

## HARMON SIEFF

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### 1. Tenant's Right of Refusal

Expires when lease ends even if tenant holds over. Otherwise, would be incentive for landlord to evict ASAP.

### 2. Domestic Workers

Statutes requiring overtime are broadly interpreted to protect workers.

### 3. Disability Law

A pizza restaurant's website must provide auxiliary aids to accommodate the blind.

### 4. Easements

A path from one private parcel over another could not be blocked from paying guests of the neighbor due to an historic unwritten agreement between the property owners.

### 5. Multiple Trustees

The trust of deceased parents authorized all surviving children to control trust property by majority vote. A dissenting sibling could not overrule the majority.

### 6. Hospital Privileges

An anesthesiology group was ordered by a hospital to remove a group member due to "numerous deficiencies". When the doctor was fired, he sued the hospital for denying his statutory rights to due process and won \$3.8 million.

### 7. Shift Work

Workers required to "call in" two hours before a shift to see if they are needed are entitled to "reporting time pay" because, in effect, they cannot schedule their day otherwise.

8. Payroll Services

A worker is not a third-party beneficiary of a contract between the employer and the payroll company, and cannot sue the servicer for improper paycheck formatting.

9. Gun Law

Government has "interests in crime control and public safety", so right to possess weapons is not unlimited and unlawful immigrant can be prosecuted for possessing a firearm.

10. Current Cases

This month, among other assignments, we counseled a contractor to minimize future liability, continued the defense of multiple lawsuits, the prosecution of a personal injury claim, established new companies, reviewed business contracts, and defended a deposition in civil court.

This practice serves as a "lawyer of first resort", or "primary care attorney," advocating for small businesses and individuals with disputes and transactions, including accident victims by referral only. We specialize in personalized client service. If we can be of any assistance with your legal issues, consider contacting us as soon as a question is identified. Your recent referrals have been greatly appreciated.

Remember: Preventative lawyering is the most effective kind.

Sincerely,

HARMON SIEFF

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