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Strategies for Reducing Unemployment Claims Costs

October 3, 2008

Time: 1:00 pm ET (12:00 pm CT, 11:00 am MT, 10:00 am PT)

Length: 1 hour 30 minutes

Live Teleconference - \$199 Live Teleconference & Archived CD Package - \$248

Benefits

Many employers, after terminating an employee, focus on defending against a possible discrimination charge or a lawsuit. Unfortunately, they may pay little or no attention to defending against the ex-employee's unemployment compensation claim. Those employers, albeit mistakenly, believe the ex-employee will be awarded unemployment compensation benefits no matter what they do - so why bother? Not so. This teleconference will assist employers in defending against unemployment compensation claims, thereby reducing their costs. In doing so, employers will learn the importance of: accurately and persuasively completing the unemployment compensation questionnaire; thorough documentation; the orderly presentation of their side of the story; the selection of effective witnesses; and the art of cross-examining the ex-employee and his or her witnesses. This teleconference is critical for employers who want to reduce their unemployment compensation claim costs by succeeding in the unemployment compensation arena.

Agenda

- I. Review of Typical State Standards for Unemployment Compensation Claims**
 - A. Quit Work Without Just Cause
 - B. Discharged for Just Cause
- II. Courts Interpretation of Those Statutory Standards**
- III. How to Effectively Investigate and Document Poor Performance and Misconduct Issues Which May Lead to Discharge**
- IV. Documenting the Discharge**
- V. Accurately and Persuasively Completing the Unemployment Compensation Questionnaire**
- VI. Preparation for the Unemployment Compensation Hearing**
 - A. Establish Chronological Order of Events
 - B. Determine Which Documents to Present
 - C. First-Hand Knowledge Witnesses
 - D. Develop Cross-Examination Questions for the Claimant and His or her Witnesses
- VII. Questions and Answers**

Who Should Attend

Human resource managers, payroll managers, benefits managers, business owners and managers, controllers, accountants, insurance professionals and attorneys

Faculty

Jeffrey S. Shoskin, Frost Brown Todd LLC

Jeffrey S. Shoskin, an attorney with Frost Brown Todd LLC, has represented employers in all phases of private and public sector employment and labor relations matters for more than 25 years. He has served as lead counsel in state and federal court litigation as well as before various administrative agencies and boards. Mr. Shoskin has represented clients in collective bargaining negotiations, unfair labor practice proceedings and arbitration proceedings. Additionally, he provides in-depth counseling on various topics, including the FMLA, ADA, wage and hour, unemployment compensation, discrimination, harassment, and discipline and discharge. He assists clients in drafting employee handbooks; employment forms; and confidentiality, noncompete, employment and separation agreements.

Mr. Shoskin has been selected as an Ohio Super Lawyer and is a fellow of the American Bar Foundation. He has received the highest rating available through the only national attorney rating service. Mr. Shoskin graduated, with honors, from the Temple University School of Law and Grove City College. He is the former chair of the Cincinnati Bar Association's Labor & Employment Law Committee and was the 2007-2008 president of the CBA. Mr. Shoskin also is on the executive committee of the Potter Stewart American Inn of Court. He is co-author of the chapter "Defenses to Wrongful Discharge Claims" in the book titled Litigating Wrongful Termination Claims. Mr. Shoskin can be contacted at 513-651-6834 or at jshoskin@fbtlaw.com.

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