

Your business • it all begins and ends with people.



LAKE ZURICH CHAMBER BUSINESS SKILLS LUNCHEON

FEBRUARY 19, 2014



Think you're too small for a lawsuit?

- Employment-related lawsuits against businesses are on the rise.
- Since 2006, the number of lawsuits claiming workplace harassment (related to issues like gender, disability and age) has grown by 25 percent.
- Illinois is 5th in the country for both race and sex discrimination claims.
- One out of every three small-business owners has either been sued or been threatened with a lawsuit. And they aren't just the "bigger" small businesses, either: more than half (57 percent) of lawsuits brought against businesses involve companies with revenues under \$1 million.
- Out-of-pocket expenses incurred as a result of lawsuits cost small companies more than \$35.6 billion per year.

Know thyself

**Risk
management**

- How risky do you want to be?

**Business
rules**

- What kind of employer do you want to be?

Show of Hands

Do you have
policies and
a
handbook?

- When were they last updated?
- Do you know where they are?

Let's get to it

I have a
prescription
for medical
marijuana,
can I smoke
up on break?

Another hot topic

Do your
policies say
you can't
have a
weapon in
the
workplace?

Tricky?

You suspect your employee has vodka in the water bottle on her desk. Can you check it?

You see this same employee coming back from lunch. You walk up to her car and see the suspicious water bottle. Can you check it now?

Dollars and sense


If you fired me, would you pay me for my unused vacation time?

- What if I quit?

It's not the what, it's the how . . .

You have no handbook. I'm a waitress who does good work except I'm really rude to customers. Can you fire me for that?

This topic gets hotter every day



I love to gossip. I saw Carol get in the boss' car after work last week so they must be having an affair. I told everyone and made sure we aren't going to help her clean her section when she gets behind.

Would you do anything about this?

Hidden issue

**Can you tell
your employees
not to discuss
their salary
with other
employees?**

This and that

Does your handbook cover ALL expected behaviors, good and bad?

Do you have a progressive discipline policy?
Forms?

Do you do annual written reviews?

The point

People often sue because they feel they've been treated unfairly.

Written policies help set standards and expectations.

Address issues when they come up (and document!).

Give employee chance to improve.

Then if things don't work out, you've minimized risk (and strengthened your tennis game!).

What now?

Get (or update) a handbook!

Keep your policies up to date.

If you don't use a professional, make sure to have an employment attorney review.

Call us if you need help! Jeanne Statts 224.433.4527
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