

Employers Beware of False Promises

In Wisconsin, the law prohibits employers from making false representations. Wisconsin employers may not influence, induce, persuade, or attempt to influence, induce, persuade, or engage a worker to change from one place of employment to another or accept employment in the state by means of any false or deceptive representation, false advertising, or false pretenses concerning or arising from any of the following:

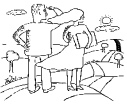
1. The kind of character of the work to be done;
2. The amount and character of the compensation to be paid for the work;
3. The sanitary or other conditions of the employment; and
4. The failure to state in any advertisement, proposal, or employment contract that a strike or lockout is underway at the place of employment when one is actually in progress.

Any of the above acts are considered to be false advertising or misrepresentation of purposes of Wis. Stats. § 103.43.

Criminal penalties for violation of the above statute can include a fine up to \$2,000 and/or imprisonment for not more than one year. Civil remedies for workers who are influenced or persuaded in becoming employed with persons who violate the statute include all damages that they sustained as a result of the false or deceptive representation. In addition to their actual damages, the workers may also recover reasonable attorney's fees as determined by the court.

Please thoroughly review this statute as the language is broad and the consequences are severe. You should avoid any representations that are anything other than completely truthful. If you are unsure as to the complete nature and character of the work that the employee is being hired to perform, please make sure to indicate that things may change in the future. Also, do not make promises that you cannot keep.

Because of the potential criminal penalties and civil remedies available under Wis. Stats. § 103.43, be very cautious with representations made to prospective employees during the recruitment and hiring process. If you have questions or concerns as to how issues should be addressed in the process, please contact our firm. It is always easier to avoid a problem than to undo the problem after it has been created. Contact Attorney Mark L. Krueger at (608) 356-3961 with any of your employment questions.



Have Estate Planning Information at Your Fingertips!

Have you been looking to create your estate plan this year? At no cost to you, we can mail you the tools you will need to successfully plan your future.

Request your copy today of our Estate Planning Survival Kit by calling our office toll free at: 1(866) 455-2993 or e-mail us at ProAssistant@gklawyers.net.

Disclaimer

The information provided in this newsletter is not intended to serve as specific legal advice. Viewing this information does not constitute an attorney-client relationship.



Inside This Issue:

EMPLOYERS BEWARE OF FALSE PROMISES.....	PAGE 1
ESTATE PLANNING SURVIVAL KITS.....	PAGE 1
GK FUNNIES.....	PAGE 2
EMPLOYEE OF THE MONTH.....	PAGE 2
WHY ESTATE PLANNING IS FOR EVERYONE.....	PAGE 2

GK Funnies

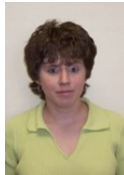
Taking control of a hostile work environment...



Why Estate Planning is for Everyone

Employee of the Month

Shelley Craker



Shelley is being recognized this month for outstanding management of her duties and the positive rapport she holds with her coworkers.

Shelley has been with the firm as a Legal Assistant for almost 2 1/2 years. She lives near Hillpoint, Wisconsin with her husband Delvin and 3 1/2 year-old son, Joshua. Outside of work, she enjoys taking long walks and spending time with her family.

Have a Great
Labor Day
Weekend!

Greenhalgh Krueger Hernandez & Fasi SC

William Greenhalgh
Mark Krueger
Michelle Hernandez
Joseph Fasi II
Marcella Spoto
Greg Fumelle
Renee Nehring
Eileen Shanks
Dera Johnsen
Jeannine Fisk
Carrie Staben
Fawn Lawton
Shelley Craker
Stacie Ray
Tammy Kroetz
Jamie Stowell
Sandra Fisher

Many people think that estate planning is for someone else, not them. Here are some common misconceptions:

- **Estate planning is just for older people.** While the elderly need to do estate planning, so do those who are younger. Unfortunately, death and disability can strike at any age. Estate planning is for anyone who wants to have a smooth transition in such an event.
- **Estate planning is only for people who are married.** While married people benefit from estate planning, in many ways unmarried individuals need estate planning even more. Without any planning, state laws typically provide for assets to go to the spouse or children. For unmarried individuals with neither children nor an estate plan, the assets go to parents or siblings, even if that is not what is wanted.
- **Estate planning is only for people who have millions of dollars.** While some issues, such as estate taxes, only apply to people with considerable wealth, many of the elements of a comprehensive estate plan, such as communicating your health care wishes, providing for your well-being and that of your dependents in the event of a disability, passing on family values, and creating incentives for heirs to behave in a desired manner are issues that affect everyone. Further, estate planning can help provide divorce and creditor protection for your spouse and children.
- **Estate planning is only for people with children.** Estate planning is also for people without children because proper planning helps take care of you during periods of your own incapacity. So, even if you don't care who gets your things after your death, estate planning should be a priority.
- **I don't need a Trust, because I have a Will.** Wills have their place in estate planning. However, a Will does not avoid probate. Probate is the process to take assets which were titled in the name of the person who died and re-title them to someone else. If the assets are in a Revocable Living Trust, they can avoid the public process of probate and the potential costs and delays involved.
- **I don't need to do estate planning because I am never going to die.** This is the unspoken excuse we all give ourselves. Of course, we know this is illogical. One of the few certainties in this mortal life is that it has an end. Estate planning helps plan for that inevitability. But, estate planning does much more. It helps you organize your affairs so that you can get the most out of life.

Whether you are single or married, with or without children, young or elderly, estate planning can help you get the most out of life while preparing for the possibility of incapacity or death. An estate planning attorney can help you choose the plan that is right for you.

Our Estate Planning Attorneys, William F. Greenhalgh and Michelle T.L. Hernandez, are active members of the American Academy of Estate Planning Attorneys. They will assist you in creating a thoroughly outlined estate plan that is specific to your needs. For a FREE consultation, contact us toll free at (866) 455-2993 today.

www.gklawyers.net

2nd Street Professional Offices
123 Second Street, P.O. Box 41
Baraboo, Wisconsin 53913
Phone: (608) 356-3961
Fax: (608) 356-2008

930 Elm Grove Road, Suite C
Elm Grove, Wisconsin 53122
Phone: (262) 782-2229
Fax: (262) 786-7861

51 South River Street
Janesville, Wisconsin 53548
Phone: (608) 758-5454
Fax: (608) 752-3993

Olde Towne Office Park
6325 Odana Road
Madison, Wisconsin 53719
Phone: (608) 273-0820
Fax: (608) 273-0821