

## AREAS OF PRACTICE

### **Traditional Labor Law**

Federal and Arizona Wage and Hour  
Overtime, Minimum Wage, and Child Labor  
Labor Management Relations

### **Equal Employment Opportunity**

Federal and Arizona laws about discrimination on the basis of:  
Sex (including sexual harassment)  
Disability (including ADA)  
Age  
Race and Color  
National Origin and Citizenship  
Religion

### **Disability and Medical Issues**

ADA, FMLA, Short and Long Term Disability, worker compensation (employers only), HIPAA, ERISA

### **Safety and Risk Management**

OSHA, HIPAA, ERISA, worker compensation (employers only)

### **Best Personnel Practices**

Hiring, terminations, severance, personnel policies (e.g. employee manuals and handbooks)

### **Conflict Resolution**

Mediation, arbitration, facilitation, negotiation

### **Training**

Employment Law  
Best Personnel Practices  
Conflict Resolution

### **Organizational Development**

Mission, Vision Statements, Open Space

### **Special Areas of Interest**

Interrelationship among ADA, FMLA and worker compensation  
Community Associations  
Credit Unions  
Agriculture  
Hospitality  
Nonprofit management  
Legislative and government relations