

JUSTICE *at* Work

Employment Rights
Whistleblower Rewards
Sexual Harassment

A Publication of
The Howley Law Firm P.C.



John Howley
Attorney

SPECIAL EDITION

In My Father's Footsteps

By John Howley

Clients often ask "what else" we do at The Howley Law Firm. We stay focused on what we do best: representing employees and professionals in employment discrimination, sexual harassment, hostile work environment, unpaid wages and benefits, wrongful termination, and whistleblower cases.

The more important question is why we take on these cases. We do it because people deserve the same high-quality representation that corporations have.

We didn't have to look far for inspiration. My father, John J. Howley, was a trial lawyer in Rockaway. He represented people in his community who needed help. With just himself and a secretary, he took on corporations, insurance companies, and government agencies.

He was known in New York courthouses as "Ever-ready Howley" because he was always ready to take a case to trial before a jury. I'll never forget going to court with him as a young boy. During closing arguments, my father would stand behind his client and tell the story of a terrible injustice. As he walked the jury through the evidence, he reminded them that this injustice happened to the human being sitting in front of them. It usually didn't take the jury long to come back with a verdict in his client's favor.

Years later, when I graduated from law school and was offered a position at a large law firm (now known as Arnold & Porter Kaye Scholer), my father encouraged me to take it. He had never worked at a large firm, but he knew that I would get valuable experience. He was right.

The lawyers at that firm are some of the best trial and appellate lawyers in the country. For 20 years, we worked together on the largest employment class actions in U.S. history. Every single one of my colleagues taught me something important about being a lawyer and getting the best results for our clients.

Since 2012, I have been using all that experience to continue the family tradition. At The Howley Law Firm, I represent people in their most important cases, just as my father did for more than 60 years. I look forward to sharing that experience with you in this newsletter and as your lawyer. ■

-John



I take great pride in representing people in their most important cases, just as my father did for more than 60 years.

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HOW WE CAN HELP

At The Howley Law Firm, we are passionate about helping individuals seek justice. After many years defending multinational corporations, we formed this law firm to give individuals like you the same high-quality legal representation. We focus on representing individuals in the areas of employment rights, whistleblower rewards, and sexual harassment cases. Learn more at www.HowleyLawFirm.com

FREE GUIDE *Fight Back Against Sexual Harassment and Hostile Work Environments*



Learn how to recognize sexual harassment and a hostile work environment, how to respond, how to build your case for compensatory and punitive damages, and how to protect your reputation and career. Claim your FREE copy at www.SexualHarassmentBook.com

JUST MERCY: A Story of Justice and Redemption



Just Mercy is one of the most compelling novels you will ever read. Only it's not a novel. It is the true story of Bryan Stevenson, a young black lawyer in Alabama, and Walter McMillian, a young black man who was sentenced to die for a murder he did not commit.

Stevenson is a brilliant lawyer who could have chosen any number of lucrative legal careers. He chose to start the Equal Justice Initiative in Montgomery, Alabama, to represent poor people who could not afford a lawyer.

On a visit to Alabama's death row, Stevenson meets McMillian and decides to investigate the case. He learns that the case was based entirely on testimony of a convicted felon, Ralph Myers. Myers was facing the death penalty himself when the police made him an offer he could not

refuse. If he testified against McMillian, then Myers could avoid execution in Alabama's infamous electric chair.

As Stevenson uncovers evidence of McMillian's innocence – including a witness who completely undermines Myers' testimony – he faces a legal system that is not interested in confronting its own mistakes. The more evidence of innocence he uncovers, the more he pushes for justice, and the more the legal system pushes back, including

by going after

Stevenson personally. *Just Mercy is the compelling true story of Bryan Stevenson and Walter McMillian.* Stevenson subtitles

his book "a story of justice and redemption," which hints at the ultimate outcome. It is also a story of how much our legal system depends on individual lawyers, like Stevenson, who are willing to fight for justice. ■

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Get Our Free Guide: How to Fight Back Against Sexual Harassment

record the conversation without telling them that you are recording it. But you may not leave a recording device in a room and record conversations when you are not there. (Also check your employee manual to make sure your employer does not prohibit recording conversations in the workplace).

We also offer guidance on practical steps you should take that can help you get through a very difficult situation and help prove your case at the same time. For example, you should confide in a relative or close friend who can provide emotional support. Having someone on your side will reduce stress, help you make sound decisions, and empower you. That person can also corroborate your timeline of events and describe how the harassment affected you.

You should consult with a physician, psychologist, or social worker. You may be determined to stay strong. That does not mean you have to deal with stress alone. Healthcare professionals can help you get through this. Their records can also corroborate your timeline of events and provide powerful evidence in support of your claim for emotional distress and punitive damages. ■

Learn more about how to respond to sexual harassment by downloading our free guide at www.SexualHarassmentBook.com.

Then call us at (212) 601-2728 to schedule a consultation.

John Helped Me Find the Best Solutions to Issues with My Former Employer

"I never had to consult a lawyer before the situation that led me to John and I was so lucky to have found him. He was extremely patient and helped me explore all of my options before I made any kind of decisions. Together, we were able to find the best solutions to some of the issues that I had with my former employer and he made sure that every step we took was fair and in my favor. I was so lucky to have worked with him and would work with him again anytime."

Robinson P., New York, N.Y.



Need Help with a
Small Legal Problem?

**MAKE THEM
WORK FOR
YOU!**

We often get calls from people who have problems that are very important, but are not big enough to justify hiring a lawyer. They are frustrated because their unemployment benefits have not been processed. Or their mortgage company refuses to correct an error on their account. They've tried calling and emailing and writing, but they are getting nowhere.

A good way to get results is to ask your elected officials to get involved. Start with your State Assemblyman and State Senator. Also contact your U.S. Senators and Congressman. They have staff who help solve problems for constituents (that is, for people like you who will decide whether to vote for them in the next election).

Depending on the type of problem, contact the Department of Consumer Affairs or another relevant government agency. When a business gets a call from a government agency, they stop fooling around and take the matter very seriously. Also contact the Better Business Bureau. They encourage companies to resolve complaints in order to keep a good rating.

Make sure you provide copies of correspondence, invoices, or statements that explain what happened and who is involved. Send your request in writing. It is easy to lose track of phone calls and emails, but your letter will be sitting on someone's desk staring at them until they take action. ■

WORKERS WIN BIG *by Opting Out* of a Class Action

A group of construction workers came to see us about a class action settlement. The class action lawyers were getting big paydays, but the workers were being offered relatively small settlements.

Each of the workers had been offered between \$6,000 and \$10,000 to settle claims that they were not paid the prevailing wage. The number was a rough estimate because most of the workers did not have any evidence to prove their claims.

Our clients, however, had kept notes on wall calendars.

Every night when they came home, they wrote down which project they worked on that day, the time they started work, and the time they stopped working. They also noted the type of work they did that day, when they worked inside because of snow or rain, and when they were shorthanded.

We compared every entry with historical weather reports, the employer's construction records, and interviews with other workers. **Based on our investigation, we were able to prove that our clients' calendars were reliable.**

We then prepared a detailed analysis of how much each of our clients was owed for underpayments of wages. **It came to more than \$100,000.00 each.** At the end of the day, the employer agreed to pay what our clients were owed plus interest and all of our attorneys' fees and costs. ■

Each of the workers had been offered between \$6,000 and \$10,000 to settle their claims.

In contrast, our investigation and detailed analysis revealed they were owed more than \$100,000 each.

You Deserve Our Undivided Attention

When you schedule time to consult with us by phone, video, or in person, we want to give you our undivided attention. That is why we work by appointment. It allows us to focus on your questions and concerns without distractions or interruptions. To schedule a consultation, call us at **(212) 601-2728**, send us an email at **info@howleylawfirm.com**, or fill out one of the contact forms on our web site at **www.HowleyLawFirm.com**

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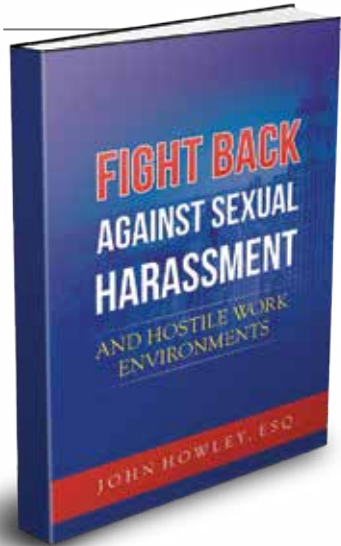
 Watch Our Videos on YouTube:
www.youtube.com/johnhowleyesq

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Welcome to the Justice at Work Newsletter

We are pleased to present this special edition of our newsletter. Let us know what you think. We love to hear from you! Email us at info@howleylawfirm.com



GET OUR FREE GUIDE:

How to Fight Back Against Sexual Harassment

Thanks to the "me too" movement, laws have changed to make it easier to prove sexual harassment. Judges and juries are more likely to believe that you were sexually harassed. They are also more likely to award compensatory and punitive damages.

Still, you need to take steps to gather the evidence and prove your case. To help you, we have a free guide that you can download at www.SexualHarassmentBook.com.

Our guide explains how to recognize sexual harassment and a hostile work environment, how to respond, how to build a case for compensatory and punitive damages, and how to protect your reputation and career.

Should you file a formal complaint? As a general rule,

yes. When you make a formal complaint, your employer is required to investigate and take corrective action. Filing a formal complaint also gives you legal protection from retaliation.

Can you record conversations to prove your case? In New York you may secretly record a conversation as long as you are a participant in the conversation. In other words, if everyone knows that you are able to hear what is being said, you may

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