

LABOR AND EMPLOYMENT LAW SERVICES



LAWYERS HELPING EMPLOYERS

The success of your enterprise depends—day in and day out—on the people who make up your organization. At Stoel Rives, our strength is helping you manage your work force. Whether you need to update a handbook, negotiate with a union, set up a tax-qualified benefit plan or defend an employment claim, you can turn to our attorneys for assistance. Stoel Rives' integrated labor, employment and employee benefits practice spans eight states and provides creative, customized workplace solutions to employers of all types and sizes. We make it our business to keep up with the ever-changing complexities of employment law, so you can focus on running your business.

Alaska California Idaho Minnesota Oregon Utah Washington



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Every employer has to comply with a vast array of local, state and federal laws and regulations. Making the wrong decision can be costly. To make the right decisions, your executives, managers and employees need timely information and sound guidance about everything from performance reviews to IRS audits. At Stoel Rives, we work closely with you so that we understand your company's culture and priorities, and our lawyers and staff strive to give you cost-effective, comprehensive service. We can provide you with real-world advice on every aspect of labor and employment law.

Management and Employee Training

In today's highly regulated and litigious environment, consistent training for your managers, front-line supervisors and employees is an absolute must. Your personnel need to understand what's at stake and how to avoid making mistakes that could create liability. Our Labor and Employment group provides effective, engaging training tailored to your company's needs and targeted at minimizing liability. We can provide training in the areas of:



- Interviewing and hiring
- Leaves of absence
- Performance management
- Wage-and-hour issues
- Harassment and discrimination
- Discipline and termination

Employee Benefits

Your benefits program doesn't exist in a vacuum—it intersects with your tax accounting, employee retention, financial projections and much more. That's why Stoel Rives offers a unique, multidisciplinary team approach.

Need to know if a retirement plan complies with ERISA? Wondering about the tax consequences of a stock option agreement? Stoel Rives can help. Our attorneys know not only the law, but also the economics of benefits planning. You can count on our experienced Employee Benefits group for a wide variety of interrelated services, including:

- Designing, drafting and implementing insurance, compensation and retirement plans
- Obtaining regulatory approval for tax-qualified plans
- Assisting with reporting obligations and financial planning
- Advising on benefits plan administration, interpretation and compliance



Policies and Handbooks

Written policies that accurately convey your company's practices and expectations are crucial to maintaining productive employment relationships—and to avoiding legal nightmares. Whether you want to update an existing handbook or start from scratch with a new one, Stoel Rives can draft clear, plain-English policies that meet your goals and protect your business interests.

Union Relations

Is your company facing a union organization campaign? Looking to bargain with an organized work force? You need smart, experienced attorneys with up-to-date knowledge about the shifting landscape of labor law. The union-management relationship is governed by complex rules, and a misstep could be costly. Our labor lawyers will help guide you to success. We can help with:

- Unfair labor practice proceedings
- Union election campaign planning
- NLRB representation hearings
- Collective bargaining agreements
- Grievance procedures
- Arbitration and mediation
- Maintaining or achieving nonunion status



Workers' Compensation and Workplace Safety

A safe workplace is essential to both your employees' health and your business. And when it comes to safety, an ounce of prevention is worth a pound of cure. We'll give you pragmatic advice about preventive practices and regulatory compliance. If an injury claim arises, we'll help you see it through, investigating the facts, evaluating your options and crafting optimum solutions. Privately insured and self-insured employers rely on our specialized services relating to workplace injuries, occupational diseases and safety citations.



Employment Litigation and Dispute Resolution

It's no secret that legal claims against employers are on the rise. Deciding how to respond is a tough call: You don't want to settle hastily and look like an easy target, nor do you want to get bogged down in a messy, expensive dispute. Stoel Rives will help you make that call. If mediation or arbitration is your best bet, we'll represent you throughout the negotiation and settlement. And if you go to court, our seasoned litigators will mount a vigorous, well-reasoned case on your behalf. No matter what the venue or claim is, we'll consult with you at every stage and strive for the best possible resolution.

- Single-plaintiff and class actions
- Wage-and-hour claims
- Discrimination and harassment complaints
- Wrongful termination claims
- Noncompetition and confidentiality agreement enforcement

REPRESENTATIVE CLIENTS

Consumer Products

Columbia Sportswear Company
Hanna Andersson
Maverik Country Stores
Xerox

Education

Cascadia Community College
KinderCare Learning Centers
Lewis & Clark College
Seattle Community Colleges District
Willamette University

Energy

NW Natural
PacifiCorp
El Paso Corporation

Financial Institutions

Watermark Credit Union
Wells Fargo Bank

Food and Beverage

The Holland, Inc./Burgerville
McCormick & Schmick's Seafood Restaurant
McDonald's
Mrs. Fields

Forest Products

JELD-WEN
Pope & Talbot
Trus Joist
Weyerhaeuser

Health Care

Catholic Health Initiatives
Kaiser Foundation Health Plan
Legacy Health System
MultiCare Health System
Providence Health and Services—Alaska
St. Luke's Regional Medical Center
Swedish Medical Center

Manufacturing

Chevron Products Co.
ENTEK Manufacturing
Gunderson
Oregon Steel Mills
PCC Structurals

Telecommunications

Sprint
Verizon

Technology

Advanced Power Technology
eBay
Electro Scientific Industries

FEI Company
Hewlett-Packard

Lattice Semiconductor Corporation

Micron
Tektronix

Transportation

Foss Maritime
Port of Portland
Puget Sound Freight Lines
TriMet



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For more information about our Labor and Employment Law Services please visit:

www.stoel.com/laborandemployment

Visit our Web site and read our Labor and Employment and Employee Benefits attorney résumés at www.stoel.com.

Stoel Rives LLP is a U.S. business law firm with nearly 400 lawyers. For more information about our legal services, or information on our offices in Alaska, California, Idaho, Minnesota, Oregon, Utah and Washington, please visit www.stoel.com or contact our Labor and Employment or Employee Benefits lawyers at (800) 88-STOEL.