

Termination Mechanics



The Bitterroot Job Service Employers' Council (JSEC) presents:

Termination "Mechanics"

How to protect your company and avoid termination complications

Join our panel of three experts as we learn new and innovative approaches, along with tried and true methods for protecting your company's bottom line, to discipline and terminate employees in the workplace.

Learn:

- What to do to protect your business and reduce fraudulent Unemployment Insurance (UI) claims against you.
- What employers can do to guarantee a fair determination and reduce the risk of going to a hearing.
- How to prepare for a UI hearing.
- The definition of misconduct and why documentation is important.
- How coaching and corrective action can redirect unproductive employee behavior.
- How employment policies help you and which ones are necessary to protect your business.
- How the correct use of discipline safeguards your company.
- More about wrongful discharge and other legal issues.

Date: Thursday, November 3, 2011

Time: 1:00 pm – 4:30 pm

Location: Marcus Daly Memorial Hospital, 1200 Westwood Drive, Hamilton

Cost: \$40.00 per person/payable to Hamilton JSEC

Contact Heather Mousley at 375-6042 or hmousley@mt.gov to register

About the Presenters

Barbara Blanchard, SPHR

Barbara Blanchard's career in Human Resources spanned over 33 years. Just prior to retirement, she was the Vice President of Human resources for St. Patrick Hospital in Missoula and St. Joseph Hospital in Polson, Montana. Before moving to Montana, Barbara was the VP of Human Resources for companies such as, Washington Mutual, PacifiCare Health Services, Intercare Insurance Services and Salick Healthcare, Inc. During her career she has been responsible for pre-acquisition due diligence and post-acquisition integration activities, employee relations, and was a member of a management teams that implemented the acquisitions of a multi-state healthcare corporations. Her career has also taken her to Saudi Arabia and to Ireland where she worked on human resource assignments. Currently, she serves on the Boards of Missoula Aging Services, the Big Sky Chapter of SHRM, the YMCA of Missoula, the Seeley-Swan Hospital District Foundation, and Chairs Management & Marketing Advisory Board at the University of Montana. She has a degree in business administration, holds the designation of Senior Professional in Human Resources (SPHR), and is certified as a Mediator.

Candace C. Fetscher

Candace was born and raised in Montana. She graduated from the University of Montana with High Honors. Before attending UM Law school where she was on the Law Review, she taught school and also worked for the U.S. Department of Housing and Urban Development, working with Model City programs in San Francisco and Denver. She has been practicing with Garlington, Lohn & Robinson since 1976, with principal emphasis in employment and health care law. Candace has been listed for several years in the employment law section of Best Lawyers in America and in Chambers' Leading Lawyers, and has an "AV" rating in the Martindale-Hubbell Law Directory. She has served on the Um Law School Board of Visitors and received the Western Montana Bar Association's Outstanding Attorney Award.

Sharon Blunn

Sharon attended Eastern Washington University where she earned a Bachelor of Arts in Education degree. Sharon is the Training and Development Specialist for Montana Department of Labor Unemployment Insurance Bureau. She has worked for the State of Montana since 1994. The Department of Revenue for 9 years and currently with the Department of Labor Unemployment Insurance Bureau since 2003 where her current duties are: Department adjudicator trainer which entails training new Adjudicators on understanding and applying law and rule to resolve issues on claimants and employer chargeability. Resolve claim issues affecting a person's unemployment benefits including, ability and availability for work, separations, investigations and other areas of compliance with the State law and rule as it applies to unemployment benefits. Present training to both current and new staff members, Assistance to Business Clinics (ABC Clinics) around the State of Montana, business clinics to private businesses, Rapid Response Seminars statewide for companies that experience lay-offs.