

Terminations & Suspensions

Sometimes, you need to fire an employee. Before taking action to terminate or suspend an employee, simply pick up the phone & **call Lindsay Dressler, ICRMP's new Risk Manager.**



How to Get the Employment Deductible Waived



The ICRMP Board realizes having to pay a deductible is difficult for many members, so they provided a way for the deductible to be waived. We call it the **"CALL LINDSAY" deductible waiver**. If Lindsay is unavailable, you can also talk to Tammy Middleton, ICRMP's Human Resources Risk Manager.

This deductible will be waived if you consult with us before such employment action, including termination or suspension of employment, and followed all reasonable advice provided by us or an attorney assigned by us with respect to such employment action.

Calling us on the day you want to take action does not allow us time to make a careful evaluation of the situation so please plan ahead to allow sufficient time to evaluate & provide advice. If you follow ICRMP's [or the attorney's] advice in making the decision, the deductible will be waived if the employee then pursues a claim against you for the action.



Please call us if you have questions. We look forward to assisting you with your employment issues.