

Laura Friedel Featured in Crain's Roundtable on Navigating the Changing Workplace

November 28, 2017



Laura Friedel, Partner and Chair of Levenfeld Pearlstein's Labor & Employment Practice Group, was one of four attorneys recently profiled in a roundtable discussion by Crain's about "Navigating Today's Changing Workplace."

The Affordable Care Act, overtime rules, state laws relating to pay equity, parental leave and predictable scheduling have created a year of change and adjustments for employers. Crain's asked its panelists to weigh in on current topics as well as provide best practices to avoid costly employment issues.

"The two best things (employers) can do is make sure that employment-related documents are updated and fit the business well, and to train managers on the basics of employment-law requirements and how to document employment-related issues," said Friedel. "Whether it's offer letters, commission plans, bonus plans, confidentiality agreements, non-solicit/non-compete agreements, separation agreements or employment policies, the key to good documents is that they speak to a company's

priorities and include the language that legally needs to be included to protect the company. They also need to be updated to meet current standards. And when it comes to avoiding costs around employee discipline and terminations, it's important that employers train their managers on how they should be documenting performance issues. Good documentation is often the difference between a clean, low-risk separation and an expensive, high-risk separation."

To read the publication in its entirety, [click here](#).

Laura Friedel works with companies to develop employment documents, policies, and practices that improve employee relations while protecting the company's investment in its people. When disputes arise, she works closely with clients to determine their business goals relating to the claim and then targets the litigation, arbitration or settlement discussions to meet those goals. And when a union is involved (or is seeking to insert itself), Laura helps companies understand and meet their obligations under labor laws while still adhering to their larger business goals. She received her law degree from the University of Chicago Law School and her bachelor's degree from Washington University in St. Louis.

