

JUSTICE *at* Work

Employment Rights
Whistleblower Rewards
Sexual Harassment

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VOLUME 1 ■ ISSUE 3

On Being an American: *The Story of Allegiance*

By John Howley

When my friend Elliott Masie asked me to join him as a producer of a Broadway musical called *Allegiance*, he didn't have to twist my arm. The show, which is now also a movie, tells the story of our government's internment of Japanese-Americans during World War II. It stars two of my favorite actors: George Takei and Lea Salonga.



George is not just an actor in this story. He is the source of the story. Born in Los Angeles, California, he is a native-born American citizen. Yet, as a young boy, he was imprisoned in an American concentration camp. His crime? He was of Japanese descent during World War II.

In the camps, Japanese-Americans struggled with the concept of allegiance. How can you have allegiance to a nation that has imprisoned you for no reason other than your race? What does it mean to be an American if you do not have the fundamental rights promised to everyone in the Constitution?

Listening to George tell his story, I was struck by the absence of bitterness. He is proud to be an American. He is devoted to our Constitution. He is dedicated to making the words in that document a reality.

George understands allegiance the way John Lewis and countless others who have been denied basic rights have understood it. It is not merely an allegiance to an anthem or a flag. It is an allegiance to the truths that we are all created equal and endowed with inalienable rights to life, liberty, and the pursuit of happiness. That is the allegiance that we all must share, because that is what makes us Americans.

During these difficult times, I think about George often and am inspired. Despite being wrongfully imprisoned by his own government, he walks through this life with a sly smile, a wicked sense of humor, and an unwavering allegiance to the belief that America can be the nation that it promises to be. ■

-John

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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

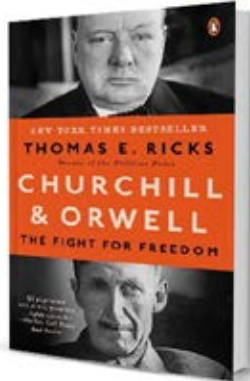
FREE GUIDE FOR VICTIMS OF WRONGFUL TERMINATION



Did you lose your job because of your age, race, religion, sex, or pregnancy? Were others called back to work after a furlough, but you were not? Learn whether you have a case.

Download our free guide at
www.HowleyLawFirm.com.

Churchill & Orwell: *The Fight for Freedom*



It is easy to forget that fascism was popular among many Americans during the 1930's. In an unstable world suffering from economic upheaval and leftist unrest, prominent Americans such as Charles Lindbergh and the America First Committee saw in Hitler and Mussolini "men we could do business with."

At the time, Winston Churchill and George Orwell were outcasts. Churchill's conservative party pushed him aside because of his opposition to appeasement. Orwell's socialist friends disowned him because he opposed their propaganda and insistence on ideological purity.

As author Thomas E. Ricks describes in ***Churchill and Orwell: The Fight for Freedom***, the two men appear to have had little

"Despite all their differences, their dominant priority, a commitment to human freedom, gave them common cause."

in common. Churchill had a larger than life personality and demanded to be heard. Orwell was an introvert who spent much of his life writing in solitude. Churchill was an imperialist. Orwell was an anti-colonialist.

Both men, however, were committed to protecting individual liberty against all threats, whether from communists, fascists, or their own political parties. "Despite all their differences, their dominant priority, a commitment to human freedom, gave them common cause."

Ricks notes that we often respond to times of crisis with denial and resignation, pretending that horrible events either are not so dire or that everything will turn out all right in the end. Churchill and Orwell provided an antidote by standing up for objective facts, critical thinking, and clarity of language. In the end, they proved "that objective reality exists, that people of good will can perceive it and that other people will change their views when presented with the facts of the matter." ■

"John Howley's support, responsiveness, transparency, and high-quality service are the reasons I have peace in my life. I recommend him and his firm to anyone in need." Sarah N.

COURTESY COUNTS!

Tom was shocked when the medical lab sent him a bill for more than \$1,000. The insurance company paid nothing because of a high deductible.

I suggested that he call the lab, the doctor's office, and the insurance company to ask if there was anything they can do.

Tom started with the lab. He took a deep breath and put on a big smile to get in the right mood. He knew that yelling at a customer service rep would get him nowhere. They get yelled at all day. He was going to be different.

He began the call with a cheerful "Good morning! How are you today?" They don't get many calls like that in the call center.

He was surprised by the amount of the bill, he said, because it was much more than he expected. Is there anything the lab can do to help him?

The rep gave the standard response. We filed the claim with your insurance company, she said, but they denied it because you have a high deductible.

Tom said that he understood. He just didn't realize that it would be this much. It's a lot of money. Is there anything they can do to help him?

After checking with a supervisor, the rep said that they have a "courtesy rate" for people with high deductibles. They would send him a new bill for only \$100.

"Courtesy rate." That must be the rate for those who are courteous to customer service reps. ■

WHISTLEBLOWER REWARDS: Help Stop Healthcare Fraud

If you have evidence that a healthcare provider is submitting false claims to Medicare and Medicaid, then you have two choices. You can do nothing and hope that the FBI does not show up at your home to ask why you did not report the fraud. Or you can consult with a lawyer and find out if you are eligible for a substantial reward and legal protections as a whistleblower.



The government pays rewards to whistleblowers who help stop Medicare and Medicaid fraud.

Whistleblowers are paid up to 30% of the amount recovered by the government. It is not unusual for rewards to reach hundreds of thousands of dollars and, in some cases, even millions of dollars.

Anyone with evidence of fraud can earn a whistleblower reward. You do not have to be an employee or personally affected by the fraud. You only need to have evidence that helps the government stop the fraud and recover money.

The most common types of healthcare fraud are billing for a more expensive service or procedure than actually provided, billing for services at a physician's billing rate when the services were actually provided by a nurse or

other less-expensive professional, billing for services that were not medically necessary, and billing for services that were never actually provided.

Most healthcare fraud cases are settled before they ever go to trial.

The first step is to gather

your evidence and consult with a whistleblower lawyer. Your lawyer will draft a whistleblower complaint and a disclosure statement describing all of your evidence. The complaint will be filed in court "under seal" (that is, in secret), and the disclosure statement will be given to the government (also in secret).

There is simply too much at stake.

The government is required to investigate your complaint. After verifying that false claims were submitted, the government can negotiate a settlement, pursue the lawsuit that you filed under seal, or let you and your lawyer pursue the case for the government.

As a practical matter, most healthcare fraud cases are settled before they ever go to trial. There is simply too much at stake. By negotiating a settlement and paying restitution, a healthcare provider can often avoid the loss of their professional license, exclusion from government programs, and serious criminal charges.

If you have evidence that false claims are being submitted to Medicare or Medicaid, call us at (212) 601-2728 to schedule a confidential consultation. ■

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

The Howley Law Firm P.C.
225 West 34th Street, 9th Floor
New York, NY 10122

Call: +1-212-601-2728
info@howleylawfirm.com

www.HowleyLawFirm.com

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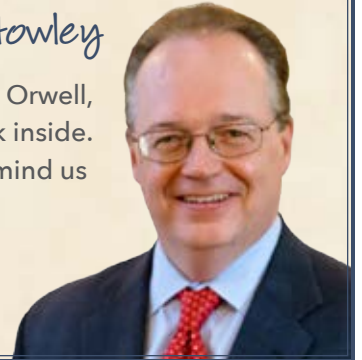
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A Personal Message From John Howley

What do George Takei, Winston Churchill, George Orwell, and whistleblowers have in common? Take a look inside. At a time when we feel torn apart, these icons remind us of the fundamental values that we share.

Also check out how being courteous reduced a medical bill from \$1,000 to just \$100!



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PROVING *Your Employment Case*

Every case is won or lost based on the evidence.

1 Start with the basics: your employee handbook, descriptions of benefits, contracts, work schedules, and pay stubs. Pull together any records of your job performance such as copies of your work product, performance reviews, commendations, and awards.

2 Make a list of everyone who knows anything about what happened. Start with anyone who actually saw or heard what happened. Include anyone who may have suffered from similar conduct. Also include anyone who can testify that you were a good employee.

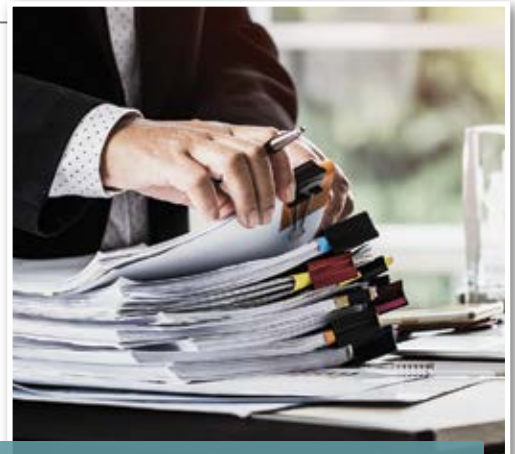
3 Emails, images, and audio recordings can be powerful evidence.

There is no requirement to have such evidence, and it often does not exist. But when it does, it often leads to an early settlement or a large jury verdict.

4 If you have suffered any stress or emotional distress caused by events at work, then you should consult a professional. Whether you are

depressed, angry or just anxious, talking to a healthcare professional will help you regain your peace of mind. It will also help prove your case for damages.

5 Don't forget the bad evidence. No case is perfect. It is critical that



Compiling evidence is an important part of preparing your employment case for success.

you disclose any bad evidence to your lawyer right away. The only truly bad evidence is evidence that comes as a surprise to your lawyer. Be open and honest at the beginning about the good, the bad, and the ugly. That is the best way to prepare your case for success.