



JOSEPH T. BARTULIS, JR.
Practice Group Chair

LABOR & EMPLOYMENT ATTORNEYS

Joseph T. Bartulis, Jr.
Practice Group Chair

Brian J. Buckley
Dennis F. Gorman
William D. Jalkut

Fletcher Tilton^{PC}

Attorneys at law



LABOR & EMPLOYMENT PRACTICE GROUP

The Labor & Employment Practice Group of Fletcher Tilton provides a wide range of labor and employment services to businesses of all sizes, from small family-owned businesses to larger national and international concerns. We also represent a number of individuals on labor and employment matters, including employees, managers and business executives. Among the many services we provide are the following:

EMPLOYEE HANDBOOKS

Our attorneys prepare and review employer policies and procedures and employee handbooks to ensure compliance with applicable federal statutes such as the Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Fair Labor Standards Act, Occupational Safety and Health Act (OSHA), Immigration Reform and Control Act (IRCA), Employee Retirement Income Security Act (ERISA).

PERSONNEL DECISIONS

The Group provides proactive counsel on significant employment decisions such as hiring, termination, promotion and discipline to minimize possible exposure to claims of wrongful discharge, employment discrimination, sexual harassment, unfair employment practices or other employment-related claims.

DISCRIMINATION

We advise our clients on all aspects of anti-discrimination law in the workplace such as discrimination claims on the basis of age, gender, handicap and sexual orientation.

EMPLOYEE LITIGATION

Our attorneys provide representation before state and federal courts and agencies, including the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. Such representation includes the presentation and defense of claims for wrongful termination, sexual harassment, employment discrimination, unfair labor practices, and other employment-related claims.

EMPLOYEE CONTRACTS

Our attorneys provide advice and counsel on executive and key employee contracts and compensation issues including intellectual property assignment, non-competition, confidentiality provisions, deferred compensation, succession planning, and other important business and employment issues.

CONFIDENTIALITY

The Group provides advice on restrictive covenants necessary to protect intellectual property rights and confidential business information from disclosure, so as to protect employers from disloyal or departing employees.

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THE GUARANTY BUILDING

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COLLECTIVE BARGAINING

Our attorneys represent employers with respect to the negotiation and administration of collective bargaining agreements.

EMPLOYEE BENEFITS

We provide advice and counsel on employee benefits, including qualified and non-qualified pension, profit sharing and other benefits plans.

RESPONSIVE SOLUTIONS

Two simple words that explain our commitment to you. Being responsive is a critical element in building a strong attorney-client relationship. Whether you are a new or existing client, we'll be quick to respond to your needs with the knowledge necessary to find solutions to your legal concerns.

www.fletcherilton.com

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