

“Providing an employer with a solution to what seemed an impossible legal challenge gives us the greatest satisfaction. Delivering quick, creative and practical solutions is a hallmark of our work.”

Jeffrey M. Schlossberg, Esq.
Partner and Chair,
Employment Law Practice Group

SMART COUNSEL STRAIGHT TALK

Spotlight on Employment Law

Experienced. Reliable. Value Driven.

In the complex world of business, employers are faced with wide-ranging human resource issues and the legal regulations that govern them. Our employment law team works with senior management, in-house counsel and human resource professionals to provide strategically sound end-to-end business solutions.

We guide clients through the complete spectrum of the employment relationship, from hiring through termination. Among our strengths is our in-depth understanding of our clients' business environments and goals, which enables us to provide on-target solutions while ensuring compliance with applicable laws and regulations. We also proactively emphasize preventative measures designed to head off problems before they develop into costly lawsuits.

Success In Action: Recent Notable Engagements

Discrimination Suits

- ▶ A former employee of our client, a large East End medical practice, filed a complaint with the NYS Division of Human Rights alleging termination as a result of age discrimination.
- ▶ A terminated employee of our client, a national public company in the software industry based on Long Island, filed a charge with the EEOC claiming disability discrimination.
- ▶ Our client, a Long Island-based manufacturing company, was the subject of a charge also filed with the EEOC alleging that the company terminated an employee due to pregnancy discrimination.

In every case, Ruskin Moscou Faltischek's legal team implemented an effective strategy and as a result of RMF's submissions, all of the claims were dismissed in their entirety. Our clients paid no damages associated with the resolution of these cases.

Workers' Compensation/Wage & Hour Suits

- ▶ A New York City-based educational company, an RMF client, was charged by the Workers' Compensation Board with a \$100,000 penalty for non-compliance. As a result of its extensive experience in this area and its strategy involving the specifics of the situation, RMF contended that that no penalty should apply. As a result, Workers' Compensation ultimately reduced the award to less than 1% of the original assessment.
- ▶ A major food distributor and RMF client was subject to a Department of Labor investigation, which claimed improper payment of overtime to company employees. RMF analyzed the client's pay practices and documents, ultimately refuting the claim as baseless. Through several rounds of negotiations and RMF's persuasive arguments, the Department of Labor subsequently reduced the amount by nearly 75%.

RMF
RUSKIN MOSCOU FALTISCHEK P.C.

Smart Counsel. Straight Talk.

Prior results do not guarantee a similar outcome.

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