

About Hunt Ortmann's Employment Law Group

Hunt Ortmann's experienced employment law professionals have diverse specialties, and provide effective and efficient legal services that address the employment needs of all types of businesses, regardless of size or type of industry. The Firm's **Employment Law Group** is a natural outgrowth of Hunt Ortmann's extensive experience advising construction-related business owners, both large and small. Our clients routinely benefit from our unique ability to provide strategic counsel that is construction industry-specific. That said, no matter the type of industry, all California businesses have employment-related challenges and concerns. Hunt Ortmann's Employment Law Group partners with clients throughout the state to help ensure our clients' businesses meet strategic goals, and are successful over the long-term.

With more than 35 years combined experience, our employment attorneys guide clients through the increasingly complex web of California and federal employment regulations, helping to create, implement and assess HR and related policies to minimize the risk of litigation. Employment laws are continually changing, with new regulations taking effect each year. Hunt Ortmann's Employment Law Group works with clients to incorporate each new change into an effective policy.

In addition to ensuring legal compliance, our employment attorneys also provide timely guidance on how to handle employment situations as they arise. Such early counseling can mitigate, or even prevent, the risk of litigation and is therefore a cost-effective investment for clients.

If a lawsuit is unavoidable even despite preventative measures, Hunt Ortmann's Employment Law Group vigorously defends clients in court, while remaining open to a fair settlement. We have successfully defeated many employment claims at the demurrer and summary judgment stage, saving clients hundreds of thousands of dollars in trial costs. We also have extensive experience with wage-and-hour class actions, as well as single-plaintiff employment claims, ranging from discrimination and harassment to breach of contract and employment torts.

Practice Areas and Services

- Retaliation / Discrimination / Harassment
- Employment Agreements / Severance Agreements
- Wrongful Termination
- Wage and Hour
- Disability Matters
- Labor and Employment Counseling and Audits
- Employee Leave Issues
- Employee Handbooks
- Prevailing Wage

TRAINING: Prevention of Harassment, Discrimination and Retaliation

Hunt Ortmann's Employment Law Group offers training for California supervisors to keep our clients' companies compliant with California harassment, discrimination and retaliation laws.

California law requires employers with 50 or more employees to provide two hours of interactive sexual harassment training (including instruction on preventing harassment, discrimination and retaliation) every two years to "supervisory" employees.

In addition to keeping your company in legal compliance, regular training has the practical effect of minimizing the risk of costly complaints and lawsuits. In 2016 alone, the federal Equal Employment Opportunity Commission ("EEOC") collected over \$40 million from employers on sexual harassment claims, and juries awarded tens of millions more.

Large companies are not the only ones at risk. **Employers with just five or more employees must comply with the newest California Department of Fair Employment and Housing ("DFEH") regulations, which became effective April 1, 2016.** These regulations require that businesses create and distribute sexual harassment policies that include specific features, like a detailed complaint protocol.

Please contact our employment attorneys at employment@huntortmann.com if you would like to schedule a harassment, discrimination and retaliation training, or to learn more about updating your company's sexual harassment policy.