



**SELTZER
CAPLAN
MCMAHON
VITEK**

Employment Law

At Seltzer Caplan McMahon Vitek, we recognize how important it is for our business clients to have a stable and loyal workforce. Our employment law attorneys work to ensure that clients deal correctly and reasonably with their human resources challenges.

We provide strategic legal advice and services to help employers minimize the risk of litigation through effective workplace strategies and solutions. SCMV focuses on addressing litigation risk in clients' formation and on-going management of employee relationships, and successfully resolves actual or threatened litigation through strategic planning, and negotiation. However, when litigation cannot be avoided, we bring a wealth of experience to forcefully pursue or defend our clients' claims in trial or arbitration.

Our attorneys have successfully represented clients before California and federal administrative agencies and courts, including defending wage and hour claims, and claims of wrongful discharge and sexual harassment charges. We collaborate, as needed, with SCMV business attorneys on matters such as contracts and compensation, and counsel employers on individual terminations, reductions-in-force, and the other challenges that face employers today.

While our clients are typically California employers, we also provide employment law services to clients in other states, often working with our colleagues in the [Law Firm Alliance](#).

Services

- Hiring Issues
- Wages and Hours Issues
- Executive Compensation Issues
- Arbitration Agreements
- Training Seminars (Mandatory Harassment Training and Ethics and Management Practices Training)
- Preparation and Review of Employment Policy Manuals
- Employee Discipline Issues
- Disability and Religious Accommodation Issues
- Termination Issues
- Post-Termination Issues, such as Enforcement of Trade Secret and Non-Disclosure Agreements
- Analysis of Legislative and Case Law Developments in the Law of the Workplace
- Litigation