

Avoiding & Handling Employment Contract Landmines Arising at Termination

Roadmap for anticipating, avoiding and addressing unexpected snafus

Employment agreements are one way that employers and employees establish the parameters for their anticipated relationship. When drafting an employment agreement, counsel must consider employee obligations during the individual's employment, as well as what, if any, post-employment contractual obligations are needed to protect the company's interests.

Employment contract drafting requires careful consideration of applicable laws, including, for example, those relating to restrictive covenants, as well as anticipation of situations in which a restrictive covenant may arguably become void if there is a material change to the individual's role. Moreover, although employment agreements may serve as a viable employer shield, they are not always the most practical or advantageous approach depending on the employee's position.

Join us online for a comprehensive discussion of employment contract landmines arising at the time of termination and a roadmap for how to plan for, anticipate, and—ideally—avoid them.

Agenda

- Considerations Regarding Whether to Require an Employee to Enter into an Employment Agreement
- Term Contracts Dos and Don'ts
- Employment Contract Checklist
- Restrictive Covenant Considerations
- Material Change Doctrine
- Enforcing Post-Employment Contractual Obligations

Faculty

Michelle M. De Oliveira, Esq., *Kenney & Sams, PC, Southborough*, Chair

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Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Thursday, April 13, 2023

12:00 noon–2:00 pm

Program Number: 2230122WBC

REBROADCAST

Friday, April 28, 2023

9:00 am–11:00 am

Program Number: 2230122RBC

REBROADCAST

Monday, May 8, 2023

3:00 pm–5:00 pm

Program Number: 2230122RB1

ON DEMAND WEBCAST

View after Monday, May 8, 2023

Program Number: 2230122WBA

Tuition *(includes written materials)*

- \$145
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- \$72.50 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 *Representing a Plaintiff in a Wrongful Termination Case*, 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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