

# Checklist for Involuntary Employee Separations

*Understand the legal issues and practical considerations governing an employee separation*

An employee separation can be fraught with legal pitfalls, traps for the unwary, and stress for both the employer and employee. It is rife with potential legal issues, such as legal rights under any employment agreement or collective bargaining agreement; and potential claims under state and federal laws and the common law, including claims for discrimination, retaliation for engaging in protected activity—like whistleblowing, statutory violations, violation of the covenant of good faith and fair dealing, and more. There is a risk of error relating to the separation process itself, including failure to provide final wages/accrued vacation at the time of termination and addressing any post-employment covenants not to compete.

For an employee, the process can be overwhelming and opaque—particularly with respect to any legal rights the employee can or could potentially exercise.

Join us online for a comprehensive discussion of best practices for minimizing legal risk and safeguarding legal rights during the period leading up to and including the separation process.

## Agenda

- Overview of Legal Claims Implicated by Involuntary Separation
- Considerations Regarding Layoffs or Reductions in Force
- Performance Management Process Leading to Involuntary Separation
- Strategy Regarding Separation Agreements
- Post-Employment Covenants
- Termination Checklist
- “Ask the Experts” Q&A Session

## Faculty

James S. Weliky, Esq., *Messing, Rudavsky & Weliky, PC, Newton*, Chair  
 Shane R. Goodrich, Esq., *Morgan, Brown & Joy LLP, Boston*  
 Alexandra L. Pichette, Esq., *Morgan, Brown & Joy LLP, Boston*

## Dates & Location

Register at [www.mcle.org](http://www.mcle.org)

### LIVE WEBCAST

Thursday, September 22, 2022  
 12:00 noon–2:00 pm  
 Program Number: 2230029WBC

### REBROADCAST

Friday, October 7, 2022  
 9:00 am–11:00 am  
 Program Number: 2230029RBC

### REBROADCAST

Monday, October 17, 2022  
 3:00 pm–5:00 pm  
 Program Number: 2230029RB1

### ON DEMAND WEBCAST

View after Monday, October 17, 2022  
 Program Number: 2230029WBA

## Tuition *(includes written materials)*

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- \$130.50 MCLE Sponsor Members
- \$72.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
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## Materials

The materials for this program include MCLE's *Representing a Plaintiff in a Wrongful Termination Case*, which, along with any other materials, can be downloaded via the link emailed to you upon registration.

Also, there is no need to take extensive notes. Two weeks after the live webcast, all registrants receive a link to a verbatim transcript and audio and videorecordings of this program.

## CLE Credits

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