12th Annual In-house Counsel Conference - VIRTUAL

July 28, 2020
Association of Corporate Counsel Greater Philadelphia

Register

Flaster Greenberg Speaker:

Adam Gersh, Esq., Shareholder, Labor & Employment Practice, Flaster Greenberg PC

Co-Panelist:

Edward Yost, Esq., Assistant General Counsel, Employment & Litigation, Wawa, Inc.

Session Title & Description:

FIRST, DO NO HARM: How to discipline and protect against retaliation when responding to complaints from problem employees

In what is akin to Murphy's Law for employment, employees who are facing performance issues are often the first to file internal complaints, triggering a host of anti-retaliation protections. This has been an increasing trend in the new Covid-19 workplace, where potential complaints abound. When this happens, employers are faced with balancing the duties to investigate, refrain from retaliation, and effectively address performance issues in a situation that is fraught with risk. Attendees will work through real-world scenarios to learn ways to help mitigate this risk and answer such common questions as: are the problem employee's complaints legitimate; if not, how do you discipline an employee for filing a claim in bad faith without appearing to be retaliatory; how do you address the performance issues without fueling a claim for retaliation, and how do you balance the rights of all employees involved? With a dramatic increase in retaliation claims and increasingly savvy problem employees, this presentation will offer thoughtful strategies for analyzing and addressing complaints filed by problem employees to mitigate an increasing risk.

Session Time:

July 28, 2020
1:45 - 2:45 pm

Overview (Program Summary)

A message from the ACC-GP: We heard you and in response, this year's IHCC conference with be held virtually! Thanks to all of you who provided us with critical survey feedback.

When will the IHCC be held?

The IHCC will now be held on two days — **Tuesday, July 28th and Wednesday, July 29th** — with the opportunity to obtain all the CLEs you have in the past. We have engaged technical experts who will coordinate virtual rooms for both substantive and social programming. The give-away opportunities you have come to love will still be available. In the coming weeks, additional information will be coming your way. Our recent virtual institutes have been a great success and we expect the Virtual IHCC to be just as worthwhile to you as in-person events!

We thank you for your continuing support.

Please mark your calendars for the Virtual IHCC, and check back often for program updates and registration information!

CLE Credits: 36 State: PA, NJ & DE Category: Substantive & Ethics

ATTORNEYS MENTIONED

Adam Gersh