

Employment Practices Liability Helpline

MANAGE TOUGH EMPLOYMENT ISSUES WITH CONFIDENCE

Recent court rulings and legislative changes have made employment liability law more complex than ever with municipal and public school employers facing some of the toughest challenges of all.

To help CIRMA's Liability-Auto-Property members successfully manage these exposures and resolve issues with confidence, CIRMA has partnered with FordHarrison (FH), a pre-eminent national law firm specializing in employment and labor law.

Under CIRMA's new Employment Practices Liability Helpline program, FH attorneys will provide LAP members expert legal advice on **all aspects of employment practice law**.

CIRMA's Helpline program will answer questions and provide guidance to help municipal executives, school leaders, and HR departments resolve

their employment practice issues before they escalate to a liability claim. The program is provided exclusively to CIRMA LAP members. **This value-added program is provided free.**

HAVE A QUESTION ABOUT EMPLOYMENT PRACTICES?

The EPL Helpline provides access to **one hour of expert legal advice per month for no charge** on issues relating to employment practices. Helpline topics include:

- Hiring, promotion, leave, and termination practices.
- Harassment, discrimination, retaliation, and discipline issues.
- Compliance areas, including wage and hour law, Americans with Disabilities Act, and CHRO.
- Union and labor relations.

Experienced attorneys will reply to Helpline questions **within 24 hours**.

CIRMA's goal is to provide LAP members timely access to expert legal advice so that they can resolve employment practice issues quickly to better manage risk.

BUILDING UNDERSTANDING

The EPL Helpline program also helps municipal and school leaders stay current and build their understanding of employment practices through CIRMA's EPL newsletter service.

CIRMA members will receive emailed newsletters and alerts on areas of special concern to public employers, including labor and union issues, affirmative action compliance, class and collective actions. CIRMA Members will also have access to webinars, and seminars on employment practice topics. To subscribe to the newsletter, please contact Carolyn Field, Communications Supervisor at cfield@ccm-ct.org.

Please contact your CIRMA Risk Management Consultant for additional information about this program.

"The Helpline is on speed dial: Their expertise helped us confidently manage some tough employment issues and build our employees' morale and trust."

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at a glance

- ✓ One hour per month Helpline advice from experienced FordHarrison attorneys — at no charge to CIRMA LAP Members. (Additional time is available at a discounted rate.) Questions may be phoned or emailed to the Helpline.
- ✓ Employment practices e-newsletters and alerts — at no charge.
- ✓ Employee handbook reviews, employee practices audits — available at a discounted rate.
- ✓ Webinars, alerts, and seminars and training programs on various employment practices topics — available at a discounted rate.

Please note: Conversations with FordHarrison attorneys via the helpline will be confidential. While use of the Helpline will establish attorney/client privilege and protects you and FordHarrison, you are under no obligation to use FordHarrison as your legal counsel. (FordHarrison attorneys may discuss the merits of a pending CIRMA claim with CIRMA, as contemplated by the Connecticut Rules of Professional Responsibility.)



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