

# P. O'CONNOR & SON

*solicitors*

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## YOUR GUIDE TO EMPLOYEE RIGHTS

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### **I am an employee – why should I talk to my solicitor?**

If you are faced with an issue at work, you can talk to your solicitor in confidence. Your solicitor will explain the law, help you understand your rights and explain your options.

### **Employment issues**

Your solicitor can advise you on a wide range of issues, including:

- the terms and conditions of your contract,
- legal entitlements,
- equality and discrimination,
- bullying and harassment,
- health and safety law, and
- termination of employment, including unfair dismissal, constructive dismissal and redundancy.

### **If there is a dispute**

It is important to talk to your solicitor. Your solicitor can explain your options and help you bring the dispute to a quick and satisfactory conclusion.

**What does my solicitor need from me?** Your solicitor will need certain information before they can advise you on your options. You should bring details of the following to the first meeting with your solicitor:

- length of employment with current employer,
- employment contract and employee handbook,
- annual salary,
- leave entitlement,
- job title and role,
- events that lead to your current issue and relevant dates,
- attempts you made to resolve the issue, and
- any witnesses to relevant incidents.

### **More information**

For more information about employee rights, visit [www.poconsol.ie/legal-services/corporate-commercial-law/](http://www.poconsol.ie/legal-services/corporate-commercial-law/)



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