

# WHAT DOES AN EMPLOYMENT LAWYER IN CALIFORNIA DO?

*“Employers have myriad obligations to their workers and have some limited rights that allow the company to protect its business interests”*



SEPAHI LAW GROUP, APC  
CALIFORNIA BUSINESS AND EMPLOYMENT LAW ATTORNEYS



Both state and federal laws regulate the relationship between employers and employees. Employers have myriad obligations to their workers and have some limited rights that allow the company to protect its business interests. Employees, on the other hand, have certain obligations to those who they work for and enjoy many protections under the law.

Both employers and employees need to know what their duties are, and what their legal options are if their rights are violated. The job of an employment lawyer is to represent either employers or employees when a legal issue arises. The specific tasks an employment and labor lawyer will perform are going to vary depending upon whether the attorney represents employers or workers. Legal representation will be tailored to the individual client's unique situation, and an attorney can provide advice in avoiding litigation; assistance in pursuing methods of alternative dispute resolution; or representation during litigation.

## The Role of An Employment Lawyer for Businesses



Workers may sometimes need an employment lawyer to represent them as well. Whenever a workplace law or regulation is violated, a worker can pursue a claim for damages in court. In some cases, the worker will seek an equitable remedy, such as an injunction. An injunction is a court order to stop doing some harmful behavior or compelling a certain action. For example, an employee could seek an injunction to prevent wrongful termination from occurring. Workers may also seek monetary compensation for damages that are incurred when an employer breaks the law.

An employee who suspects that his employer is violating state or federal laws should consult with an attorney. It is common for employment lawyers who represent workers to take cases on a contingent fee basis, which means they charge for legal services only if they recover money for the worker. An employment lawyer will review the worker's case and provide



guidance on how the attorney can help. If there is a viable claim and the employment lawyer is experienced enough to put together a good case, then the attorney will represent the client in settlement negotiations and in court.

## **The Role of An Employment Lawyer for Workers**

Workers may sometimes need an employment lawyer to represent them as well. Whenever a workplace law or regulation is violated, a worker can pursue a claim for damages in court. In some cases, the worker will seek an equitable remedy, such as an injunction. An injunction is a court order to stop doing some harmful behavior or compelling a certain action. For example, an employee could seek an injunction to prevent wrongful termination from occurring. Workers may also seek monetary compensation for damages that are incurred when an employer breaks the law.



An employee who suspects that his employer is violating state or federal laws should consult with an attorney. It is common for employment lawyers who represent workers to take cases on a contingent fee basis, which means they charge for legal services only if they recover money for the worker. An employment lawyer will review the worker's case and provide guidance on how the attorney can help. If there is a viable claim and the employment lawyer is experienced enough to put together a good case, then the attorney will represent the client in settlement negotiations and in court.

## **Contacting an Employment Lawyer**

The employer/ employee relationship is one of the most important because this relationship has a profound impact on the financial security of the worker and on the ability of a business to effectively provide products and services. It is imperative that employers and employees find a trusted legal advocate with experience in the employment law industry to assist with all of their legal needs.

# About Sepahi Law Group, APC



SEPAHI LAW GROUP  
APC

## Trusted Counselor and Effective Courtroom Advocate

At the Sepahi Law Group APC, we have established a reputation for providing sophisticated legal expertise, extraordinary dedication to our clients' needs and innovative solutions to the legal challenges confronting businesses. We offer the detail-oriented and specialized legal services normally associated with the largest law firms in the country while delivering the personalized attention more closely associated with smaller firms. Whether we are providing counsel on regulatory compliance and contractual terms or representing our clients in a business litigation dispute, our firm is committed to formulating a clear understanding of our clients' objectives and providing a level of service that makes it seem like we have no other client.

## Providing Innovative Outside the Box Solutions in Complex Commercial Litigation and Transactions

Since our law firm was founded, we have employed compelling advocacy and innovative strategies to obtain optimal results for our clients in the courtroom. Our successful results in commercial and business litigation are the product of relentless preparation and a commitment to excellence. Our law firm can handle complex litigation involving multiple parties, multi-state parties and international entities. Our law firm has the experience and expertise to practice in state and federal courts as well as regulatory tribunals of all types and appellate courts.

Sepahi Law Group, APC  
12520 High Bluff Drive, Suite 345, San Diego  
CA 92130  
Phone: +1 866-350-1000  
Website: [www.sepahilaw.net](http://www.sepahilaw.net)