Maryland Labor and Employment Attorneys

JGL's labor and employment attorneys have more than five decades of experience representing employees in discrimination, whistleblower, unpaid wages, employment contracts, and non-compete agreements. We handle cases throughout Maryland and Washington, DC, and for federal employees nation-wide. We represent all types of employees, ranging from day laborers and fast food workers to corporate executives and government professionals in litigating against employers involved in unlawful employment practices.

We represent employees at every phase of employment disputes, from initial advising and settlement discussions, through jury trials and appeal, including representation at the Equal Employment Opportunity Commission (EEOC) and other state and county anti-discrimination agencies. We are experienced at handling both individual and class action cases.

Whether you are facing harassment, discrimination, or retaliation, being subjected to a non-compete, are facing a lay-off or trying to negotiate a severance, or you haven't been paid your wages, or if you are a licensed professional facing disciplinary proceedings, JGL's employment and labor law attorneys can provide you with the strategic solutions you will need to safeguard your rights throughout the employment relationship. Our experience includes:

- Employment Contracts
- Employment Discrimination
- Executive Pay
- LGBTQ+ Discrimination
- Non-Compete Agreements
- Retaliation Claims
- Reduction in Force
- Severance Negotiations
- Sexual Harassment
- Sexual Orientation Discrimination
- Unpaid Wages
- Whistleblower Retaliation
- Wrongful Termination

How our Labor & Employment Attorneys Can Help With Many Workplace Issues

JGL labor and employment attorneys have a successful track record representing employees in cases involving a broad range of workplace legal issues, including:

- Discrimination on the basis of race, sex, gender, age, national origin, religion, disability, marital status, sexual orientation, genetic information or retaliation for making complaint about discrimination;

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- Sexual harassment;
- Pregnancy or pregnancy related leave or disabilities;
- Unpaid wages, such as working off the clock, unpaid overtime, not paid minimum wage, unpaid commissions, and misclassifying employees as independent contractors:
- Denial of job-protected leave to care for a worker's or a family member's serious medical condition such as under the Family and Medical Leave Act (FMLA)
- Employment contracts, including contract review, contract negotiations, non-compete agreements, non-disclosure agreements,
- Negotiation of severance agreements

Some of the laws we practice under include:

Anti-Discrimination Laws:

- Title VII of the Civil Rights Act of 1964.
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act ("ADEA")
- Section 1 of the 1866 Civil Rights Act
- Section 3 of the 1866 Civil Rights Act
- Family Medical Leave Act ("FMLA")
- Equal Pay Act ("EPA")
- Pregnancy Discrimination Act ("PDA")
- Pregnant Workers Fairness Act ("PWFA")
- Civil Service Reform Act
- Maryland Human Relations Act
- Montgomery County Human Rights and Civil Liberties Law
- Prince George's County Human Rights Act, Prince George's County Code of Ordinances
- Howard County Antidiscrimination Ordinance
- DC Human Rights Act

Wage and Hour Laws:

- Fair Labor Standards Act ("FLSA")
- District of Columbia Wage Payment and Wage Collection Law ("DCWPCL")
- District of Columbia Minimum Wage Revision Act ("DCMWRA")
- Maryland Wage and Hour Law ("MWHL")
- Maryland Wage Payment and Collection Law ("MWPCL")

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Whistleblower Laws

We also represent employees who have been retaliated against for making whistleblower complaints, such as relating to public health and safety, fraud, violations of laws, rules and regulations and more.

We also work to uncover and prosecute fraud, while using our False Claims Act and employment law experience to zealously protect every whistleblower from retaliation-related harm.

State Law Claims

We also represent employees in other state law claims, such as assault, battery, negligent retention, negligent infliction of emotional distress, intentional infliction of emotional distress, defamation, breach of contract, conversion, and more.

Employment Contracts

JGL's employment lawyers will review your employment contract, negotiate the terms of your employment arrangement. Our approach to employment contracts considers the current market standards of the industry and the tax, securities, and IP issues prevalent in today's work environment. Our Maryland and Washington, DC will guide you through all types of employment agreements, such as:

- Arbitration, non-competition, and indemnification
- Job duty/performance standards
- Compensation and business expenses
- Bonuses and other forms of incentive compensation
- Employment benefits
- Confidentiality, trade secret, and proprietary information
- Invention assignment agreements
- Termination, reorganization, and severance

Learn more about employment contracts.

Experienced Maryland Labor and Employment Attorneys

What matters to you, matters to us. For over five decades, JGL attorneys have fought to improve the future of families, the arc of careers, the success of businesses, and your most basic human rights. The attorneys of JGL take your business, family, and personal issues as personally as you do. We relentlessly pursue the outcomes you desire. If you need guidance from a Maryland Labor and Employment attorney, contact JGL.

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