

# Employee Separation Agreements – A Refresher, Part Three

In previous articles on employee separation agreements, **Jonathan Orleans** of **Pullman & Comley, LLC** discussed provisions that must – under federal law, specifically the Older Workers Benefit Protection Act – be included in employee separation agreements if the employee's release of potential claims under the Age Discrimination in Employment Act is to be valid.

“And as I've pointed out previously, even if the employee is under 40 (and therefore isn't protected by ADEA), it's still wise to write the agreement in clear, understandable language and to have the employee confirm that he or she is entering into it knowingly and voluntarily,” he writes.

In a **new article**, he discusses some other provisions of employee separation agreements that his clients often ask about.

**Read the article.**