

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

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

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