of enterprise compliance and regulatory software solutions in the financial services industry, in the recent capital investment by Luminare Capital Partners, a San Francisco-based private equity firm.
