

# Employment Law



## APPROACH

Ruberto, Israel & Weiner's Employment Law Group is a multi-disciplinary team of business and litigation lawyers focused on all aspects of the employer and employee relationship. We take a practical and proactive approach to employment issues to prevent issues from becoming problems. We represent clients in state and federal agencies, courts, arbitration forums, and on appeal.

Our clients span all sectors of the economy, from high-tech and finance, to construction, hospitality, and energy. We work with the human resource specialists and in-house counsel of global organizations, and owners and managers of smaller companies.

The insight and experience of our attorneys help clients avoid the many pitfalls associated with employment and human resource issues. Our broad litigation experience allows us to effectively counsel clients on all available options so they can make informed choices regarding next steps.

## CONTACT

What are your personnel and employment priorities? Yes, we can help. For more information, contact **Dave Robinson** at (617) 742-4200 or [dwr@riw.com](mailto:dwr@riw.com).

## SERVICES

### DISCRIMINATION CLAIMS

We defend discrimination claims, including sexual harassment, age, handicap, sex, sexual orientation, marital status, and racial and religious discrimination.

### WAGE & HOUR CLAIMS

We counsel companies with respect to complex state and federal wage and hour claims. We have successfully defended clients before state and federal courts in individual, collective, and class actions.

### EMPLOYEE MATERIALS REVIEW & PREPARATION

We review and prepare human resource documentation such as employee manuals and handbooks.

### REGULATORY COMPLIANCE & GUIDANCE TRAINING

We assist organizations with defining the employer-employee relationship and provide

## CONTACT

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counseling, training, and seminars to ensure compliance with local, state, and federal regulations.

#### **EMPLOYMENT AGREEMENTS**

We negotiate, draft, and review employment agreements, including non-compete and confidentiality agreements.

#### **SEVERANCE PACKAGES**

We counsel clients in the formulation and negotiation of severance packages.

#### **NON-COMPETES & TRADE SECRETS**

We recognize that a company's intellectual property may be its most valuable asset. We help clients protect those assets by drafting enforceable non-compete agreements, and litigating when necessary to protect their trade secrets.

### **NOTABLE EXPERIENCE**

Our trial team of Christopher Litterio and Michael Duffy recently won a jury verdict for an international consulting firm in an employment wage and hour action. [Click here](#) for more details.

Litigators Christopher Litterio and **David Robinson** won a jury verdict dismissing a gender discrimination claim. [Click here](#) for more details. [A copy of the court's decision can be found here.](#)