

Employment Law Firm Langley

Employment Law Firm Langley - Our employment services law practice involves a multi-disciplinary team of lawyers representing private and public sector clients whose operations span government, business, trades, and the professions. We are your one stop for all aspects of employment services like occupational health and safety, corporate immigration, labour, and benefits and pensions. We counsel employers about employment risk mitigation and human capital management. Our professionals would help you with preventative measures or, when required, represent you in decisive legal action. In an atmosphere characterized by increasingly complex employment and labour laws in a globalized marketplace, along with an aging population and sophisticated technology that increases risks to business, employers need expert counsel and advice.

We act as both compliance advisor and legal counsel to be able to help position our clients during trends, legislation, and precedents in employee relations. We develop audits on human resources, programs for internal disputes, and drafting policies for employee risk management. Our experts formulate opinions concerning these concerns so as to ensure compliance with the complex spectrum of employment standards legislation between and within provinces and nations. We assist with confidentiality issues with regards to the safeguarding of health administration issues and employee records.

We have a great deal of experience and expertise in privacy law and human rights issues comprising cases of discrimination, diversity, pay equity and harassment.

The services we provide comprise employment problems concerned with reorganizations, takeovers, mergers and acquisitions. We develop and advise executive compensation structures, handle business immigration issues, and devise termination packages and action plans for closures, employee outsourcing, company relocations, corporate downsizing, and contract staffing.

We even have several years experience dealing with pension and employee benefit problems, such as pension funds and employee benefit plans. We can help those employers who are restructuring their pension plans as well as various benefit plan trusts - like employee share ownership plans, supplemental retirement plans, group benefit plans, and bonus and stock-option incentive plans. We design choices, draft compliance documents, and set up the needed contracts and procedures governing employee distributions and subscriptions.

Our services to pension plan trustees and administrators include tax implications of various plan structures, pension plan review and interpretation, review of plan texts and associated funding agreements, plan administration issues like for example communications and preparation with plan members, plan fiduciary obligations, governance structures as well as pension fund investment structures and strategies.

In labour-related problems, our company acts for employers involved in collective bargaining sessions, union certification drives, and in several aspects of collective agreements including negotiation, drafting, and interpretation.