

FIRING EMPLOYEES WITHOUT FEAR: PRACTICAL TIPS FOR REDUCING EMPLOYER LIABILITY

This dynamic 70 minute CD, *FIRING EMPLOYEES WITHOUT FEAR: Practical Tips for Reducing Employer Liability* features Wessels Sherman management-side employment attorneys Richard Wessels and Nancy Joerg counseling an employer on firing two of his employees without fear. On this “easy to understand” CD, the company owner explains that he has a very insubordinate and difficult secretary. The employer also describes a problem warehouseman (a very poor performer who excuses his poor performance with everything from medical problems to not understanding the task). The attorneys next counsel the employer (step by step) in how to terminate both of these employees legally.

This CD is a must for any human resources professional, manager, or business owner. Many legal issues are explained (in everyday English – no legalese) such as:

- What is employment-at-will?
- What is the purpose of documenting poor performance?
- Why (and when) is it necessary to give warning?
- Is it necessary to have termination policies?
- What are the special issues involved in firing employees over the age of 40?
- Is it necessary to have an employee handbook?
- Unemployment insurance issues involved when firing an employee.
- What are some of the “protected categories?”
- What are the retaliation issues of which employers must be careful?

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Employers are understandably nervous about terminating employees (even though they may be employees at will and very poor performers). There are an increasing number of employment laws (discrimination, sex harassment, the Americans with Disabilities Act, the older Worker Benefits Protection Act, Workers Comp Anti-Retaliation laws). Employers understandably fear the aggressiveness of such agencies as the Equal Employment Opportunity Commission and State anti-discrimination commissions.

This CD is in plain English. It is a real life counseling session addressing all of the usual fears that an employer would have when faced with firing his or her employees. These two very experienced management-side employment lawyers take their worried client “step by step” through a logical and simple analysis. They explain the basics of legal termination and what “employment at will” really means. Listening to this CD should be an essential step for any employer contemplating firing an employee.

This CD is packed with practical wisdom and tips. It discusses when severance and releases are appropriate and covers the tricky area of separation agreements. Use this CD (buy several) for “in house training” of management people and HR professionals.

Simply fill out the form below to order this informative CD: *FIRING EMPLOYEES WITHOUT FEAR: Practical Tips for Reducing Employer Liability*. (No Risk!: 100% refund if not totally pleased.) Order now. Supplies limited.

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