



### **MVRMA Employment Practices Legal Consultation Helpline**

Effective October 15, 2018, the MVRMA Employment Practices Legal Consultation Helpline is available to MVRMA members. The Helpline is a resource to provide members with access to expert legal advice prior to taking employment actions that could potentially result in an employment practices claim or litigation.

MVRMA has contracted with Mazanec, Raskin & Ryder to provide attorneys with knowledge and experience in employment practices law to provide services under the program. By contacting these attorneys before taking adverse employment actions, MVRMA members may be able to reduce the likelihood of a claim occurring or provide for a successful defense in the event a claim occurs.

The program will encompass employment matters arising under the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA), Title VII (discrimination on the basis of race, color, religion, sex or national origin) and other similar laws, as well as employment matters involving wrongful termination, harassment, retaliation and hostile work environment.

The program will not cover benefit plan disputes, collective bargaining issues or union-related matters except as they are tangential to a permissible matter. The Helpline does not include appearances by the contracted legal counsel in legal proceedings. Program attorneys will not defend the members in a claim or suit and their opinions will not be used in coverage determinations.

The Helpline is designed to supplement the members' existing legal services. It is not intended to replace the members' law director, solicitor or labor counsel.

Members should access the program when considering an employment-related action that may result in litigation. It is important that the member consult the program attorney well before a final decision is made and before it is conveyed to the employee.

Members may receive up to three (3) hours of legal consultation per issue at no cost to the member. After that, the members may retain the program attorney's services at the members' cost.

To access the Helpline, contact one of the following Mazanec, Raskin & Ryder attorneys:

David Sipusic, 440-424-0016 (Direct); 440-248-7906 (Main); [dsipusic@mrrlaw.com](mailto:dsipusic@mrrlaw.com)

John McLandrich, 440-287-8298; [jmclandrich@mrrlaw.com](mailto:jmclandrich@mrrlaw.com)

Stacy Pollock, 614-324-0163, [spollock@mrrlaw.com](mailto:spollock@mrrlaw.com)

David Smith, 440-424-0016, [dsmith@mrrlaw.com](mailto:dsmith@mrrlaw.com)

Please contact MVRMA staff if you have questions about the Helpline.