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Kara Maciel Provides Guidance on Global Restrictive Covenants in NY Employment Contracts

Recently, I had the opportunity to participate in a discussion with my fellow IR Global members to discuss the use and enforceability of restrictive covenants in employment contracts, and how different countries across the Globe view such covenants.

Every company has information, customer goodwill, and other valuable assets that are considered both integral and invaluable to its success. Limiting the use of this information by employees and protecting goodwill after the term of their employment contract can be vital to the protection of a market position. An accepted method of providing this protection is to include restrictive covenants in employment contracts, which are designed to prevent certain information being used by competitors, while providing for damages should those agreements be breached.

For companies with operations in multiple locations, understanding this is of critical importance. It is also important to acknowledge that restrictive covenants will only be enforceable if they are deemed to be reasonable in terms of their scope and the fairness of the restrictions they place upon an employee.

In this [feature article](#), we discuss valuable insight into how these protections are applied across a range of jurisdictions, and assess the enforceability of contracts containing restrictive covenants, options in the event of a breach of covenant and best practices to avoid any potential problems before they occur.

Conn Maciel Carey LLP is a proud member of IR Global in the Employment Law Group. IR Global is a multi-disciplinary professional services network that provides advice to companies and individuals across 155+ jurisdictions. Their Virtual Series publications bring together a number of their network's members to discuss a different practice area-related topic. The participants share their expertise and offer a unique perspective from the jurisdiction they operate in.

For more information about restrictive covenants or any other employment matter, contact Kara M. Maciel, Partner, Labor & Employment, Conn Maciel Carey LLP.

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Conn Maciel Carey's national Labor & Employment Practice Group represents employers in all aspects of the employment relationship. The firm works to create dynamic solutions for difficult workplace challenges facing employers. Our litigators defend employers in lawsuits filed in both federal and state courts. We also advise unionized and non-unionized workplaces regarding management's rights under federal labor law. For more information, please visit www.connmaciel.com.