



Employment Litigation

WMH's employment litigation team has a proven record of success in complex, high-profile employment disputes. Our lawyers represent plaintiffs and defendants in a wide range of matters, from employment discrimination to #MeToo sexual misconduct allegations, wrongful termination, whistleblower claims, and contract disputes.

We have substantial experience working with companies and high-level executives to resolve their most sensitive and challenging employee matters. WMH lawyers focus on understanding our clients' needs, gathering and evaluating the facts, and assessing the risks of pursuing litigation. We develop practical litigation strategies that maximize the probability of a favorable outcome and minimize disruption to business.

WMH lawyers have extensive trial experience and can capably bring employment matters to trial, exerting critical leverage at every stage of litigation.

WMH's employment litigation team includes one of the few former federal prosecutors practicing employment law. Respected for our knowledge in this area, members of the practice group recently co-authored a chapter focusing on employee rights during internal investigations in the *Global Investigations Review Practitioner's Guide to Global Investigations*(2019).

Areas of Focus

Advisory

WMH lawyers counsel businesses on ways to avoid potential employment litigation. Our lawyers guide clients through the complicated array of federal and state wage and hour laws, family and parental leave laws, and regulatory compliance issues. We also work proactively with our clients to review their company policies and practices in order to eliminate problems that could expose them to lawsuits.

Employment Discrimination

We have substantial experience litigating employment discrimination matters. We fight for employees who have been treated unfairly or wrongfully terminated based on their age, race, gender, or disability. We are also trusted by businesses to quickly and efficiently resolve discrimination claims by their employees.



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Restrictive Covenant Litigation

WMH regularly advises employers as well as individuals with respect to employment contracts and the enforceability of restrictive covenants. Our objective is to help our clients avoid legal issues that may arise either at the time of hiring or termination. When contract disputes arise, we effectively find solutions through negotiation and, if necessary, litigation.

Whistleblower Litigation

We have represented companies and individuals in a wide range of whistleblower investigations conducted by the Internal Revenue Service (IRS), Securities and Exchange Commission (SEC), Food and Drug Administration (FDA), Occupational Safety and Health Administration (OSHA), and Sarbanes-Oxley Act (SOX) Whistleblower Protection Program, as well as those brought under New Jersey's Conscientious Employee Protection Act (CEPA).

For corporate clients, we provide counsel on remedial actions that correct problems and defuse employee concerns. For whistleblowers who have been targeted with retaliation by their employers, we are aggressive about securing a favorable settlement.

Our team includes the former Deputy General Counsel and Chief Compliance Officer of a large media company with more than 10,000 employees. His experience gives us keen insight into the compliance issues faced by our clients.



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Experience

- **Represented a former CEO with respect to its negotiations with a biotech firm.**
- **Represented an executive in the cosmetics claim verification industry** in connection with several civil lawsuits arising from his separation from his employer.
- **Represented a middle school student who was forced to participate in an inappropriate historical reenactment in class.**
- **Represented a physician in a federal lawsuit against a hospital employer for** discrimination on the basis of race, age, and disability.
- **Represented a CEO of a biotech firm accused of sexual misconduct.**
- **Successfully secured a recommendation for complete reinstatement and a formal letter** of apology from Mark Peters, Commissioner for the New York City Department of Investigation, who unjustly fired our client from her role as a public investigator. Prior to termination, our client had been tasked with investigating allegations of corruption, criminal activity, conflicts of interest, and unethical conduct in the city's 1.1 million-student school system.
- **Represented a nonprofit health care entity accused of mishandling sexual abuse** allegations. We conducted an internal investigation that allayed the board's concerns about any malfeasance and regulatory issues.

Practice Head



Milton L. Williams
Partner