



Human Resources

by Donald R. Lee

Employment law "hotline" is a unique opportunity for TRC subscribers

*Another great article from The Rooms Chronicle®. the #1 journal for hotel rooms management! ***Important notice: This article may not be reproduced without permission of the publisher or the author.*** College of Hospitality and Tourism Management, Niagara University, P.O. Box 2036, Niagara University, NY 14109-2036. Phone: 866-Read TRC. E-mail: editor@roomschronicle.com*

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Editor's note: The Rooms Chronicle® has established a strategic agreement with Ford & Harrison LLP, one of the nation's leading hospitality employment and labor law firms, to make high quality legal advice readily available at an affordable cost to hoteliers who seek immediate guidance on employment and labor law matters. Please refer to the enclosed brochure and the article below for full details about this unique offer available especially for TRC subscribers.

Enclosed in this edition is an exclusive offer for subscribers of *The Rooms Chronicle®* to join an employment law "hotline" that will give participants access to attorneys with Ford & Harrison LLP, one of the nation's largest management-side labor and employment law firms. The enclosed offer covers the "highlights" of the hotline arrangement, and this article will provide additional information about: (1) the mechanics of the hotline; and (2) Ford & Harrison LLP.

Hotline mechanics

Participants will have the option of choosing between plans that provide them with either 30 minutes or 60 minutes of phone access to a Ford & Harrison lawyer per month for twelve months. Upon the firm's receipt of your acceptance of the offer noting the hotline option you have chosen, and payment, Ford & Harrison will immediately send you the hotline phone number by email (or phone if you do not have email). At that point, you may call in whenever you have an employment law issue.

So what qualifies as an "employment law issue?" Employment law is a big umbrella that covers any number of things. Union issues are covered, as are business immigration issues. Federal and state anti-discrimination laws, such as Title VII, the Americans with Disabilities Act, and the Age Discrimination in Employment Act are covered, as are any state anti-discrimination laws. Laws regulating family/medical leave and military leave are likewise included. Wage/hour issues – such as whether or not an employee is entitled to overtime – are also covered. To summarize, if you are dealing with an issue that impacts your employees, then it is probably an issue for the hotline.

When you make a hotline call, the first step will be getting you in touch with the proper Ford & Harrison lawyer, so you can make the best and most efficient use of the firm's institutional knowledge. If it is a fairly general question regarding discrimination laws, for example, that may be the type of question with which a number of Ford & Harrison lawyers have considerable experience. If you have a question regarding a more specific subject matter, such as military leave or the FMLA, or if you have a question regarding the employment laws of a certain state, those may be issues with which a handful of lawyers have the most experience, and you will be directed to one of those lawyers. The only time that will count toward your 30 or 60 minute monthly allotment is the time spent on the phone with the attorney who is handling your call.

Hotline participants may occasionally have more complex employment law matters that cannot be resolved in 30 or 60 minutes. Should those matters ever arise, participants have the option of engaging Ford & Harrison's services at 10% below the firm's standard rates. As with the hotline, we will work with you in assigning the matter to Ford & Harrison attorneys with expertise in that particular field who are equipped to efficiently help you reach a successful outcome.

About Ford & Harrison LLP

Ford & Harrison's first priority is to deliver the highest quality of legal service to our clients. We are committed to making your experience with us the best it can be. Our commitment to



clients is a primary reason the firm has grown from one office in Atlanta when it was founded in 1978, to close to 200 lawyers practicing in 18 offices around the country today.

Ford & Harrison is committed to providing assistance to employers to allow their management teams to successfully deal with increased litigation, government agency investigations, collective bargaining, or union organizing drives by helping to provide the necessary knowledge and insight to deal with these issues. We concentrate our practice exclusively on all areas related to labor and employment law – including employment litigation and class actions, business immigration and employee benefits – so our clients benefit from our in-depth legal experience in all facets of these issues. ✧

(Don Lee is an attorney at Ford & Harrison LLP, one of the nation's largest labor and employment law firms with approximately 200 lawyers working in 18 offices throughout the country. Ford & Harrison represents hoteliers and other hospitality employers in labor, employment, immigration and employee benefits matters. Don focuses his practice on representing employers in a range of employment and labor matters. Questions or comments may be sent to Don at dlee@fordharrison.com. Website: www.fordharrison.com)