



Healthcare

Overview

Given the unique and diverse nature of the healthcare industry, it is important for employers in this area to diligently stay ahead of the curve. This includes taking a forward-thinking approach on issues such as pay, worker classification, scheduling, leaves, workplace safety, security, privacy, and mental health. Fisher Phillips' Healthcare Industry Team can partner with you to navigate the dynamic nature of employment law issues in the industry.

Fisher Phillips' trusted legal advisors have a successful history working with a wide array of healthcare organizations. Our attorneys are practical and uniquely positioned to support and guide you through workplace issues. Our Healthcare Industry Team has significant experience in various practice areas including Wage and Hour, Privacy and Security, Labor Relations, Workplace Safety, Immigration, and Employee Benefits.

Our clients include:

- Hospitals and hospital systems
- Healthcare technology companies
- Senior living providers
- Hospices
- Home health providers
- Physician practice groups
- Diagnostic centers
- Life science companies

- Veterinary groups
- Therapy Providers

Wage and Hour

Our seasoned experts draw on extensive experience to provide guidance in the following areas:

- Class and collective action defense
- Wage and hour audits and compliance
- Remote work compliance
- Scheduling and alternative workweeks
- Worker classification
- Governmental audits

Learn more about Fisher Phillips' full-service [Wage and Hour Group](#).

Privacy and Cyber

We can guide you through and help you comply with the myriad local, state, federal, and international laws relating to privacy and data protection to avoid costly litigation, government enforcement actions, and negative publicity, including:

- Proactive data security programs and addressing data breaches when they occur
- Policies, audits, compliance, and assessments to ensure prevention of data breaches and ransomware attacks before they occur

Learn more about Fisher Phillips' full-service [Privacy and Cyber Group](#).

Labor Relations

Our experts work with unionized and non-unionized healthcare employers to anticipate issues and establish strategies to maintain positive, productive employee relations, including:

- Dealing with organizing efforts
- Setting rules around union access to facilities and avoiding discrimination and disruption
- Establishing policies around workplace conduct, such as solicitation and the use of communication systems, like corporate email accounts, to engage in organizing activities
- Representation before the NLRB (including in response to representation petitions and “quickie elections”)
- Negotiating collective bargaining agreements

- Responding to signs of employee unrest and strikes

Learn more about Fisher Phillips' full-service [Labor Relations Team](#).

Workplace Safety

Drawing on decades of frontline experience, we partner with you to:

- Respond to citations, complaints, inspections, enforcement actions, whistleblower investigations, accidents, crises, and lawsuits
- Create and update safety and health management programs, including self-audits
- Ensure compliance with standards governing bloodborne pathogens, hazardous chemicals, the use of personal protective equipment (PPE), radiation exposure, fire and electrical safety, respiratory protection, infectious diseases, heat illness, and workplace violence
- Develop training programs to prevent injuries (including those involving transporting patients, needlesticks and "sharps," and ergonomics)
- Create wellness programs
- Ensure compliance with applicable laws and regulations

Learn more about Fisher Phillips' full-service [Workplace Safety Practice Group](#).

Immigration

Our immigration experts help healthcare employers obtain visas, waivers, and essential certifications including:

- Conrad 30 J-1 waivers for foreign medical graduates
- H-1B specialty occupation visas
- National Interest Waivers

Learn more about Fisher Phillips' full-service [Immigration Team](#).

Employee Benefits

In addition to providing day-to-day advice on various employee benefits and executive compensation tax and legal issues, we can help you:

- Draft and review plan documents
- Prepare summary plan descriptions and other employee communications
- Draft and review annual IRS Forms 5500 and other returns

- Provide advice regarding Employee Retirement Income Security Act (ERISA) fiduciary issues, prohibited transactions and other plan asset issues

Learn more about Fisher Phillips' full-service [Employee Benefits & Tax Group](#).

Employment Litigation

Our team of litigators at Fisher Phillips stand ready, willing, and more than able to assist you in developing a custom-made plan should you face the prospect of a claim of harassment, discrimination, wrongful termination, retaliation, or a whistleblower case. This includes:

- Proactively partnering with you to develop specifically tailored strategies to help minimize the risk of litigation, and providing relevant training for your workplace
- Defending such lawsuits in federal and state courts, and responding to individual and systemic discrimination charges brought before the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP), as well as state civil rights agencies

Learn more about Fisher Phillips' full-service [Litigation Group](#).

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