



## Laurel A. (Van Buskirk) McClead Of Counsel

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### Bio

For over 15 years, Laurel McClead has served the legal needs of public and private employers of all sizes. Laurel regularly advises employers on compliance with federal employment laws, including the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act of 1964, as well as state wage and hour, discrimination and leave laws.

Laurel's advisory practice spans the full spectrum of employment concerns including hiring, discipline, termination, layoffs, discrimination, sexual harassment, retaliation, non-compete and non-solicitation agreements, employee classification issues, investigations, training, and a variety of other human resources and personnel matters. Laurel also has substantial experience with "preventative medicine" – drafting and implementing clear and thoughtful policies, handbooks, contracts, and other employee communications that help employers manage employee expectations and effectively avoid disputes.

A skilled negotiator and litigator, Laurel represents employers in state and federal courts, and before state and federal administrative agencies including the New Hampshire Commission for Human Rights, the Maine Human Rights Commission, the EEOC, and the New Hampshire Department of Employment Security. Laurel also has significant experience representing employers in connection with audits and investigations by the U.S. Department of Labor, as well as the Maine and New Hampshire Departments of Labor.

Laurel enjoys spending time with her husband, two children, and dog – especially being outdoors to explore the woods or getting out on the

### Practice Areas

Business & Corporate  
Restaurant, Hospitality,  
Specialty Food & Beverage  
Employment & Labor  
Conflict Management  
Employee Benefits  
Health Care  
School & Education  
Disability Law  
School Employment  
Tribal Nations Law

### Admissions

Maine  
New Hampshire  
U.S. District Court for the  
District of Maine  
U.S. District Court for the  
District of New Hampshire

water.

## **Education**

University of Richmond School of Law, J.D., *cum laude*, 2003

McGill University, B.A., 2000

## **Recognition**

New England Super Lawyers, Employment & Labor, Employment Litigation, Rising Star 2011-2018

## **Publications**

*The Evolving World of Sex Discrimination Law*, NH Business Review (November 2013)

## **Memberships**

Maine Bar Association

New Hampshire Bar Association

## **Community/Public Service**

Maine Startup Weekend 2015: Women's Edition  
*Coach*

Junior League of Portland, ME  
*Member*