



Free Webinar:

Making Tough Personnel Decisions in a Global Recession: How to Do Them Right and Minimize Liability

The global recession has impacted every region in the world. Multi-national companies are being forced to make tough but necessary personnel decisions in all of their operations. One of many challenges is ensuring that layoffs and redundancies are implemented in compliance with local laws, which can vary greatly from country to country and often from region to region within a given jurisdiction.

The Employment Law Alliance (ELA) is offering a series of 90-minute "round-table" webinars -- for each major geographic region in the world -- that will provide practical, up-to-date information on how to implement these actions with the least amount of risk of litigation and liability. The format will be an informal question-and-answer discussion rather than formal presentations. There will be plenty of time for questions.

Participants include experienced employment lawyers from law firms around the globe that are affiliated with the ELA. Each session will be devoted to a particular region in the world and will focus on the following issues:

- Using the right criteria to ensure the selection process for layoffs will withstand a legal challenge.
- Giving advance notice of layoffs and redundancies - what's required by law and what local practice dictates.
- Considering ways to save money short of terminations - what local law allows when considering options such as forced vacations, salary and work-hour reductions, temporary shutdowns, job sharing, relocations, and reassignments.
- Providing severance pay and other legally mandated termination benefits such as health insurance continuation and unemployment benefits.
- Using Separation Agreements and Releases - are they necessary and how to ensure their enforceability.
- Interacting with labor unions, works councils, and government agencies.

You Are Invited to a Free Webinar

To help you and your colleagues better understand the issues relating to downsizing, lay-offs, and redundancies, webinars will be offered on the following dates. Please check your own local time zone to determine the correct correlation to the various start times.

Our first two webinars in this series will be devoted to implementing lay-offs in the United States and Europe. You soon will receive a follow-up invitation to three additional webinars, to be offered in late April, focusing on implementing lay-offs in Asia, Africa and the Middle East, and Latin America.

Implementing Lay-offs in the United States:

Tuesday, March 24, 2009

- 2:00 - 3:30 p.m. EDT
- 1:00 - 2:30 p.m. CDT
- 12:00 - 1:30 p.m. MDT
- 11:00 a.m. - 12:30 p.m. PDT

Implementing Lay-offs in Europe:

Wednesday, March 25, 2009

- 11:00 a.m.- 12:30 p.m. GMT

Thursday, March 26, 2009

- 4:00 - 5:30 p.m. GMT
- 12:00 - 1:30 p.m. EDT
- 11:00 a.m. - 12:30 p.m. CDT
- 10:00 - 11:30 a.m. MDT
- 9:00 - 10:30 a.m. PDT

Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms.

Presenters

The moderator for all the sessions is Stephen J. Hirschfeld, CEO of the Employment Law Alliance and Partner, Curiale Hirschfeld Kraemer LLP, San Francisco, CA.

Speakers for Implementing Lay-offs in the United States:

- Vicente Antonetti, Goldman, Antonetti & Cordova, P.S.C, Hato Rey, PR
- John Baum, Curiale Hirschfeld & Kraemer, LLP, San Francisco, CA
- Michael Blue, Ray, Quinney & Nebeker, Salt Lake City, UT
- G. Joseph Curley, Gunster, Yoakley & Stewart, P.A., West Palm Beach, FL
- Daniel D. Johns, Crowley, Haughey, Hanson, Toole & Dietrich, P.L.L.P., Kalispell, MT
- Tamara Olsen, Gray Plant Mooty, Minneapolis, MN
- Michael Porter, Miller Nash LLP, Portland, OR
- Ginger D. Schröder, Schröder, Joseph & Associates, Buffalo, NY
- Elizabeth Torphy-Donzella, Shawe & Rosenthal, LLP, Baltimore, MD
- Timothy P. Van Dyck, Edwards, Angell, Palmer & Dodge, LLP, Boston, MA
- Keith Weddington, Parker Poe Adams & Bernstein LLP, Charlotte, NC

Speakers for Implementing Lay-offs in Europe:

- Pilar Caverro, Cuatrecasas Abogados S.R.L., Madrid, Spain
- Andrzej Czopski, Miller, Canfield, Paddock & Stone, P.L.C., Warszawa, Poland
- Julian Feichtinger, CHSH Cerha Hempel Spiegelfeld Hlawati, Vienna, Austria
- Olle Jansson, Cederquist, Stockholm, Sweden
- Kalina Jaroslawska, Miller, Canfield, Paddock & Stone, P.L.C., Warszawa, Poland
- Barbara Klinger, CHSH Cerha Hempel Spiegelfeld Hlawati, Vienna, Austria
- Alexander Krausz, Froriep Renggli, Zurich, Switzerland
- Jan Tibor Lelley, Buse Heberer Fromm, Essen, Germany
- Ian Moore, A&L Goodbody, Dublin, Ireland
- Eugenie Nunes, Boekel De Nerée, Amsterdam, the Netherlands
- Sasha Stepanova, Kocian Solc Balastik, Prague, Czech Republic
- Claire Tomieux, Flichy Grangé Avocats', Paris, France
- Chris Van Olmen, Van Olmen Wynant, Brussels, Belgium
- Barry Walsh, A&L Goodbody, Dublin, Ireland
- Angelo Zambelli, Dewey & LeBoeuf, Milan, Italy

About the Employment Law Alliance

The Employment Law Alliance is the most comprehensive network of labor and employment attorneys in the world. Our network of over 3,000 attorneys provides employment and labor expertise in all 50 U.S. states and in more than 300 cities in 104 countries around the globe. ELA members work closely together to ensure that their clients' legal matters are handled seamlessly wherever they do business. The ELA provides a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: www.employmentlawalliance.com.

Register

To register for any of these webinars, please go to: www.employmentlawalliance.com and click the links in the gray box on the right entitled, "Employment Law Webinars."

Questions?

For additional information or questions, please contact Linda Henderson at the Employment Law Alliance (leh@employmentlawalliance.com).