

OUR SPECIFIC EXPERIENCE

Royal, P.C. is a women-owned law firm that exclusively represents and counsels businesses. Our specialty is in management-side labor and employment law. We know business matters because representing businesses is all we do. Our attorneys have received local, regional and national recognition for their leadership and professional excellence. We have earned the confidence of highly sophisticated clients through our preventive work as well as our dedication to aggressive representation when disputes arise.

We represent a wide range of businesses throughout the New England states and nationally, from small non-profit organizations to Fortune 500 companies, and our clients operate businesses in fields such as human service, health care, manufacturing, construction, oil and gas, automotive services, legal services, food service, transportation, retail and education. We are approved panel counsel for several insurance companies that provide employment practices liability insurance to employers.

Employment Litigation:

Royal litigates a myriad of employment matters in both state and federal court throughout New England. Attorneys at Royal have frequently appeared before state and federal administrative agencies, such as the Massachusetts Commission Against Discrimination, the Connecticut Commission on Human Rights and Opportunities, the Rhode Island Commission for Human Rights, and the Vermont Human Rights Commission as well as the Equal Employment Opportunity Commission. Our attorneys have successfully represented employers in employment law matters through verdict and on appeal. Our experience includes defending employers from matters arising under the Fair Labor Standards Act, the Americans with Disabilities Act, the Family and Medical Leave Act, Title VII, the Age Discrimination in Employment Act, the Uniformed Services Employment and Reemployment Rights Act, the Employee Retirement Income Security Act, the Occupational Safety and Health Administration, and state employment laws.

Labor Relations:

Royal has an extensive record of solely representing management in the area of labor relations. In fact, two of our attorneys have, for over three decades, devoted their careers to management-side labor law representation.

Royal has represented innumerable public and private sector unionized employers in the following ways:

- Before state and federal courts and administrative agencies, such as the National Labor Relations Board and the Massachusetts Department of

Labor Relations. In fact, our attorneys regularly appear before the Massachusetts Department of Labor Relations and the National Labor Relations Board and have defended clients in countless representation petitions, bargaining unit clarification cases, and unfair labor practice charges.

- By guiding our unionized clients during a myriad of union grievances.
- By advising clients during mediations and arbitration actions, including matters involving contract interpretation and employee discipline or discharge.
- By leading clients through labor negotiations and collective bargaining as well as union organizing and NLRB elections.

Our attorneys advise on bargaining strategies, complicated questions regarding contract interpretation, and the types of actions that may constitute an unfair labor practice. We have assisted clients in navigating through workplace stoppages and sought and obtained injunctive relief in cases of trespass by union organizers, unlawful workplace stoppages, and picket line misconduct and violence.

In addition, Royal advises its non-union clients on developing the best practices for maintaining a union free workplace. In fact, it is committed to practicing preventive labor relations by counseling on positive communications with employees, developing effective policies, and conducting supervisory training.

Preventive Services for Litigation Avoidance:

Our preventive employment counseling and services include drafting a variety of employment-related contracts, including executive employment agreements, compensation agreements, restrictive covenants, and separation or settlement agreements and general releases. We also regularly draft and review key employment documents, such as personnel policy manuals, employee handbooks, management guidelines, affirmative action plans, offer letters, job descriptions, performance evaluations, disciplinary action forms, termination letters, and employment applications. In addition, our attorneys frequently conduct audits of our clients' employment practices to ensure all practices are compliant with applicable law. Such reviews include compliance inspections in the following areas: wage and hour law; record retention; I-9; employment posters; and workplace safety.

When employers receive internal complaints of discrimination, harassment, or other workplace problems, Royal provides guidance in responding to such complaints and assists clients in conducting prompt and thorough investigations and remedying any discrimination or harassment that may have occurred. Some examples of our guidance include providing instruction on how to conduct the investigation, including who to interview, what questions to ask, and what documents to obtain. We also advise on

what documents should be prepared and/or retained and draft and/or review and revise the written report of findings.

We offer countless training programs for supervisory and management personnel. In addition to our training programs, we also offer a specialized, very practical workshop series.

We regularly advise clients on matters such as hiring and firing, reductions in workforce, grievances, discipline and documentation, granting or denying leaves of absence, and complying with labor and employment laws. We also serve as panel counsel to several insurance companies that offer employment practices liability insurance.

Our philosophy is that careful planning and well-devised practices can reduce the likelihood of employment litigation. We believe that a prompt answer to a pressing issue can often prevent costly litigation; thus, when our clients have employment concerns, we make those concerns a top priority. Indeed, we know that when workplace issues arise, they can require immediate attention. For that reason, our attorneys provide immediate responses to our clients and otherwise can be available on a 24/7 basis to manage sensitive workplace issues and offer practical solutions.

Royal is certified as a women's business enterprise (WBE) with the Supplier Diversity Office, the Women's Business Enterprise National Council, and the National Association of Minority and Women Owned Law Firms.