



MARRON LAWYERS

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When Your Company Faces a "Misclassification" Attack, Turn to Marron Lawyers' National Practice

Marron Lawyers clients have unprecedented success defeating "I'm An Employee" claims nationwide. The Firm has built a comprehensive, creative defense strategy to defeat Plaintiffs' attorneys hungry for class-action payouts, as well as aggressive agencies, such as Labor Commissioners and Employment Development Departments. As a result, TLPA members

represented by the Firm have beaten back the misclassification awards reported in the news.

Paul Marron on What It Takes to Defeat the State of California and Class Action Lawyers in High Stakes Litigation:

"Our clients know that, despite the cliché, the best defense against misclassification claims is a strong offense. Based on scores of agency hearings, arbitrations, and individual and class lawsuits, the Firm has built a Best Practices Strategy that delivers wins. For example, we help our clients maintain a model where:



1) Managers & Dispatchers are well-trained on appropriate communications with ICs. Daily interactions and memos may seem minor, but over time can create an unwritten "policy" that plaintiffs use to undermine the Company's written documents. Managers & Dispatchers are taught to avoid the appearance of "control."

2) Independent Contractor agreements are current and effective. The Firm's clients benefit from our vast experience drafting agreements that protect against misclassification claims. This incorporates a deep *and current* understanding of arbitration provisions. These clauses are critical in limiting forums for "employee" claims & gutting potential misclassification payouts.

3) Management maintains data and nurtures IC drivers who will speak up on the Company's behalf. Significant battles are won when contractors crying "poverty" and "intolerable working conditions" are overwhelmed by data that proves drivers had free choice, as well as credible peer testimony that they **purposefully chose** an independent business model, chose to control their own income and hours, are making a living, and would not have it any other way. In a recent trial, the judge stated he "loved" our clients' drivers and they are the stuff the "immigrant dream is made of." The same judge found 12 of the State's driver witnesses "not credible" and awarded a \$1.2 million judgment against a state regulatory agency for wrongful levy of employment tax. Our clients have had incredible success in developing these relationships, with the Firm's guidance, and these driver allies have proved to be a powerful source of compelling evidence in multiple forums."

Marron Lawyers has 15 trial hardened top attorneys with years of experience in winning for On-Demand companies in misclassification cases. Contact Paul Marron to find out how our team can assist your company.

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Matters handled in New York, Florida, Michigan, Tennessee, Alabama, Texas, Colorado, Arizona, Missouri, Oregon and California.