

Employment

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Background

In today's climate, businesses face increasing compliance issues in every facet of employment relations. The most effective way to avoid litigation is to take preventative steps to minimize the risk. Neil Dymott provides consulting services and legal representation to employers to assist them in understanding and complying with relevant federal and state regulations, including requirements of employment-related statutes, Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, ERISA, and the Fair Labor Standards Act.



Consultation

The attorneys at Neil Dymott are experienced litigators in employment-related issues, including contracts, wage and hour claims, discrimination, harassment, retaliation and wrongful termination. In the event employment conflicts go to trial, we work closely and effectively with our clients to develop and implement strategic, aggressive, and well-documented trial strategies that minimize risk and maximize outcome for the client. We are experienced not only in pursuing an aggressive, yet cost-effective defense, but also in taking the time to help our clients improve their policies, procedures and training to reduce the risk of future claims.

Consultation Services

- Secrecy, Confidentiality
- Non-competition Agreements
- Sexual Harassment Prevention Training
- Sexual Harassment Investigations
- Employment Policies and Procedures
- Employee Handbooks
- Employee Termination and Discipline
- Employee Evaluations

To ensure an employer's practices are compliant with current law, we work with employers to draft and/or review employee handbooks, employment contracts, personnel policies, training manuals, disciplinary procedures, appropriate communications, and hiring and employment termination documentation. Proper compliance with internal procedures, applicable local,

state and federal laws and regulations, careful documentation, training of employees, and early involvement of counsel can mitigate an employer's risk. With the proper strategies in place, employers can work from a position of knowledge and strength, rather than vulnerability.

Litigation

Neil Dymott's highly skilled trial attorneys are equally adept in handling administrative hearings as well as client education and consultation. Our attorneys have litigated cases in both state and federal courts for clients across the country and have assisted in cases involving employers outside the U.S. We represent employers and employees in a wide variety of matters from the preparation of employee handbooks to class action representation. Our clients recognize that not only can we advise them regarding employment law, but also that we are uniquely qualified to counsel them on how employment issues will be resolved in the courtroom.

Civil Litigation and Jury Trials

- Breach of Contract/Breach of Covenant of Good Faith
- Discrimination
- Civil Rights Claims
- Sexual Harassment
- Whistle-blowing/Retaliation
- Fraud
- Breach of Fiduciary Duty
- Interference with Contract/Prospective Economic Advantage
- Trade Secrets
- Wrongful Termination
- Wage and Hour Claims

For more information about our employment practice, please see our list of attorneys in this practice area.

News

[Neil Dymott Names Alan B. Graves and Dane J. Bitterlin Shareholders](#) ^[1] 7/15/2019

[Clark Hudson Speaker at DRI Trial Tactics Seminar on March 19, 2015](#) ^[2] 3/26/2015

Recent Success

^[3]
[Neil Dymott Wins California Unemployment Insurance Appeal on Behalf of Client](#) ^[4] 3/27/2017

[Successful Demurrer Leads to Dismissal of Ten Cause of Action Civil Rights/Employment Law Claim](#) ^[5] 7/8/2014

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Neil Dymott wins Civil Service Commission Appeal on behalf of a San Diego County Employee - June 2013 [6] 6/20/2013

Summary Judgment Granted for Project Manager and Human Resource Assistant - May 2013 [7] 5/9/2013

Defense Verdict in Sexual Assault and Wrongful Termination Case [8] 6/15/2007

Articles

Dealing with Surprises at Trial [9] 4/1/2015

Selling A Small Business: Putting A Value On Your Life?s Work [10] 11/18/2014

2014 Employment Law Changes in California [11] 1/1/2014

Whose Phone Number is it Anyway? [12] 11/26/2013

Are the Courts Reviving Prohibition for the Office Holiday Party? [13] 11/7/2013

SB 292: The Expanded Scope of Workplace Sexual Harassment and You [14] 10/14/2013

There's No Such Thing as a Free....Intern [15] 9/11/2013

Discrimination Claims Made at the Workplace:Employee Cooperation will be Expected in the Employer's Internal Investigation [16] 9/10/2013

What to Expect When Your Employee Is Expecting: How One Woman's Pregnancy Changed the Face of Employment Discrimination Lawsuits in California [17] 3/21/2013

What does the Patient Protection and Affordable Care Act (PPACA) Mean for Small Business? [18] 1/8/2013

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