



SERVICE: One Free Hour of Legal Advice & Assistance Per Month

NTMA makes available to all members legal counseling in all areas of employment and labor law. Members with questions or issues can contact NTMA and they will be referred to NTMA's employment and labor counsel – McMahon Berger, P.C. NTMA has had a close relationship with McMahon Berger for decades.

As an NTMA member, you are eligible for **one FREE hour per month** of legal consultation. It has been our experience that failing to comply with the law can subject your company to significant liability. Consultations can cover many areas, including:

- Drafting, reviewing and revising employee handbooks, company policies and employment agreements
- Advising on daily human resources issues such as discipline, paid and unpaid leaves of absence, health and safety, and other topics
- Investigating claims of discrimination, harassment and retaliation
- Training supervisors and team members
- Complying with wage and hour requirements including overtime, exempt/non-exempt status, independent contractor classification, and executive compensation
- Litigation under all federal and state labor and employment laws involving discrimination, harassment, retaliation, failure to accommodate, wrongful discharge, breach of contract, and others
- Administrative complaints filed with the EEOC, Department of Labor, NLRB, OSHA, OFCCP and state agencies
- Representation and unfair labor practice proceedings before the NLRB
- Negotiating collective bargaining agreements and representing clients in arbitration
- Issues concerning the sale of a business, work relocations, mergers and acquisitions
- Counseling clients on design and implementation of employee benefit plans and compliance with IRS, DOL and PBGC requirements
- Immigration matters including Form I-9 compliance and employment visas
- Affirmative action issues, including plan development and assistance with OFCCP audits

NTMA's employment and labor counsel has over 60 years of experience focused exclusively on labor and employment law issues, providing NTMA members with unparalleled expertise and an unmatched track record. Many of our members have used this service – contact them about their experiences.

For assistance in this area, members should contact NTMA at (800) 248-NTMA (6862).