

CLINE WILLIAMS

WRIGHT JOHNSON & OLDFATHER



HENRY L. WIEDRICH

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(402) 397-1700

Practice Areas:

- Business Litigation
- Employment Litigation
- Franchising and Distribution
- Labor & Employment

Practice Emphasis:

Henry concentrates his practice in the area of labor and employment and regularly advises public and private employers in all industries. Over the last 15 years, Henry has also developed a specialty advising businesses in the temporary healthcare staffing industry.

In his employment practice, Henry helps large and small businesses with:

- daily and long-term compliance with federal, state and local employment laws;
- the development and implementation of best employment practices;
- advice on employment and termination decisions; and
- employment-based litigation and administrative actions, including cases involving Title VII, the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA), state

discrimination and leave laws, worker's compensation and non-compete provisions.

Henry drafts employment policies and handbooks, employment and independent contractor agreements, non-compete and confidentiality agreements and training materials for clients. He also assists clients with wage and hour audits, helping employers identify areas of compliance and non-compliance with applicable laws.

In his temporary healthcare staffing practice, he assists clients with staffing contracts, contracts with travelers, employee handbooks, questions on pay practices and tax-free stipends, employee relations and investigations, and all employment questions that businesses in the industry regular face.

In his labor practice, he represents public employers in union negotiations and contract drafting and provides guidance on employee relations issues.

In his litigation practice, Henry represents employers in state and federal courts, as well as before federal and state administrative agencies, such as the Equal Employment Opportunity Commission (EEOC), the Nebraska Equal Opportunity Commission, the Iowa Civil Rights Commission, and the National Labor Relations Board (NLRB). Henry has defended employers against claims of discrimination, harassment, retaliation and wrongful termination. He regularly helps employers enforce non-compete and confidentiality provisions.

Admitted to Practice:

Nebraska

Iowa

United States Supreme Court

United States Court of Appeals, Eighth Circuit

United States Court of Appeals, District of Columbia Circuit

United States District Court for the District of Nebraska

United States District Court for the District of Colorado

United States District Court for the Northern District of Illinois

United States District Court for the Northern District of Iowa

United States District Court for the Southern District of Iowa

Education:

University of Nebraska College of Law, J.D., with high distinction, 2007

University of Nebraska, B.S., Civil Engineering, 2004

Other Experience/Achievements:

- Listed: *Best Lawyers in America*® (Employment Law – Management, Litigation – Labor and Employment), 2024
- Listed: Great Plains Super Lawyers (Labor and Employment Rising Star)
- Authored: “State vs. Nebraska Association of Public Employees: Highlighting the Importance of Ensuring Compliance with Collective Bargaining Agreements,” February 2023