Employment Law

OUR APPROACH

Client-Centered Strategy

At Ruberto, Israel & Weiner (RIW), our Employment Law Group focuses on one thing above all: delivering smart, business-first legal solutions that work in the real world. We're strategic partners to businesses, HR professionals, and individuals navigating complex workplace challenges.

Whether you're an executive reviewing a non-compete or a growing business updating your policies to stay compliant with Massachusetts labor laws, we provide advice that fits your goals, industry, and risk tolerance.

Our approach is proactive, practical, and responsive, built on long-term relationships and a deep understanding of the evolving employer-employee dynamic.

Fighting to Protect Workplace Rights

Our team brings years of insight from representing both employers and employees. That means we understand how the other side thinks and use that knowledge to craft more strategic outcomes for our clients.

We fight for:

- Employers working to protect their operations, reputation, and workforce
- Employees asserting their rights after wrongful terminations, harassment, or unpaid compensation
- **Business owners** seeking risk-managed, cost-effective solutions without sacrificing legal strength

Strategic, Preventive, and Solution-Oriented

We're not just here when there's a fire, we help clients avoid one in the first place. Our legal guidance focuses on prevention, risk reduction, and sound policies that support sustainable business practices.

Our advice is:

- Grounded in up-to-date employment law, both Massachusetts and federal
- Aligned with your business structure, workforce model, and growth goals
- Actionable—so you know exactly what to do next

CONTACT

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PROFESSIONALS

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Balanced Representation on Both Sides of the Workplace

Because we work with both employers and employees, we bring a rare, balanced perspective to every issue. That allows us to:

- Anticipate the arguments and tactics of opposing parties
- Recommend negotiation strategies that lead to faster resolutions
- Deliver fair solutions that work for both sides, avoiding costly, prolonged **litigation** when possible

Dedicated to Massachusetts and Federal Compliance

RIW is on top of every major regulatory update that affects the workplace—from state-level laws like **Massachusetts General Law Chapter 151B** and Paid Family and Medical Leave (**PFML**) to federal rules from the DOL, EEOC, and NLRB.

We help clients comply with:

- Massachusetts Equal Pay Act (MEPA)
- FLSA and state wage/hour laws
- Pregnancy and disability accommodation rules
- Whistleblower protections and retaliation laws
- Employee classification and wage transparency rules

CONTACT

What are your personnel and employment priorities? For more information, contact **Dave Robinson** at (617) 570-3562 or **dwr@riw.com**.

SERVICES

We provide legal services for both employers and employees. Whether you're drafting a contract, reviewing a severance agreement, or managing a workplace investigation, our Boston-based legal team is **ready to support** your goals.

For Employers

Employment Policy Drafting & Compliance

- Customized employee handbooks and workplace policies
- Wage & hour compliance under Massachusetts law and FLSA
- Hybrid and remote work policy development
- Privacy, device usage, and employee monitoring policies

Employment Agreements & Contracts

- Offer letters and executive employment contracts
- Compensation packages, incentive plans, and stock options
- Non-compete, non-solicitation, and confidentiality agreements
- Independent contractor agreements and worker classification analysis

Workplace Investigations & Dispute Resolution

- Discrimination and harassment investigations
- Representation in mediations and arbitrations
- Defense in employment litigation, including wrongful termination claims

Workforce Management & Risk Mitigation

- Strategic advice for layoffs, reductions in force, and WARN Act compliance
- Severance negotiations and agreements
- Risk audits, legal reviews, and HR compliance training

For Employees

Employment Contract Review & Negotiation

- Executive employment contracts and equity agreements
- Severance package evaluation and negotiation
- Offer letter and non-compete agreement reviews

Workplace Harassment, Discrimination & Retaliation Claims

- Discrimination based on gender, age, race, religion, disability, or pregnancy
- Sexual harassment and hostile work environments
- Retaliation claims and whistleblower protections

Wage & Hour Disputes

- Claims for unpaid wages, commissions, or overtime
- Misclassification of independent contractors
- Equal pay disputes and wage transparency violations

Wrongful Termination & Retaliation

- Firings related to protected activity or discrimination
- Constructive discharge and failure to accommodate
- FMLA and PFML-related terminations

NOTABLE EXPERIENCE

Here's What We Do

Fighting for Employer Wins

Our litigation team, including **David Robinson**, secured a jury verdict dismissing a gender discrimination claim brought against our client. The outcome protected the business's reputation and validated its internal HR processes. A copy of the **court's decision can be found here**.

Advocating for Employee Success

Our Massachusetts attorneys routinely represent employees in high-stakes employment disputes, from severance negotiations to wrongful termination cases. We've helped clients secure favorable settlements in discrimination and wage claims, allowing them to move forward with confidence.

Legal Thought Leadership

Adam Gutbezahl has presented to national audiences on workplace topics, including the legal and ethical considerations of Artificial Intelligence in hiring and HR processes—a hot-button issue for today's employers.