

Scope of Services

MWH Law Group employment law attorneys defend businesses, institutions, and public entities from complaints brought by employees and former employees under the full range of state and federal labor laws.

From claims of discrimination and harassment to wage and hour class actions, our seasoned litigators have extensive experience in dispatching cases through dismissal and trial verdicts. Our attorneys are also skilled negotiators who find leverage to settle cases quickly, efficiently, and discreetly.

Lawsuits from employees can damage a business's reputation and cost a lot of money to defend. Our attorneys understand the importance of working quickly to contain damage. We complete robust early case assessments to find a strategy that aligns with business needs, and work diligently to achieve that goal. Whether in state or federal court, in arbitration or mediation, our attorneys have a strong track record of success.

We also assist our clients in managing workplace inquiries and investigations from state and federal regulatory agencies.

Our attorneys have experience in managing single-plaintiff and class action claims involving a range of state and federal laws and agencies, including:

- Americans with Disabilities Act (ADA and ADAAA)
- Discrimination, harassment, and retaliation (ADEA, Title VII, PDA, EPA, GINA)
- Employee Retirement Income Security Act (ERISA)
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- National Labor Relations Act (NLRA)
- Negligent hiring, training, supervision, and retention
- Occupational Safety and Health Administration (OSHA)
- Wage payment and collection
- Wage and hour disputes
- Worker Adjustment and Retraining Notification (WARN) laws and reductions in force
- Wrongful discharge

We also help businesses protect themselves through trade secret, noncompete, non-solicitation, and fiduciary duty enforcement and litigation.

Recent Representative Matters

- **Obtained** a favorable ruling for a large regional bank resulting in dismissal of all counts. The case alleged race discrimination and harassment, and retaliation for engaging in protected activity. Litigation included protracted discovery and a three-day evidentiary hearing before an Administrative Law Judge for the Wisconsin Department of Workforce Development, Equal Rights Division.
- **Successfully** negotiated a wage and hour class action settlement. The case involved more than 100 class members and included nuanced allegations concerning bonus structures and programs related to regular rates of pay and overtime issues, meal period issues, and alleged uncompensated work time.
- **Negotiated** a settlement on behalf of a regional Midwest-based retailer that was within the initial settlement valuation range. The case dealt with the cashing of a lottery ticket and included allegations of racial epithets during the interaction. Claims included negligent training, hiring, and supervision. Litigation included protective order motion practice and a court hearing.
- **Obtained** a favorable summary judgment ruling on all counts on behalf of a county transportation system. The case alleged race, sex, age, and disability discrimination under Title VII of the Civil Rights Act, plus retaliation and Section 1981 claims. This case involved a pro se plaintiff and required unique joint summary judgment submissions to comply with the presiding judge's rules. The team worked diligently to complete all required pre-trial submissions before receiving the court's favorable ruling.
- **Obtained** a favorable summary judgment ruling on all counts on behalf of a family-owned home improvement company with more than 300 locations. The case alleged national origin and religious discrimination, plus professional negligence under Iowa law. The case was against a formidable local plaintiff's firm, which brought a novel state law claim of professional negligence against a staff-level human resources employee.

Learn more about MWH, our professionals, and our experience at mwhlawgroup.com.

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CHICAGO

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