

Employment Law Axioms

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1 5% of employees cause 95% of HR problems.

2 Your contractors are, legally or practically, employees.

3 There are no “tricks” to avoiding employment laws.

4 Your industry standard does not matter.

5 Bad decisions are made quickly.

6 Unless their instinct tells them to call me, employers should disregard their first instinct.

7 We can get you where you want to go, just not by tomorrow at lunch.

8 Repeated employment law problems are management’s fault.

9/10 No one likes to be written up.

11 Failure to fire causes more problems than it solves.

12 No good employer deed goes unpunished.

13 All your HR documents will be evidence.

14 Especially without time records, you’re up the creek

15 Everyone hates evaluations.

16 Everyone is disabled.

17 Whoever ends the interactive process loses.

18 We are governed by the most sensitive among us.

19 No jokes are funny when you’re telling them to a jury.

20 You’re more likely to do something stupid after three beers.

21 Accept resignations.

22 Nothing good comes from contesting unemployment.

23 Surprised people get angry. Angry people sue.

24 Unfair ≠ Illegal. But it doesn’t matter to your checkbook.

25 No... It’s not “frivolous”. We can’t “just explain.”

26 Yes, it is that expensive.

27 No employer has ever regretted settling a claim.

28 If you’re asking, “are these restrictive covenants enforceable,” you’re asking the wrong question.

29 “Fire her. This is a right-to-work state.”

30 “We’ll just hold his final pay.”