



Laura L. Rubenstein, Esq.
Partner

(443) 379-4013
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Laura L. Rubenstein heads up the firm's Labor and Employment Practice Group. Her practice concentrates in advising clients in many different areas of workplace law. She represents businesses and nonprofit organizations in a wide range of matters, including providing guidance on sensitive and confidential employment issues and defending FLSA wage disputes, harassment, discrimination and retaliation claims. Ms. Rubenstein drafts critical documents specific to her client's industries and needs, which include employment contracts, restrictive covenants, and severance/separation agreements. An advocate for her clients before federal, state and local administrative agencies and courts, she is also a certified mediator who represents clients in mediations, arbitrations and other types of alternative dispute resolution proceedings.

Ms. Rubenstein advises corporate clients and nonprofit organizations in the drafting, review and effective implementation of employment manuals and policies. She also works with boards of directors and c-level executives to provide guidance on governance, both policy and execution. She works with companies to provide on-site training for managers, supervisors and executives to help reduce exposure to liability and promote a more harmonious and productive workplace. She has frequently handled and successfully guided companies through workplace investigations related to claims and charges filed against company executives.

Ms. Rubenstein regularly advises clients undergoing investigations by state and federal departments of labor, OFCCP, DLLR, EEOC, and other federal and state agencies on matters related to wages, classification and other statutory requirements.

Ms. Rubenstein represents private employers in traditional labor law matters involving collective bargaining, arbitrations, strikes and unionization attempts. She has successfully defended and filed numerous unfair labor practice charges before the NLRB.

PRACTICES

- Business
- Employment & Labor
- Government & Contracts
- Litigation
- Mediation & Arbitration
- Non-Profit Counsel



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BAR ADMISSIONS

- All courts in Maryland, Virginia and the District of Columbia
- U.S. District Court for the District of Maryland
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Virginia
- Fourth Circuit Court Of Appeals
- United States Supreme Court

EDUCATION

- J.D. University of Baltimore School of Law
- B.A. University of Maryland

AWARDS & RECOGNITIONS

- AV® Preeminent™ Rating, Martindale-Hubbell®
- 2020 Woman Leader in the Law
- Maryland Super Lawyers® – 2016-2022
- Best Lawyers in America® – 2022
- Washington Smart CEO 2010 Elite – December 2010 (Readers poll)
- Baltimore Smart CEO 2009 – 2011 Elite (Readers poll)