

**A Preventive Maintenance Program
Through A Breazeale, Sachse & Wilson
Labor/Employment/HR Law Fixed Fee Retainer**

A. Includes:

- Assistance on labor law/employee relations/HR matters (See attached Sample)
- BSW Firm monthly newsletter
- BSW Firm employee relations booklets
- BSW Firm special bulletins
- Reduced charge for work outside of the fixed fee retainer

B. Encourages Management to seek assistance before a smaller issue can grow into a much more expensive problem

C. Enhances Employee Relations with more productive workforce

D. Relatively Inexpensive

E. Predictable Cost that can be budgeted

F. Attorney-Client Privilege

Breazeale, Sachse & Wilson
Labor/Employment/HR Law Fixed Fee Retainer Preventive Program

Offered Through
Louisiana Municipal Association

The Breazeale, Sachse & Wilson Law Firm offers a Labor/Employment/HR Law Fixed Fee Retainer Preventive Program for LMA members.

Those who participate in the Retainer Preventive Program receive limitless general advice on labor law and employee relations matters. They also receive the Firm's monthly newsletter, employee relations booklets and special labor/employment bulletins at no extra charge.

The legal service covers advice in areas such as: Wage and Hour law, union organizing and unfair labor practice charges, employer versus employee rights governed by Title VII of the Civil Rights Act of 1964 (race, sex, age, disability, discrimination, etc.), regulations established by the Occupational Safety and Health Administration, Wage & Hour Law, Veterans Reemployment Rights Act, Fair Credit Reporting Act, Louisiana State Civil Service for firefighters and police officers, and Family and Medical Leave Act and other required leaves as well as employee misconduct, failure to perform, absenteeism, etc., which may call for discipline and/or discharge and policies maintaining good employee relations. Because this program involves a fixed fee, it is simple for a municipality to participate and also encourages management to obtain early assistance to prevent a small problem from growing into an expensive one.

The fixed fee charge for the Program is based on a municipal member's population.

The annual charge for the Retainer Preventive Program which normally covers an entire calendar year from January 1st through December 31st is:

- Tier 1 (2,500 or fewer residents) - \$3,600
- Tier 2 (2,501 to 20,000 residents) - \$5,700
- Tier 3 (20,001 residents or more) - \$9,600

When a covered employer needs considerable attention on matters (such as a lawsuit, Government Charge/Investigation, drafting/revising an employee handbook, supervisory training, or active union organizing), they are charged separately because the retainer program does not bear the expense of an extensive individual case.

The Breazeale, Sachse & Wilson Law Firm is more than 90 years old and one of the most respected and well-established firms in the country. In addition to the office in New Orleans, the Firm maintains offices in Baton Rouge and Monroe. The main contacts for the program are Fred Preis and Philip Giorlando who are partners in the Firm's Labor and Employment Law Section. Fred can be reached at (504) 584-5470 or Fred.Preis@bswllp.com. Philip can be reached at (504) 680-5244 or Philip.Giorlando@bswllp.com.

If you are interested, please fill out the attached form and send it with your payment directly to:

Karen Webre
Administrative Assistant
Breazeale, Sachse & Wilson, LLP
909 Poydras St., Suite 1500
New Orleans, Louisiana 70112

***Breazeale, Sachse & Wilson
Labor/Employment/HR Law Fixed Fee
Retainer Preventive Program***

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Louisiana Municipal Association

Enclosed is our payment in the amount of \$ _____ made payable to Breazeale, Sachse & Wilson for the 2026 Labor/Employment/HR Law Fixed Fee Retainer Preventive Program for 2026 through December 31, 2026.

***Submit payment and form to Karen Webre, Administrative Assistant,
Breazeale, Sachse & Wilson, 909 Poydras Street, Suite 1500, New Orleans,
LA 70112***

Member Name: _____

Main Representative Contact: _____
(must be mayor, top municipality executive, or in charge of Office/HR)

Title: _____

Address: _____

City/State/Zip: _____

Telephone: _____

Fax No.: _____

E-mail: _____