

Best Practices for Crafting & Negotiating Employment Agreements & Contracts

Key considerations for protecting the rights and interests of both parties in the employee-employer relationship

Employment agreements can be a useful tool for employers and employees determined to protect their rights and interests in the employee-employer relationship. Exploring the contractual parameters at the forefront of any given employee-employer relationship is a critical first step when crafting an employment agreement. It is equally important to consider what, if any, post-employment contractual obligations are important to protect the parties' interests. For example, employers should ensure that restrictive covenant provisions, and any provision that implicates wage and hour laws, are legally compliant, while employees should ensure that restrictive covenants, if any, and any other provisions that limit their rights, are written as narrowly as possible and consistently with the law. Employers should also consider whether they plan to provide severance at the time of separation, and if so, explore and specify the applicable triggers. Join us online for a comprehensive discussion of best practices when crafting and negotiating employment agreements and contracts.

Agenda

- Term Contracts—Dos and Don'ts
- Employment Contract Checklist and Best Practices
- Compensation and Benefits Issues
- Considerations for Termination and for Cause/Good Reason Provisions
- Severance Considerations
- Confidentiality Provisions
- Restrictive Covenant Considerations, Including the Material Change Doctrine

Faculty

Michelle M. De Oliveira, Esq., *Kennedy & Sams, PC, Southborough*, Chair
Sarah A. Spatafore, Esq., *Murphy, Hesse, Toomey & Lehane LLP, Quincy*
James S. Weliky, Esq., *Messing, Rudavsky & Weliky, PC, Newton*

Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Thursday, May 4, 2023
2:00 pm–5:00 pm
Program Number: 2230119WBC

REBROADCAST

Friday, May 19, 2023
9:00 am–12:00 noon
Program Number: 2230119RBC

REBROADCAST

Tuesday, May 30, 2023
2:00 pm–5:00 pm
Program Number: 2230119RB1

ON DEMAND WEBCAST

View after Tuesday, May 30, 2023
Program Number: 2230119WBA

Tuition *(includes written materials)*

- \$245
- \$220.50 MCLE Sponsor Members
- \$122.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
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Materials

The materials for this program include MCLE's *Drafting Employment Documents in Massachusetts*, which, along with any other materials, can be downloaded via the link emailed to you upon registration.

Also, there is no need to take extensive notes. Two weeks after the live webcast, all registrants receive a link to a verbatim transcript and audio and videorecordings of this program.

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