

HORTON

Management Law



Horton Law PLLC focuses on representing employers in labor & employment matters. We emphasize a problem-solving approach, recognizing that prevention is the ideal solution.

From our attorneys' experiences advising hundreds of businesses, we appreciate that:

- Employee issues are often urgent and require immediate attention;
- Most companies don't have an in-house expert on employment law;
- Clients hesitate to call on outside lawyers because of the hourly rates
- Waiting too long for expert assistance costs more in the long run.



MANAGEMENT COUNSEL PROGRAM

Our Management Counsel Program allows businesses of all sizes to experience the benefits of an inside employment lawyer without the overall expense of employing one directly on a full-time basis. In fact, because we have many clients across various industries, our exposure to employment matters is more diverse than that of an in-house attorney working for one client.

The Management Counsel Program is right for organizations who:

- Value their employees as their most important asset.
- Want to do the right thing by their people and need to know how.
- Appreciate the peace of mind of having the right policies and procedures in place.

We offer various plans with a fixed monthly cost to help employers of all shapes and sizes plan ahead for the previously unknown.

We don't simply react to the issues our clients bring us. We're proactive in monitoring legal trends, studying changes in the law, and anticipating real-world implications and responses. We demonstrate this commitment through our near daily social media updates, weekly blog, and monthly webinars. Firm Founder Scott Horton has even published a book on New York Management Law with an updated edition coming in 2020.

Because we invest heavily in ongoing training of our attorneys, we're able to offer this different approach to organizations like yours!

MANAGER

Attorneys available to answer day-to-day employment law questions regarding topics such as:

- Hiring, Worker Classification, Accommodations, Wage & Hour, Leave
- Discipline, Termination, Separation, Downsizing
- Internal Discrimination Complaints

Annual employee handbook review (incl. periodic update notices & posting requirements)

Employment-related document review, including: Employment/Separation/Non-Compete/Commission Agreements, Bonus Policies, Job Descriptions, Employee Policies

Annual Management Training: One 3-hour on-site or webinar-based training session

5% discount on hourly rates for additional services, including litigation

DIRECTOR

MANAGER features, plus:

Employment-related document preparation, including categories listed above

Annual sexual harassment training for all NY employees

Semi-Annual Management Training: Two 3-hour on-site or webinar-based training sessions

10% discount on hourly rates for additional services, including litigation

EXECUTIVE

DIRECTOR features, plus:

Represent client in administrative agency complaints from current/former employees, including

- Responding to complaints
- Corresponding with agencies
- Attending conferences with agency representatives
- Negotiating resolution
- EXCLUDES hearing/trial preparation/representation (available for additional fee)

15% discount on hourly rates for additional services, including litigation

Labor Relations Addendum

1. All packages are available for employers with unionized employees
2. Include routine contract interpretation and grievance response guidance
3. 5%/10%/15% discount on contract negotiations depending on package

Management Training

Management Training sessions are a vital value-added feature of our Management Counsel Program.

While you can count on us for knowledgeable insights and guidance when you ask, your on-site team should also develop familiarity with various legal do's and don'ts. They at least need to know when to reach out for our support.

To that end, we'll provide and encourage you to take advantage of training on an array of labor and employment law topics. The specific presentations will be tailored to the desired audience within your organization. But, for illustration purposes, here are some of the topics we've spoken about to various audiences.

- ✓ **Classifying the People in Your Workforce**
- ✓ **New York Employment Discrimination Amendments**
- ✓ **Accommodating Employees with Disabilities**
- ✓ **Criminal Records & Employment Background Checks**
- ✓ **Union Basics for Employers**
- ✓ **Overtime Exemptions for New York Employers**
- ✓ **National Labor Relations Board Updates**
- ✓ **The Law of Telecommuting**
- ✓ **Investigating Workplace Harassment Complaints**
- ✓ **Public Sector Labor and Employment Law Basics**
- ✓ **Social Media Liability in the Workplace**



Horton Law PLLC has been listed in *U.S. News and World Reports* – *Best Lawyers'* **“Best Law Firms”** every year it has existed, with a current Tier 2 ranking for Employment Law



Scott Horton

(716) 508-7748
scott@hortonpllc.com

In my labor and employment law practice, I only represent management. Employees are a great asset. But with a host of laws and regulations that affect the employment relationship, managing them is not always an easy task. Whether in taking precautions before problems occur or dealing with them when they do, my goal is to work with you to obtain the best outcome for your organization.

I have dealt with many employee problems and have developed numerous efficient and effective solutions to routine employment matters.



Julie Bastian

(716) 508-7711
jbastian@hortonpllc.com

I focus my practice on advising clients on employment matters and business strategies in highly-charged environments and hyper-competitive national and international markets. Before joining the firm, I was in-house counsel for a large global workforce solutions and business services company for over 10 years. That hands-on experience gave me various opportunities to develop corporate strategies to help companies foster business growth while at the same time protect their existing assets, which includes both confidential corporate and customer data as well as employees.

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4495 Chestnut Ridge Road, Suite 203
Orchard Park, NY 14227