



Telephone Consultation Program

Wessels Sherman offers Illinois LICA members a unique option — a program for certain telephone legal advice at no charge.

Reason for Program: This telephone consultation program was instituted by firm founder Richard H. Wessels to encourage frequent counseling of the firm's clients and to assist our clients in adopting preventive programs and policies in their workplaces.

Easy Access to Firm's Attorneys: To help ILICA members utilize the program (\$75/mo value), Wessels Sherman provides cell phone numbers of all of its attorneys.

Scope of the Program's Telephone Consultation: Legal counseling by a Wessels Sherman attorney under the program covers the following kinds of activities:

- Opinions on how to handle personnel problems relating to labor and employment issues;
- Conferences as to whether or not a certain course of action regarding an employment decision could lead to significant legal difficulties;
- Discussions regarding union/labor issues from the company

These are just examples of possible phone calls that could come to Wessels Sherman under this program. It bears noting that the program obviously does not apply to telephone discussions of "ongoing/pending" litigation and non-litigation matters we are handling for a client. Examples of such "ongoing/pending" matters include Equal Employment Opportunity Commission (EEOC), National Labor Relations Board (NLRB), federal and state court cases and collective bargaining negotiations. Telephone discussions concerning "ongoing/pending" matters will be billed at our normal hourly rate as discussed below. In addition, the program is also **not** intended to be:

- A substitute for thorough legal research when needed; and/or
- A substitute for an in-depth strategy session.

Of course, if the attorney contacted under the program is required, by virtue of the telephone call, to follow up with legal research, drafting of letters and/or documents, drafting of employee handbooks, contacting governmental agencies and/or officials, etc., those activities would be billed to the client under the normal Wessels Sherman billing structure.

No Exact Science: ILICA members who have utilized the program feel that it is an exceedingly effective way of obtaining legal counseling and instituting preventative legal measures in their workplace. We agree.

In order to avoid any misunderstandings about what telephone services are encompassed within this program, in circumstances where the attorney must perform services beyond those covered by the program, our attorneys are instructed to alert you that a charge may be incurred for any extra services. You will be so advised in all such cases, except where Wessels Sherman is handling an ongoing/pending matter, prior to the rendering of the additional services.

However, if you are ever in doubt about whether a certain phone call falls under the ILICA telephone consultation program – or whether or not the legal problems are such that additional legal services would be required and, therefore, would be billed outside the program benefit – you should, of course, feel free to ask the appropriate attorney directly whether or not this legal problem would fall into the ILICA telephone consultation program.

Please feel free to contact any of our five offices regarding a phone client question. Phone numbers are below:

St. Charles, IL – (630) 377-1554

Minneapolis, MN – (952) 746-1700

Davenport, IA – (563) 333-9102

Oconomowoc, WI – (262) 560-9696