

## Employment Law Firm Red Deer

Employment Law Firm Red Deer - Our multi-disciplinary team of lawyers within our employment services law practice, represent both private and public sector clients spanning government, business, trades, and the professions. For all the aspects of employment services, we are your one stop for legal services pertaining to occupational safety and health, corporate immigration, labour, and benefits and pensions. We advise employers on employment risk mitigation and human capital management. Our professionals would assist you with preventative measures or, when necessary, represent you in decisive legal action. In an environment characterized by increasingly complex employment and labour laws in a globalized marketplace, combined with an aging population and advanced technology which increases risks to business, employers require expert recommendation and counsel.

To help guide our clients throughout trends, legislation, and precedents in employee relationships, we act as a combination of legal counsel and compliance advisor. We conduct human resources audits, develop internal dispute resolution programs, and draft various employee risk management policies. Our experts formulate opinions on these matters to be able to ensure compliance with the complex spectrum of employment standards legislation within and between provinces and nations. We assist with confidentiality issues pertaining to the protection of health administration matters and employee records.

We have expertise in privacy law and human rights issues like for instance diversity, pay equity, harassment, and discrimination.

Most of our employment services include employment issues related to acquisitions, reorganizations, takeovers and mergers. We develop and advise executive compensation structures, handle business immigration problems, and devise termination packages and action plans for employee outsourcing, company relocation, closure, contract staffing and corporate downsizing.

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

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

Our firm represents employers in involved in labour-related problems like union certification drives, collective bargaining sessions, and in various aspects of collective agreements including drafting, interpretation and negotiation.