

Employment Practices Liability Legal Mitigation Program

Employment liability can potentially cause a lot of harm to cities and towns. Not only can a personnel misstep cost a municipality money, it can also serve as fodder for mistrust and tension between staff, elected officials, and the public. That's why the League has created the Employment Practices Liability Legal Mitigation Program.

The program allows members of the Property & Casualty Trust to receive up to five free hours of legal advice for human resources related issues. The goal of the service is to mitigate costly employment practice claims before a lawsuit is filed.



TO TAKE ADVANTAGE OF THE PROGRAM, CONSIDER THE FOLLOWING STEPS:

- ❑ First, if your city or town has an human resources related issue, reach out to Heather James at hjames@nclm.org and 336-817-5723 or Lou Bunch at lbunch@nclm.org and 919-539-8958.
- ❑ Then, if the League's HR Consultant identifies that issue rises to the level of legal advice, a dedicated employment attorney will reach out directly to the member.
- ❑ Finally, the attorney will provide the member with next steps for resolving the issue.

If the issue is resolved, no further action is needed. If the member receives a claim after following the attorney's advice, the deductible for the claim will be reduced by \$5,000. If the member does not follow attorney's advice, then the member will be responsible for the full deductible for the claim.

