



HOSPITALITY

Hotels

Jackson Lewis P.C.'s Hotel Industry Team is comprised of experienced professionals who have an in-depth understanding of the challenges facing hotel industry employers.

Strategic Planning

- Creating and implementing effective labor relations strategies for unionized, non-union and future properties
- Responding to demands for card check/ neutrality agreements
- Evaluating and minimizing joint and single employer exposures in franchise, vendor and other relationships

Buying and Selling Properties

- Navigating the due diligence process and negotiating labor, employment and benefits sections of purchase/ sale agreements
- Advising on WARN, ERISA (including withdrawal liability associated with multiemployer pension plans), COBRA, local statutes and issues associated with sales, mergers and restructuring

Affirmative Action Plans

- Developing and implementing affirmative action plans and diversity initiatives as well as OFCCP audit defense and compliance assistance

Managing Employees with Disabilities, Illness and Family/Personal Obligations

- FMLA, ADA, Workers' Compensation and state and local sick leave ordinances

Ensuring that Pay Practices Pass Legal Muster

- Determining exempt vs. non-exempt status and independent contractor vs. employee status, reviewing overtime and gratuity, service charge, tip credit and minimum wage issues

Litigation

- Class action, multiple plaintiff and single plaintiff litigation of discrimination, wage and hour and other employment-related disputes
- Discrimination charges

Management Agreements

- Draft, negotiate and advise on labor, employment and benefit provisions of management agreements between ownership and management

Responding to Health & Safety Complaints

- OSHA

Harassment-Free Workplace

- Management training fostering a harassment-free workplace

Drug Testing

- Drug testing and substance abuse management

Employee Benefits

- Employee benefits issues arising in the design, administration and operation of benefit and compensation arrangements

Immigration

- Immigration, including obtaining temporary employment and immigrant visas and responding to enforcement initiatives

International Employment Issues

- International employment issues associated with foreign sales representatives

Regulatory Compliance Services

- Regulatory compliance services to navigate the various immigration related regulations (Form I-9, Social Security No-Match Letters, the E-Verify system and agency enforcement matters)

Protecting Employers from Unfair Competition

- Trade secrets, non-competes and workplace technology

Practical Strategies for Privacy, Data and Cybersecurity concerns

- Background checks, workplace searches and investigations; monitoring and surveillance

Day-to-day Advice

- From hiring to firing and all the twists and turns in between
- Policies, procedures, handbooks, forms, etc.

jacksonlewis.com/industry/hospitality

©2021 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome. Reproduction of this material in whole or in part is prohibited without the express prior written consent of Jackson Lewis P.C., a law firm focused on labor and employment law since 1958. Our 950+ attorneys located in major cities nationwide help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse.