



Nathan B. Franklin J.D.

I have spent more than 20 years practicing law as in-house counsel and I understand the ins and outs of dealing with day to day HR problems. I know the challenges you face. I will put my first-hand knowledge and expertise to work for your organization. I am a graduate of Syracuse University and the Valparaiso University School of Law. I am licensed to practice in Michigan, but I offer my consulting services across the U.S.

I believe in being actively involved with the legal community, so I participate in several organizations, including: American Corporate Counsel (ACC), Bay County Bar Association, State Bar of Michigan-Labor and Employment Law Section, Institute of Continuing Legal Education-Michigan

TAKE CHARGE
OF YOUR
HR RISK

"In 2018 I engaged Mr. Franklin for guidance with an employee restructure plan, and position elimination decisions. His expertise was invaluable to insure we were in full compliance with employment laws, but also structuring fair and equitable transition plans for the people impacted. I would highly recommend Nate and continue to rely on his counsel."

Bruce Moore, President
Michigan Broadband Services

MEDIATION
COUNSELING
ADVOCATE



Nathan B Franklin Consulting



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Engaging my office can help your company or organization become a better insurable risk with your insurance carrier.

My clients range from Fortune 500 companies to local businesses.

LABOR AND EMPLOYMENT LAW MINI QUIZ

T/F - It is proper for job applications to include inquiries of date of birth, graduation dates and U.S. Citizenship.

T/F - Employers can require that employees refrain from denigrating the employer when expressing themselves on social media on off hours.

T/F - Employers are at risk by engaging contractors and treating them as regular employees.

T/F - Affirmative Action may require employers to hire and/or fire candidates or employees of certain ethnic backgrounds in favor of other ethnic backgrounds.

T/F - Employers may require employees to keep confidential any discussions related to internal management investigations.

T/F - The National Labor Relations Act primarily concerns unionized workers and workplaces.

T/F - The Americans with Disabilities Act prohibits the firing or failure to hire candidates with disabilities.

T/F - It is illegal to prevent employees from discussing their pay, bonuses, and other compensations with each other.

T/F - After conducting a pre-hire criminal background check and discovering disqualifying information, the next step is to notify the candidate of his/her rejection.

T/F - It is ok to threaten to shut down operations because of the recent rumors of union authorization card signing activities.

T/F - An employee refuses to be interviewed by management investigators without having his lawyer present, which he is entitled to under the law.

Contact me at the email above for the answers.

LITIGATION MANAGEMENT

It is important to implement comprehensive practices to avoid risk and potential of legal liability. Setting expectations of outside firms, proactive is also critical. Let me help you make the right decision about when to settle and when to litigate.

- Pre-Litigation Management
- Response to Attorneys and Agencies
- Investigations
- Policy Handbooks
- Identify and Assign Outside Litigation Counsel as Necessary
- Past Practice Analysis
- Document Management

I offer on-site office hours as requested or necessary.

DAILY ASSISTANCE

Provides daily counseling on FMLA, ADA, ADEA, FLSA, FCRA, NLRA, OSHA recordkeeping, discipline and discharge, anti-discrimination & harassment, workforce reduction, union avoidance.

- Commitment to help with difficult cases
- Experienced labor law attorney and counselor
- Up to date on latest legal developments
- Cost effective alternative to expensive fines, penalties and judgements