

MANAGEMENT



counseling

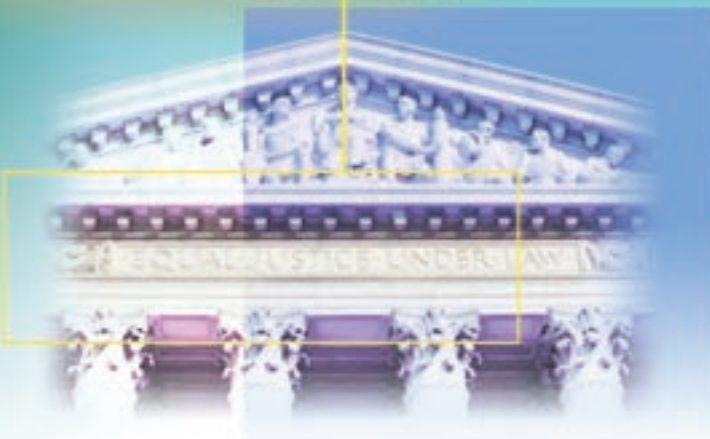


Peckar & Abramson

Nationwide Labor Relations and Employment Law Services



Delivering
**Workplace
Solutions
Today**



Legal Expertise & Business Sense

Managing workforce issues through preventive measures, practical problem solving, sensible risk management and strategic dispute resolution

Peckar & Abramson provides clients with a comprehensive package of employment and labor relations services. Our expertise extends beyond traditional litigation: we help you create a productive and safe workplace through preventive measures, practical problem solving, sensible risk management and strategic dispute resolution.

As your workforce becomes more diverse and its needs more complex, we advise employers on how to prepare for, and avoid, potential legal pitfalls, and we assist managers in designing and implementing policies and procedures to comply with a multitude of federal, state and local laws and regulations.

Peckar & Abramson's labor relations and employment attorneys provide day-to-day counseling to help you deal with issues as they arise, as well as offering seminars and workshops that keep management informed about changes in the complex landscape of labor relations and employment law. When disputes arise, we help you work toward efficient resolution through strategic use of negotiation, mediation, arbitration and litigation.

Founded in 1978, Peckar & Abramson has a national reach, with offices in New York, New Jersey, California and Florida. We represent every kind of

business, from *Fortune* 100 and privately held multinational corporations to small, family-owned firms in diverse industries, including:

- Construction
- Health care
- Property management
- Financial services
- Insurance
- Manufacturing
- Technology
- Communications
- Transportation
- Retail
- Hospitality
- Building services
- Non-profit

Whatever your industry, Peckar & Abramson's approach to your labor relations and employment law concerns

management relations goals. Whether the goal is to foster positive labor-management relations or to prevent unwanted union organization, our Labor Relations Group is equipped to maximize the successful achievement of that goal.

Our experienced attorneys work to minimize disruptive activity. When disputes arise, we provide aggressive representation in grievance arbitration and litigation before the National Labor Relations Board (NLRB) or the courts.

When company management is seeking to prevent unionization, our first step is to help institute preventive policies designed to successfully avoid organization. If a union campaign begins, we assist in conducting countercampaigns to ensure employer success in an election; we also manage all legal aspects of the

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reflects our historic strength: we offer in-depth legal expertise based on sound business judgment.

LABOR RELATIONS SERVICES

Our Labor Relations Group focuses on helping clients achieve their labor-

election process. If strikes or picketing do occur, we obtain emergency injunctions against it and counsel you about how to operate safely during union unrest.

Our team has negotiated collective bargaining agreements that protect management interests in a broad range

of industries affecting thousands of employees. We have also negotiated and defended challenges to Project Labor Agreements involving major construction projects throughout the United States.

Employers frequently seek our counsel on the impact of labor and employment law obligations on mergers and acquisitions. We advise organizations about how such transactions may affect bargaining obligations, benefits fund withdrawal liability, Worker Adjustment and Restraining Notification (WARN) Act obligations and potential liability under other employment laws. We also counsel organizations that have both union and non-union operations in multiple locations, subsidiaries, joint ventures and holding companies, or through other affiliate relationships.

EMPLOYMENT COUNSELING AND LITIGATION

In addition to representing management in traditional labor relations, Peckar & Abramson's attorneys are experienced in all facets of employment and employee benefits law. We provide expert advice on everything from pre-employment screening to day-to-day management and counseling.

We help you implement pre-employment screening policies, customize employee handbooks and draft all employment related documents, including noncompete, confidentiality and separation agreements. Because new issues arise every day, employers frequently call on us for advice on matters such as requests for leaves of absence, disability accommodations, privacy concerns, workplace investigations, discipline, terminations, reorganizations and reductions in force. Our team also provides up-to-date training programs that keep key personnel informed so that they can comply with workplace rules.

When it comes to litigation, Peckar & Abramson has successfully defended claims including sexual harassment, age, race, religion and similar protected classifications before state and federal

courts and administrative agencies. Our extensive litigation experience allows us to evaluate claims and carefully assess your potential liability. Because litigation can be expensive, Peckar & Abramson works to minimize your costs without compromising the quality of our representation.

MANAGING EMPLOYMENT CLAIMS IN THE INSURANCE INDUSTRY

An employer's daily employment decisions can result in expensive litigation. That is why many businesses safeguard against risk through insurance policies, including Employment Practices Liability Insurance (EPLI), Errors and Omissions (E&O), and Directors and Officers (D&O) policies.

Because insurance policies contain obscure limitations or exclusions that could leave gaps in your coverage, Peckar & Abramson provides a comprehensive insurance policy review program that includes conditional offer letters and

insuring agreements. We help you identify your risks and obtain the right coverage. We also conduct employment practice audits to identify and correct conditions that might make it difficult to get coverage at a reasonable premium or that could lead to denial of coverage under existing policies.

In recognition of Peckar & Abramson's dedication to defending management, major EPLI underwriters choose us to represent their policyholders. Because we work closely with underwriters, adjusters, insurance representatives, insurance carriers and risk management consultants, our attorneys understand how to stay within the insurer's billing guidelines without compromising the interests of insured employers. We deliver effective claims management and risk control services, and develop strategies that both address claims quickly and cost-effectively through the strategic use of Alternative Dispute Resolution (ADR) and traditional litigation. ❖

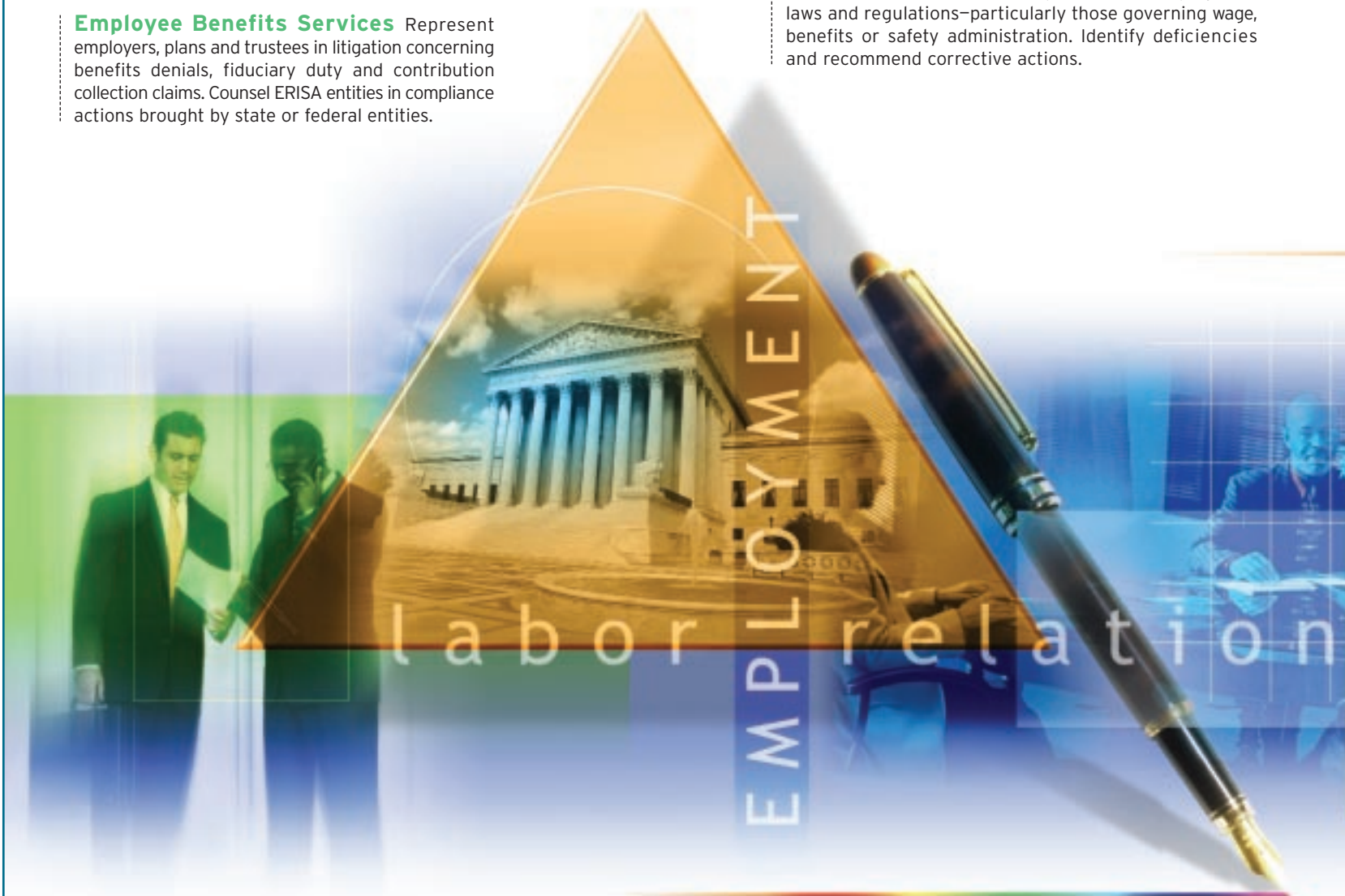


A Full Spectrum of Legal Services

Providing expert counsel in all areas of labor relations and employment law

Employee Benefits Services Represent employers, plans and trustees in litigation concerning benefits denials, fiduciary duty and contribution collection claims. Counsel ERISA entities in compliance actions brought by state or federal entities.

Regulatory Audit and Compliance Review business records to ensure compliance with employment laws and regulations—particularly those governing wage, benefits or safety administration. Identify deficiencies and recommend corrective actions.



Management Counseling and Education

Help clients develop policies that comply with legal requirements, while ensuring productivity and reducing risk. Prepare clients to respond to issues through on-call counseling, seminars, training and newsletters.

Immigration and Naturalization Ensure that clients obtain appropriate employee authorization and represent them in matters involving the Immigration and Naturalization Service, the U.S. Department of Labor and the U.S. Department of Justice.

Labor Relations Management Assist clients in developing policies that encourage positive workplace relationships while preventing unproductive activity. Provide expert counsel during union organizing campaigns, strikes, collective bargaining negotiations, and grievance arbitration or NLRB proceedings.

Insurance Assist risk managers and in-house counsel in selecting appropriate insurance coverage, including EPLI, E&O coverage and D&O insurance. Serve as designated counsel for major EPLI providers.

Litigation Represent clients before trial courts, appellate courts and administrative agencies in cases involving complex issues of developing law.

Contracts Prepare, negotiate and review collective bargaining, restrictive covenant, noncompete, confidentiality, separation, insurance, intellectual property and other employment-related agreements.



Alternative Dispute Resolution (ADR) Lead and manage a complete array of dispute resolution options such as negotiation, mediation and arbitration.

Access and Accommodations for the Disabled Defend discrimination claims as well as represent builders, property owners and public accommodations in matters arising under Title III of the Americans with Disabilities Act.

Beyond Litigation

Working to keep our clients informed about trends that may affect their business



Because the legal dynamics of the workforce are continuously changing, Peckar & Abramson's attorneys constantly evaluate new trends and inform our clients about developments that

training programs, newsletters and on-call management advice. If a dispute arises, we help you choose the most effective means of resolving it—whether through further negotiation, ADR or traditional litigation.

At Peckar & Abramson, we offer a complete array of labor relations and employment law services that enable you to effectively and efficiently manage all workplace issues.

may affect their business. In addition to offering clients best workplace practices, we provide educational seminars,

At Peckar & Abramson, we offer a complete array of labor relations and employment law services that enable you to effectively and efficiently manage all workplace issues. As you contemplate your current and future needs, we hope you will select Peckar & Abramson: the law firm that delivers tomorrow's solutions today. ❖

