

Employee Relations and Human Resources Advice & Counsel

Strong employee relations are the cornerstone of a successful business. Cosgrave's labor and employment attorneys can help lay that foundation, drawing on years of experience helping clients manage employment relationships.

Our employment law team serves as counsel to clients in diverse industries, on matters such as:

Employment contracts (including nonsolicitation, noncompetition, arbitration, and confidentiality agreements)

Employee handbooks and policies

Diversity and anti-harassment training

Recruiting and retention strategies

Best practices for hiring, discipline, and termination

Litigation, arbitration, and mediation

Administrative agency claims (Oregon Bureau of Labor & Industries and Equal Employment Opportunity Commission)

Managing city and county employment issues

Cosgrave advises clients on and, when necessary, litigates all types of discrimination claims under state and federal laws, as well as claims of wage and hour violations, FMLA and OFLA violations, sexual harassment, wrongful discharge, and retaliation. We also assist with employment-related issues such as privacy, defamation, public accommodations, and interference with contract.

Early risk assessment is another crucial component of our clients' success. We use our extensive trial experience to help clients identify and, when possible, prevent problems before they happen. We're committed to providing strategic advice that gets pragmatic results.

Representative Clients

Animal Medical Clinic of Oregon, P.C.

Aquatic Contracting LLC

AutoBidMaster LLC

Avada Audiology & Hearing Care Center SW WA Inc.

Berrett Brothers, Inc.

BBF Technologies

INDUSTRIES

Beverage

Construction

Financial Services

Healthcare

Hospitality

Insurance

Manufacturing

Professional Services

Railroad

Real Estate

Trucking and Motor Carrier

ATTORNEYS

Shane P. Swilley

BNSF Railway Company
Beaverton Smile Center
Broadway Cab
C.R. England, Inc.
Capital Pacific Bank
Columbia Roofing & Sheet Metal
Crossroads Community Church
Far West Recycling, Inc.
Genesee & Wyoming, Inc.
Geopier Foundation West
Grand Heritage Hotel Group, LLC
Horizon Restoration
Lifetime Exteriors
McCollum, Inc.
Net2Vault
Old Dominion Freight Line, Inc.
Oregon Point of Sale
Percipio Consulting Group
Portland & Western Railroad, Inc.
Premier Source Diagnostics, Inc.
Reser's Fine Foods, Inc.
River City Glass & Window
Sandy Farms
The Commerce Company
Timmco Insurance, Inc.
TOSOH Quartz, Inc.
Transpacific Food, Inc.
Union Pacific Railroad

Affiliations

ALFA International Labor & Employment Practice Group
Association of Legal Administrators

Oregon State Bar Labor and Employment Section

Newsletters

If you would like to be placed on the list serve to receive our Employment Law Newsletter, please email us at: employmentlaw@cosgravelaw.com

2nd Quarter 2017 Cosgrave Employment and Business Law Newsletter

1st Quarter 2017 Cosgrave Employment and Business Law Newsletter

3rd Quarter 2016 Cosgrave Employment and Business Law Newsletter

1st Quarter 2016 Cosgrave Employment and Business Law Newsletter

2nd & 3rd Quarter 2016 Cosgrave Employment and Business Law Newsletter

1st Quarter 2015 Cosgrave Employment and Business Law Newsletter

4th Quarter 2014 Cosgrave Employment and Business Law Newsletter

3rd Quarter 2014 Cosgrave Employment and Business Law Newsletter

1st & 2nd Quarter 2014 Cosgrave Employment and Business Law Newsletter

4th Quarter 2013 Cosgrave Employment Law Newsletter

3rd Quarter 2013 Cosgrave Employment Law Newsletter

2nd Quarter 2013 Cosgrave Employment Law Newsletter

1st Quarter 2013 Cosgrave Employment Law Newsletter

4th Quarter 2012 Cosgrave Employment Law Newsletter

3rd Quarter 2012 Cosgrave Employment Law Newsletter

2nd Quarter 2012 Cosgrave Employment Law Newsletter

1st Quarter 2012 Cosgrave Employment Law Newsletter

3rd Quarter 2011 Cosgrave Employment Law Newsletter

Resources

NLRB Social Media Policy