

THE CAVANAUGH LAW FIRM



Bryan P. Cavanaugh

**Saint Louis University
Law School**
Juris Doctor, *cum laude*

University of Notre Dame
Bachelor of Arts

For nearly twenty years, I have focused my practice in the areas of labor and employment law. My practice involves litigating employment discrimination claims and non-competition issues, as well as investigating and responding to employee claims before administrative agencies. In addition to representing clients in federal and state court, in arbitrations, and before federal and state agencies, I counsel clients on labor law, employment-related matters, and human resource functions. This involves drafting employee handbooks, employment contracts, severance agreements, and non-competition agreements. I also conduct seminars and training for corporate clients on all aspects of labor and employment law compliance and human resource issues.

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The Cavanaugh Law Firm, LLC is committed to your company's success. We are available to provide you knowledgeable advice on the full range of labor and employment law issues and to defend your company and its managers in lawsuits and agency proceedings. If you have any questions about this firm or about any issue affecting your company, please contact us.

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EXAMPLES OF PRESENTATION TOPICS

- Arbitration Agreements: Pros & Cons
- Commission-Only Employees
- Counseling & Discipline: How to Handle it Right
- Disability Law & Accommodation Requests
- Dos & Don'ts For Internal Investigations
- Employee Handbooks & Policies
- Equal Employment Opportunity
- Exempt v. Non-Exempt: Classifying Employees Properly & Avoiding Overtime Claims
- FMLA & Medical Leave
- Harassment: Awareness & Prevention
- Hiring: Identifying the Right Employees by Asking the Right Questions
- Independent Contractor/Employee Classification Issues
- Internet Use & Email Communications
- Interview Questions & Pre-Employment Screenings
- Labor Relations: Keeping your Company Union-Free
- Meal & Rest Periods
- Non-Competition Agreements
- OSHA Standards: Keeping Your Workplace Safe
- Performance Evaluations: Good for Anything?
- Religious Accommodations
- Social Networking: When Can an Employer Discipline?
- Workers Compensation: New Developments with Employees Working Remotely