



Labor and Employment Service Program



ATTORNEY ADVERTISING

Headlines and newscasts routinely report on large settlements or jury awards resulting from employee lawsuits. In our experience, these claims may have been prevented had the employer regularly sought legal advice before making critical personnel decisions. Now, more than ever, it's important to take the right steps from the start in areas such as: hiring, progressive discipline, termination, harassment and discrimination complaints, drafting and negotiating employment contracts, accommodating disabilities, reorganizations and layoffs, and safety & health issues.

Hirsch Roberts Weinstein's Labor and Employment Service Program (LESP) is designed to help employers address labor and employment issues on a proactive basis, before they result in costly litigation, agency proceedings or other disruptions. Employers that contract for the LESP pay a flat monthly fee and are therefore free to consult the firm's leading attorneys on day-to-day labor and employment issues without the worry of being "on the clock." The monthly fee also includes quarterly training and document review/updating, two important strategies to reduce legal exposure.

Benefits of Membership

- Telephone consultations for advice on labor and employment law issues. Our team of attorneys can be available 24 hours a day to respond to your telephone inquiries.
- Annual review and update of your application forms and employee handbook or personnel manual and safety policies. If your company does not have a handbook, we will provide you with a model to help you develop your own.
- Quarterly in-house training seminars to selected managers and supervisors, facilitated by our attorneys, and tailored to your specific needs. Seminar topics include: union avoidance, updates on organized labor, supervisor leadership training, hiring, discipline and termination, sexual harassment prevention, discrimination, reasonable accommodation of disabilities, FMLA, OSHA, privacy, drug testing, wage and hour, and new developments in the law.
- Bi-monthly roundtable sessions allow clients from different industries to share information and learn about cutting edge topics.
- Many employers present unique health and safety issues. Our attorneys are also available to lead regular OSHA "walk-arounds" to review your safety procedures and policies.

Annual LESP Fee

The annual fee for the LESP starts at \$2,000 per month for employers with up to 100 employees. Fees for companies with more than 100 employees will be agreed upon on an individual basis.

Fee Discount on Other Matters

Litigation, union negotiations, hearings, discrimination complaints, and other agency proceedings or special projects are not covered by the LESP but can be handled by our attorneys on a separate basis. LESP members are eligible for a 5% courtesy discount on other matters. For more information about the LESP contact any HRW attorney.



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