

## Employers . . . Has One Of Your Employees Ever Been Arrested?

---

Employees are an essential part of businesses, but, employees are people and even good people sometimes make bad decisions. When an employee's bad decision results in criminal charges, the employee's legal obligations can affect his employer. How so?

- **Court Dates.** The employee will have to show up in court when the judge says he must show up. This will be during the work day. If the employee doesn't show up when he is supposed to, the judge will likely issue a warrant for the employee's arrest.
- **Jail.** If the employee is in jail, he can't be at work.
- **Loss of Driver's License.** There are many ways to lose a driver's license in Illinois. This could be due to a DUI, too many speeding tickets, or even drinking a beer while being underage.
- **Other Consequences.** Your employee may be required to report to a probation officer, perform community service work, attend counseling sessions, or do any number of other things the judge orders him to do.

### How can you help your employees?

First, be supportive. Some employees may fear that their employers will fire them or think badly of them. Let them know that they are an important part of your team and you will help them out however you can.

Second, be patient. The wheels of justice turn slowly. Your employees' legal troubles will not be resolved over night. Simple cases often take a month or more to resolve and complex cases can take a year or more.

Third, encourage them to hire a criminal-defense lawyer. Good lawyers can and do make a difference. How will your employees know which lawyer is right for them? They will want a lawyer who devotes a large part of his practice to criminal law, who stays in contact with his clients, is always prepared when he goes to court, and is not afraid to take cases to trial.



**348-6767**

<http://www.jeremyrichey.com>

*Located inside the Coles County Farm Bureau building on Lincoln Ave.*