

Employment

The employment law attorneys at KRCL are dedicated to helping Texas-based employers navigate labor and employment law. Texas presents its own set of unique laws, circumstances and generally accepted corporate cultural guidelines that differ from anywhere else in the country. KRCL knows how these laws intersect with the workplace and we advise employers on best practices for managing employment issues:

- Employment agreements (including non-disclosure and non-competition agreements)
- Employee handbooks
- Policy and procedure manuals
- Training protocols
- Administration of leave policies

Our insights and counsel into the documentation of employment issues and agreements help you stay on the right side of the law. We counsel you on defensive measures that help you avoid violations of the law or claims by employees.

But when litigation is inevitable or necessary, we defend employers and protect the business from all types of claims and cases:

- Employment contracts and agreements
- Wrongful discharge
- Non-compete and misappropriation of trade secrets
- Unfair competition
- Discrimination and harassment
- Compensation
- Drugs and alcohol in the workplace
- Workplace violence
- Wage and hour claims under the Fair Labor Standards Act (FLSA)
- Department of Labor and Texas Workforce Commission audits
- OSHA inspections and citation resolution
- Retaliation/whistleblower
- ERISA
- Family and Medical Leave Act (FMLA)