

WHAT OUR CLIENTS SAY

- “RMF understands my concerns and business.”
- “Their timeliness is a tremendous asset.”
- “RMF provides me with bottom-line advice without any runaround.”

OUR PRACTICE

Practice Chair

Jeffrey M. Schlossberg, Esq.

Mr. Schlossberg has devoted his entire career to the employment law field and has extensive experience in handling all aspects of the employer-employee relationship from hiring to discharge. Mr. Schlossberg is an appointed member of the Employment Law Panel of arbitrators for National Arbitration and Mediation (NAM). He has been recognized in *Long Island Business News*' "Who's Who in Labor Law" for several consecutive years. For further information, contact Mr. Schlossberg at 516-663-6554 or jschlossberg@rmfpc.com

Practice Team Members

Douglas J. Good, Esq.

Joseph R. Harbeson, Esq.

Kimberly B. Malerba, Esq.

Thomas A. Telesca, Esq.

For more than 40 years, Ruskin Moscou Faltischek, headquartered in Uniondale, has built a reputation as one of the region's leading providers of innovative legal services. Its attorneys are practical, experienced advocates who measure their success by their clients' success. Cornerstone groups in all major practice areas of the law are represented at the firm, including corporate & securities, financial services, commercial litigation, intellectual property, health care, real estate, employment and trusts & estates. Clients include large and mid-sized corporations, privately held businesses, institutions and individuals.



Ruskin Moscou Faltischek, P.C.
1425 RXR Plaza
Uniondale, New York 11556
516-663-6600
www.rmfp.com

Attorney Advertising

EMPLOYMENT LAW PRACTICE GROUP

- *A Leading, Responsive Management Resource*
- *A Strategic Partner Dedicated to Protecting Your Business*
- *Creative Solutions for Real-World Challenges*



OVERVIEW

In the complex world of business, employers are continually faced with wide-ranging human resource issues and the attendant legal regulations that govern them.

Our employment law team works with senior management, in-house counsel and human resource professionals of publicly and privately held companies to provide outstanding client service, end-to-end business solutions and prompt, personal attention.

Our employment law attorneys possess the legal experience to meet our clients' day-to-day needs and are superbly equipped to defend the most complex litigation.

We guide clients through the full spectrum of the employment relationship from hiring to termination and everything in between. Among our strengths is our commitment to understanding our clients' business environments and goals, which enables us to provide creative solutions while ensuring compliance with applicable laws and regulations. We also counsel clients on preventative measures to address problems before they develop into costly lawsuits.

Issues on which we provide advice include:

- Workplace harassment prevention
- Discrimination avoidance
- Protection of trade secrets, proprietary information and business opportunities
- Preparation of employee policy manuals
- ADA and FMLA issues
- National Labor Relations Act matters
- Collective bargaining

OUR SERVICES

Hiring

Right from the outset, an employer is faced with a variety of issues that, if left unattended, could result in liability. Even in the seemingly most routine hiring decisions, legal pitfalls await the unsuspecting employer. For example, we advise our clients on the proper use of the Internet as part of a pre-employment background check to insulate the company from complaints of discrimination. In addition, our attorneys counsel companies on the appropriateness of offer letters which, if not carefully written, could be construed as employment contracts binding the company. Other topics we regularly address include:

- Interview techniques
- New York's requirement that all employees receive a Pay Rate Notice
- Employment agreements and compensation
- Non-compete and non-solicitation agreements
- Drug testing
- Authorization to work in the United States

Managing the Employment Relationship

Once hired, the employment law highway becomes more treacherous. There likely is no greater financial risk to a company than making mistakes in the area of wage payments, including overtime. Misclassifying employees as exempt when they are non-exempt or as independent contractors when they are employees can be financially devastating. We work with our clients to explore all avenues to determine the most appropriate classification. Our attorneys also regularly provide guidance and training to managers on issues such as handling disability

issues in the workplace, recognizing when to act on a complaint of workplace harassment, and how to manage employees on Family and Medical Leave. For example, do your managers know what to do when an employee complains that he is "stressed"? Do your managers know what to do when an employee asserts a complaint so as to avoid claims of retaliation against the company?

Separation from Employment

Ending the employment relationship is often the most complicated phase of the employment relationship. Preparation is the key to planning a termination, thereby reducing potential liability. In this regard, RMF employment law attorneys regularly counsel clients on the best manner in which to deal with "problem employees" and other difficult disciplinary issues. When conducting a reduction-in-force, proper analysis of statistical data is necessary to avoid claims of discriminatory impact. Additionally, proper guidance on handling the termination meeting is critical and may "make or break" a defense strategy relating to an eventual claim.

Of course, even with the best preparation, litigation often is commenced. Our attorneys are highly experienced in defending all employment law matters, whether in state or federal court, before government agencies, or in arbitration. We offer our clients effective and creative strategies with the goal of ending the litigation as advantageously, quickly and cost effectively as possible.