

# 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.

We ensure our clients are prepared for the ever-changing landscape of the workplace. From operating with a remote workforce to utilizing Artificial Intelligence systems, we advise our clients on how to take advantage of today's technological opportunities to succeed in tomorrow's business environment.

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? For more information, contact **Dave Robinson** at (617) 570-3562 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.

## CONTACT

**David W. Robinson**

 (617) 570-3562

 [Send Email](#)

## PROFESSIONALS

**Kimberly A. Alley**

**Bethany A. Grazio**

**Adam G. Gutbezahl**

**David W. Robinson**

**Russell N. Stein**

### 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 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.

### ARTIFICIAL INTELLIGENCE

We advise clients on legally compliant uses of Artificial Intelligence systems in the workplace. From preparing AI policies to counseling on the proper use of AI, we help clients use state-of-the-art AI technology efficiently and safely.

## NOTABLE EXPERIENCE

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.](#)

**Adam Gutbezahl** has presented to numerous groups, organizations, and associations, including national audiences, about the use of Artificial Intelligence in the workplace.