



The Soto Law Group, P.A.

## LABOR & EMPLOYMENT PRACTICE GROUP

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An employee claims that her supervisor is making unwelcome sexual advances both on and off the clock. A valuable employee starts a competing business while still on your payroll and solicits your biggest customers. An employee uses company funds to subsidize his gambling problem. Your subcontractor's employee accuses you of discrimination. An employee goes missing for days without an explanation and unexpectedly resurfaces in a rehab clinic.



When faced with any one of these real life situations, an employer's first step is crucial in limiting their potential exposure. In every one of these situations, the employer's first step was to call us.

Christina L. Feyen, Esq. offers comprehensive labor and employment law solutions at The Soto Law Group, P.A. Ms. Feyen is a graduate of Florida State University College of Law and the University of Portland, where she played NCAA Division I tennis. Ms. Feyen is admitted to practice in Florida and the United States District Court, Southern District of Florida.

Our employment and labor law practice is dedicated to providing employers with quality and efficient legal services tailored to address each client's specific needs. Ms. Feyen represents and counsels employers in all aspects of employment and labor law with an emphasis on creating legally sound employment policies and procedures to help employers navigate the evolving landscape of federal, state and local laws that govern the workplace. Our employment and labor law services include:

### **Employment Manuals, Policies and Procedures**

As part of her regular practice, Ms. Feyen creates and updates employee manuals with the foremost policies and procedures beneficial to the employer and the employer's bottom line. Employee manuals are an absolute necessity for employers looking to protect their interest from unwanted employment or labor claims. An employee manual acts as a valuable communication piece for both employers and employees, relaying important information such as the company's mission, policies, procedures and benefits. A well-written manual clearly defines the company's expectations and can act as a vital tool in protecting the company against discrimination, harassment and other legal claims.

## **Employment Agreements**

Have you spent time and money training an employee for a specialized position? Protect your investment. Ms. Feyen has experience creating employment agreements for businesses who wish to specify the details of the employment relationship with a valuable, specialized or high level employee in order to protect the interests of both the employee and employer. Employment agreements are important for creating enhanced organization and structure in the work relationship. Other advantages of an employment agreement;

- Can detail compensation rates and duration of employment;
- Allows for parties to negotiate the terms under which they are willing to cooperate with each other;
- Confidentiality provisions can protect employer trade secrets and other confidential or valuable business information;
- Termination provisions clarify how and when employment relationship can be terminated;
- Governing law and venue provisions can allow employer to choose which state law governs the contract and where lawsuits, if any, may be filed in case of a dispute;
- Noncompetition provisions can protect employer's investment in the employee's skill set and ensure that employee cannot use that training for competitors;
- Nonsolicitation provisions can protect employer's interest post-termination by prohibiting former employee from soliciting employer's clients and current employees.

## **Other Areas of Practice**

- Fair Labor Standards Act defense
- Davis Bacon and Related Acts
- Contract Work Hours and Safety Standards Act
- Family Medical Leave Act
- EEOC review and defense
- Hiring practices/discrimination policies

Avoid expensive and time consuming litigation by documenting and planning your corporate employment and key employee relationships.

If I can be of service or if you have any questions, please feel free to contact me for a telephone consultation.

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**The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience. Additionally, the information above is not intended to be legal advice. Please consult with an experienced lawyer if you have a specific issue or dispute.**

