

PUBLICATIONS

Schulte lawyers Ian Levin and Adam Gartner author “US Employment Agreements – the Duel Between Good Reason and Cause” for the *Chambers Employee Incentives Guide 2025*

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Schulte partner Ian Levin and special counsel Adam Gartner authored “US Employment Agreements – the Duel Between Good Reason and Cause” for the *Chambers and Partners Employee Incentives Guide 2025: A Chambers Global Practice Guide*.

In the article, Ian and Adam outline how understanding employment agreements is crucial for both employers and employees to ensure mutual protection and clarity. Exploring both perspectives, they describe how employees aim to secure severance benefits in the event of involuntary termination or employer breach, while employers aim to include clauses like restrictive covenants to protect their interests.

Ian and Adam discuss the definitions of “Good Reason” for employees to resign with benefits and “Cause” for employers to terminate without liability, both of which require careful negotiation to reflect the parties’ respective needs and leverage. They explain that both parties should carefully negotiate these terms to balance leverage, address specific needs, and comply with legal requirements, considering potential impacts like changes in control or crime-related clauses.

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