



## Lauri F. Rasnick

Member of the Firm

**New York**

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**LAURI F. RASNICK** is a Member of the Firm in the Employment, Labor, and Workforce Management practice, in Epstein Becker Green's New York office, where she co-leads the Financial Services strategic industry group. She is an experienced litigator and trusted advisor to businesses and their executives, with a concentration in handling and advising employers on sexual harassment and misconduct investigations and assisting employers with the movement of employees between competitive businesses and drafting and negotiating employment agreements before, during, and after the conclusion of the employment relationship.

Ms. Rasnick's litigation experience includes successfully representing employers in federal and state trial courts; federal, state, and local administrative agencies; and FINRA, AAA, and JAMS arbitration proceedings. On employment law issues, she has represented clients in complex litigation involving, among other matters:

- employment discrimination, harassment, and retaliation
- whistleblower claims
- non-competition agreement and trade secret issues
- wage and hour (FLSA) compliance
- executive compensation and other employment contract disputes

For her client companies and their executives, Ms. Rasnick:

- Provides counsel on a broad range of employment law-related issues, including employee hiring, training, employment policies, wage and hour laws, WARN Act and other reduction in force issues, dispute resolution policies and practices, bonus arrangements, and other matters
- Conducts training programs for clients on the full spectrum of employment issues
- Advises employers with respect to diversity initiatives and issues, including Section 342 of Dodd-Frank

- Counsels clients on novel issues of employee relations, including drug testing and accommodation questions in the wake of recreational and medical marijuana (cannabis) laws recently passed in many states
- Regularly handles and/or guides employers through internal investigations of employee complaints and whistleblower claims
- Is frequently involved in the negotiation and drafting of executive employment, separation, and related agreements on behalf of publicly and privately held companies, in for-profit and not-for-profit sectors, across a broad range of industries, including financial services, telecommunications, health care and life sciences, government contracting, retail and manufacturing, and professional services

Ms. Rasnick also has written, spoken, and been quoted on issues such as restrictive covenants, confidentiality agreements and considerations, the Family and Medical Leave Act, hiring practices, sexual harassment and social media, and employment discrimination. She serves as co-editor of Epstein Becker Green's *Financial Services Employment Law Blog* and its [discussion group on LinkedIn](#).

## **Education**

- New York University (LL.M., 1996)
  - Employment and Labor Law
- University of Baltimore School of Law (J.D., magna cum laude, 1995)
- Syracuse University (B.S., 1992)

## **Court Admissions**

- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

## **Bar Admissions**

- New York

## **Practice Areas**

- Employment Litigation
- Employment Training, Practices, and Procedures
- Pay Equity
- Return to Work
- Social Media and the Workplace
- Trade Secrets & Employee Mobility
- Whistleblowing and Compliance

## **Industries**

- Financial Services
- Health Care and Life Sciences Industry
- Cannabis Law
- Hospitality
- Technology, Media & Telecommunications