



**Employment, Injury &
Aviation Law Center PA**
2727 Ulmerton Rd. Ste. 250
Clearwater, FL 33762
Tel: (727) 524-6300



DEBT BUSTING NEWSLETTER

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John's Hot Topic

PROTECTING the RIGHTS of our CLIENTS

Our office has filed over three hundred cases in federal court to protect the rights of our clients.

Lawsuits often get a bad reputation in the media. But, what is a lawsuit? A lawsuit is simply the process ordained by our society to air grievances and to obtain redress for wrongful acts. Contrary to what many think, "lawsuit" is not a bad word.

In our office, nearly every case begins the same. Whether you are a client whose goal is to repair your credit or get a debt collector off your back or whether you are owed wages or have been injured, our cases normally provide ample notice to the defendant that a wrong has been committed and that they have an opportunity to correct the situation. When and if the situation is not corrected, a lawsuit will typically be filed shortly thereafter.

Many cases have deadlines that most folks do not even know about. For example, if you are hurt on the job (workers' compensation), you have thirty days to file a notice of injury. If you come in early for work, stay late, work through breaks and lunches or do errands or even take work home with you, you might have a "wage and hour" case, which, under the Fair Labor Standards Act, only goes back two and sometimes three years. Many consumer statues provide for a very limited one year statute of limitations.



No matter what dispute or legal concern you might have, you do need to know that time is almost always "off the essence". Failing to act promptly almost always works against you and your family's interest in the end.

Please never forget, lawyering is a service based business. It is also a highly personalized business and if you are serious about a legal issue or have serious legal concern, you owe it to yourself to have a face to face consultation with an attorney. Taking legal advice from legal secretaries or even attorneys that you have only met on the phone is simply never a good idea. The same thing is true for obtaining legal advice from various forums and websites. If you have a legal question or concern, our doors remain open. As you all are aware, my preference is for "face to face" consultations as I believe that is absolutely the best way for an attorney to understand a fact pattern and it is surely the best way for an attorney to aid the potential client and set reasonable goals. No prior client or friend of our office needs to be talking to strangers.

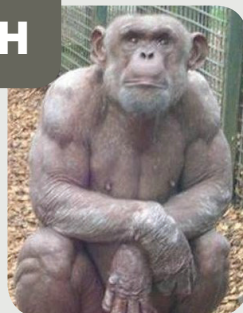
Kyle's Corner:

Many of you have already met me through John's office. I serve as co-counsel with the Law Office of W. John Gadd, P.A., primarily on wage and hour disputes. Before donning the "white hat" of Plaintiff's work, I worked for some of Tampa's largest defense firms in the employment law arena. Thus, I am often able to bring a unique perspective to claims and potential claims. Having come from a typical "blue collar family" my heart strings are always on the side of the "little guy", whether it be the worker who was just terminated or the manual laborer who finds himself continually working for more time that what he is actually getting paid for, week in and week out.

PET OF THE MONTH

Meet Otis

Otis, was discovered in the Bank of America parking lot this month, near the ATM. Apparently, his former owner engaged in a dispute with Otis in regards to the last pack of menthol cigarretts and as a result, said owner is no longer willing to care for Otis, and turned Otis loose in Feather Sound. Otis is believed to be a fully qualified service animal and thus, is permitted in any place of public accommodation as long as he is accompanied by an appropriate person. Otis does not speak, but signs fluently, with a mix of hand gestures. Otis is ready for immediate adoption to any reasonably good home that contains a gym and surround sound system with a 65 inch or larger high definition TV for National Geographic.





Recent Office News

Our office has obtained a jury verdict on behalf of Quinten Postell, who was terminated when he made OSHA complaints against his employer, Metal Culverts, Inc., a local Clearwater company. Mr. Postell was awarded back wages in the amount of \$19,000.00 and emotional distress damages, also in the amount of \$19,000.00. Mr. Postell had made complaints to his employer about unsafe conditions, including a leaking roof, faulty plasma welder and dangerous forklift. The violations were deemed to be “continuous and repetitive” by OSHA. The jury trial lasted a total of three days, with multiple witnesses.

Additionally, conditional class certification was obtained in the matter of Madison v. United Site Services of Florida, Inc., 6:16-cv-01991, which also concerns employees who were not paid for all of the time that they worked, including those that worked through lunch without getting paid.

The multiple plaintiff case known as, Covington v. Zenith Education Group, Inc, 8:17-cv-00136, was recently settled on behalf of all plaintiffs, with approval of the Court.

In addition, here is an overview of other recently filed cases by our office:

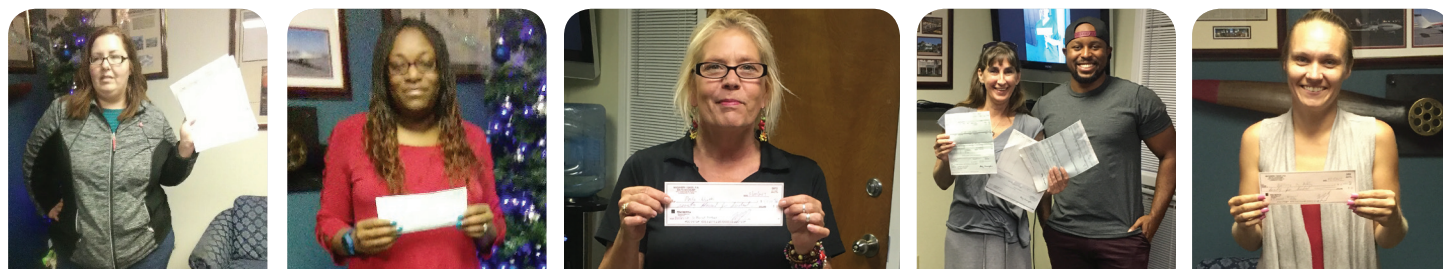
8:16-cv-01205-JDW-AEP (filed 05/13/16 closed 12/08/16)
Seifts v. State Farm Mutual Automobile Insurance Company
8:16-cv-01218-VMC-TBM (filed 05/16/16 closed 11/15/16)
Witchard v. Allied Interstate, LLC
8:16-cv-01648-MSS-AEP (filed 06/20/16 closed 12/08/16)
Riggins v. Credit Protection Association, LP



8:16-cv-01858-MSS-JSS (filed 06/27/16 closed 10/06/16)
Cuevas v. G.C. Services Limited Partnership
8:16-cv-02057-JSM-TBM (filed 07/18/16 closed 04/04/17)
White v. Senior Living Management Corporation
8:16-cv-02248-EAK-AEP (filed 08/05/16)
Jaffer v. Shiva Estate, Inc.
8:16-cv-02265-SDM-TBM (filed 08/08/16 closed 10/27/16)
Rafael v. Nuterra Management, LLC et al
8:16-cv-02413-CEH-JSS (filed 08/22/16 closed 04/04/17)
White v. SLM Staffing, LLC et al
8:16-cv-02617-MSS-AAS (filed 09/09/16 closed 01/17/17)
Lie v. Agemy Family Corporation
8:16-cv-02630-VMC-TBM (filed 09/12/16 closed 12/09/16)
Redding v. Isram Realty and Management, Inc.
8:16-cv-02638-CEH-TGW (filed 09/13/16 closed 01/09/17)
Moffet v. Shriners Hospital for Children, Inc.
8:16-cv-02676-VMC-AEP (filed 09/16/16 closed 01/11/17)
Buckley v. All Heart Senior Care, L.L.C.
8:16-cv-02809-JSM-TBM (filed 10/03/16)
Yarger v. Central Florida Testing Laboratories, Inc.
8:16-cv-02810-MSS-MAP (filed 10/03/16 closed 04/26/17)
Simon-Wilson v. Washington Inventory Service, Inc.
8:16-cv-02869-SCB-TGW (filed 10/11/16)
Bahdouchi v. FLA REO Inc et al
8:16-cv-03172-JSM-TGW (filed 11/14/16 closed 03/07/17)
Cardona v. Lakeland Regional Health Systems, Inc.

This communication is intended for existing clients of W. John Gadd, Esq. If you have received this communication by mistake, please contact my office at 727-524-6300. Though this newsletter is intended for existing clients only, please keep in mind that the hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience.

Debt Busting is defined by this office as taking the necessary steps to protect yourself from unsubstantiated or challenged debt and taking the steps necessary to learn your rights and to enforce them by using the consumer law statutes in your favor when applicable, including but not limited to Fla. Statute Section 559-72 as well as the Telephone Consumer Protection Act, the Fair Debt Collection Practices Act and the Fair Credit Reporting Act.



Consumer Law BASICS



As our existing clients know, consumer law is an important topic at our office. Everyone needs to know the basics of their consumer law rights. Why? Because every one of us is a consumer and we will remain consumers throughout the entirety of our active lives. Accordingly, everyone needs to be aware of the following:

1. Pull your credit report at least once a year.
2. Bring your debt collection letters into the office.
3. Do not delete your cell phone log.
4. Participate! If you do not stay in touch with our office and if you do not heed steps 1-3, your odds of improving your credit or improving your consumer lot in life is going to be slim to none. However, those that do participate, we have a proven record of obtaining results and resolutions.



Featured Client Recipe – Easy Healthy Banana Oat Bars

Ingredients:

- 3 Mashed Bananas
- 1/3 Cup Applesauce
- 2 Cups Rolled Oats
- 1/4 Cup Almond Milk
- 1 Teaspoon Vanilla
- 1/2 cup Raisins, Nuts or Dried Cranberries
- 1 Teaspoon Cinnamon

Directions:

Heat oven to 350°F and lightly grease a 9” x 9” square baking dish with olive oil or butter. *For thinner bars, use larger baking dish.*

Be sure to thoroughly mash the bananas and mix all ingredients together. Pat the thick mixture evenly into the baking pan.

Bake for 15 -30 minutes or until the edges just begin to crisp up. Place the baking pan on a rack to cool. When the pan is mostly cool, cut into bars and enjoy.

For best results, store leftover bars in the refrigerator and bring to room temperature before eating.

The results our clients have obtained are not necessarily representative of results obtained by the lawyer in each case. Every case is different, and each client's case must be evaluated and handled on its own merits. Each consumer's individual facts and circumstances may differ. These featured testimonials are not necessarily representative of all clients' experience with this law office.

