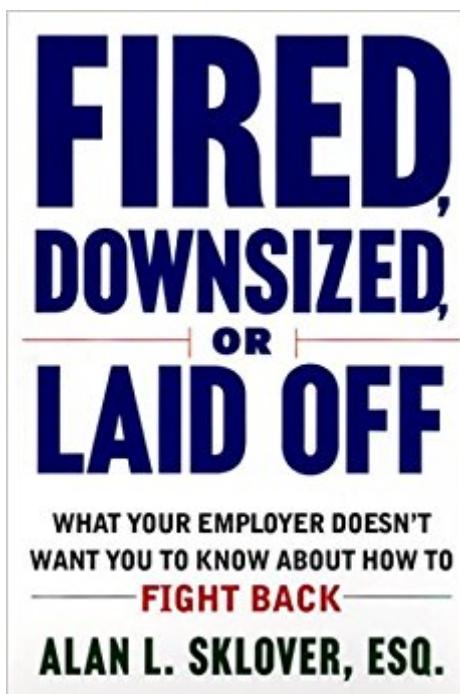


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# Fired, Downsized, Or Laid Off: What Your Employer Doesn't Want You To Know About How To Fight Back



## **Synopsis**

All the legal facts, negotiating strategies, and coping tips anyone just dismissed from a job needs from an expert on employment law. Job security has disappeared. Even in good times, people get the pink slip whenever cutting staff appears to be in the best interest of the company or those who run it. These days, everyone must be prepared to negotiate severance almost instantly. Alan Sklover, an attorney with over 25 years of experience handling severance negotiation for employees, provides an insider's guide to the best approaches to getting a favorable settlement. With its wealth of information, easy-to-read style, and short chapter format, *Fired, Downsized, or Laid Off* has become the standard text for anyone who wants to know:

- o What do standard severance packages include?
- o Tips to keep self-esteem high and stress low through severance negotiations
- o How to customize a severance package
- o When to hire an attorney and how to use their services wisely
- o How to turn job loss into an opportunity for a new career path, self-employment or early retirement

In these uncertain times, no employee will want to be without this book.

## **Book Information**

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## **Customer Reviews**

The profession of law apparently has become so specialized that Sklover is able to bill himself as a "severance attorney," claiming primary ranking in the category. Regardless, earlier this year employment and labor attorney Steven Sack covered much of the same territory in a similarly titled book (*Getting Fired: What to Do if You're Fired, Downsized, Laid Off, Restructured . . .*). Sack also considered various forms of discrimination and the rights of employees, but Sklover focuses almost

exclusively on negotiating the best severance package; therefore, libraries collecting in this subject area will find both titles worthwhile. Sklover describes how the negotiation process works, identifies emotional pitfalls, and tells how to work with an attorney. He explains what actually can be asked for and how to ask for it; he counters with requests the employer will make and suggests ways to respond. He advises what to do if negotiations fail and addresses "postnegotiation concerns" such as taxability of severance benefits, eligibility for unemployment insurance, and breach of agreement. Appendixes include sample forms and letters. David Rouse

Alan L. Sklover, esq., is the senior partner of Sklover, Donath & Felber, LLC. He has appeared as an expert on employment law on CNN, CNBC, Bloomberg Business Radio, and CNN's interactive website, and has been quoted in The New York Times, Business Week, Money Magazine, and The Washington Post. He lives in Merrick, New York.

Long story short - my husband was in a corner with the company he worked for and even a labor attorney (whom we paid to consult with prior) couldn't help us as much as this book did. Working along side my husband, I read the book cover to cover while he supplied the actual paperwork and proof that we needed to present a viable case against his company. After 3 months of negotiating (covered in the book) we were able to obtain 3 months salary and a letter of reference AFTER submitting an Involuntary Resignation Letter and without the aid of a labor attorney. I would say that if you actually read it all the way through you will know whether you have reason to fight back or not as well as exactly what to do BEFORE you quit your job or fear being fired. This is a preparatory book which requires strategy and documentation PRIOR to making any forward moves. It is imperative that you follow the instructions to the letter and not waver - and remember, HR is NOT your friend.

Al Sklover clearly knows his topic. Employees, even those who've been or are about to be terminated are not as powerless as most generally believe. Sklover helps the reader understand the motives of the employer who's become an adversary by terminating the employee, and, most importantly, how the employee can access those motivations to improve their own circumstances as they make their exit. This is a book that will be even more valuable for job candidates about to be hired, and for employees who expect to remain with their employers, if the book is read up front. Negotiating the terms of an exit even as you're negotiating the terms of your hiring can make the entire cycle work much better for the employee. This book is full of valuable information for all

employees. Read it before you need it, and keep it for when you do.

Thankful for this book and the website and additional documents available to help in various matters. This is my first time negotiating a Severance and everyone around me told me not to negotiate, just take it. WOW! They are wrong and I'm in the process....I will comment back when completed as to the success. I don't have or make enough to hire a full on Attorney, so this has been worth the cost and my time for sure.

I was concerned that this was dated advice considering the publication date. But I was able to use many of the described techniques to extricate myself from a bad situation. I didn't know I even would be eligible for severance but a got a sweet deal. Thanks so much for this practical advice.

Excellent bookat a great price. Exactly what I was looking for!!! Thank you ÅfÂ Ä Å,Ã ÆœÃ Å .

I didn't know you could negotiate a severance package. While I didn't get the world, this book easily paid for the money and time spent reading it.

This book is excellent! Mr. Sklover really sheds a lot of light on the "big at-will employment lie" and helps the reader to understand that s/he has more power and rights than they were led to believe.

I ordered this book and wanted to order a used book but accidentally ordered a new book at 49.95. Well that was my fault. I tried to cancel or modify the order within a half hour but was told the book was already for shipment so there was nothing I could do. I thought OH well, OK let it go. I received the book today and it turns out to be a very old used book. I am very disappointed that it cost 49.95. I wanted it as a gift and have sent it out but don't think I should have to pay the 49.95. Can you give me credit for the difference between the price of this used book and the 49.95??

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