

# Employment Law Day 2019

We are excited that Paley Rothman's Third Annual Employment Law Day program was a success. Paley Rothman attorneys discussed important employment law matters that continue to plague employers, as well as employee data security issues. The seminar was on February 12th at our offices.

Register and mark your calendars!

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## AGENDA

Tuesday, February 12, 2019

**2:30 – 3:00 pm** – Registration and Informal Q & A

*Come a few minutes early to chat with your Employment Law advisors*

**3:00 – 5:00 pm** – Presentations

*Taming the Toxic Employee* – Every HR professional has had one – the employee who just can't seem to follow the rules or meet expectations and who poses a threat to the business' productivity or morale. But what's the best way to handle such an employee without creating legal risks? This presentation will explore the best practices for managing difficult employees, especially when complicating factors, like medical leave or protected statuses, are involved.

*Agree to Disagree: Arbitration Agreements* – Recent Supreme Court decisions have confirmed that arbitration can be a powerful tool for employers to manage the costs and risks of employee claims. However, the choice of whether to arbitrate is not as simple or straightforward as it is often made out to be and is fraught with traps for the unwary. This presentation will help you decide if arbitration is right for your company and address ways to ensure that the claims you want arbitrated actually (and enforceably) end up in arbitration.

*Employee Data Security* – Employers face increasing demands from regulators, customers and employees to protect sensitive data from external threats, such as malicious hackers and phishing and ransomware attacks, as well as from internal threats and mistakes. And, who can ignore GDPR?! What if a breach of employee data happens at your company? Are you prepared? This presentation will discuss the various privacy regulations regarding employee data and what to do in the event of a security breach.

*Retaliation Claims: Don't Win the Battle and Lose the War* – Don't let retaliation claims be your company's demise. Today's employers are typically well-educated about and aware of the myriad of employment laws they must follow, but neglect to focus on the issue that creates the most troubling litigation risk – RETALIATION. For the last eight years, the EEOC has received more retaliation claims than any other complaint. This session will present strategies for mitigating or avoiding becoming part of this trend.

**5:15 – 6:15 pm** – Wine & Cheese Reception



*Jim Hammerschmidt (Employment Law Chair), Art House (Science & Technology Chair), Jessica Summers (Associate)*

Register

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