



E-BRIEFS

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Special Points of Interest:

- *Fifth Annual Law Day Essay Contest*
- *Unemployment benefits– the basics*
- *New Logo Unveiled*

FIFTH ANNUAL LAW DAY ESSAY CONTEST

We are pleased to announce the Law Offices of Warren C. Caswell Fifth Annual Law Day Essay Contest.

Law Day was first proclaimed by President Eisenhower in 1958. Law Day, May first of each year, is a day of national dedication to the principle of government under law. Each year the American Bar Association, along with a multitude of state and local bar associations around the country, hold events and celebrations honoring law day to educate the public about the role of law in our society. The original goal of Law Day, per the proclamation of President Eisenhower, is to strengthen our great American heritage of liberty, justice and equality under the law.

We designed this essay contest to further those goals and also to encourage young people to think about the role of law in society and how law affects their everyday lives, even at a young age. Also, we feel it is important that our younger generation realize the importance of a society ruled by law, to realize, think and discuss this proposition; and to be able to reflect upon it meaningfully.



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RECENT NEWS— OFFICE UNVEILS NEW LOGO

For the past several months the Law Offices of Warren C. Caswell has been intensely studying the adoption of a suitable logo. We wanted a graphic that did many things simultaneously: illustrate our dedication to equal justice under the law, our unswerving perseverance and hard work in obtaining judgments for our clients and our dedication to staying above the mud-slinging often encountered in courtrooms across the nation so that our client doesn't just come away a winner, but also clean. We will roll out the brand over the next several months.

An added spin-off is that our clients can now rest assured that communications from this office, when accompanied, by a logo are genuine. Good piece of mind in this age of identify theft and fraud.



ESSAY CONTEST— CONTINUED FROM PAGE 1

The contest is open to 9-12 graders in Madison, Franklin, Oglethorpe, Elbert, Hart, Jackson and Banks Counties. Each winner will have their entry posted in this newsletter and on the website. This year we are changing the awarded prizes; First prize is \$500 cash scholarship, and Second Prize is a \$200 cash scholarship.

This year's topic is centered on current events— namely the Health Care legislation which is still emerging from the U.S. Congress. Each chamber of the legislature has at times discussed placing a requirement that all Americans be required to purchase health insurance. This requirement to purchase has been the subject of great debate as to whether or not the government has the authority to make such a requirement of individuals. Ultimately, this question may be decided by the Supreme Court.

This year we are asking entrants for their opinion of what the Court's decision should be. Can the U.S. Senate or House of Representatives pass a law requiring all Americans to purchase health insurance? Why or why not? A complete answer must cite specific examples from the Con-

ARE YOU ENTITLED TO UNEMPLOYMENT BENEFITS?

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A sign of the times has been bombarding our office with calls recently. Generally the caller explains that through no fault of his own he lost his job but that he can't collect employment benefits and wants to know what to do or if anything can be done.

Firstly, unemployment benefits are actually unemployment insurance. This is an insurance that employers pay the premiums for and which pays out when the employer terminates an employee without cause. It is the phrase "without cause" which is most important. Georgia is an employment at will state. Basically, this means that an employer can fire you at any time for any reason or for no reason at all. Obviously there are some exceptions, but this article is a basic overview. However, just because an employer can terminate you without case does not mean that you are not entitled to unemployment benefits.

There are two basic types of termination: with cause or without. To be terminated with, or for, cause is to be terminated with a valid reason. This reason could be a number of things from habitual tardiness to failure to follow the rules and procedures of your employer or simply not performing the duties which you were hired to perform. To be terminated without cause is to be terminated for no reason or for a trivial reason that is not work related. A layoff is termination without cause and, the employer no longer has work for you and lets you go. An employer could also terminate you because your boss doesn't like the color of the shirt you wore on Tuesday or the way you style your hair on Fridays. These are also terminations without cause. The distinction here is that without cause implies that no fault lies with you for losing your job.

If you are terminated without cause, then under the law you are

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PROTECTING AND DEFENDING THE INNOCENT



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This newsletter does not create an attorney/client relationship.

Feel free to forward this newsletter.

Want to see a particular topic discussed in a future issues of this newsletter? Then send us the question or topic you would like to see discussed. We'll gather together what information we have on the subject and post an article— and best of all you it only costs you the stamp! Just send your questions to the e-mail or address above.

ESSAY CONTEST— CONTINUED FROM PAGE 2

stitution, either Amendments or Articles or both, that support your position. In addition to Constitutional citations, entrants may cite any other source they believe credibly supports their position.

The topic and full rules to this year's essay contest can be found online at www.warrencaswelllaw.com by clicking on the Essay Contest Button. Briefly, the entrant must live in an eligible county and be of the grade level indicated, public, private and home schooling are all accepted. The entrant can consult with anyone but must write their own essay.

Each year we receive many outstanding essays from local students and we hope to continue that tradition this year. We wish all entrants good luck and want you to know that we can't wait to read your essays.

Winners will be announced on May 3rd, the Monday following Law Day. Entries must be post-marked by Thursday April 15, 2010 to be considered.

Unemployment— Cont'd from P. 2

entitled to unemployment benefits and your former employer is required to pay them.

Not all employers play by the rules—nor all employees. Therefore there is an appeal process for both employees and employers who feel that a determination on unemployment benefits is in error. The process begins informally through the Department of Labor, but does require an appeal to be filed in writing. Each party is entitled to be represented at this appeal and we always recommend you obtain representation when dealing with the government—it is the only way to insure that your rights are protected.