

# Employment Litigation Practice Group

Weil

## Why practice employment law at Weil?

Join an Employment Litigation Practice Group (ELPG) that is recognized as among the nation's best.

### Top 5 Practice

New York  
Labor & Employment

CHAMBERS  
AND PARTNERS

### Top 10 Practice

Nationwide  
Labor and Employment Litigation  
Workplace & Employment Counseling  
Trade Secrets  
ERISA Litigation

The  
LEGAL  
500

These rankings are a reflection of the quality of Weil's individual lawyers. Since 2012, the ELPG has scored a trifecta with *Human Resource Executive*, with two partners included among its list of "100 Most Powerful Employment Attorneys" and another partner included in its list of "Top 20 in Employee Benefits."

### Weil's ELPG offers summer associates the opportunity to specialize.

Law students who already have decided to specialize in employment litigation have the unique opportunity to be hired directly into one of Weil's dedicated ELPG summer associate positions. A dedicated ELPG summer associate enjoys the best of both worlds: complete immersion in employment litigation and total integration into Weil's summer associate program. The ELPG also recruits from Weil's larger summer program, which features a flexible rotation system that allows summer associates to experience multiple practice areas, including the ELPG.

### Challenge yourself by being part of a multi-faceted practice.

Unlike employment law practices at other firms, which may require attorneys to specialize in discrete areas of employment law, Weil's practice provides associates with the opportunity to work on a wide variety of litigation, counseling, and transactional matters that involve the full spectrum of legal issues affecting today's workplace.

**Litigation** – The ELPG represents clients in administrative proceedings and individual and class action litigations that involve issues such as discrimination, wage and hour practices, restrictive covenants, trade secrets, whistle-blowing, wrongful termination, defamation, and complex ERISA and employee benefits claims. Associates participate in all aspects of litigation – from the first steps of discovery through the final moments of trial and appeal.

**Counseling** – The ELPG also handles high-level counseling work, which includes managing complex internal investigations regarding sensitive employment-related issues, negotiating and preparing employment and separation agreements, representing employers in their dealings with labor unions, and formulating employment policies and manuals. Associates work directly with clients to solve occasionally thorny pre-litigation counseling issues.

**Transactions** – ELPG associates also work with Weil's transactional lawyers on labor relations and employment law issues that arise in M&A, restructuring, and bankruptcy contexts.



"The group's specialization allows ELPG associates to quickly gain experience working with the full

spectrum of employment and labor issues our clients are facing. ELPG associates genuinely enjoy exploring the variety of matters clients bring us and collaborating to develop the best strategy for what are often unique problems. Weil's ELPG associates are committed to producing high-quality work on these critical issues, while maintaining a work-life balance."

Lauren Richards, 2017



"Weil's ELPG has an open-door policy which fosters meaningful relationships among the

group's attorneys and translates into an incredibly collaborative environment. Early on in our careers, ELPG associates are provided with significant responsibility which allows us to take ownership of our work and gain invaluable experience. The environment in the ELPG is truly dynamic – each day we explore novel areas of law and approach legal issues in unique and challenging ways."

Adam Gitlin, 2018

"Weil's ELPG offers a commercially astute approach to solving legal problems." Clients note that the ELPG attorneys are "a group of very well-rounded employment lawyers with high-end litigation skills."

Chambers USA

## Enjoy a practice-wide emphasis on professional development and mentoring.

Weil's ELPG takes pride in developing highly trained and credentialed associates. The practice ensures its members are constantly learning and staying abreast of cutting-edge issues and developments in labor and employment law.

**Partner mentor program** – Each associate in our practice chooses a partner mentor, whose role is to track and assist the associate's development within the practice.

**Monthly luncheons** – The ELPG holds monthly luncheons for training, workshops, and open dialogue about legal developments that impact the practice. These luncheons allow associates and partners to share and discuss new or interesting litigation or counseling matters.

**Employer Update** – Associates work closely with partners to write articles for the *Employer Update*, the ELPG's monthly client newsletter. Associates author articles covering significant developments in employment law, and analyze how these developments affect our clients' businesses. The *Employer Update* credits associates with bylines for their articles, which are linked to the associates' bios on [weil.com](http://weil.com).

**Other writing opportunities** – Associates in the ELPG can take advantage of other publishing opportunities as well. For example, the ELPG publishes a bi-monthly column for the *New York Law Journal*, and associates who assist with the research and drafting of these articles receive recognition in the *Journal* for their contribution.

**Continuing Legal Education** – Weil's ELPG periodically arranges for training opportunities on selected topics to ensure that the group keeps up-to-date on key developments in labor and employment law, and to provide hands-on opportunities for ELPG associates to participate in trainings with ELPG partners.

## Join a practice group where opportunities abound for junior associates.

Weil's ELPG is a collaborative group that ensures associates at all levels have the opportunity to do substantive hands-on work on significant matters early in their careers.

**Important role in high-profile litigations** – Starting at the junior level, associates take ownership over important projects, even when staffed on our highest-profile litigations. For instance, one first-year associate worked directly with an economist to develop an expert report used to oppose class certification.

**Advocacy** – From day one, junior associates craft written advocacy on behalf of clients. ELPG associates have drafted EEOC position statements, correspondence to opposing counsel, key witness affidavits, and memoranda of law in support of motions. Junior associates also play substantive roles in preparing for hearings and depositions, including preparing outlines and attending important court appearances.

**Client/partner contact** – In addition to high-stakes class action litigation, Weil's practice also handles smaller single-plaintiff cases and discrete counseling matters. Junior associates have the opportunity not only to work one-on-one with our partners on these matters, but also to interact directly with the in-house legal counsel and decision makers of our clients.

**Pro bono** – Weil associates of all levels take primary roles in handling counseling and litigation matters on behalf of pro bono clients, which enables them to gain valuable experience and to take on a high level of responsibility. Associates in Weil's ELPG have prepared and revised employment handbooks, offer letters, and other important employment documents on behalf of pro bono clients. These representations often lead to ELPG associates becoming "go-to" resources for the clients' employment law needs.

## Forge a career path supported by a strong client network.

The ELPG has a strong track record not only in promoting associates to counsel and partner, but also in assisting them to secure employment law positions in-house, including at major corporations and organizations such as:

- Goldman Sachs
- NBCUniversal Media LLC
- University of Minnesota
- UnitedHealth Group
- Avis
- World Fuel Services
- Polo Ralph Lauren
- 19 Entertainment



"Based on accolades alone, Weil's ELPG is exceptional. However, Weil's ELPG not only delivers excellent work product, but also provides a unique experience for its associates. ELPG associates have the rare opportunity to work frequently (and often exclusively) with partners on matters. As a result, we learn faster than our counterparts at other firms, quickly becoming experts in labor and employment issues. This also means that we take on assignments traditionally reserved for senior associates at earlier levels, such as drafting briefs and taking depositions. But what rounds out the group is the quality of the associates. We are a team in every sense of the word, and you will not find a better group of smart, dedicated, collaborative people elsewhere."

Dan Richards, 2018



"The vast majority of my work has been substantively engaging and intellectually challenging. Early on, I was afforded the opportunity to draft a motion for summary judgment, participate in an internal investigation, and become the main point of contact for a client. The size of the group creates the perfect balance of support and autonomy. When I have questions, the partners and senior associates always are willing to provide guidance. At the same time, everyone is invested in you gaining the confidence as an attorney that can only be developed by doing things for yourself. This is an environment built for a junior associate to learn, grow, and succeed."

Justin DiGennaro, 2015



"Weil's ELPG gives associates the best of both worlds. You work with a small group of highly knowledgeable and skilled attorneys who are invested in associate development, while at the same time taking advantage of the resources and expertise of a large firm. We work on a wide variety of employment-related issues, providing meaningful contributions at each stage of a litigation, investigation, or counseling matter. This is a great place to grow as a lawyer, in large part because our work and opinions are valued from day one."

Larsa Ramsini, 2014