

Manufacturing

Globalization, offshoring, disruptive new technologies, an aging workforce, automation, artificial intelligence and the looming threat of cyberattacks have complicated the employment equation for manufacturers. Then COVID-19 brought heightened safety concerns, labor shortages, the prospect of reshoring initiatives, and unprecedented supply chain bottlenecks, all of which project to influence manufacturers' strategic plans for generations. The world won't slow down just so you can catch up— you need forward-looking attorneys to help you maintain a qualified workforce, remain competitive in the marketplace, and comply with applicable laws in the places you do business.



With a keen understanding of the modern business landscape and your unique place within it, our multidisciplinary Manufacturing Industry Team can help you navigate challenges while foreseeing and maximizing opportunities. We provide top-flight service, including a commitment to efficiency and the utmost responsiveness. We can help you scale up, throttle back, and increase safety and efficiency in your workforce so you can keep on innovating and delivering value to your customers.

Workplace Safety

You must be vigilant to satisfy a vast patchwork of legal requirements and provide your team with a safe working environment. Working with our [Workplace Safety and Catastrophe Management team](#), we can help you set up and maintain compliance protocols to avoid problems, including offering training, implementing safety plans, and developing risk management systems. If the government comes calling, we can help with inspections and investigations. If you receive an allegation of health, safety, or whistleblower law violations, we can defend any administrative proceedings or federal and state court litigation. And, if an accident or catastrophic event does occur, we'll be by your side every step of the way.

Wage and Hour Law

Our lawyers work with our [Wage and Hour Law Team](#) to help clients comply with federal and state wage and hour laws and properly classify workers. We'll work with you up front to avoid problems from ever cropping up and defend in governmental investigations and audits, as well as in wage-and-hour lawsuits in courts and administrative agencies across the country. Whether you're facing a single-plaintiff lawsuit or a complex class and collective action lawsuit, we can assist.

Labor Relations

Working with our [Labor Relations Team](#), we help clients maintain a positive workplace environment and develop winning strategies to handle organizing campaigns. We negotiate non-disruptive collective bargaining agreements that afford you maximum discretion, assist with strike preparations and employer rights during lockouts and labor stoppages and help navigate high-stakes union decertification campaigns. We're experienced in defending labor conflicts before the NLRB, other administrative agencies, and in courts throughout the U.S., including defending interest arbitrations, grievance proceedings, and unfair labor practices charges.



Immigration

Our [Immigration Team](#) can help you hire skilled workers from abroad with the right skill sets to fill important positions. We routinely guide manufacturing employers in programs for hiring temporary (nonimmigrant) workers (e.g., H-1B, H-1B1, E-3 visas) and permanent labor certifications (PERMs) for foreign workers. We also help manufacturers obtain transfer visas, defend against immigration discrimination claims, and conduct internal audits.



Corporate Reorganizations

When scaling operations up or down, you'll face complex legal issues that demand close attention to compliance mandates at the local, state and national levels. We have deep experience advising manufacturers on openings and expansions, closings and contractions, including reductions in force (RIFs), layoffs and compliance with the Worker Adjustment and Retraining Notification Act (WARN) and similar state statutes. We can help implement any necessary corporate reorganization to avoid discrimination and "reverse discrimination" claims, severance pay problems, and other compliance challenges. Working with you, we can help prevent legal proceedings and ensure you are well-positioned to defend your actions if one does arise.

With almost 600 attorneys in 41 offices across the United States and Mexico, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers' workplace legal problems. We regularly advise and counsel clients on issues surrounding wage and hour, employment discrimination and harassment, litigation, workplace safety, immigration, trade secrets and non-competes, and more.

