

Employment Law Firm Cambridge

Employment Law Firm Cambridge - Our multi-disciplinary team of lawyers in our employment services law practice, represent both private and public sector clients spanning trades, government, business, and the professions. For all the aspects of employment services, we are your one stop for legal services pertaining to occupational health and safety, corporate immigration, labour, and benefits and pensions. We counsel employers about employment risk mitigation and human capital management. Our experts will 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 within a globalized marketplace, together with an aging population and sophisticated technology that increases risks to business, employers need expert guidance and recommendation.

We act as both compliance advisor and legal counsel to be able to help position our clients all through legislation, trends, and precedents in employee relationships. We develop audits on human resources, programs for internal disputes, and drafting policies for employee risk management. Our experts formulate opinions about these issues in order to guarantee compliance with the complicated spectrum of employment standards legislation within and between provinces and nations. We assist with privacy issues pertaining to the protection of health administration issues and employee records.

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

Nearly all of our employment services comprise employment matters related to reorganizations, takeovers, mergers and acquisitions. We develop and advise executive compensation structures, deal with business immigration problems, and devise termination packages and action plans for closures, employee outsourcing, company relocations, contract staffing and corporate downsizing.

We even have several years knowledge handling pension and employee benefit problems, like for example pension funds and employee benefit plans. We could help those employers who are restructuring their pension plans as well as various benefit plan trusts - like for instance employee share ownership plans, supplemental retirement plans, group benefit plans, and stock-option and bonus incentive plans. We design alternatives, draft compliance papers, and set up the needed contracts and procedures governing employee subscriptions and distributions.

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

Our company represents employers in involved in labour-related matters like for example collective bargaining sessions, union certification drives, and in various aspects of collective agreements comprising negotiation, drafting, and interpretation.