

The next time you are faced with a discipline problem, the need to lay off employees or restructure a department, or the question of whether you have grounds to terminate an employee, call the Employment Law Hotline first.

603.695.8582

Questions regarding any of the employment issues listed below?

Wrongful Termination
Discrimination
Sexual Harassment
Wage and Salary Issues
Employee Leave of Absence
Employee Discipline
Fair Labor Standards Act
Family Medical Leave Act
Americans with Disabilities Act

If so, this service is for you!

(05/11)

LGC Property-Liability Trust
Health and Safety Department
PO Box 617
Concord, NH 03302-0617



**NEW HAMPSHIRE
Local Government Center**

New Hampshire Municipal Association
Property-Liability Trust
HealthTrust

**HOT
EMPLOYMENT LAW
LINE**

*A Service of the LGC's
Property-Liability Trust &
Health and Safety Department*





Employer and employee relations have become exceedingly sensitive and delicate in today's legal climate. Actions that once might have been dismissed as poor judgment or bad timing can now result in million dollar lawsuits against local governments. Managers, selectmen, school boards and supervisors can no longer afford to make employment related decisions without first considering the legal ramifications.

National surveys suggest shocking statistics on employment related lawsuits. The Local Government Center (LGC) Property-Liability Trust (PLT) *Employment Law Hotline* can prepare PLT groups to avoid actions and claims arising from wrongful termination, age discrimination, racial discrimination, sexual discrimination and sexual harassment.

About the Hotline

The *Employment Law Hotline* is available as a service to PLT groups, which have direct access during normal business hours to the *Hotline's* attorneys at Devine, Millimet & Branch Professional Association.

Qualified *Hotline* attorneys are available to answer your employment-related questions before you act. The *Hotline* attorneys will let you know if you are facing a potential liability issue and how best to proceed. They are able to provide sound legal advice on employment matters including those which involve Title VII, FMLA, ADA, Fair Labor Standards Act, wrongful termination and age, sex and race based discrimination. Just call **603.695.8582** or email us at lgc-hotline@devinemillimet.com using our new dedicated email address.

Is There a Fee?

The *Hotline* is available at **no charge** to PLT groups and will provide up to 1/2 hour of legal advice per employment issue. Devine, Millimet & Branch Professional Association will keep confidential any information which it receives relative to the employment matter.

The *Employment Law Hotline* is intended to supplement the LGC's existing legal services available to New Hampshire Municipal Association (NHMA) members. Local officials from NHMA-member municipalities with inquiries concerning employment or any other areas of municipal law may continue to contact the LGC's Legal Services and Government Affairs Department at 800.852.3358.

Who Is the Client?

When PLT groups use the *Employment Law Hotline*, our client is the **municipality/school as a corporate entity**, rather than the caller personally. Thus we

cannot advise local officials or employees on their own personal concerns vis-à-vis the municipality/school. It is also important to understand that Devine, Millimet & Branch does not represent the LGC or PLT. Thus they cannot give you advice on coverage or matters where PLT has an interest. Moreover, following the legal advice given through the *Employment Law Hotline* is in no way a guarantee of coverage. Such coverage questions should be addressed directly to the LGC-PLT.

Who Can Use the Hotline?

Administrators, Managers, Supervisors, Department Heads and Elected Officials.

Notice

LGC-PLT and the PLT group both understand that an attorney-client relationship will exist between the PLT group and Devine, Millimet & Branch when the *Employment Law Hotline* is consulted. In this regard, Devine, Millimet & Branch will keep confidential any information which is received relative to coverage matter. While other communications are also confidential under usual circumstances, PLT groups which use the *Hotline* consent, by their use of the *Hotline*, to reports by Devine, Millimet & Branch to LGC-PLT regarding the identity of the PLT group and the nature of the inquiry.

PLT groups are encouraged to provide LGC-PLT with a copy of their current personnel policy so Devine, Millimet & Branch Professional Association will have copies available in the event of an inquiry. This brochure should not be considered as a contract of coverage. It is intended only to summarize the services available on the *Hotline*.

If you have questions about other health and safety services, please call LGC at 800.852.3358.

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