AUGUST 30, 2021 | EVENTS

Employee Misconduct Defense, Discipline, and Employment Law Issues [Webinar Recording]

On August 11, 2021, Lindsay A. Disalvo and Ashley D. Mitchell presented a webinar regarding Employee Misconduct Defense, Discipline, and Employment Law Issues.

Disciplining employees, a critical tool in enforcing workplace rules, has the potential to create problems, especially when relationships deteriorate and emotions run high. Even in situations where an employer is disciplining for the right reason, if it is handled incorrectly, a costly lawsuit or labor grievance could result. Employers, however, cannot ignore misconduct and/or poor performance that negatively impacts productivity, employee morale, workplace culture, or the organization's ability to meet key goals. Consistent employee discipline can also benefit employers in litigation, union grievances, and inspections and investigations by the EEOC and OSHA.

This webinar will give you a blueprint to lawfully discipline employee and mitigate the risk of future litigation. Participants in this webinar learned about:

- The legal implications of disciplining employees
- Tips for drafting effective discipline policies
- Effective investigations into performance issues and misconduct
- Strategies for carrying out effective discipline in a legally sound manner
- Ways that employee discipline can be used offensively in litigation

We are pleased to share this link to a copy of the slides. If you missed the live webinar, click here to subscribe to our YouTube channel and access the recording.

This was the 8th regularly scheduled webinar event in Conn Maciel Carey's 2021 Labor and Employment Webinar Series. Click here to view our full schedule, detailed program descriptions, and individual registration pages for all of the webinars in the 2021 Labor and



Employment Webinar Series. To register for all of Conn Maciel Carey's Labor and Employment webinars, click here to send us an email request, and we will register you. If you missed any of our past webinars in our annual Labor and Employment Webinar Series, **click here to subscribe to our YouTube channel** and view our webinar archive.

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For resources on issues related to COVID-19, please visit Conn Maciel Carey's COVID-19 Resource Page for an extensive index of frequently asked questions with our answers about HR, employment law, and OSHA regulatory developments and guidance, as well as COVID-19 recordkeeping and reporting flow charts. Likewise, subscribe to our Employer Defense Report blog and OSHA Defense Report blog for regular updates about the Labor and Employment Law or OSHA implications of COVID-19 in the workplace. Conn Maciel Carey's COVID-19 Task Force is monitoring federal, state, and local developments closely and is continuously updating these blogs and the FAQ page with the latest news and resources for employers.