



HALPERN & SCROM
— LAW —

Cost-effective counsel and real-life solutions to workplace issues.

Halpern & Scrom Law PLLC is a boutique law firm committed to serving our clients in workplace issues, as well as charter and private education law. We provide responsive and practical advice that facilitates legal compliance, allowing our clients to concentrate on their core organizational or educational objectives.

- **Employee Relations Issues**
 - ♦ Employee Handbooks & Policies
 - ♦ Hiring and Termination
 - ♦ Separation Releases
 - ♦ Furloughs, Restructuring
 - ♦ Disability Leaves
- **Employment-related Litigation**
- **EEOC Charges**
- **Workplace Investigations of Discrimination**
- **HR Audits**
- **Employment Contracts and Transactions**
- **Vendor Agreements**
- **Cybersecurity Policy & Compliance**
- **Training**
 - ♦ Anti-harassment
 - ♦ Coaching and Counseling
 - ♦ Communication Skills
 - ♦ Rollout of Employee Handbook
 - ♦ Interviewing and Hiring Practices
 - ♦ Handling Employee Complaints
 - ♦ Documentation
 - ♦ Conducting Terminations
 - ♦ Disability and Leave Issues
- **Wage & Hour Issues**
 - ♦ Overtime
 - ♦ Dept. of Labor Audits & Regulations
 - ♦ Independent Contractor Agreements
 - ♦ Intern Rules
 - ♦ Commission Schedules
- **Housekeepers, Nannies, Caregivers and Other Domestic Workers**
- **Education Law - Private & Charter Schools**
 - ♦ Teacher Contracts and HR Forms
 - ♦ FERPA – Educational Records Privacy
 - ♦ Staff, Student & Parent Handbooks
 - ♦ Training for Teachers & Staff
 - ♦ Child Abuse
 - ♦ Title IX – Student Harassment
 - ♦ Tuition-Enrollment Agreement



www.hslawadvisors.com
info@hslawadvisors.com



Long Island Office:

1225 Franklin Ave, Suite 325
Garden City, New York 11530



New York Office:

45 Rockefeller Plaza, Suite 2000
New York, New York 10111

Founded in 2004 with the philosophy of providing practical, competitively-priced counsel to clients.

Our Team



Jules Z. Halpern
Founder and Partner



Paul L. Scrom Jr.
Partner



Peter G. Goodman
Of Counsel - Litigation



Ashley R. Miskovsky
Associate

Our History and Guiding Principles

Jules Halpern founded the Firm in 2004 with the philosophy of providing practical, competitively priced counsel to clients who could benefit from his corporate legal and human resources background. Paul Scrom joined the Firm in 2013 and became a Partner in 2018, demonstrating his keen knowledge of the intricacies of workplace law, with an innate ability to explain and apply complex legal issues in an understandable fashion.

Workplace and education law exist in climates that have become increasingly compliance-oriented and reputation-sensitive. Thus, our goal is to always be there for our clients, and to

provide creative and practical solutions to their individual and organizational needs. As attorneys, we act as facilitators, and we always collaborate internally, providing novel approaches that resonate with our clients. We examine each issue from a business and legal lens, achieving results that advance our clients' goals, while adhering to compliance standards.

Our collegial atmosphere reflects our even-tempered personalities. We genuinely enjoy the areas of law we practice, and we thoughtfully approach each assignment with a singular focus.



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