

## HHM Adds Member, Welcomes New Lawyer

HHM has announced the election of attorney **Matthew D. Gurbach** as a member (owner) of the firm. Gurbach joined HHM in 2003 and practices law in the areas of civil litigation, medical malpractice defense and business, construction and employment litigation. He lives in Liberty and serves as secretary and director of the Mahoning Chapter of the American Red Cross. HHM now has 20 members.

■ **Attorney J. Bradley Allison** joined HHM in January in the Salem office. Allison has been practicing law since 1985, mostly in Columbiana County. He is the law director for East Palestine and will retain that post. Brad is an East Palestine resident and two-time former president of the East Palestine Rotary Club. He concentrates his practice in estate planning and probate law. HHM now has 27 attorneys, more than any other local law firm.

■ **Attorney Patrick K. Wilson** recently began his second year as president of the Trumbull County Bar Association.

■ **Attorney Matthew G. Vansuch** recently began his sixth year as an assistant coach of the Howland High School speech and debate team. Matt's protégés compete in extemporaneous speech.

■ **Bonnie Davis**, legal assistant, was elected president of the East Palestine Rotary. She has been assistant treasurer for Rotary's area district since 2004.

■ The Western Reserve Veterans Memorial Association, with attorney **Ned Gold Jr.** as chairman, recently dedicated the Veterans Memorial Plaza in Warren's Memorial Park.

## ■ EMPLOYMENT LAW CHANGES IMPACT EMPLOYERS

Recent changes in two federal employment law statutes will have significant impact on employers. Here is a brief summary of just a few of those changes.

### **Americans with Disabilities Act Amendments Act of 2008 (ADAAA)**

► The Americans with Disabilities Act (ADA) has been law since 1990. It has been interpreted widely and differently by the courts over the years. A key issue that has consistently displeased Congress is the Courts' narrowing of the definition of "disability." Accordingly, Congress enacted the ADAAA effective January 1 to broaden the definition of "disability" and, among other matters, clarify the requirements for reasonable accommodations and what it means to perceive one as being disabled. This law will have broad impact on nearly every employer in the country.

### **Fair Pay Act of 2009**

► In one of his first actions, President Obama signed into law an amendment to several civil rights acts that prohibit discrimination in compensation. The Supreme Court had ruled recently that an employee who proves unfair discrimination in compensation in violation of civil rights laws (because of the employee's gender, race, age, disability, religion or nationality) could collect the compensation difference only for the 180 days prior to the filing of the case. Congress determined that the ruling undermined its efforts to eradicate discrimination, so it enacted the Fair Pay Act, which allows a harmed employee to collect the compensation difference for up to two years before the filing.

"Both of these developments expand benefits to employees and create new costs and issues for employers," attorney **Ned C. Gold Jr.** said. HHM is prepared to assist employers with these new laws and rules and other employer-related matters.

## ■ SEMINAR TO COVER PUBLIC SECTOR CONTRACTS

Three HHM attorneys and a local insurance specialist will present "Contracting in the Public Sector," a free seminar scheduled for 8 a.m. Tuesday, March 10 at the Mill Creek MetroPark Farm's McMahan Hall in Canfield. The seminar is designed for contractors, subcontractors, suppliers and public agencies involved in contracting.

**Frederick S. Coombs III**, chair of HHM's creditors' rights practice group, will lead a session on collection and bankruptcy and will serve as the event's host. **Christopher J. Baronzzi** will cover mechanic's liens and **Matthew D. Gurbach** will address AIA contracts. Alvin Miller of L. Calvin Jones & Co. will speak on insurance bonds. Refreshments will be served. To register, call **Mary Hauger** at 330.744.1111.

## ■ 3 ATTORNEYS NAMED TO SUPER LAWYERS LISTS

Two HHM attorneys are included on the 2009 *Super Lawyers* list of Ohio's top lawyers and a third is included on the organization's list of the state's top young attorneys. **James L. Blomstrom** appears on the *Super Lawyers* list for the sixth straight year, and **Ned C. Gold Jr.** appears for the fourth time. **Matthew D. Gurbach** is included on the *Super Lawyers* Rising Stars list for the second time.

The Ohio Super Lawyers list is published annually, based on balloting by attorneys throughout the Buckeye State. About 5 percent of Ohio's attorneys appear on the list. The Rising Stars list is compiled in similar fashion, recognizing outstanding attorneys age 40 or younger, or in practice 10 years or less. About 2.5 percent of Ohio lawyers appear on the Rising Stars list.