

OUR PRACTICE

Management of Human Capital

We understand the value of a manufacturer's human capital, and the effect of even the slightest disruption to a client's workforce or its workplace environment. We are part of a Firm culture that promotes diversity, inclusion and a sincere appreciation for creative approaches to problem solving, and have received numerous recognitions as an exceptional workplace. We bring our culture to work for every client engagement, and always keep it top of mind. We provide full service labor and employment legal services, from helping manufacturers create policies and implement effective training, to wage and hour, EEOC charges, workers' compensation, OSHA, labor laws and reduction in workforce, among others.

Our attorneys stay on top of the latest changes in laws and regulations and regularly advise our manufacturing clients on how best to prepare for and comply with new laws. We provide counseling, training and strategic advice on all employment-related laws and regulations, and when necessary, we defend our clients in district and federal courts across the country. Attorneys regularly appear before the NLRB, the EEOC, the DOL and the Occupational Health and Safety boards.

Our immigration professionals are ready to help when manufacturers expand their workforce, whether by hiring foreign nationals to work in U.S. operations or placing U.S. nationals in positions in foreign countries. Expansion can be a part of a deliberate plan, but in some cases it is necessary for unexpected reasons and requires quick action. We offer a comprehensive and efficient approach to immigration, guiding clients through the entire range of immigration processes for foreign investors, executives, managers, professionals and other workers and their family members. Additionally, we have experience in dealing with U.S. Department of Homeland Security investigations of our clients' existing workforce. Our experience and relationships help us quickly zero in on practical solutions, using state-of-the-art systems to drive our best thinking through each step of every case.

Our immigration team leader served as Chief Counsel and Acting Director of U.S. Citizenship & Immigration Services (USCIS) and is the author of *Immigration Practice*, a respected practical treatise republished annually. Our Group's attorneys and staff have native language capabilities in Spanish, French, Portuguese and Mandarin Chinese, and Firm resources include native and fluent speakers of a number of other languages.

Learn more about our [Labor & Employment Practice](#).