

**February 19 – Personnel –P11**  
**Employee Leave and Time Off and Return to Work**

**SPEAKER BIOS**

**Jennifer Moeckel** of Cook, Little, Rosenblatt & Manson, P.L.L.C., devotes her practice exclusively to assisting employers in complying with legal requirements during all phases of the employment relationship and defending employers in discrimination and other claims pending before state and federal agencies. Jen has almost 20 years experience assisting employers with issues including: Hiring and background checks; Non-compete and non-disclosure agreements; Wage and hour laws and payroll compliance; Employee handbooks and policies; Drug and alcohol testing; Safety and workplace violence; Managing leaves of absence and requests for reasonable accommodation; Performance management and best practices; Preventing and correcting harassment, discrimination, and retaliation; Corrective/disciplinary action, employee misconduct, and termination; Layoffs/reductions in force; Severance agreements; and Personnel files and recordkeeping

**Dan Crean**, of Crean Law Office in Pembroke, New Hampshire, has practiced municipal law for more than thirty-five years and has been on the adjunct faculty of the University of New Hampshire Law School and Graduate School. He was multi-term officer of the N.H. Bar Association's Municipal & Governmental Law Section, and founded the N.H. Municipal Lawyers Association, of which he is now Executive Director. He is IMLA's N.H. State Chair and chairs its Personnel Section. He is an IMLA Fellow and received IMLA's 2012 William Thornton Faculty Award. Dan has written for numerous legal publications contributed two chapters to the new ABA publication, Town and Gown: Legal Strategies for Effective Collaboration. Dan is a veteran CLE panelist and regularly presents local government seminars.