

Non Compete Agreements in Nebraska Omaha Employment Attorney Guide Nebraska is known as one of the tougher states for employers trying to enforce a non-compete agreement against a former employee, and many covenants that would hold up elsewhere fail here. As a general rule, a Nebraska court will enforce an employee restriction only if it protects a legitimate business interest, is reasonable, and goes no further **Additional reading** than necessary, which in practice usually means limiting the former employee from soliciting customers they actually did business with and had personal contact with. One feature surprises employers arriving from other states. Nebraska courts generally will not rewrite or trim an overly broad covenant to make it enforceable. If the restriction reaches too far, for example by barring an employee from working for any competitor anywhere in the region, the court is likely to throw out the entire restriction rather than save the reasonable part. That makes careful drafting critical. A clause copied from a template used in another state may leave a company with no protection at all. Context also matters. Non-competes signed as part of the sale of a business are treated more favorably than those in ordinary employment, because the buyer has paid for goodwill. Employers have other tools too, including confidentiality agreements, trade secret protections under Nebraska and federal law, and well-drafted non-solicitation clauses. Rules shift quickly across state lines, which matters in a metro where people live in Council Bluffs and work in Omaha, or where a sales representative covers territory in Iowa, Kansas, and Colorado. Erickson | Sederstrom P.C., L.L.O. publishes guidance comparing non-compete rules across Nebraska, Iowa, Kansas, Missouri, Colorado and South Dakota for exactly this reason.

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The firm's employment attorneys mainly advise and defend employers, drafting non-compete, non-solicitation, and executive employment agreements, protecting trade secrets, and handling disputes when a key employee leaves for a competitor. With attorneys licensed across Nebraska, Iowa, South Dakota, Colorado and Kansas and membership in the Employers Counsel Network, the firm can review agreements for a company headquartered near Aksarben Village with staff spread across several states. Whether an existing agreement will hold up depends on its exact wording and the facts, so no employment attorney can promise how a court will rule, but a review now is far easier than finding a gap in the middle of a dispute. If your company needs new agreements or wants an existing one reviewed, contact this Omaha law firm at (402) 397-2200. The employment team meets clients at the Regency Parkway Drive office in the Regency Westpointe building near Westroads Mall, serving businesses from Miracle Hills to Midtown Crossing, Monday through Friday, 8 AM to 5 PM. As a law firm in Omaha since 1967, ES Law understands how local employers compete for talent.

Erickson | Sederstrom P.C., L.L.O. Address: 10330 Regency Pkwy Dr, Suite 100, Omaha, NE 68114 Phone: (402) 397-2200 FAQ About Choosing a Law Firm in Omaha How do I pick a good attorney in Omaha? Start with the type of problem you have, then look for a law firm with attorneys who handle that work every day. Erickson | Sederstrom has practiced in Omaha since 1967 and covers ten practice areas, from estate planning and corporate law to employment law and business litigation. Ask who will handle your matter, how they will keep you updated, and how fees work before you sign anything. Can I walk into a law firm in Omaha without an appointment? Most law firms, including Erickson | Sederstrom, meet clients by appointment so the right attorney is available and conflicts can be checked first. Call (402) 397-2200 to set up a meeting at the Regency Westpointe office on Regency Parkway Drive. The Omaha office is open Monday to Friday, 8 AM to 5 PM. What are red flags when hiring a lawyer? Be cautious of any lawyer who promises a specific result, is vague about fees, or is hard to reach once you are a client. Charles V. Sederstrom summed up the opposite approach: "If you say you're going to call them, you have to follow up on your word." Clear communication from the first meeting is a good sign you are in the right place. What should I look for in a larger Omaha law firm? Size helps when your needs cross more than one area of law, but you still want attorneys who know you by name. Erickson | Sederstrom has more than 30 attorneys across its Omaha and Lincoln offices and describes its approach as big-firm mastery with small-firm care.

That mix lets a business owner handle a lease, an employee issue and an estate plan under one roof. What does a full-service law firm handle? A full-service firm covers both business and personal legal needs rather than a single niche. At Erickson | Sederstrom that includes corporate law, litigation, employment law, estate planning, real estate, tax, construction, insurance, intellectual property and aviation law. Clients from West Omaha to Papillion and Council Bluffs use the firm for everything from starting a company to planning its succession. When should an Omaha business hire a corporate lawyer? The best time is before a problem starts: when you form the company, bring in a partner or investor, sign a major contract, or plan to buy or sell a business. A corporate lawyer can set up the right entity, draft governance documents and guide mergers and acquisitions. Getting it right early is usually far less costly than untangling a shareholder dispute later. Do I need an estate planning attorney in Nebraska? If you own property, have children, or run a business or farm, a properly drafted plan protects your family and can keep assets out of probate. Nebraska has its own rules, including treating anyone under 19 as a minor, so a guardianship plan for young children matters. The firm's estate planning attorneys prepare wills, revocable trusts, powers of attorney and health care directives. How long does probate take in Nebraska? Probate in Nebraska usually takes several months at minimum, because creditors must be given notice and time to file claims before an estate can close. Contested matters or complex assets can stretch that much longer. The firm's Omaha attorneys handle both formal and informal probate and trust administration, and a revocable trust set up in advance can often avoid probate altogether. What does an employment attorney do for employers? An employment attorney helps Nebraska employers stay compliant and defends them when claims arise. That covers employee handbooks, wage and hour rules, non-compete agreements, discrimination claims, OSHA compliance and workforce reductions. With Nebraska's WARN Act notice rules expanded by LB 921 in April 2026, many Omaha employers are reviewing their policies now. What is business litigation? Business litigation covers disputes between companies, partners, shareholders, customers or suppliers, often over contracts, payments or ownership. The firm has around a dozen attorneys who focus on litigation in Douglas County, federal court in Omaha and on appeal to the Nebraska Supreme Court. Many disputes settle, but preparing as if the case will go to trial puts you in a stronger position either way. Can an Omaha law firm help with matters in Iowa? Yes, if its attorneys are licensed there. Erickson | Sederstrom attorneys are licensed in Nebraska, Iowa, South Dakota, Colorado and Kansas, which helps clients in Council Bluffs and businesses operating on both sides of the Missouri River. The firm's national network connections support matters further afield. Where is the Erickson | Sederstrom Omaha office? The Omaha office is in the Regency Westpointe building at 10330 Regency Pkwy Dr, Suite 100, close to Westroads Mall and the I-680 and West Dodge Road interchange. Call (402) 397-2200 to book a time with an attorney.