Employment Law Day - From Hire to Fire: Managing Milestones + Minefields in the Employee Life Cycle

Paley Rothman's Fourth Annual Employment Law Day program was a success! Our attorneys discussed important employment law matters that covered the life cycle of the employee, from hire to fire, and a guest speaker dove into data forensics.

AGENDA

Tuesday, February 11, 2020

12:30 - 12:45 pm - Registration

12:45 - 2:00 pm - Rapid Fire Roundtable Lunch -
We engaged in a rapid fire Q&A and roundtable discussion of hot button employment issues.

2:00 - 2:15 pm - Break and Registration

2:15 - 3:30 pm - Presentations
All On-Board! How to Conduct Successful Employee On-Boarding - Let's start at the very beginning, a very good place to start. Many employment disputes can arise before your new hire starts working for you. Tips and strategies to avoid legal pitfalls during the pre-hire and on-boarding processes were discussed. Topics included interview questions, offer letters, employment applications, background checks, new-hire forms, and more.

Employment Deployment: Managing the Realities - Understanding how to manage the relationship is a vital piece of the employment process. From modifying job descriptions, to introductions of new policies or agreements, to fielding employee requests, every small decision can have large consequences down the road. Charting a course for success requires constant vigilance and attention to an ever changing employment law landscape.

3:30 - 3:45 pm - Break

3:45 - 5:00 pm - Presentations and Closing Q&A

You Gotta Keep 'Em Separated: Termination, Off-Boarding and Severance Issues - Everything has gone smoothly and the employee is no longer part of the workforce. What could possibly go wrong now? This discussion focsed on the risks, potential problems and post-employment matters faced by employers and whether an EPLI policy will allow you sleep better at night.

Expect the Best, Prepare for the Worst - Your company's data is important and so is knowing how to protect it and what to do immediately when you suspect a digital theft. Brian Dykstra of Atlantic Data Forensics is here to educate! Atlantic Data Forensics has been providing reactive investigation services to the DMV since 2007, and covered topics such as who deleted the data, which user stole the customer list, how to remove a high level employee, and more.

5:00 - 6:00 pm - Wine and Cheese Reception

Jim Hammerschmidt (Chair)   Scott Mirsky (Principal)   Jessica Summers
(Principal)   Hayes Edwards (Associate)

Brian Dykstra
Atlantic Data Forensics