

Employment Law Group

CWM
CRENSHAW, WARE & MARTIN, PLC



The ability to recognize potential problems and create solutions before they become an emergency. And the expertise and ability to guide your business when an emergency occurs.

Compliance and Negotiation

The relationship between you and your employees is heavily regulated, both at the state and federal level, based on complex laws and significant judicial decisions. We can assist you in this ever-evolving field with critical policies and practices to comply with the relevant laws and regulations and preparing agreements that are both lawful and advantageous to your business.

Areas of Focus:

- Employee policies and procedures
- Hiring and termination decisions
- Employment agreements
- Separation agreements
- Non-compete and non-solicitation provisions
- Compliance with Title VII, ADA and ADEA, FLSA, FMLA, COBRA, WARN Act, and USERRA
- EEOC Investigations and Proceedings

Litigation

It is not always possible to avoid litigation. When claims are asserted against your business, we have the breadth of experience and ability to handle difficult and complex employment law issues. We are capable of taking cases to trial where necessary and vigorously defending your company. Recognizing that extensive litigation is sometimes best avoided, we are also highly skilled at negotiation and finding alternative solutions that are in your company's best interest.

Areas of Focus:

- Employment discrimination and harassment
- Retaliation claims
- Overtime and other wage claims
- Reasonable accommodation
- Violations of restrictive covenants
- Wrongful termination claims

Employee Handbooks

An employee handbook is an important tool for managing your employees and protecting your company against legal challenges. We can help you revise your current handbook or draft a new handbook customized for your company to provide guidance to employees and management and prevent potential problems.

Human Resource Audits

We can provide a thorough audit of your employee policies, procedures and practices to assess your company's compliance with federal and state laws and regulations, determine opportunities for improvement, and advise you on best practices going forward.



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