



Guide to Member Services Fact Sheet

SERVICE: *Legal Advice & Assistance*

NTMA makes available to members legal counseling in all key areas of labor relations, including employee handbook review; issues concerning employee layoffs or termination; sexual harassment and age discrimination complaints; ADA compliance; union organizing and decertification issues; and numerous other labor relation issues. Where appropriate, members will be referred to NTMA's labor relations counsel, one of the largest and most experienced law firms in the country, for consultation free-of-charge up to a maximum of one hour per month. A complete list of our labor counsel's areas of expertise is shown below:

- Litigation under all labor and employment statutes including class actions under Title VII, ADA, ADEA, and FLSA
- Litigation of wrongful discharge and employment tort claims.
- Investigation and advising on discrimination law issues, including sexual harassment. Preparing and counseling in regard to employee handbooks and company rules.
- Complying with wage and hour, veteran reemployment, FMLA and other similar laws administered by the Department of Labor.
- Representing Companies in representation and unfair labor practice proceedings before the National Labor Relations Board (NLRB).
- Representing clients before the National Mediation Board (NMB).
- Advising on health and safety issues including OSHA and MSHA requirements.
- Negotiating collective bargaining agreements.
- Counseling on labor and employment issues related to the sale of a business, work relocations, mergers and acquisitions.
- Representing clients in arbitration hearings.
- Counseling clients on design and implementation of employee benefit plans and compliance with IRS, DOL and PBGC requirements.
- ERISA litigation including benefit claim disputes, ERISA preemption matters and alleged breaches of fiduciary responsibility.
- Immigration matters.
- Dealing with state wage and employment related issues, including unemployment compensation.
- Section 301 litigation, including breach of contract/duty of fair representation claims.

NTMA's labor counsel has 45 years' experience focused exclusively on labor and employment issues, providing NTMA members with unparalleled expertise and an unmatched track record.

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