Strategies for Defending Against Unemployment Claims

Description: Find out how to effectively lower costs and defend against unemployment claims.

After a termination, many employers focus on defending against a possible discrimination charge or a lawsuit. Unfortunately, they may pay scant attention to defending against the unemployment compensation claim. Those employers, albeit mistakenly, believe unemployment compensation benefits will be awarded no matter what they do - so why bother? Not so. This topic will assist you in defending against unemployment compensation claims. You will learn the importance of effectively completing the unemployment compensation questionnaire, drafting thorough documentation, effectively presenting your side of the story, the selection of effective witnesses and the art of cross-examining the ex-employee and his or her witnesses. This information is critical for you to reduce your unemployment compensation claim costs by succeeding in the unemployment compensation arena.

Learning Objectives:

- You will be able to discuss typical state standards for unemployment compensation claims.
- You will be able to explain how to effectively investigate and document poor performance and misconduct issues which may lead to discharge.
- You will be able to discuss documenting the discharge.
- You will be able to review preparing for the unemployment compensation hearing.

Contents:

1. Review of Typical State Standards for Unemployment Compensation Claims
   - Quit Work Without Just Cause
   - Discharged for Just Cause

2. Various Courts' Interpretation of Those Statutory Standards

3. How to Effectively Investigate and Document Poor Performance and Misconduct Issues Which May Lead to Discharge

4. Documenting the Discharge

5. Accurately and Persuasively Completing the Unemployment Compensation Questionnaire

6. Preparation for the Unemployment Compensation Hearing
   - Establish Chronological Order of Events
   - Determine Which Documents to Present
   - First-Hand Knowledge Witnesses
   - Develop Cross-Examination Questions for the Claimant and His/Her Witnesses


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