

Avoiding HR Landmines That Can Lead to Lawsuits

Best practices for human resources professionals and managers to proactively address employment-related issues

Employment laws continuously evolve; human resources professionals must take proactive steps to be familiar with and understand applicable employment-related laws, monitor legal developments, and understand practical implications of the legal landscape. These proactive steps are critical to ensure that HR professionals and managers bring palpable value to an organization and proactively avoid potential landmines that can lead to expensive lawsuits and legal exposure. The Massachusetts Wage Act, Earned Sick Time Law, Equal Pay Act, and discrimination laws—just to name a few—should be front-of-mind when exploring strategies to address personnel matters and in day-to-day decision-making processes.

Join an expert panel to explore the employment law and HR management issues affecting businesses and employees from the outset of an employment relationship. Learn best practices for proactively addressing employment-related issues to avoid HR landmines that can lead to lawsuits.

Agenda

- Considerations Regarding the Hiring Process
- The Basics: Applicable Employment Law Framework
 - At-will employment doctrine and the exceptions
 - Discrimination
 - Retaliation
 - Leaves of absence
 - Wage and hour
 - Earned sick time
 - Personnel records statute
- Severance Considerations
- Best Practices
- “Ask the Experts” Q&A Session

Faculty

Michelle M. De Oliveira, Esq., *Kennedy & Sams, PC, Southborough*
Andrea Evans Zoia, Esq., *Morgan, Brown & Joy LLP, Boston*

Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Thursday, March 14, 2024
12:00 pm–2:00 pm
Program # 2240181WBC

REBROADCAST

Friday, March 29, 2024
9:00 am–11:00 am
Program # 2240181RB1

REBROADCAST

Monday, April 8, 2024
2:00 pm–4:00 pm
Program # 2240181RB2

ON DEMAND WEBCAST

View after Monday, April 8, 2024
Program # 2240181WBA

Tuition *(includes written materials)*

- \$175
- \$157.50 MCLE Members
- \$87.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
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Materials

Massachusetts Employment Law ebook, plus speaker materials

- E-materials link emailed upon registration
- Transcript & videorecording emailed 2 weeks post-program

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