

## Employment Law

Karpinski, Cornbrooks & Karp provides legal advice and litigation defense to local government employers throughout Maryland regarding employment law matters. Common employment law matters include wrongful discharge, wages/overtime issues, personnel manuals, employment contracts and discrimination claims under Maryland and Federal statutes such as Title VII, the Family and Medical Leave Act ("FMLA") and the Americans With Disabilities Act ("ADA"). Our attorneys possess significant experience in administrative agency proceedings as well, such as before the Equal Employment Opportunities Commission ("EEOC").

## Mission Statement

*The Local Government Insurance Trust will provide insurance coverage and risk management services at stable and competitive rates through an organization that is owned and managed by its local government members.*



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For more information or if you have questions about this member benefit program, please contact Michele Keplinger, Director of Communications and Member Services at [michelek@lgit.org](mailto:michelek@lgit.org) or 443.561.1700.

## THE EMPLOYMENT LAW HOTLINE

The Hotline is a component of the HR Compliance Portal and is a service available to Liability Program members. It provides up to 30 minutes of free legal advice per employment issue. This member service is provided by LGIT, with the professional assistance of Karpinski, Cornbrooks and Karp, P. A.



# The Employment Law Hotline

## Today's Legal Environment

Employer/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, may result in million-dollar lawsuits against local governments. Managers and supervisors can no longer afford to make employment related decisions without first considering the legal ramifications.

## How the Hotline Helps LGIT Members

National surveys suggest shocking statistics on employment-related lawsuits. The LGIT Employment Law Hotline will aid in preventing members from being ill-prepared for legal actions and claims arising from wrongful terminations, age, racial and sexual discrimination and sexual harassment.

## How it Works

The Employment Law Hotline is available as a service to members of the Local Government Insurance Trust insured under the Primary Liability pool free of charge. The member will have direct access during normal business hours to our Hotline attorneys, who 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, LEOBR, ADA, Fair Labor Standards Act, and wrongful termination due to age, sex or race based discrimination.

*Calls to The Hotline must be made by your organization's designated LGIT contact. Please contact LGIT if you do not know who that person is.*

The Hotline is NOT a substitute for advice from your local government attorney. Consulting the Hotline does not fulfill the member's obligation to report claims otherwise required by the Trust.

## LGIT Personnel Policy Review

LGIT members who use the Hotline are encouraged to provide LGIT with a copy of their current personnel policy for review.

**Call The Hotline**

**800-845-8055**

**or**

**410-625-5981**

