

JAMS EMPLOYMENT PRACTICE

UNIQUELY QUALIFIED NEUTRALS

The **JAMS EMPLOYMENT PRACTICE** includes retired federal, state trial and appellate judges and former litigators. Selected for their deep subject matter expertise and skill in handling interpersonal conflict, our distinguished mediators and arbitrators are adept at managing both the emotional and legal aspects of employment matters. JAMS neutrals have years of employment dispute resolution experience, comprehensive knowledge of federal and state statutes and receive extensive, ongoing training in ADR and developing case law.

PROVEN SUBJECT MATTER EXPERTISE

JAMS neutrals have resolved thousands of sensitive, difficult disputes of all types. Representative cases include:

- A case involving allegations of **gender discrimination**, as well as **sexual and racial harassment** brought by administrative staff against a professional office. The case also involved claims of **retaliation** following the employees' reporting of insurance fraud.
- **Wage and hour** claim brought by an employment counselor that claimed the position was incorrectly classified as exempt. The employee alleged that, due to the misclassification, the employer was required to pay overtime back pay along with meal and rest break penalties as required by state statute.
- **Pre-suit mediation** of employee's **racial and religious discrimination** claim against a national fast-food operator for the chain's alleged refusal to accommodate plaintiff's request for time off to attend prayer meetings.
- **Whistleblower** action brought by the admissions representative of a for-profit trade school who claimed **wrongful termination** and alleged **retaliation** for complaining about the school's violations of federal law.
- A **wage and hour class action** against a clothing manufacturer in which the 6,700 member class sought damages related to improper classification and failure to pay for overtime and rest periods. The case involved protracted negotiations and settled two weeks into trial.

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EFFICIENT, AFFORDABLE RESOLUTION

- **Americans with Disabilities Act (ADA)** claim brought by a warehouse employee alleging wrongful discharge and refusal to provide reasonable accommodation. The plaintiff was injured outside of work and was terminated after medical leave.
- A discrimination case involving a manager who suffered a stroke, returned to work, and was then terminated. Allegations included **disability discrimination**, and violations of **ERISA** arising from a failure to provide the right to convert group-life insurance coverage to a term-life insurance policy.
- A nationwide **wage and hour collective action** with nearly 30,000 members: the suit alleged that a global provider of inventory services to a number of major retainers violated the **Fair Labor Standards Act (FLSA)** and certain state laws in its compensation practices.
- **Wrongful termination** and **age discrimination** claims brought by a **high-level executive** in a corporation. The company claimed recent modernization and employee's limited exposure to technology justified a reduction in force and employee's subsequent termination.
- A complex case involving the rights of a chief executive officer under his **employment contract** in circumstances involving alleged breaches of fiduciary duties.

JAMS offers affordable options for employment matters of all sizes, from individual discrimination, executive compensation or wrongful termination claims to complex, nationwide class actions. JAMS neutrals have the proven ability to resolve cases quickly, providing significant savings of time and expense. They collaborate with all parties to design flexible, individualized approaches that include mediation, arbitration, neutral investigations, dispute resolution program design, special master and discovery referee work.

For more information about the **JAMS EMPLOYMENT PRACTICE** and complimentary CLE programs offered in some locations, visit www.jamsadr.com or call **1.800.352.JAMS**.

THE RESOLUTION EXPERTS

