

# Personnel & Human Resources

We offer a full range of legal services in human resources administration, legal compliance, employer-employee relations, and employment litigation.

Our personnel work involves the application, interpretation, and updating of personnel systems, personnel rules, classification plans, compensation plans, and agency policies. We assist with benefits administration, including issues involving the Public Employees' Retirement System. We also provide advice and representation in discipline matters and arbitration. We have conducted training programs covering performance evaluations, workplace investigations, family and medical leave programs and the prevention of sexual harassment.

RWG has represented employers in disputed unemployment and wage claims before state hearing personnel and has represented local governments in hearings and disputes involving the California Public Employees' Retirement System. We currently serve as special counsel to commissions and hearing boards on discipline appeals and civil service system administration.

The Firm has consistently provided employment law and human resources advice and mediation, arbitration, and litigation support to the cities of Artesia, Calimesa, Yucaipa, Beverly Hills, Agoura Hills, and Mill Valley, among others, and has provided labor/employment support to entities such as First 5 LA, Marin Clean Energy, L.A. Care Health Plan, Beaumont Cherry Valley Water District and Foothill Transit.

In the aftermath of the "Great Recession," the Firm's assistance was integral to the recovery of a number of cities. The Labor and Employment Department provided advice, counseling, and negotiation services to its clients with regard to the implementation of furloughs, salary reductions, and the restructuring of medical and retirement plans to allow a more equitable distribution of costs between employer and employee. No client of the Firm incurred any unfair labor practice claims or was subject to litigation after following our Firm's advice in such matters.

## TEAM

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Dave Fleishman

## RELATED PRACTICES

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Labor & Employment