June 30, 2025

Employer Best Practices for Navigating Worker Separations

Day Pitney Litigation Partner Mark Romance authored the article “Employer Best Practices for Navigating Worker Separations” for *Law360*, addressing how employers can navigate employee departures amid rising layoffs and legal scrutiny. He outlines key practices—including proactive legal and HR planning, safeguarding confidential company information and reputation, and structuring enforceable post-employment obligations—as essential to minimizing risk. Romance emphasizes that thoughtful coordination, well-documented decisions, and regularly updated agreements help employers avoid discrimination and retaliation claims while preserving business continuity and stability.

Read the full article here.

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