



Labor, Employment & Immigration Practice

SERVICE

Williams Mullen's Labor, Employment & Immigration ("LEI") Section has a nationwide practice that is consistently recognized by *Chambers USA*. We pride ourselves on offering "can do" business-oriented solutions to clients' increasingly complex labor, employment, and employment-related immigration issues. Responsiveness, efficiency and client communication are the cornerstones of our practice. Our depth of experience in the labor and employment field enhances our ability to represent clients successfully.

Approach to Staffing and Case Management

Williams Mullen's LEI Section approaches staffing matters with two principal objectives: to maximize our client's chance of obtaining a favorable result; and to minimize the attorneys' fees and costs that must necessarily be expended in defending any claim. To accomplish these objectives, our attorneys work in close partnership with clients to evaluate cases and develop and execute case-specific litigation strategies. In appropriate cases, we are strong proponents of mediation or other methods of alternative dispute resolution.

We understand the importance of developing and adhering to a realistic budget. In most instances, one experienced partner and one experienced associate will be assigned to every matter, with additional associate or paralegal assistance as needed for complex litigation matters. In addition, we make a conscious effort to handle the more mundane discovery matters with experienced associates, utilizing the skills of our senior attorneys for oversight, the development of defense strategies, key depositions and motions, and trial.

Use of Technology and E-Discovery

Managing large-scale labor and employment litigation requires an extensive infrastructure where technology, attorneys and staff work in tandem. Williams Mullen leverages leading-edge litigation management tools, including databases, trial presentation software, task-based and electronic invoicing, and extranet access to effectively handle client matters.

LABOR

The LEI Section's traditional labor law practice includes representation of employers facing threats of unionization, as well as employers dealing with the challenges of organized workforces. We develop strategies to maintain union-free workplaces, provide advice in the course of initial organizing and decertification election

campaigns, defend companies charged with committing unfair labor practices, negotiate collective bargaining agreements and arbitrate grievances arising under those agreements.

Representative Proactive Labor Management Experience

- Protect employers' interests in connection with injunctions in labor disputes, including recognitional strikes, unfair labor practice strikes, and economic work stoppage
- Work to defeat union organizing attempts for clients in major manufacturing sectors, such as steel, paper, health care, printing, construction and mining. Represented clients in decertification of unions
- Negotiate long-term labor agreements, including work rules and health insurance concessions for Fortune 500 companies
- Defend allegations of unfair labor practices before the National Labor Relations Board and representation in appeals of NLRB orders before various U.S. Circuit Courts of Appeals
- Represent employers in grievance and arbitration matters arising under collective bargaining agreements

EMPLOYMENT

The employment counseling and litigation team of the LEI Section provides advice to public and private employers of all sizes on human resources issues and assists them to minimize liability and comply with applicable laws and regulations. Our attorneys represent management in all areas of employment litigation, including before administrative agencies and arbitrators and in state and federal trial and appellate courts across the U.S.

Representative Employment Litigation and Counseling Experience

Defense of Employment-Related Lawsuits and Claims in All Courts and Administrative Forums

- Represent employers in state and federal courts across the country in single plaintiff, multi-party, class actions and collective actions against companies and executives accused of discrimination, harassment, wrongful discharge, violations of ERISA and the Equal Pay Act, and in state law breach of contract and employment torts cases
- Represent employers in state and federal court wage and hour claim litigation by individual employees, groups of employees, the DOL and state compliance agencies
- Serve as national coordinating counsel for labor and employment matters for publicly traded corporations
- Represent companies in federal, state and administrative appeal proceedings
- Defend charges of discrimination before local, state and federal anti-discrimination agencies
- Assist in audits of employer's fair wage payment practices by U.S. Department of Labor and state compliance agencies
- Represent employers and their executives in injunctive and other trial proceedings to enforce, or prevent the enforcement of, non-compete and non-solicitation agreements, employment contracts, confidentiality agreements and restrictions on the use of trade secrets
- Defend employers and their executives in business tort cases, such as business conspiracy, defamation, tortious interference with contracts, breach of fiduciary duty, and breach of non-

disclosure agreements

Diversity Initiative Management, Affirmative Action Plans, and Defending OFCCP Audits

- Prepare affirmative action plans for company headquarters and branch offices
- Advice and training on affirmative action initiatives and diversity and inclusiveness recruiting and retention strategies
- Defend government contractors in DOL/OFCCP compliance audits

Human Resources Advice and Training

- Conduct labor and employment due diligence for clients contemplating acquisitions and divestitures to ensure compliance with state and federal employment laws
- Assess vulnerability of multi-establishment employers to class or mass actions regarding pay selection practices
- Advise companies regarding the implementation and management of lawful diversity initiatives and recruiting / advancement plans
- Train all levels of management in union avoidance, conducting workplace investigations, preventing unlawful harassment and discrimination, implementing successful progressive discipline techniques, using lawful techniques to hire, retain and terminate employees, and performance management
- Provide on-going counseling in all areas of human resource management, including, but not limited to, obligations under minimum wage, overtime and record-keeping requirements, restrictive covenants, substance abuse policies, OSHA, whistleblowing claims, severance and release agreements, plant closings, relocations and layoffs
- Review personnel policies and draft employment applications and agreements for compliance with federal and state anti-discrimination laws
- Advise employers on proposed personnel actions including discipline and discharge and reductions in force

IMMIGRATION

The LEI Section's Immigration practice group advises companies in the U.S. and abroad on how to structure and streamline their employment of foreign nationals. We also represent clients in worksite enforcement investigations, and Form I-9 and E-Verify compliance and audits. We regularly partner with senior management and human resource professionals to develop solutions for their short-term and long-term immigration matters through such innovations as:

- Dedicated access to an experienced business immigration attorney who will partner with you to make the crucial decisions regarding the initial hiring of the foreign nationals, and how best to retain their services as they move from a nonimmigrant process to U.S. permanent resident status (i.e., green card) and then naturalization to obtain U.S. citizenship
- Timely preparation of nonimmigrant petitions and applications for qualified foreign nationals and their family members, including H-1Bs, TNs (for Canadian and Mexican citizens), L-1s, Blanket L-

1s, E-1s, E-2s, E-3s (for Australian citizens), O-1s, P-1s, R-1s and others within pre-established deadlines (“deliverables”), with special services for clients with high volumes or fluctuating caseloads

- Providing guidance and handling all aspects of the lawful permanent residency application process (i.e., green card application) for individuals including Form I-140 (EB-1) petitions including multinational executive and manager and outstanding researcher petitions PERM-based Form I-140 immigration petitions, and Form I-360 petitions for religious workers
- Providing strategic advice to clients regarding the use of the Electronic System for Travel Authorization (“ESTA”) or B-1/B-2 visas for permissible business visits to the United States
- Experience in handling Department of Homeland Security (“DHS”) and Immigration and Customs Enforcement (“ICE”) enforcement on social security no-match issues, security and background checks, Form I-9 and E-Verify compliance and new restrictions on visa issuance and international travel
- Comprehensive Form I-9 and E-Verify compliance training to keep up with changes in ICE enforcement and state law sanctions
- Creative solutions to anticipate or minimize the impact of caps, quotas, backlogs and delays, including strategic advice for retaining foreign nationals awaiting issuance of green cards while employed in nonimmigrant status
- Use of Blanket L-1 visas, E-1 visas, E-2 visas and other transfer visas for employees of foreign subsidiaries, parents and affiliates working temporarily on assignments in the United States
- In-house training and client alerts so that your company can stay ahead of upcoming changes in the fast-paced and often confusing area of immigration law
- A web-based case preparation and management system (LawLogix™) that provides foreign nationals with online questionnaires and access to their U.S. Citizenship & Immigration Services (USCIS) case status, and provides the employer with access to status reports showing expiration dates and milestones, and
- Innovative pricing options that include fixed-fees per visa, project pricing, or a blend of fixed and hourly fees that encourages in-house training of staff to handle routine and repetitive matters

Representative Business Immigration Experience

- Business visitor visas for all foreign countries requiring visas for employers’ key managers, executives or specialists, whether U.S. citizens, permanent residents or foreign nationals
- Experience in representing Indian and Chinese nationals working in the U.S. who may encounter special issues affecting business travel to Europe and the Americas
- Foreign consulate visa processing to meet differing document requirements and assistance with urgent matters for foreign travel
- Work visas abroad for specialists, technicians, managers and craft employees
- Renewals or extensions of work permits and changes in status from visitor to work classifications, after entry into the foreign country
- Transfers of managers and executives between a company and its foreign affiliate or subsidiaries
- Advice on the use of technical advisory or business visitor categories and alerts on changes in standards for security checks and entry clearances
- Representation in obtaining waivers for past criminal convictions or visa violations
- Participation in strategic planning regarding evaluation of the cost, time to approval and feasibility of transfers of key production or technical staff between countries
- Advice on foreign treaties and their application to visas, work permits and green cards, including

Treaties of Foreign Commerce and Navigation affecting investment and trade visas; and North Atlantic Free Trade Agreement (NAFTA) issues in Canada and Mexico

- Management of international employment project work and advice on harmonization of international employment contracts with domestic or local legal regulations and requirements

TRADE SECRETS, EMPLOYEE MOBILITY AND RESTRICTIVE COVENANTS

In the current hyper-competitive marketplace, protecting a company's trade secrets and other proprietary business information is essential. Loss of key confidential data or other assets through employee theft, cyber threats, misappropriation, corporate espionage, or other forms of unfair competition can leave a once stable and thriving company in crisis. As information and employees become increasingly fluid in the modern economy, companies must have a holistic strategy to address these issues.

Williams Mullen's LEI Section also partners with the Trade Secrets, Employee Mobility and Restrictive Covenants Practice Group and brings together a team of LEI, intellectual property, and litigation attorneys to help clients develop and implement best practices and defend against threats. We routinely advise clients on the protection of their confidential and proprietary information, providing program and policy development to help ensure that their intellectual property and other assets are secure. Our attorneys have extensive experience preparing and enforcing confidentiality, non-disclosure, non-competition, trade secret and other restrictive agreements and policies to mitigate risks associated with employee mobility.

While our goal is to prevent and avoid disputes, if there is a breach, our litigators have counseled clients in pre-litigation negotiations and fought for their rights through trial, pursuing and defending claims for injunctive relief, unfair competition, trade secret misappropriation, Computer Fraud and Abuse Act (CFAA) and related state claims, tortious interference with contract or business expectancy, computer fraud, breach of fiduciary duty and breaches of non-compete or other restrictive covenants.

FOREIGN DIRECT INVESTMENT

Williams Mullen's LEI Section also partners with attorneys in the Corporate, Tax, Intellectual Property and International Sections to assist foreign companies with all the major business and legal issues that must be considered when establishing business operations in the United States.

Conducting Business in the U.S.

One of the most important considerations for a foreign entity in establishing a business in the United States is the selection of the form of business entity. A variety of considerations must be addressed in making this determination, including the organizational structure of any existing business, tax concerns and the type of activity that the foreign investor intends to pursue in the U.S. Our attorneys in the firm's Corporate Section work with the client to establish the optimal business structure for its objectives: corporation, limited liability company, partnership, limited partnership or branch office operations. Williams Mullen also regularly helps clients form and capitalize an appropriate business entity for: international mergers and acquisitions; joint ventures, teaming agreements, joint development and marketing partnerships; foreign distribution, reseller, sales representative, agent, "Del Credere" and other marketing agreements.

Taxes

Upon the organization of a U.S. entity, a company must apply to the Internal Revenue Service for an Employer Identification Number (EIN). In addition, the entity must register with the state department of taxation to comply with tax requirements for the states where it will conduct business. Williams Mullen's

Tax Law Section advises clients on all aspects of federal, state, and local tax matters.

Intellectual Property

The United States has strong intellectual property laws which grant valuable legal rights to the owners of this property and restrict others from using it. These proprietary rights in technology, inventions, software, business processes, creative materials and other intangible assets can be valuable in operating a business, raising capital, and pursuing exit strategies such as an IPO or acquisition. These laws are highly technical, and special steps must be taken to register or otherwise comply with these laws.

Our Intellectual Property Section attorneys advise on the distinct issues related to:

- Trademarks
- Patents
- Copyrights
- Business Process and Business Method Patents
- Trade Secrets

Immigration

Our Immigration team in the LEI Section advises companies on their temporary and long-term visas and “Green Cards.” A company’s immigration strategy will vary depending on the nature of the project, the purpose of the entry of international employees into the United States, and other factors. Our attorneys are especially skilled at working with foreign companies in obtaining investment (E-2), trade (E-1) and intra-company transfer (L-1) visas for key managers and specialized employees.

Import-Export Laws

Williams Mullen’s International team assists clients with U.S. export license applications, re-export license applications, international government contracts, deemed export reviews and commodity classification requests, including requests involving encryption items, as required by the Export Administration Regulations (EAR).

We also advise clients on all customs matters – from trade facilitation to homeland security – whether it involves a policy, regulatory or litigation issue. Our attorneys have extensive experience dealing with traditional customs issues such as entry requirements, tariff classification, customs valuation, rules of origin and country of origin marking.

Related News

- Do I Have to Pay Overtime? The Fair Labor Standards Act and the Financial Services Industry
- ADA Amendments Act: How Does it Affect You?
- Are Civil RICO Class Actions Based on Alleged Immigration Offenses Dead?
- ARB Holds Sarbanes-Oxley Act’s Whistleblower Protections Apply to Employees of Contractors to Publicly Traded Companies, Rejects First Circuit Decision to the Contrary
- OCAHO Rejects Iqbal/Twombly Pleading Standard
- OSHA To Establish Whistleblower Protection Advisory Committee
- Administrative Review Board Holds that Title VII Burden-Shifting Scheme Is Inapplicable to Claims

of Retaliation under the Sarbanes-Oxley Act.

- Bankruptcy Order Terminates Complainant's Whistleblower Complaint
- Administrative Review Board Holds That After-Acquired Evidence of Wrongdoing May Limit Recovery of Back Pay
- Strike Three For The NLRB
- Williams Mullen Recognized by Chambers USA for 2012
- Williams Mullen Recognized by Chambers USA for 2012
- Williams Mullen Named in Corporate Counsel Magazine's "Go-To Law Firms" List
- David Burton Featured in The Virginian-Pilot Article
- Mary Pivec Joins Labor and Employment Team at Williams Mullen
- Law360 Article about Mary Pivec Joining Williams Mullen
- Williams Mullen Obtains Class Decertification
- Williams Mullen Hires Compass Group General Counsel
- Chambers USA Recognizes Williams Mullen as a Leader in Business Law
- Seventy-two Williams Mullen Attorneys Named to 2010 "Legal Elite"
- Heath H. Galloway Interviewed by WTVR CBS 6 in Richmond
- Williams Mullen has 47 first-tier metropolitan rankings in Best Lawyers and U.S. News Media Group's Best Law Firms inaugural publication
- Williams Mullen Launches Economic Development Team
- James V. Meath Named "Richmond Best Lawyers Labor & Employment Lawyer of the Year" for 2010
- Williams Mullen Recognized as a Leader in Business Law in 2010 by Chambers USA
- Fifteen Williams Mullen Attorneys Named 2010 North Carolina "Super Lawyers" or "Rising Stars"
- Williams Mullen Welcomes 17 New Attorneys
- James V. Meath Named "Richmond Best Lawyers Labor & Employment Lawyer of the Year" for 2010
- Eighty-five Attorneys Named "Best Lawyers in America" 2010
- David C. Burton Comments on EEOC Complaints
- Williams Mullen Recognized as a Leader in Business Law by Chambers USA
- James V. Meath Discusses the Employee Free Choice Act
- Williams Mullen Attorneys Comment on Employee Free Choice Act
- Eighty-one Attorneys Named "Best Lawyers in America 2009"
- Chambers USA Recognizes Williams Mullen as a Leader in Business Law
- Williams Mullen Announces Election of New Partners
- Eleven Williams Mullen Maupin Taylor Lawyers Named 2008 "North Carolina Super Lawyers"
- The ADA Amendments: Expanding the Application of the ADA
- Williams Mullen Attorneys Named 2012 Virginia "Legal Elite"
- Williams Mullen Adds Labor and Employment Attorney Michael Steele in Hampton Roads
- U.S. DOL Proposes Broad Changes in Its Interpretation of the Companionship and Domestic Worker Exemptions under the Fair Labor Standards Act
- Wal-Mart Stores v. Dukes: The United States Supreme Court Alters Class Action Landscape
- Final Rule Protecting First Refusal Rights of Incumbent Service Contract Workers Take Effect January 18, 2013
- United States Court of Appeals for the District of Columbia Pushes Back at the NLRB and

President Obama

- David Burton discusses right-to-work in Virginia media
- Virginia, N.C. could lose competitive edge
- Second Circuit Clarifies Burden-Shifting Framework for Sarbanes-Oxley Act Whistleblower Retaliation Claims
- Williams Mullen Welcomes Labor and Employment Attorney Laura Windsor as Partner in Richmond Office
- Bill Barrett quoted in Triangle Business Journal on executive compensation
- Williams Mullen Attorneys Recognized by Chambers USA for 2013
- The EEOC Plots Its Course Through 2016
- Engineer Claiming Hazardous Conditions Ordered Reinstated
- Lynn Jacob quoted in Virginia Lawyers Weekly about labor disputes in law firms
- Laura Windsor featured in Times-Dispatch Q&A
- The Second Shoe Drops: EEOC Files Second GINA Lawsuit
- United States Supreme Court Hands Down Two Significant Cases for Employers
- Senate Comprehensive Immigration Reform Bill Signals Challenges for the Construction Industry
- Williams Mullen Construction Industry Newsletter - Spring/Summer 2013
- 5th Circuit Surprise: To Qualify for Dodd-Frank Protection, ?Whistleblower? Must Provide Information to SEC
- DOL Says Same-Sex Couples Are Eligible for FMLA
- EEOC?s Latest Investigative Tactic: Trolling For Plaintiffs Through Your Company?s Computer Network
- 100 Williams Mullen Attorneys Named 2014 Best Lawyers in America
- OFCCP Issues Final Rules Regarding Job Opportunities for the Disabled and Protected Veterans
- Brydon DeWitt featured in Inside Business article about the ACA
- Williams Mullen Receives Top Rankings in U.S. News Best Lawyers "Best Law Firms"
- Temporary Worker Visa Reforms and Expanded Enforcement Measures
- Williams Mullen Attorneys Named to Virginia Business magazine?s 2013 ?Legal Elite?
- In Rebuff to Labor Board, Fifth Circuit Sustains Arbitration Agreements with Class Action Waivers
- Infosys I-9 Audit Results Likely to Trigger ICE Audits of Computer Consulting Firms
- Williams Mullen Named in Corporate Counsel Magazine?s ?Go-To Law Firms®? List for 2014
- Department of Labor Whistleblower Update
- ?Ban the Box? Ascendant: States Increasingly Restricting Applicant Criminal Record Inquiries
- Return Of The Ambush: NLRB Resurrects Expedited Election Rules
- March 24th is Approaching: Complying With the New OFCCP Regulations
- For H-1B Employers: How Even a Single Employee?s H-1B Complaint Could Incite a Comprehensive DOL Investigation of Your H-1B Practices
- President Obama Increases Minimum Wage to \$10.10 for Government Contractors
- Revised DOL/OFCCP Regulations for Veterans and Disabled Individuals Are Now In Effect
- Williams Mullen Recognized by Chambers USA for 2014
- Williams Mullen Welcomes Labor and Employment Attorney Amanda Weaver
- Williams Mullen Construction Industry Newsletter - Spring/Summer 2014
- Sara Rafal discusses dogs in the office with the Virginian-Pilot
- Williams Mullen Attorneys Named 2014 North Carolina Legal Elite

- No Recess: Supreme Court Decision Invalidates Three 2012 NLRB Appointments and Narrows President's Recess Appointment Powers
- EEOC Issues New Enforcement Guidance on Pregnancy Discrimination
- President Obama Signs Executive Order Prohibiting Sexual Orientation and Gender Identity Discrimination
- Another Hoop For Government Contractors: The Fair Pay and Safe Workplaces Executive Order
- Eight Williams Mullen Attorneys Named 2015 "Lawyers of the Year" by The Best Lawyers in America
- 100 Williams Mullen Attorneys Named 2015 Best Lawyers in America
- Worker Classification Task Force Established in Virginia
- Seasonal hiring upswing a potential liability
- Amended Clery Act Regulations Mandate New Disclosures and Procedures
- Williams Mullen Attorneys Named to Virginia Business magazine's 2014 "Legal Elite"
- In Key Reversal, Board Grants Email Rights to Employees
- Lynn Jacob featured in Richmond Times-Dispatch Q&A
- Williams Mullen Attorneys Named 2015 North Carolina "Legal Elite"
- 2014 Survey Of Class Action Cases In Virginia: The Statistics
- Class Action Trends in Virginia: Employment Background Reports
- Can Mortgage Loan Officers Still be Exempt from FLSA Overtime Requirements?
- Fourth Circuit Dismisses EEOC's Background Check Lawsuit Based on Its Reliance on "Laughable" And Unreliable Expert Report Filled With "Errors and Analytical Fallacies"
- Supreme Court Decision Forces Many Employers to Extend Light Duty Work to Pregnant Employees
- Williams Mullen Welcomes Labor and Employment Partner Edward S. Schenk III
- NLRB and SEC Impose Restrictions on Workplace Policies and Confidentiality Agreements
- EEOC Issues Important Proposed Rule Governing Employer Wellness Programs
- Edward Schenk featured in North Carolina Lawyers Weekly "Lawyers on the Move"
- SCOTUS: Courts Have Power To Review EEOC Conciliation Efforts
- OFCCP Clarifies Invitation to Self-Identify and Protected Veterans Reporting Requirements ? New VETS-4212 Form
- Virginia & North Carolina Launch New Initiatives on Misclassification of Employees as Independent Contractors
- New Virginia Law Restricts Employer Access to Employees' Social Media Accounts
- The Ever-Broadening Definition of "Disability" Under the ADA Remains a Source of Anxiety for Employers
- New NLRB Election Rules Drastically Change the Playing Field
- Fourth Circuit Lowers the Bar in Title VII Harassment and Retaliation Cases
- Proposed Changes to North Carolina's E-Verify Requirements Could Affect More Than 100,000 Additional Employers.
- Williams Mullen Recognized by Chambers USA for 2015
- Supreme Court Sides with EEOC in Longstanding Hijab Dispute with National Clothing Retailer
- Worker Misclassification ? What Employers Need to Know in Light of New Enforcement Efforts
- DOL's New Overtime Rules ? How Will The Proposed Regulations Impact Your Business?
- Department of Labor Publishes Guidance on Employee Misclassification
- Doug Nabhan discusses NLRB case in Reuters Legal

- Doug Nabhan quoted in Law360 about temporary employees joining labor unions
- David Burton discusses mandatory arbitration agreements with Law 360
- Fourth Circuit Rejects "Manager Rule" in Title VII Cases
- 106 Williams Mullen Attorneys named 2016 Best Lawyers in America
- 15 Williams Mullen Attorneys Named 2016 "Lawyers of the Year" by The Best Lawyers in America
- Michael Steele Quoted in Inside Business Article About Overtime Law Changes
- Court Awards Employees of Home Health Care Companies Minimum Wage and Overtime Rights
- Using Consumer Reports for Hiring Decisions Creates Unanticipated Litigation Risk for Employers
- An Emboldened Labor Board Continues to Expand Union and Employee Protections
- Williams Mullen Ranked Nationally in 16 Legal Practices by U.S. News "Best Lawyers" Best Law Firms? 2016
- Williams Mullen Welcomes Seven First-Year Associates
- Pat Gottschalk and David Burton Article on the NLRB's Browning-Ferris Decision Published by Area Development
- 50 Williams Mullen Attorneys Named to Virginia Business magazine's 2015 "Legal Elite"
- Earl Baggett and Amanda Weaver Published in Virginia Ship Repair Association Newsletter
- Seven Williams Mullen Attorneys Named 2016 North Carolina "Legal Elite"
- 12 Williams Mullen Attorneys Named 2016 North Carolina Super Lawyers
- Edward Schenk Quoted by BloombergBNA about Equal Employment Opportunity Commission
- Less Than Half of 2014 Virginia Consumer Protection Cases Receive Class Treatment: A Review of Virginia Consumer Class Action Results in 2015
- 56 Williams Mullen Attorneys Named 2016 Virginia Super Lawyers; 22 Named 2016 Rising Stars
- A Truly "Uniform" Trade Secrets Statute May Not be a Pipedream for Long
- DOL Proposed Rule Requiring Paid Sick Leave for Employees of Federal Contractors Published Today
- Richmond Times-Dispatch Covers Laura Windsor and Marc Purinton Workshop on Sexual Orientation and Gender Identity Discrimination in the Workplace
- One Year Later: The DOL's "New" Overtime Rules Are Finally On The Way "Get Ready!"
- U.S. Dept. of Labor Finally Announces Important New Overtime Rules "How Will Your Business Be Affected?"
- Target's Successful Defense To A FCRA Class Action Is Good News For Employers
- 26 Williams Mullen Attorneys, 11 Practice Areas Recognized by Chambers USA for 2016
- Inside Business Highlights Upcoming Webinar Led by Mike Steele
- New Interim Rules Impose 78% Increase in Maximum Monetary Penalties Under OSHA
- Board Decision Ushers In New Era of The Unionized Temp
- EEOC Revises Controversial Proposed Rule on Pay Data Collection
- Department of Labor Mandates Updates to Employee Rights Posters
- 100 Williams Mullen Attorneys Named 2017 Best Lawyers in America
- Nursing Facilities to Face Surveyors? Review of Photo and Video Policies
- Final Rule Implementing Fair Pay and Safe Workplaces Executive Order Published
- I Can't Ask That? - Taking a Closer Look at Citizenship and National Origin Discrimination
- Williams Mullen Ranked Nationally in 15 Legal Practices by U.S. News "Best Lawyers" Best Law Firms? 2017
- Allison Cohan Adds Depth to Williams Mullen's Litigation Practice

- Williams Mullen Welcomes Three First-Year Associates
- Federal Court Blocks Dept. of Labor 'Overtime Rules' From Taking Effect on December 1, 2016 ? So, Now What?
- Class Action Waivers in Employment Arbitration Agreements? Not as 'Fresh & Easy' as You Think
- U.S. Citizenship & Immigration Services Releases New Form I-9 Document
- 50 Williams Mullen Attorneys Named to Virginia Business magazine's 2016 'Legal Elite'
- Eight Williams Mullen Attorneys Named to Business North Carolina's 'Legal Elite' in 2017
- U.S. Citizenship & Immigration Services Publishes a NEW Rule Benefitting Employment-Based Immigration
- Travel Restrictions for Nationals of 7 Designated Countries Based on President Trump's Recent Executive Order
- 10 Williams Mullen Attorneys Named to the 2017 North Carolina Super Lawyers List
- Are College Athletes Employees? Board Counsel Tackles Controversial Issue
- Trump Administration Suspends Premium or Expedited Processing of All H-1B Petitions!
- Is Gender Identity and Sexual Orientation Employment Discrimination Prohibited? It Depends on Whom You Ask
- The Seventh Circuit's Big Decision: Sexual Orientation Discrimination Is Prohibited By Title VII
- Money, Dirt and Steel: Spring 2017
- When Are Your Subcontractor's Employees Your Employees?
- 54 Williams Mullen Attorneys Named to 2017 Virginia Super Lawyers List; 21 Named 2017 Rising Stars
- 32 Williams Mullen Attorneys, 12 Practice Areas Recognized by Chambers USA for 2017
- Geofencing and Geotracking: Navigating Legal and Privacy Concerns for Employers
- 114 Williams Mullen Attorneys Listed in The Best Lawyers in America 2018
- David Burton Analyzes DOL's Overtime Rule Appeal for Law360
- Williams Mullen Ranked Nationally in 14 Practice Areas by U.S. News 'Best Lawyers' 'Best Law Firms' 2018
- Williams Mullen Welcomes Labor & Employment Associate Aaron Siegrist
- 46 Williams Mullen Attorneys Named to Virginia Business Magazine's 2017 'Legal Elite'
- 10 Things an Employer Needs to Know About Limiting Liability for Harassment in the Work Place
- The New NLRB Overturns Controversial Handbook Rules and Joint Employer Standards
- 11 Williams Mullen Attorneys Named to Business North Carolina's 2018 'Legal Elite'
- The Uncertainty of the Future of H-1B Visas Deepens
- 9 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia
- 9 Williams Mullen Attorneys Listed in North Carolina Super Lawyers for 2018; 3 Included in Rising Stars List
- It's Time to Start Preparing for H-1B Cap Season
- Amanda Weaver Interviewed by Richmond Times-Dispatch About Workplace Romances
- The Future of H-1B Visas May Be Scrooged
- 53 Williams Mullen Attorneys Named to 2018 Virginia Super Lawyers List; 20 Named 2018 Rising Stars
- Lynn Jacob Named to Virginia Lawyers Weekly's Inaugural Virginia Lawyers Hall of Fame Class
- 29 Williams Mullen Attorneys, 12 Practice Areas Recognized in Chambers USA 2018 Guide
- PODCAST: What To Do When the OFCCP Comes Knocking

- Inside Business First Person Profile: David Burton, King Neptune
- Williams Mullen Hosts National U.S.-Arab Chamber of Commerce Members for Foreign Direct Investment Seminar
- Treating the Cause, Not the Symptom: How to Avoid 10 Employment-Related Liabilities in the Health Care Industry
- Lynn Jacob Honored as a Member of Virginia Lawyers Weekly's 2018 Virginia Lawyers Hall of Fame Class
- 110 Williams Mullen Attorneys Listed in Latest Edition of The Best Lawyers in America©
- 14 Williams Mullen Attorneys Named 'Lawyers of the Year' by The Best Lawyers in America©
- Massachusetts Employers 'Beware of New Non-Compete Law
- Williams Mullen Welcomes Immigration Attorney Tom Narvaez
- Hadeel Abouhasira Discusses Impact of Evolving Immigration Legislation on Recruiters
- EEOC's Year-End Enforcement Actions Highlight Ongoing Focus On Stopping Sexual Harassment and Disability and Age Discrimination
- Hadeel Abouhasira Named to Style Weekly's Top 40 Under 40
- Williams Mullen Ranked Nationally in 15 Practice Areas by U.S. News 'Best Lawyers 'Best Law Firms' 2019
- Williams Mullen Welcomes Health Care Attorney Rebecca Ivey
- 45 Williams Mullen Attorneys Named to Virginia Business Magazine's Legal Elite for 2018
- Williams Mullen's Litigation and Labor, Employment and Immigration Practices Named in Benchmark Litigation 2019; 11 Attorneys Recognized
- Williams Mullen Adds Rebecca Ivey and Chip Hancock to Health Care Section
- DHS Proposal Could Drastically Change H-1B Cap Filing Seasons
- Lawsuits Regarding ADA-Compliant Websites Spike in 2018
- Williams Mullen Welcomes Four First-Year Associates
- 13 Williams Mullen Attorneys Named to Business North Carolina's 2019 'Legal Elite'; Keith Kapp and Elizabeth Scott Inducted Into Hall of Fame
- Hadeel Abouhasira Interviewed on Ellie 2.0 Radio About Palestinian Background, Immigration Law
- 8 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia 2019
- 11 Williams Mullen Attorneys Named to 2019 North Carolina Super Lawyers List; Keith Kapp and Elizabeth Scott Named to Top Lists
- Hadeel Abouhasira Featured on Richmond PBS/NPR Station's Instagram
- New Changes on the Horizon for Overtime Pay Rules
- Immigration Team Files More than 100 H-1B Cap-Subject Petitions
- 47 Williams Mullen Attorneys Named to 2019 Virginia Super Lawyers List; 17 Named 2019 Rising Stars
- 6 Williams Mullen Attorneys Ranked on 2019 Top Lists by Virginia Super Lawyers
- Mike Lord Co-Authors Blog Post on Best Practices for Employee Handbooks
- Rethinking the Employee Handbook: A valuable addition to your business's toolkit
- 30 Williams Mullen Attorneys, 12 Practice Areas Recognized in Chambers USA 2019
- Federal Court Ruling Could Cost EEO-1 Employers Billions in Compliance
- Laura Windsor Interviewed by NBC12 About ADA-Compliant Websites
- Supreme Court Expands the Time for Private Suits Under the False Claims Act
- Failure to File EEOC Charge Does Not Automatically Bar Title VII Claims, Supreme Court Says
- Nationals From India Currently Waiting Decades for a Green Card: Could It Finally Be Coming to

an End?

- Williams Mullen Represents The C.F. Sauer Company in Sale to Private Equity Firm
- 119 Williams Mullen Attorneys Listed in 2020 Edition of The Best Lawyers in America[©]
- 15 Williams Mullen Attorneys Named "Lawyers of the Year" by Best Lawyers[®]
- New DOL Rule: Higher Salary Required to Meet DOL Overtime Exemptions
- Williams Mullen's Litigation and Labor, Employment & Immigration Practices Named in Benchmark Litigation 2020; 14 Attorneys Recognized
- Williams Mullen Welcomes Three First-Year Associates
- Williams Mullen Nationally Ranked in 13 Practice Areas by U.S. News "Best Lawyers" Best Law Firms? 2020

Related Events

- Labor and Employment Law Essentials
- CLE SEMINAR: Gender in the Workplace: What Employers and Employment Lawyers Should Know
- 10.31-12.5 | The 2020 Business Solutions Series Presented by the Hampton Roads Economic Development Alliance and Williams Mullen
- Employment Discrimination Laws
- Avoiding Wage and Hour Violations
- Joint Employment "The Hidden Liability"
- When The OFCCP Comes Knocking: A Talent Acquisition and HR Perspective
- Supporting Immigrants in the Workplace
- The Interplay Between Staffing and Construction
- Mock OSHA Trial
- Workplace Violence: Enforcement Prospective and Prevention Guidelines
- OSHA's Use of the General Duty Clause
- Employer Experiences, Agency Benefits, Non-Profits? Role in Accessing Talent Pipeline
- The #MeToo Movement in the Workplace
- The #MeToo Movement and What to Do and What Not to Do as an Employer
- Concerning the Americans with Disabilities Act (ADA): What's New?
- The New Age of Electronic Monitoring: What's New and What's Next
- The Intersection of FMLA, ADA & Workers? Compensation
- Sexual Misconduct in the Workplace
- New Challenges and New Opportunities for Respecting Sexual and Gender Diversity In the Workplace (Including an update on the #MeToo movement)
- Electronic Monitoring in the Workplace: Social Media to Sociometrics "Balancing Employer Interests & Employee Privacy Rights"
- Compliance Essentials "How to Stay Out of Trouble?"
- Managing Complex Leaves of Absence: Navigating the Intersection of FMLA, ADA & Workers? Compensation Leave
- Employer and Enforcement Agency Perspectives on the Americans with Disabilities Act and Pregnancy Discrimination
- WMACCA Richmond - Whistleblower Defense Update For Corporate Counsel: Managing and Confronting the Enemy Within and Without in the Aftermath of Dodd-Frank

- Oh Baby? Pregnancy Discrimination and Accommodations in the Workplace
- German-American Business Luncheon
- General Counsel Roundtable - Wage and Hour Law
- What's Next Now that OSHA Will Implement its New Rule Against Retaliatory Drug Testing?
- Non-Profits and the Updated FLSA: When and How Must Non-Profits Pay Overtime in 2016?
- Discovery Under the New Federal Rules of Civil Procedure - National Business Institute
- Addressing Gender Issues and Sexual Misconduct in the Workplace
- NCBA Management Team Conference - Respecting and Working in a Sexually and Gender Diverse Workplace
- Long-Term Care Conference
- Exclusive Opportunity for Williams Mullen Clients: Custom Seminar on Managing Sexual and Gender Diversity in the Workplace
- Bloomberg BNA Webinar - Bridging the Atlantic: Global Mobility and Comparative Employment Laws of the U.S., France, the UK, and Germany
- CAI Ask the Expert: Managing a Sexually Diverse Workplace - Legal Compliance and Best Practices
- Managing a Sexually Diverse Workplace: Legal Compliance and Best Practices for Transgender and Other LGB Issues
- Richmond SHRM Annual Legal Update
- Knock Knock. Who's there? VOSH, the Department of Labor and the IRS? What your clients need to know about the consequences of worker misclassification
- The expanding zone of employer liability: New Rules Governing Joint Employment and Liability Risks Created by People Who Interact With Your Workforce
- The Expanding Zone of Employer Liability: Important Changes Impacting Joint Employment Relationships, Vendors & Sub-Contractors and New Protections for Human Resource Professionals and Other Managers
- 10 Things to Know About Employment Law in Virginia
- Worker Misclassification - How to Avoid Tax and Employment Liability
- Avoiding and Managing Retaliation Claims Under State and Federal Law
- Avoiding and Managing Retaliation Claims Under State and Federal Laws
- Virginia Bar Association - Labor & Employment Conference
- Addressing Sexual Diversity Issues in the Workplace After Obergefell v. Hodges, Caitlyn Jenner And Other Not-So-Well-Known Cases
- ABA Labor and Employment Law Conference
- Human Resource 2.0: Professionals Forum
- Greater Richmond SHRM 2015 Annual Legal Update
- Bridging the Atlantic: Comparative Employment Laws of the U.S., France, and Germany
- Legal Technology 2011 Summit
- Seminar: Managing Risk and Legal Issues in the Education Sector
- Joint Employee Benefits - L&E Seminar
- Ensuring Compliance with Federal and State Law When Conducting Background Checks for New Hires and Existing Employees
- SHRM's Annual Legal Update
- 2014 AILA Annual Conference on Immigration Law
- Navigating the New OFCCP Regulations on Affirmative Action Obligations: Make Sure Your

Organization is Ready

- Webinar- Immigration Reform: Impact on Employers
- DOMA Webinar ? What's Your Action Plan?
- Handling the Accident, Inspection & the People at OSHA
- The Employee Paradox
- Critical Changes to FMLA Can Impact Agency Success
- Employee Free Choice Act Are you ready for the Obama Labor Board?
- Stowaways in Your Workforce: Don't let your Independent Contractors and Contingent Workers Sink the Ship
- Analysis of Health Care Reform
- OSHA Guidance for Today's Skilled Nursing Facility
- New Realities in Employment Law Seminar
- Practical Advice on the Ledbetter Act and ADAAA
- Industrial Personnel Managers' Employment Law Boot Camp
- Reductions in Force - Managing Legal Risks
- The World of EPLI Claims: A Discussion on Trends and the Current Economic Condition
- Understanding New Federal Economic and Union Legislation: What it Means for Your Businesses
- inVision Chesterfield: Employee Free Choice Act
- Family Medical Leave Act There's a New Sheriff Coming to Town (and New Regulations, too!)
- Containing Absenteeism - Employer's Obligations Under the FMLA, ADA & VA worker's Compensation Act
- Hostile Work Environments - Employer's in the Line of Fire
- Find Them, Hire Them and Keep Them; Containing Absenteeism and Dealing with the New EEO - 1 Requirements
- How to Protect Your Company From Unfair Business Practices
- The "Nuts and Bolts" of E-Verify: ARE YOU READY?
- Ask the Experts
- Employment Practice Claims: Slowing a Cost Driver
- Don't Give Me No Lines, and Keep Your Hands to Yourself
- NLRB & US-DOL Issue Controversial Notices of Rulemaking
- The 2012 Pro-Labor Initiative--What you must know.

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