

Labor & Employment

For over a century, our firm has represented and advised state, regional, and national businesses in all areas of business and commercial law. Founder Aubrey Brooks's son, Thornton Brooks (1912-1988), began practicing the "new" field of labor law upon the passage of the National Labor Relations Act in 1939. Since then, we have been actively engaged in representing employers in North Carolina and throughout the Southeastern United States in all areas of labor and employment law, including litigation in state and federal trial and appellate courts; representation before administrative agencies such as the United States Equal Employment Opportunities Commission (EEOC), the United States Department of Labor, the National Labor Relations Board (NLRB), the Office of Federal Contract Compliance Programs (OFCCP), etc.; and advising clients on a wide variety of areas, including union avoidance and organizing issues, collective bargaining, employment policies, employment handbooks, compliance, and planning issues.

Our litigation experience in labor and employment law includes defending against a wide variety of discriminatory practices involving age, sex, sexual harassment, race, religion, and the Americans with Disabilities Act (ADA) claims. We also have experience with common-law claims dealing with intentional infliction of emotional distress, negligent infliction of emotional distress, breach of contract, interference with contract, enforcement of restrictive covenants, assault, battery, defamation, and wrongful death, in addition to providing extensive Fair Labor Standards Act (FLSA) litigation. We are also active in promoting Alternative Dispute Resolution methods in the employment arena.

Publications & Alerts

- Family Medical Leave Act Amended Again