

Loss Prevention News

Provided by the Texas Municipal League Intergovernmental Risk Pool

April 26, 2007

Call Before You Fire!

Donald Trump has glorified the phrase, “You’re fired!” Don’t be fooled: it’s not as easy as he makes it seem. The legal aspects of employment-related decisions have become complex. Managers and supervisors can no longer make employment-related decisions without first considering legal ramifications. The pitfalls can often be avoided with proper legal guidance.



Since 1997, the Risk Pool has provided services to assist its members with employee terminations and disciplinary actions. The Call Before You Fire service is available to all members of the Pool having Errors and Omissions Liability Coverage. Members are encouraged to contact the Pool’s legal staff before taking any employment related action. The Call Before You Fire service may help you avoid lawsuits for such things as discrimination, harassment, whistleblower retaliation, and workers’ compensation retaliation.

To take advantage of this service, please call 800-537-6655 and ask for the Legal Department.

The Risk Pool’s Errors and Omissions (Public Officials) coverage provides a defense to these lawsuits as well as complaints made by employees to the Equal Employment Opportunity Commission (EEOC) and the Texas Workforce Commission - Civil Rights Division. Such complaints and lawsuits seek actual damages, back and future wages, benefits, punitive damages, and attorney’s fees. The Risk Pool covers some of these damages; however, benefits, future wages and back wages, except for 50% of back wages up to \$25,000, are the responsibility of the member.

Public entities that need Errors and Omissions Coverage or need additional information about the coverage should call 800-537-6655 and ask for the Field Services Department. If additional services or resources are needed regarding employment issues, call the Loss Prevention Department at 800-537-6655.

Resources

TML-IRP
P.O. Box 149194
Austin, TX 78714-9194
800-537-6655
www.tmlirp.org

Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, D.C. 20507
(202) 663-4900
www.eeoc.gov

Texas Workforce Commission
Civil Rights Division
888-452-4778
www.twc.state.tx.us
Click on “Businesses and Employers”
then “Civil Rights and Discrimination”