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Back To School

Yup – a typical end of summer beginning of the school year article. I CANNOT believe that the summer break is broke, all gone, bye bye. Heck, my kids are even more astonished then I am that school is (as of this writing) going to start next week! Well, my oldest son, Noah, has begun his High School career – he has been on the Football practice field for over two weeks and is now getting ready for classes.

As has become our ritual, I make it a point every semester of school (and actually every week during school) to sit down on a quiet Sunday morning and review Noah's goals for the week, the semester and the year. This has become such a powerful tool and motivator for BOTH of us.

He has put down goals in writing – about grades he wants to achieve, physical goals he wants to reach and other goals. This all started last year when we began to discuss his passion for football and lacrosse and what colleges he might go to. I

pointed out that he needs to consider not just the physical but the academic aspects, set some goals and standards and work towards those –constantly.



What did this do?

Well for one thing, Noah was able to bring his grades and average almost up to his actual written goal. In fact, in some core subjects he far exceeded that goal! What else? Well, it showed both of us that by consistently and regularly looking at your written goals, reviewing those goals, modifying behavior and adjusting goals if necessary, that before you knew it - BAM – you began to and could achieve those goals! Thank you Noah - not just being a proud

parent, but realizing myself that these very simple tasks are the most profound and useful tasks ANY of us can undertake.

So as the School year begins, as the regular years begins to end, and as we all start to think about what we have and have not achieved I challenge one and all to:

Write down your goals
Read them regularly
Ask yourself each and every day, what have I done today to move towards my goal!

Good Luck – and Happy School Year!

"A dream is just a dream. A goal is a dream with a plan and a deadline."

- Harvey Mackey

You asked for information— we got it!

Check out the disability specialists at

www.markhofflaw.com

Workplace Bullying



“Are you or anyone you know being bullied by a boss or co-worker?”

This September issue, with a focus on back to school, seemed the ideal time to talk about workplace bullying. Did you think bullying ended in 8th grade? If not, at least high school? Unfortunately, that’s not the case—bullying is a serious issue in today’s workplace. Workplace bullies generally use words and actions to intimidate their victims.

Are you or anyone you know being bullied by a boss or co-worker? There are steps you can take, including speaking to the human resources department, an employee representative like a trade union official or your manager or supervisor if the situation becomes unbearable. Many companies are putting “anti-bullying” policies in place and training managers to deal

with this situation. For many reasons, most employees want to try to deal with it on their own initially for fear of being considered a “tattle tale” which can often just make the situation worse or because bullying is often difficult to prove as the person doing the antagonizing usually acts warm and sweet in front of superiors.

Here are some things you might try if you are being harassed. And, remember, if they do NOT make the situation any better it is important to address the issue w/ your employer—your physical, psychological and mental health are at risk due to the stress these situations cause.

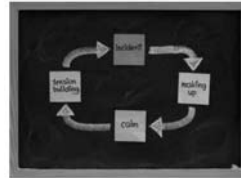
Get Advice—Speak to someone, informally, about how you might deal with the problem. It might be someone in HR or a union representative.

Talk to the bully—there is always a chance the bullying is not deliberate and the person in question isn’t realiz-

ing how you are feeling. If you choose this option, stay calm and polite—avoid pointing fingers.

Keep a written record or diary — jot down the details of every incident and keep copies of any relative documents, if available, so that if the time comes to speak to someone about the situation you are fully prepared rather than flustered.

Make a formal complaint—While this might be a last resort, it is important especially if the situation is affecting your health. You’ll need to follow your employer’s grievance procedure, which these days they should have. If the problem continues you might consider legal action. We suggest getting



professional advice, even a free consultation before going this route.

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What’s a Commonym?

Just what it sounds like — words that have things in common. Give these a try. Answers are upside down on the right; no peaking!

- | | |
|---|----------------------|
| 1. A Ball — A Fish — A Cold | 9. They have checks |
| 2. A Ball — A Salad — A Coin | 8. They lift |
| 3. A Cork — A Question — a Balloon | 7. They have lanes |
| 4. A Bottle — A Baseball Player — A Mushroom | 6. They have anchors |
| 5. A Bell — A Mouth — A Shoe | 5. They have tongues |
| 6. A Tug of War — The Nightly News — A Boat | 4. They have caps |
| 7. A Basketball Court — A Highway — A Bowling Alley | 3. They are popped |
| 8. Fog — A Jack — A Body Builder | 2. They are Tossed |
| 9. A Hockey Game — A Restaurant — A Bank | 1. They are caught |

Remembering 9/11....

We remember the Ground Zero victims, many of whom were civilian and rescue workers, who perished nine years ago as a result of the attacks on the World Trade Center. Our support and prayers continue to go out to their families and loved ones. We will never forget.....



Special Days in September.....

- National Blueberry Popsicle Day.....Sept. 2
- National Cheese Pizza Day.....Sept. 5
- Labor Day.....Sept. 6
- Teddy Bear Day.....Sept. 9
- Swap Ideas Day.....Sept. 10
- T.V. Dinner Day.....Sept. 10
- We Remember*.....Sept. 11
- National Chocolate Milkshake Day.....Sept. 12
- National Grandparents Day.....Sept. 12
- Positive Thinking Day.....Sept. 13
- Make a Hat Day.....Sept. 15
- Collect Rocks Day.....Sept. 16
- National Working Parents Day.....Sept. 16
- Stepfamily Day.....Sept. 16
- National Apple Dumpling Day.....Sept. 17
- Mushroom Picking Day.....Sept. 18
- Talk Like a Pirate Day.....Sept. 19
- Miniature Golf Day.....Sept. 21
- World Gratitude Day.....Sept. 21
- Dear Diary Day.....Sept. 22
- Elephant Appreciation Day.....Sept. 22
- First Day of Autumn.....Sept. 22
- Great American Pot Pie Day.....Sept. 23
- Good Neighbor Day.....Sept. 26
- Crush a Can Day.....Sept. 27

Meet the Team.....David Hom

David Hom, an associate at M&M, grew up in the Bronx, working with his two sisters in their parents laundry business.

A graduate of NYU & Pace University School of Law, David began working at Markhoff & Mittman in 2002. "I enjoy

working here because it has a family type atmosphere about it. The staff and attorneys are very professional, working together to help the firm's clients."

Together with his wife, Po and their children, Audrey and Brandon, David supports the Pediatric Cancer Foundation of Westchester as members of the Eastchester community.



The Hom Family

"I enjoy working here because it has a family type atmosphere about it....."

And, August is.....

- Better Breakfast Month
- Cable TV Month
- National Chicken Month
- National Courtesy Month
- National Rice Month

Markhoff & Mittman in the Community

Are you familiar with June Middleton's cable television show, *Minding Your Business*? This past August we had the opportunity to tape a segment which will air this Fall. We'll be certain to let you know when to tune-in. In the meantime, enjoy this preview — it's not everyday we get to be on television!!



From left to right:
Jane Fogelson, Daniel Elias, Scott Daniels, Brian Mittman

Stay Tuned.....

Blog Talk Radio Series

To listen in or if you miss the show, visit our website at www.markhofflaw.com and click on the BlogTalkRadio box on our home page.

September 16th.....7:30-8:00 pm
Collecting Unemployment and Applying for Disability

September 30th.....7:30-8:00 pm
5 Ways To Lose A Disability Case At The Dreaded Hearing Level

October 14th.....7:30-8:00 pm
How An Attorney Can Win Your Disability Case



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Brian M. Mittman,
Attorney at Law

Question: How long do I have to file a Workers' Compensation Claim?

Answer: You generally have two years from the date of accident or knowledge of the injury to file your claim with the Workers' Compensation Board. Simply notifying your employer is not sufficient. You should contact an attorney to discuss the exceptions to this rule if you have missed a deadline.

Question: After I receive a section 32 settlement, can Workers' Comp take it back?

Answer: Section 32 settlements are full and final, just like a general release in a regular lawsuit. However, you must go through various steps. The final steps are (1) Approval from the Workers' Comp Judge, THEN (2) a ten day waiting period where any side can withdraw and then (3) the issuance of the final decision. Once that happens you are supposed to be paid and the case is over.

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