

WEBINAR: Labor Law Compliance for Business



Overview

21st century employers face and assume an enormous amount of responsibilities and liabilities in their relationship with employees as imposed by numerous labor and social legislations. As such, it is essential for an employer to have the adequate and necessary knowledge of those responsibilities as prescribed by labor and social legislations so as to avoid or minimize liabilities. Equally important is an employer's knowledge of his or her rights which are constitutionally and statutorily guaranteed.

Objectives

After the webinar, the participants are expected:

- to have a comprehensive understanding on matters involving employer-employee relationship
- to have adequate knowledge on kinds of employees.
- to have a better understanding on termination of employment by way of just or authorized causes.
- to have sufficient knowledge on the procedural and substantive due process aspect of termination of employment.
- to have suitable knowledge in the utilization of right of an employer to regulate all aspects of employment more commonly known as management prerogative.

Who Should Participate

- Human Resource Heads
- Business owners
- Those who are new to Human Resource Practice

Key Topics

- I. Employer-Employee Relationship
 - A. Who is an employer?
 - B. Who is an employee?
 - C. Importance in Determining the ER-EE Relationship
 - D. What is the importance of determining ER-EE relationship?
 - E. 2 Tests in Determining the Existence of Employer-Employee Relationship
 - F. Cases where ER-EE relationship exist
- II. Kinds of Employment
 - A. Regular Employment
 - B. Casual Employment
 - C. Project Employment
 - D. Seasonal Employment
 - E. Probationary Employment (in relation to Labor Advisory No. 14, series of 2020)
 - F. Fixed-term employment
- III. Termination of Employment
 - A. Termination by employee
 1. Resignation via WRITTEN NOTICE
 2. Resignation without WRITTEN NOTICE
 3. Constructive Dismissal
 4. Temporary Suspension or Lay-off (in relation to Executive Order No. 112)
 - B. Termination by employer
 1. Just Causes
 - a. Serious Misconduct
 - b. Willful Disobedience or Insubordination
 - c. Gross and Habitual Neglect of Duties
 - d. Fraud or Willful Breach of Trust
 - e. Commission of a Crime or Offense
 - f. Analogous Cases
 2. Observance of Due Process
 - a. Twin Notice Rule
 - b. Hearing or Conference
 - c. Instances when hearing is not required

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Duration

- 3 hours

Webinar Fee

- Php 1,750.00 per participant (inclusive of e-Handouts and e-Certificate) to be paid at least 3 banking days before the event

Requirements

- Mobile phone, tablet, computer or laptop
- Download free ZOOM app
- Internet connection
- Good audio connection

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