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Health Care Labor & Employment

Seyfarth Shaw LLP combines its nationally recognized health law and award-winning, top-tier labor & employment practices to provide health care institutions with experienced, sophisticated, and cost-effective representation concerning all aspects of workplace management and personnel-related matters.

With a deep understanding of the challenges facing employers in this rapidly changing industry, our team brings experience and practical advice, nationally and internationally, to the life cycle of health care employment: from recruitment of and on boarding new employees to handling reductions in force; workplace instigations and training; employment contracts, policies, and handbooks; compensation structures, pay practices, exempt classifications and benefits; managing contingent work forces and assessing joint employment concerns; immigration; antitrust and equal pay; antidiscrimination, retaliation and whistleblowing. Our litigators defend against claims arising from all aspects of health care employment, including administrative proceedings, agency investigations and enforcement, and class and collective actions. We have tried scores of cases for health care providers across the country.

Our Health Care Labor & Employment team regularly speaks on employment law issues to medical industry groups and trade associations such as the American Hospital Association, the American College of Healthcare Executives, Metropolitan Chicago Healthcare Council, Massachusetts and California Hospital Associations, the Massachusetts Medical Society, and other regional hospital associations. In addition, the firm has had a representative on the American Hospital Association's Ad Hoc Advisory Committee on Labor Matters since 1980, chaired the labor and employment law committee of the American Health Lawyers Association and served on the Board of Governors of the Health Law Forum of the American Bar Association. As part of Seyfarth's Library Desk Book Series, we annually publish *Labor Relations for Healthcare Institutions under the National Labor Relations Act*.

What Sets Us Apart

- ✓ Recognized as Labor & Employment "Team of the Year" in 2015 by *Chambers USA* and "Practice Group of the Year" by *Law360*
- ✓ Recognized as a Tier 1 national Health Law practice by *U.S. News & World Report* (2014–2016)
- ✓ Shortlisted in the labor & employment category for the prestigious 2016 *Chambers USA* "Award for Excellence"
- ✓ Noted as having "extensive knowledge of the health care industry" by *The Legal 500* (2014)

Demonstrated Track Record of Results

- Represent one of the largest for profit and several not-for-profit health systems and academic medical centers in high stakes wage and hour litigation filed across Massachusetts, reaching favorable resolutions in all cases. The defense team continues to provide comprehensive compliance guidance to these clients in areas that include pay practices, employee classification, contractor and contingent staffing models, joint employment and pay equity.
- For more than 30 years, we have represented a four-hospital system in the Chicago area that employs approximately 9,500 employees, including an 800-member employed physician group, in labor and employment litigation, as well as the design and administration of its retirement, health and welfare plans. Our attorneys worked with the hospital to develop an innovative physician compliance committee and guidelines, completed internal investigations, and have provided advice regarding reimbursement, billing, HIPAA, and other regulatory matters. In addition, our team has handled physician practice acquisitions, physician contracts, and other health care transactional matters.
- Represent one of the nation's leading health plan hospitals in its Title III and ADA access issues.
- Represented a health plan in obtaining a favorable motion to dismiss following a suit from a surgical center and its affiliated entities under ERISA and California law seeking unpaid or underpaid benefits for orthopedic, podiatry, and gastrointestinal services alleged rendered to Plan members.
- Regularly provide a variety of legal services to a suburban Chicago-based multi-location continue care retirement community, including labor and employment advice and counseling, as well as advice on regulatory and compliance matters.
- Represent a large academic medical center in all aspects of employee benefits, including executive compensation, retirement, health and welfare plans, severance planning, taxation, and all issues relating to ACA compliance.
- Defend several hospital systems in complex antitrust litigation alleging nurse wage suppression.
- Represent several faith-based health care provider services relating to unique religious accommodation matters.
- Represent one of the largest healthcare systems in Massachusetts, during its acquisition of a community hospital systems, in performing employment compliance due diligence. In addition, we advise on employment agreements, handbooks, policies and employee-related compliance matters, and counsel on post-acquisition employment-related matters, including restructuring and cultural assimilation.
- Provide support to a California-based health system's general counsel in managing and reviewing a variety of contracts and fielding a number of legal issues, including corporate and labor & employment counsel related to its anticipated sale to another health system.

Delivering Value Through Innovation

Through our market-leading SeyfarthLean® approach, and reflective of many of our health care clients' own lean journeys in continual process improvement, we use technology, project management and innovative fee structures to ensure consistency, quality and transparency of our services to our health care clients. These methods and tools enhance the client experience, particularly where we provide legal service across a portfolio of work.

Employment Law Training

Seyfarth Shaw at Work® is the firm's training subsidiary and provides training on a broad range of topics affecting health care providers. Courses include all aspects of the health care employer/employee relationship, including health care compliance plans, harassment/discrimination, absence management, safety/environmental law; and general employment law courses designed to assist managers to conduct business within the law.

www.seyfarth.com

The logo for Seyfarth Shaw, featuring the name "SEYFARTH SHAW" in a blue, serif font. The letters "S", "H", and "A" in "SHAW" are larger and more prominent. The logo is positioned on the left side of the page, with a decorative graphic of overlapping blue and green shapes to its left.

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