



Colorado Automobile Dealers Association




# Employment Law WEBINAR: [Archive Session] Reducing Lawsuit Risks of Terminations and Staff Reductions

**Todd Fredrickson, top Denver employment attorney**

*The EEOC's 2008 report shows a 15.2% increase over 2007 in charges against private employers, and the highest numbers to date. In times of high unemployment, charges of discrimination tend to rise.*

Many dealerships have been forced to downsize operations and/or may be contemplating further reductions. This session will show how to minimize the risk of claims and lawsuits stemming from terminations and reductions in force ("RIFs") along with practical guidance to end employment relationships as amicably as possible. Highlights include:

- Avoidance of discrimination claims, layoff notification laws, laws covering severance agreements and when to use them, and various end-of-employment issues such as final pay, COBRA, and unemployment compensation.
  - Including the implications of recent and significant changes to the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA)
- Retaining essential talent as part of the RIF analysis, supporting those employees who are in transition, and effectively communicating with employees regarding terminations and workforce reductions
- Checklists and plans to conduct proper and defensible terminations and RIFs

Date / Time	Location
<b>AVAILABLE ANY TIME!</b>	<p><b>WEBINAR; NO NEED TO LEAVE YOUR OFFICE!!</b></p> <ul style="list-style-type: none"> <li>• Listen to the presenter/audio over your phone line</li> <li>• View presentation slides on your computer via the Internet</li> <li>• Q&amp;A submitted by any participant will be asked verbally by a moderator for the presenter to respond</li> </ul> <p>Session originally conducted, Thursday, June 18<sup>th</sup>, 2009</p> 

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TODD FREDRICKSON IS THE MANAGING PARTNER OF THE FISHER & PHILLIPS' DENVER OFFICE. HE HAS DEFENDED EMPLOYERS AGAINST CLAIMS OF DISCRIMINATION, HARASSMENT, AND RETALIATION. TODD HAS REPRESENTED CLIENTS IN BOTH FEDERAL AND STATE COURTS AND BEFORE THE UNITED STATES DEPARTMENT OF LABOR, THE NATIONAL LABOR RELATIONS BOARD, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, THE COLORADO CIVIL RIGHTS DIVISION, AND THE COLORADO DEPARTMENT OF LABOR. TODD REGULARLY COUNSELS ON A SPECTRUM OF PERSONNEL MANAGEMENT ISSUES WITH THE GOAL OF AVOIDING LITIGATION.

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CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [Checks payable to "CADA"]

→ Register for this and other CADA events ONLINE at: [www.coloradodealers.org/registration](http://www.coloradodealers.org/registration)

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**CANCELLATION POLICY:** CANCELLATIONS MUST BE RECEIVED ONE DAY PRIOR TO THE TRAINING SESSION

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