

EMPLOYMENT LAW PRACTICE GROUP



It's a paradox: businesses cannot exist without employees. Yet employment law has become one of the most perilous aspects of operation for firms of every size and description. From dozens of regulatory agencies enforcing thousands of pages of code to all-too-human employees and managers themselves, the risks are real. And they are increasing all the time. An analysis of the filings in just one federal courthouse indicates that nearly three out of every four cases are rooted in employment law.

The Barber Law Firm's Employment Law Practice Group assists businesses in navigating these risky waters. From strategic counsel to conflict resolution to trying lawsuits, the practice group pursues a distinctive combination of efforts to keep our clients educated, informed and out of court. In rare matters that have to be tried, Barber Law Firm is staffed with one of the most experienced teams of trial lawyers in the state.

PUBLISHING AND PRESENTATIONS

Our attorneys are not only recognized in the courtroom but by our peers as well. The Employment Law Practice Group's attorneys regularly lead continuing legal education classes and presentations for clients, attorneys, companies and individuals in the Arkansas business community. Refer to our web site for background materials and upcoming presentations.

- Record-Keeping 'Musts' For Employers article by S. Brent Wakefield, 2011
- Harmonie Group, "Arkansas Employment Legislative and Case Law Updates for 2011" by James D. Robertson and S. Brent Wakefield
- CLE program, An Employer's Guide To Crisis Management, Robert L. "Skip" Henry, III, James D. Robertson, S. Brent Wakefield
- Spradlin v. Arkansas Ethics Commission: A Hardline Approach to Separation of Powers, by James D. Robertson, 48 Arkansas Law Review 755.
- Civil Rights Time Limitations for Civil Rights Claims Continuing Violation Doctrine, by Michael L. Wright, 71 Tennessee Law Review 383.

SERVICES OFFERED

Barber Law Firm attorneys help employers protect themselves and communicate with their employees by preparing and editing handbooks outlining the employment relationship, describing expectations of the parties, defining terms of separation, and providing a mechanism for dispute resolution. We educate employers on how to recognize and avoid employment-related issues before problems arise by maintaining interactive relationships with clients, including the investigation and evaluation of potential claims, conducting on-site training, and providing easy-to-read literature on employment related subjects. When unavoidable disputes turn into claims, we aggressively advocate for our clients in forums such as the EEOC, mediation, arbitration, and state and federal court.

Barber Law Firm's Employment Law Practice Group is well versed in the federal and state applications of the key legislation and regulations governing employment matters including:

- Title VII of the Civil Rights Act of 1964 (42 USC 2000(e))
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Family Medical Leave Act (FMLA)
- Equal Pay Act
- Civil Rights Act of 1871 (42 USC 1983)
- Arkansas Civil Rights Act (ACRA)
- Employment Retirement Income Security Act (ERISA)
- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Unemployment Claims, and Workers Compensation Claims

CLIENT EXPERIENCE

Our employment law clients include national corporations dealing with major and complex litigation to Arkansas businesses negotiating issues such as wrongful dismissal, discrimination or harassment claims and class actions. Individuals and businesses of virtually every description periodically encounter matters dealing with employment law. Clients we represent include:

- Automotive Dealerships
- Automotive Parts Retailers
- Manufacturing Companies
- Food Service Industries
- Oil Companies
- Homeowners Associations
- Distribution Companies
- Nonprofit Organizations
- Department Of Defense Contractors
- Farm Implement Dealerships
- Grocery Stores
- Physical Therapy Centers





BARBERLAWFIRM

2700 Regions Center

400 West Capitol Avenue

Little Rock, Arkansas 72201

P 501.372.6175

F 501.375.2802

barberlawfirm.com

JAMES D. ROBERTSON

jrobertson@barberlawfirm.com • 501.707.6128 direct

Jim Robertson concentrates his practice in the area of employment discrimination defense, civil litigation with emphasis on cases involving products liability, premises liability, and general commercial litigation. He graduated with honors in 1995 from the University of Arkansas School of Law, where he served as a member and Note and Comment Editor for the *Arkansas Law Review*. Prior to joining Barber Law Firm in 2000, Mr. Robertson worked as a clerk in the Arkansas Supreme Court and as a Deputy Prosecuting Attorney for the Sixth Judicial District of Arkansas.

MICHEAL L. ALEXANDER

malexander@barberlawfirm.com • 501.707.6119 direct

Mr. Alexander joined the firm in 1980. His experience is based on extensive client work in the areas of employment discrimination, personal injury, property damage, insurance claims, construction issues, and workers' compensation. Mr. Alexander received his J.D. Degree from the University of Arkansas at Little Rock William H. Bowen School of Law in 1980.

S. BRENT WAKEFIELD

brent.wakefield@barberlawfirm.com • 501.707.6130 direct

Brent Wakefield concentrates his practice in the area of general civil litigation including employment law, contract and tort defense, products liability defense and personal injury defense. In 1999, Mr. Wakefield received his J.D. from the University of Arkansas at Little Rock William H. Bowen School of Law. Before joining the law firm in 2007, Mr. Wakefield served in the United States Air Force Judge Advocate General's Corps at Shaw Air Force Base, Sumter, South Carolina and Randolph Air Force Base, San Antonio, Texas where he concentrated on federal labor law issues and Sheppard Air Force Base, Wichita Falls, Texas defending medical malpractice cases. He achieved the rank of Major before separating and moving back to Arkansas.

EMPLOYMENT LAW
PRACTICE GROUP



BARBERLAWFIRM