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# BEST PRACTICES GUIDE TO VALID DISMISSAL

## Everything You Need to Know About Employee Termination Laws

FRIDAY, 26 OCTOBER 2018 \* 9:00AM TO 5:00PM  
MANILA MARRIOTT HOTEL, PASAY CITY, PHILIPPINES

This one-day special training is a complete guide to what HR practitioners, lawyers, and business owners must know about valid dismissal of employees. We will teach you the substantive and procedural due process on just cause for termination such as serious misconduct, sexual harassment, insubordination or willful disobedience, neglect of duties, abandonment of work, fraud, willful breach of trust and confidence, commission of a crime or offense, and other causes of dismissal under Article 282.

We will keep you updated on the latest Supreme Court rulings, tell you stories and examples to emphasize lessons, and present to you best practices solutions to solve your HR problems. Whether you are dealing with regular, probationary, fixed period, project-based, seasonal, or casual employees, there are ways to downsize or right size your workforce without getting into trouble.

Firing an employee incorrectly can be a very costly action that can lead to lawsuits and consequent payments of back wages, separation pay, moral and exemplary damages, among others, that may be awarded by the courts to the illegally dismissed worker. Before you fire anyone or put them under preventive suspension, attend this seminar and learn everything you need to know from the experts about termination laws.

**Course Director & Lecturer: Atty. Elvin B. Villanueva** – is a specialist in and practitioner of labor and tax laws. He has written 24 other best-selling books namely: Guide on Employee Compensation and Benefits Vol. 1 & 2; Guide to Valid Dismissal of Employees; Guide on Wage Order & Minimum Wage; Valid Job Contracting and Subcontracting, Gabay sa mga Karapatan ng mga OFWs; HR Forms, Notices & Contracts Vol. 1 & 2; Employee Transfer & Demotion; Leave Benefits; and How to Pass the Bar Examination. His advocacy is to help companies and employees solve their HR issues.

**LIMITED SEATS ONLY**  
**PRE-REGISTRATION REQUIRED**

REGISTER NOW and avail of  
Early Bird and Group DISCOUNTS

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### Who Should Attend:

- Business Owners
- Board Directors
- Company Presidents & Top Management Decision-Makers
- HR Practitioners & Managers
- Lawyers
- Trade Union Representatives
- Business Consultants
- Those in non-profit organizations

**Seminar Investment is P9,980**  
inclusive of Meals, Resource Kit,  
and Certificate of Attendance