

Employment Counsel On-Call Service

Leveraging the legal experience of Foley & Foley’s seasoned employment attorneys, the “Employment Counsel ‘On-Call’ Triage Service 2018” (“On-Call Service”) provides your company with virtual-In-House Employment Counsel to address day-to-day HR-Related Risk Management issues when they occur. We get it – Human Resources Professionals and C-Suite Executives confront Employment Law Compliance and HR-Related Risk each and every day. HR-Related Risk has never been greater. Employment lawsuits have risen 400% in the last 20 years. The cost to settle an employment lawsuit has tripled during the last five years alone, to an average of more than \$300,000. The average compensatory award in federal employment cases now exceeds \$500,000. This trend will continue. We know that addressing this level of risk costs employers significant time and money and that is why we offer this unique solution to workplace compliance liability that is highly effective and not otherwise available. **We provide this service for a fixed monthly fee that is below what our peers charge by the hour.**

Scope of Service

The On-Call Service will be provided by the Employment Lawyers at Foley & Foley, PC under an Attorney/Client relationship with your company. The On-Call Service is limited to providing advice and counsel on all employment law questions that can be answered in a telephone conversation or email response; but the scope of guidance provided is highly inclusive. Foley & Foley is a national practice with lawyers admitted in 20 states. Experienced employment attorneys provide targeted legal advice on topics like:

- | Best Practices | Massachusetts Law | Federal Law |
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| • Employee Discipline | • Minimum Wage & Overtime | • Fair Labor Standards Act (FLSA) |
| • LOA Management | • Payment of Wages | • Military Leave (USERRA) |
| • Monitoring Integrated Disability Management Wellness Programs | • Tips | • FMLA |
| • Pay Practices | • Pay Deductions | • Intermittent FMLA Leave |
| • Recruiting | • Meal Breaks | • ADEA |
| • Substance Abuse | • Reporting Pay | • EEOC Investigations |
| • Protection Of Personal Information | • Parental Leave Law | • NLRA |
| • Work Rules and Policies | • Independent Contractor Law | • COBRA |
| • Employee Assistance Programs | • Marijuana | • GINA |
| • Record Keeping | • Sick Leave Law | • HIPAA |
| • Background Checks | • Equal Pay Law | • OWBPA |
| • Negligent Hiring Liabilities | • Sexual Harassment | • ADA |
| • Performance Management Progressive Discipline | • Anti-Discrimination | • OSHA |
| • Paid Leaves Of Absence | • Written Information Security Plan | • FTC Disclosures |
| • Internal Investigations | • Small Necessities Leave | • FCRA |
| • Reductions In Force | • Domestic Violence Leave | • WARN |
| • Terminations & Off-Boarding | • Military Leave | • I-9 Documentation |
| | • Limitations on Non-Competes and Non-Solicitation Agreements | |

We staff the dedicated toll-free phone line from 9am – 5pm EST; and check emails around the clock. All messages will be responded to within 24 hours, except for those telephone or email message that you identify as urgent. **Urgent messages sent during business hours will be responded to within an hour.**

The On-Call Service does not include: the drafting of or interpretation of documents; factual investigations related to issues presented; advice, counsel or advocacy related to contested administrative cases or litigation; IRC/IRS or ERISA-related issues. However, unlike an HR consultant, Foley & Foley can assist you with these issues. If your company retains the Firm to perform services beyond the “On-Call Service” described herein, the Firm will do so at the hourly rate of \$500.

To get started simply contact us at questions@foleylawpractice.com; or call us at (508) 548-4888.

In some jurisdictions this document may be considered lawyer advertising. The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before hiring an attorney, your company should independently investigate the attorney’s reputation and qualifications and decide for yourself if you want to retain that attorney. Foley & Foley, PC will be pleased to provide you with any information about its services, qualifications and fees.