

Legal Connections



POWERED BY THE COLUMBUS BAR ASSOCIATION

APRIL 14, 2017

PROVIDING LEGAL CLINICS ATTRACTS EMPLOYEES

Business owners face more pressure than ever to provide "value-added" benefits as companies offer in-house chefs, recreational areas and other perks. However, many businesses also lack the discretionary budget to provide these benefits. One low-cost, high-benefit option business owners should consider is introducing legal services for employees.

When setting up a clinic I am frequently asked a wide array of questions from both employers and employees.

EMPLOYERS:

How much does it cost?

Attorneys can provide legal clinics for employees at little to no cost, because they have the opportunity to retain an employee as a separate client. Pop up legal clinics, which are similar to companies that provide flu shots at the office, can cover a range of



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matters, but one big exception should be employer-related disputes, to avoid a conflict with the business.

What benefits do these program provide?

1. Reduced missed time. Employee retention matters. Employees miss work for housing-related issues, childcare problems and problems with license suspension. An

attorney can resolve these issues and keep an employee at work.

2. Reduced legal costs for employees. Because the attorney has access to multiple potential clients in one location, employees receive a reduced rate. Also, employees receive the benefit of having an attorney available without making an appointment or paying a consultation fee.

What is needed to get started?

A space large enough to host the clinic is the only requirement, although offering audio-visual equipment for presentations is always

appreciated. For one-on-one appointments, attorneys only need a private place to talk with clients. An empty office, or a secluded area, is enough. No special equipment needed, and no monthly subscription.

EMPLOYEES:

Employee questions usually focus on determining if they have a legal issue. Attorneys should expect a wide range of issues, including: contract issues, landlord-tenant issues, and wills and estates issues. The benefit of a pop-up clinic is that employees can get advice on whether they have a claim and a few suggestions on how to proceed. At the end of the day, this proactive approach can often help catch issues earlier, which helps individuals focus more on their careers and families.

Jacob Levine is an attorney specializing in employee-focused business legal solutions. More information about his law firm can be found at www.jacoblevinelaw.com



"Columbus Bar attorneys help local businesses improve their bottom line. Contact our Lawyer Referral Service for help with business formation, employee policy manuals, protecting your ideas and more (614) 221-4112."

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EDUCATION AND EVENTS

Tuesday, April 25 • 9 a.m. – 12:15 p.m.
The Next Generation Law Firm:
Featuring Dan Negroni
3.0 CLE Hours

Wednesday, April 26 • 12 – 1 p.m.
New Lawyer Training: Introduction to DUI
3.0 CLE and NLT Hours

Thursday, April 27 • 1:30 – 4:45 p.m.
Resolving Tough Cases Through Collaborative Practice
3.0 CLE Hours

Tuesday, May 2 • 1:30 – 4:45 p.m.
Rules of the Road: Bike Law
3.0 CLE Hours

Friday, May 4 • 9:15 – 4:45 p.m.
Bankruptcy Law Institute
6.0 CLE Hours; 2.5 Professional Conduct Hours

All classes listed are offered at the Columbus Bar Associations offices, 175 S. Third St. Ste. 1100. To register, call 614-221-4112 or enroll online at www.cbalaw.org.

Mark your calendars for our Bankruptcy Law Institute (May 4 - 5) and Probate Law Institute (May 16) • Visit cbalaw.org for more information

RED MASS TO BE CELEBRATED MAY 3



PHOTO BY Ken Snow of the Catholic Times

Try to imagine a world where a leader would be willing to face beheading rather than compromise his honor or the rule of law. But that's exactly what St. Thomas More did when he was "martyred for the faith" in 1535. And that is why his namesake society in Columbus sponsors the Red Mass each year in connection with Law Day.

This year the colorful mass will be held at 5:15 p.m. on Wednesday, May 3, at the beautiful St. Joseph's Cathedral at 212 E. Broad St. The Rev. Frederick Campbell, bishop of the Catholic Diocese of Columbus, will be the celebrant and homilist.



HON. DAVID E. CAIN
Franklin County Court
of Common Pleas

The Red Mass begins with a procession of the Columbus Police Division bag pipers and color guard, priests in red robes and judges of all levels in black robes. CBA officials, as well as judges and priests, participate in the ceremonies meant to "gather colleagues of all faiths in prayer for guidance, strength and recommitment to the highest principles of the legal profession."

Since red is the color of blood, it's often associated with sacrifice, danger and courage. Although all of those may apply to some degree, the "red" in Red Mass mostly refers to red as the symbol of God's fire, the Holy Spirit.

Red Mass dates back to the middle ages in Europe and to 1928 in the U.S., commonly scheduled to coincide with the Supreme Court's opening of a new judicial year in the Fall. The tradition was resurrected in Columbus in 1985 when the Thomas More Society was formed and Attorney Alphonse P. Cincione was elected as its first president. He remains in that position today.

The public is invited to the Mass that is followed by a reception with great hors d'oeuvres in the cathedral undercroft. Come for an uplifting experience, a restful opportunity to reflect, restore and recommit and to recognize the influence of God in our daily lives.

The
Next Generation
Law Firm

📅 April 25, 2017 ⌚ 3.0 CLE Hours

Presented by **Dan Negroni, Esq.**, author of *Chasing Relevance*, this seminar will provide you with practical tips on **attracting, retaining and engaging your next generation employees and clients.** www.cbalaw.org | (614) 221-4112

Did you know that millennials are 60% of the world's population and will be nearly 75% of your employees AND clients by 2025?