



Coughlin Duffy LLP

Employment Litigation, Counseling and Training

Solutions for employment issues.

Coughlin Duffy represents corporate clients of varying sizes, from small family-run businesses to Fortune 500 companies, in all facets of employment law.

We provide representation of our clients at all levels, including in-house advice and investigations, administrative proceedings before federal and state agencies, and arbitrations and mediations. We also regularly appear and represent our clients in state and federal trial and appellate courts throughout the country.

Practicing employment law for as long as our attorneys have, we know the importance of understanding our clients' business – from its personnel and physical structure to its business needs and objectives. We take the time to learn about our clients so that we can assist them with their goals, both immediate and long term, when making and implementing employment decisions, policies and practices.

Counseling and Litigation Avoidance

At Coughlin Duffy, we place a high premium on providing our clients preventative strategies for workplace issues. Our Employment Litigation and Counseling Practice Group is staffed with attorneys from some of the finest labor and employment boutiques in the country who have the training and experience that comes from handling the most complex employment issues for Fortune 500 companies. Our attorneys are in daily contact with human resource professionals and in-house attorneys to provide counseling and preventive assistance by, among other things, drafting personnel policies and handbooks, and providing employment audits. We regularly guide employers through individual terminations and discipline actions, reductions in force, leave of absence questions, reasonable accommodation issues, and other employment related matters. We also develop and provide training for all levels of employees on compliance with anti-harassment and anti-discrimination laws, interviewing and hiring laws, the interplay of family leave, disability and workers' compensation laws, and document management. Our goal for all clients is to minimize employment disputes and to help clients avoid litigation.

Litigation Philosophy

Through our vast experience litigating single-plaintiff, multi-plaintiff and class action cases in federal and state courts and agencies throughout the country, our employment litigators have seen it all. Our clients reap the benefit of that experience in each matter we handle for them. At the outset of every case, our attorneys assess our clients' goals and objectives not only for the case but for how the case may impact and affect the business at large. We then jointly develop a strategy with the client to accomplish those goals and implement that strategy as quickly and cost effectively as possible.

One of the keys to our successful litigation practice is our commitment to keeping clients involved in every step of the litigation and our ability and willingness to alter our strategy and defense as the landscape of a case changes. Our attorneys are as comfortable aggressively defending a case as they are at taking a low-key approach. We are also well versed in all areas of alternative dispute resolution and recognize the value to many clients in resolving an employment dispute quickly through mediation or arbitration. Regardless of how litigation is defended, we pride ourselves on our professionalism and unwavering ethics in everything we do.