

WATER COOLER MONTHLY

E-NEWSLETTER

October 2007

Fire Sooner Rather Than Later

Why Are We Afraid of Pulling the Trigger?

Businesses, particularly small businesses, have a hard time firing flailing employees. We are not sure why this is the case, but believe any or all of the following may be the reasons:

- Fear of an employee lawsuit or retaliation
- Business disruption and downtime if person is fired
- Lack of qualified replacements
- Feelings of guilt
- Feelings of friendship/soft heartedness
- Inertia, lack of time to think and act
- Uncertainty generally

The Longer They Stay The Harder To Let Go

At Vision, our philosophy is set high expectations, hire the best you can, train, guide, motivate and give all the support and tools needed to succeed. Take corrective measures when necessary and realign expectations. But for those who cannot or do not fit the position, the team or the organization, figure that out quickly and terminate the employment relationship.

Letting Them Hang On

- Is draining on you and your other employees
- Hurts morale
- Sends the wrong message
- Hampers your business goals and objectives
- Allows the employee time to become a member of a protected class that could make firing risky
- Establishes a precedent of tolerating poor work performance or behaviors that can create legal issues when you've had the "last straw" and terminate
- Escalates tension because the longer the relationship lasts, the more the attachment and potential for an emotional response

If our expectations and objectives are clear, most of us know fairly early on when there is a fit or not. Procrastinating in the key area of employee relations only opens the door for potential liability.

Innovative New Program for Preventing Employment and Labor Law Claims

As a business you should be able to focus on your success, and not have to worry about employee lawsuits. That's why we created a simple, common sense approach to *preventing* employment and labor law liabilities in your business that's actually *affordable*, and won't get in the way of what's most important to you - growing your business. We offer three patented innovative programs for your business all designed to lower your legal expenses, proactively work to protect your business from claims, share in the risk when we defend your business, and make your money go farther to deliver more legal services when you need help. That's why our offering has been called one of the most innovative legal protection programs ever created for California small business.

An Affordable, Common-Sense Approach

At Vision Law, we have long understood that the traditional "billable hour" approach to legal services frustrates consumers, especially growing and small businesses. Let's face it, most business owners perceive that legal services are expensive, time consuming, and therefore something to be avoided unless absolutely necessary. But "absolutely necessary" usually means there is already an employee claim, or threat of a claim, that now requires a response.

Responding to claims when they occur is even more time consuming, expensive, and disruptive to your business. Preventing employment and labor law claims in your business eliminates these challenges. Vision Law Corporation has created three innovative programs designed to do just that – reduce the risk of claims while controlling costs by providing Fortune 500 quality lawyers at a predictable price you can afford. Our goal is to provide affordable, proactive services so you can focus on what is most important – your business.

Learn more about our [Small Business Legal Programs](#)

Notice to Readers: While every effort has been made to ensure accuracy of the information contained in this Newsletter as of the publication date, this Newsletter is intended for informational purposes only. *This is not legal advice* nor does it substitute for legal advice. Consult competent legal counsel. Your company's particular facts and circumstances will require advice tailored to its situation.

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