

HARMONY IN THE WORKPLACE



Dolores Cordell, Esq.

6 School Street Plaza, Suite 240
Fairfax, CA 94930

tel 415-456 5762

fax 415-456 8510

[Email](#)

Copyright 2006 -2007. Dolores Cordell



home



philosophy



Who am I



services



FAQs



articles



download



PHILOSOPY

Employees Are Not the Enemy

The vast majority of your employees want to do a good job for fair pay. The myriad of employment laws, however, have created an opportunity for Contingent Fee Attorneys to make thousands – or even hundreds of thousands of dollars– in attorneys’ fees by filing claims on behalf of employees and former employees.

The goal of this firm is to make your company an unattractive target for Contingent Fee Lawyers. While there are exceptions, in most cases we do not view employee as the enemy, but as a person whose talents, skills and attitude may or may not “fit” with your company’s needs and expectation.

There are a number of “secrets” that can protect your company from being a profitable target for a Contingent Fee Attorney.

Secret 1: Preventative Law

From hiring through post-termination, the greatest secret of avoiding costly employment law claims is to take action before disputes arise.

Our goal is to establish employment law practices and procedures for you company which (1) comply with the law,(2) are easy to administrate and (3) meet the company’s needs.

Secret 2: Treating Employees with Respect

Study after study has shown that employees who feel they are valued and understood are far less likely to file employment law claims.

Our goal is to provide you with advice that is not only legally sound and assists you in meeting the company’s need, but is also humane and practical. This includes advice on how to tell employees the truth about their performance and conduct at work without being disrespectful or misleading, and in a manner which will reduce their likelihood of contacting a Contingent Fee Attorney.

Secret 3: Cutting Your Losses

Most everyone wants a job, but not everyone is right for the job they are doing. Our advice focuses in part on whether the person is in the right position. Companies do not do themselves or an employee a favor by continuing to employ an unsatisfactory employee.

Our goal is to assist you in handling terminations (or demotions) by evaluating the risk factors,advising you on how to handle termination with the particular employee, and in preparing paperwork that will make you much less vulnerable to a post-termination lawsuit.