

BUSINESS BASICS | EMPLOYMENT LAW

Using Alternative Fee Arrangements To Control Labor and Employment Costs



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Types of Alternative Fee Arrangements

- » Per Case, Task, Blended Rates, Yearly Flat Fee

How Do Yearly Flat Fee Arrangements Work?

- » One monthly fee
- » All work included (local counsel fees, mediator fees, research, travel, training)
- » Exclusions - class actions, executive litigation
- » Cuff and collar

How To Handle Cases In Multiple States

- » Multiple office locations
- » Law Firm affiliations
- » Local Counsel guidelines
- » Who litigates the case?

Standardize the Litigation Process

- » Document Retention/E-Discovery
- » Case Handling Protocol
- » Case Evaluations (Early and Late)

What are the Benefits?

- » Relationship/Partnership
- » Consistency of work quality
- » Cost containment
- » Institutional knowledge of client creates efficiencies
- » Predictability of legal fees for budgeting

Examples of Success

- » L&E spend reduced by 20%
- » Cap unchanged/reduced for 4 years
- » Client testimonials

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