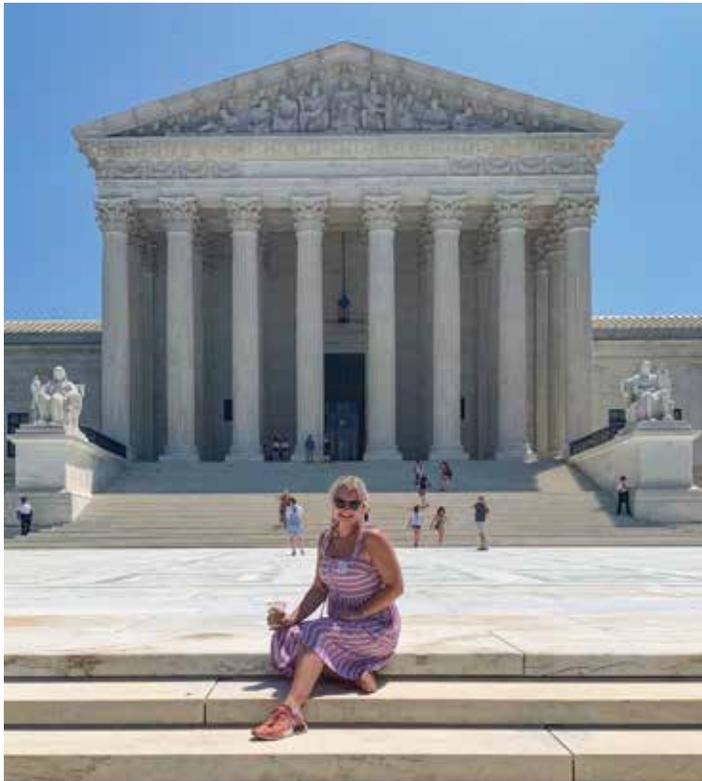


August, 2019

Privilege Protectors: The Supreme Court's Role in Our American Freedoms

by Mackenzie Schmidt



We recently celebrated the 243rd birthday of our country and the revolutionary institutions born out of its creation—one of the most important being the Supreme Court of the United States. Founded 230 years ago by the Judiciary Act of 1789—one of the first pieces of legislation passed by the newly minted United States Congress and former President George Washington—the Supreme Court was designed to be the highest body of federal law with ultimate jurisdiction over all U.S. law, especially that concerning constitutionality. Over time, the U.S. Supreme Court has become central to American political order, making it arguably the most important stabilizing institution in the world. With nine judges serving life terms, it is intended to be a nonpartisan body, unaffected by the American political climate, interpreting and defending constitutional law with the highest level of objectivity.

Most Americans can identify a Supreme Court ruling within their lifetime that directly impacted the individual rights of either themselves or someone close to them. Not only does the court protect the rights of individuals from other individuals, but from local, state, and federal governments as well—making its role essential in maintaining the freedoms guaranteed to Americans by the Constitution of the United States. I was lucky enough to visit Washington D.C. recently and see the court myself, and I was stunned witnessing such a beautiful, historic building in person. I know I have the Supreme Court to thank for securing many of the individual rights that I hold near and dear to my heart today, and as we continue to celebrate our uniquely American independence and freedom, I hope you will join me in recognizing its irreplaceable value as an institution.



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New Place - Same Us!

It is with great pleasure and anticipation that we announce some very exciting news for our firm—we are moving! This October, our Dyer Law family will be transitioning from the building that has served us for the past 26 years into a new space with brand new opportunities to match. We cannot wait to see what this change will bring about and are so eager to unveil our new location. Not to worry, though—our contact information will remain the same, so you will continue to be able to reach us at our respective phone numbers and email accounts. Be on the lookout for information regarding this transition on our website, <https://dyer.law>, and our Facebook page, www.facebook.com/NebraskaInjury, where we will be providing real-time updates on what to expect when it comes to our move. As always, thank you for your continued support and trust in us for all of your personal injury and employment law needs!



Kid-Friendly Pasta Salad

by Ree Drummond (aka the Pioneer Woman)

Ingredients:

- 12 ounces of pasta in fun shapes
- 8 thin slices of bacon
- ½ cup mayonnaise
- ½ cup whole milk
- 3 tablespoons white vinegar
- ½ teaspoon salt
- Dash of sugar, optional
- 10 ounces grape tomatoes, halved lengthwise
- ½ pound cheddar, cubed
- 3 thinly sliced green onions
- Ground black pepper
- 24 whole basil leaves, chiffonade



Directions:

1. Cook the pasta according to individual directions. Drain and rinse in cool water until cold, then set aside.
2. Cut the bacon into slices of about ½ inch each, then sauté in a skillet until lightly crisp.
3. To make the dressing, combine the mayonnaise, milk, vinegar, salt, and sugar in a small bowl.
4. Mix together the pasta, dressing, bacon, tomatoes, cheddar, and green onions in a large bowl. Season to taste.
5. Stir in the majority of the basil and garnish with whatever is remaining.

Recognizing Your Rights: FMLA Entitlements Edition

The Family and Medical Leave Act (or FMLA) is a federal law that requires covered employers to give eligible employees up to twelve weeks of unpaid leave for the following:

1. to care for him/herself due to a serious health condition that prevents the employee from performing his/her job,
2. to care for the employee's spouse, child, or parent with a serious health condition,
3. the birth/adoption/foster care of a child (and to take care of said child within one year of birth or placement),
4. to deal with any demand arising from the employee's spouse, child, or parent being a covered military member on or called to covered active duty status (qualifying exigency leave), and
5. up to 26 weeks of leave to take care of a family member, who is a covered service member, during a single 12-month period (military caregiver leave).

This leave is entirely the employee's right—it is against the law for an employer to take an employee's job away for exercising their right to FMLA leave (unless they are offered a similar position with identical pay and benefits), and employers may not treat employees who take leave differently upon their return. Employees don't even have to mention the FMLA in order to be entitled to their twelve weeks of leave, so long as they provide their employer with enough information to verify the involvement of a serious health condition (such as paperwork or a doctor's note) and notify their employer thirty days before said foreseeable leave (unless the situation is unforeseeable making it impossible to do so). You can even take your leave on an intermittent basis – in blocks or hour long increments if a condition requires periodic doctor's appointments or reduced daily work hours.

A health condition qualifies for FMLA if any of the following are true:

1. the condition has resulted in a period where the patient cannot work or perform daily activities for more than three consecutive days and requires either two doctor's visits or one doctor's visit and a prescription (e.g. the flu, strep throat, an infection of any sort),
2. the condition is chronic and requires continuing treatment (e.g. epilepsy, any autoimmune disease, chronic pain), or
3. the condition has resulted in a hospital stay that lasts overnight. This includes incapacity due to pregnancy and for prenatal medical care.

Employees are eligible for FMLA leave if they have worked for their employer for at least 12 months, even if the 12 months have not occurred consecutively. In the twelve months prior to the time said employee needs to take leave, he/she must have worked at least 1,250 hours. For reference, employees who work the average 40 hours a week, five days a week, with only two weeks of vacation time log about 2,000 hours a year —so even part-time employees can be eligible. Covered employers include all private-sector entities that employ 50 or more employees within a 75 miles in 20 or more workweeks in the current or previous calendar year, as well as all public agencies and schools (including educational agencies like school boards), regardless of how many people they employ.

Client's Bill of Rights

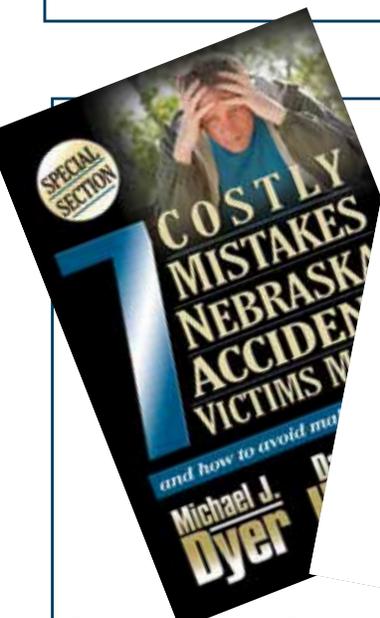
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3. Right to our respect.
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5. Right to know the truth about your case.
6. Right to prompt attention from us.
7. Right to have your legal rights and options explained in plain English without legal mumbo jumbo.
8. Right to a fair written fee agreement with our firm.
9. Right to a fair fee for the work we do.
10. Right to make the ultimate decision on your case.



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