

## PA Employment: What you should know

Pennsylvania is an “at will” employment state. This means an employer may fire an employee without cause. However, employers must still follow the law and all employees should know their rights!

Employment cases have quick deadlines and the failure to meet them results in a loss of your claims and your ability to go to court.

- **You have 180 days** from the notice of the adverse action to file a state claim.
- **You have 300 days** to file a federal claim.
- **If you do not meet the 180 day deadline**, you forfeit state claims.
- **You can file claims** with the Equal Employment Opportunity Commission or the Pennsylvania Human Relations Commission.

**Contact Triquetra Law to find out what your rights are. Initial consultations are affordable and comprehensive.**



The lawyers of Triquetra Law embrace our responsibility as legal engineers of social change by providing zealous, high quality legal services.



**Andrea C. Farney  
Sharon R. López**

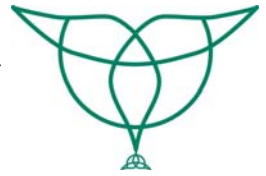
### TRIQUETRA LAW

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## TRIQUETRA LAW



Dedicated to justice and responsive to you

## Defending Employees' Rights



# Losing your job is a traumatic event. We can help.

## Forms of Employment Discrimination

- Sexual Harassment
- National origin
- Race
- Gender
- Age
- Disability
- Pregnancy
- Family Medical Leave
- Employer Retaliation



*“I feel your firm and the attorneys and staff truly care about their clients.”*

– Client Testimonial

Each employment case is based on its own specific facts, but generally, we can help you by:

- **Assessing your case.** We will work with you to gauge the best steps to achieve a safe and discrimination free workplace. We will also review and advise you on other civil cases that you could file.
- **Finding evidence of the wrongful act.** We will help you find the proof you need to establish a legal case.
- **Acting as the contact between you and your employer.** We will speak for you and partner with you through the difficult task of challenging your employer.
- **Keeping you informed.** Being responsive to you means we will educate and inform you about the progress in your case.
- **Connecting you.** We will connect you with other organizations or resources that may be able to assist you with your non-legal issues.

We will zealously represent you at all stages of your case, including negotiations, pretrial proceedings, trial, and any necessary appeals.



*“The initial consultation truly exceeded my expectations and left a very positive first impression on me.”*

– Client Testimonial

## Are you over 40 years old?

Workers over 40 years of age have special protections. Did you know:

- Signing a severance agreement may result in a waiver of your rights to sue in the future!
- You have 21 days to have an attorney review the agreement, so act quickly.
- Even if you sign the agreement, you have 7 days to rescind it.
- Make sure you are adequately compensated before you waive your rights to file a lawsuit.



**Call Triquetra Law to protect your rights!**

*“Without a doubt I would use Triquetra Law again.”*

*“You ladies are damn fine attorneys.”*

– Client Testimonials