

Employment & Labor

Hermes Sargent Bates' Employment & Labor attorneys are called upon to understand each client's unique concerns pertaining to its workplace and address them effectively and efficiently. If litigation proves necessary, we utilize our vast knowledge, experience and creativity in planning and executing aggressive, cost-effective strategies that will succeed in court, arbitration, or mediation. Our clients range in size from Fortune 500 companies to small start-up businesses, and include employers in transportation, healthcare, manufacturing, finance, technology, entertainment, publishing, distribution, food service, and not-for-profit.

Employment Litigation

We represent employers before federal and state judges, juries, arbitrators and administrative agencies throughout Texas and the Southwest in every type of employment litigation, including the following:

- Employment discrimination (age, race, gender, sex, pregnancy, disability, national origin, religion and workers' compensation)
- Sexual harassment
- Family and Medical Leave Act
- Employee Retirement Income Security Act
- Fair Labor Standards Act
- Sarbanes-Oxley Act
- Worker Adjustment and Retraining Notification Act
- Breach of contract, defamation and fraud

We also represent employers in prosecuting and defending attempts to obtain temporary restraining orders and injunctions to enforce confidentiality agreements and non-competition agreements.

Employment Practices Counseling

We regularly advise clients how to minimize legal risks in supervising, evaluating, investigating and terminating employees, implementing reductions in force, and creating and

Representative Clients

American Home Mortgage Servicing, Inc.
Armstrong McCall of North Texas
Atlantic Relocation Systems
Atlas Enterprises
AV-EX, Aviation Excellence
Baylor University Medical Center
CareerStaff Unlimited
CareFlite
CompuCom
Cooper Aerobics Center
Crete Carrier Corporation
David McDavid Auto Group
DHL
Eastwood Insurance
eatZi's
Ecolab
Eveden
Exel
EyeMart Express
FFE Transportation Services
Half Price Books
HD Supply
LifeCare Hospitals
Midwest Medical Supply Co.
Milton B. Levy & Son Plumbing
Penske
Poly-America
Power Brokers
Presbyterian Hospital of Dallas
Professional Service Industries (PSI)
Restoration Specialists
Saturn Retail of North Texas
Sonic Drive-In
Sports Supply Group
Summit Transportation
Sun Healthcare Group
Taco Bueno Restaurants
Texas Health Resources
U.S. Xpress Enterprises

applying personnel policies, and drafting and enforcing separation agreements and non-competition agreements. We counsel management on how to achieve business goals while complying with federal, state, and local labor laws and regulations such as the Americans with Disabilities Act, the Family and Medical Leave Act, the Worker Adjustment and Retraining Notification Act, the Employee Retirement Income Security Act, wage and hour laws, and affirmative action obligations. We also provide practical management training on issues such as sexual harassment, documenting employee performance, and accommodating disabled workers.

Our Employment & Labor Attorneys

Jo Beth Drake
Lauren Z. Farkas
Monte K. Hurst
David M. Hymer
Andrew L. Petersen
David L. Sargent
Jason T. Weber
Courtney B. Wright

Labor

We guide and represent employers in collective bargaining negotiations, union election campaigns, arbitrations and strikes, and in proceedings before the National Labor Relations Board.