Employment and Labor

EMPLOYMENT AGREEMENTS AND CONTRACTS

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The relationship between an employer and an employee is an important one, and in many instances it is a good idea for employers and employees to memorialize the relationship in a written agreement. Well-crafted employment contracts spell out precisely what is expected of both employees and employers, defining the duties and obligations of both parties.

Many employment contracts are fairly straightforward, setting out general standards, goals, pay, and perhaps productivity measures. But others include what are known as restrictive covenants—clauses within a contract that prohibit an employee from engaging in certain activities—generally for a defined period and in a certain geographic area after the employer/employee relationship has ended. Types of restrictive covenants include non-competition agreements, non-solicitation agreements, confidentiality agreements, and other types of trade secret protections.

The employment law attorneys at Critchfield possess extensive experience drafting employment agreements for employers. We routinely draft strong policies that protect important business relationships, confidential business information, and trade secrets. We ensure that agreements are tightly constructed and able to survive challenges should litigation over an employment contract arise. We also assist businesses with the onboarding of new employees that may have enforceable restrictive covenants from prior employers. Our attorneys review prior agreements and assess possible exposures related to new hires.

On the other side of the equation, we are able to guide individual clients that have been presented with a non-compete or other restrictive contract by an employer, helping them to determine whether the terms are reasonable and fairly protect the employee's rights.

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