

Recent Publications

The following articles relating to business law, franchise law, and employment law were recently published:

- **GO FISH IN YOUR OWN POND: ENCROACHMENT LIABILITY TO FELLOW FRANCHISEES** by David G. Ross – *This article first appeared in July 2011 on www.franchise-info.ca, the official website of the International Association of Franchisees and Dealers.*
- **A FAIR USE OF NOMINATIVE FAIR USE? TOYOTA MOTOR SALES, U.S.A. INC. v. TABARI** by Jeffrey S. Fabian and David G. Ross – *Originally published in the Maryland State Bar Association's Annual Intellectual Property Law Update, Vol. IV, June 2011.*
- **FRANCHISE LEGAL DOCUMENTS** *This chapter from the undergraduate textbook Franchising: An Entrepreneur's Guide, (4th ed. 2008, Justis & Judd, eds.) was originally written by Andrew A. Caffey and then updated by Mr. Caffey and David G. Ross to reflect 2007 changes to the "FTC Rule" governing franchisors.*
- **THE GOOD & THE BAD: WHAT CONGRESS' "FAIR PAY" AND "MANDATORY ARBITRATION" BILLS MEAN FOR FRANCHISEES** by David G. Ross – *Originally published in [The Franchisee Voice](#), Vol. 13, Issue 4, Spring 2008.*
- **CHANGES TO CIVIL RIGHTS STATUTES: THE CONTINUED INCREASE OF EMPLOYMENT LIABILITY RISKS** by David L. Cahn and David G. Ross – *This article first appeared in the February 2008 issue of [LJN's Franchising Business & Law Alert](#). The publisher strictly prohibits redistribution or commercial use.*
- **EMPLOYER BEWARE: WHAT YOU DON'T KNOW CAN HURT YOU** by David G. Ross and Linda Hitt Thatcher - *Originally published in [The Franchisee Voice](#), Vol. 13, Issue 2, Fall 2007.*
- **EMPLOYEE PROBLEMS ARE YOUR PROBLEM: H.R. ISSUES FOR 7-ELEVEN FRANCHISEES** by David G. Ross - *Originally published in the July/August 2007 issue of AVANTI, the official magazine of the National Coalition of Associations of 7-Eleven Franchisees.*
- **TALK IS CHEAP: WHAT THE FRANCHISE SALES REP DOESN'T WANT YOU TO KNOW** by David G. Ross - *Originally published in [The Franchisee Voice](#), Vol. 11, Issue 5, Spring 2006.*
- **THE FIDUCIARY DUTY OF LOYALTY AND THE DEPARTING EMPLOYEE** by David G. Ross - *Originally published in [Maryland State Bar Association Section of Labor and Employment Law Newsletter](#), Vol. 10, No. 6, Winter 2005.*

Recent Speaking Engagements

Mr. Ross' most recent speaking engagements include the following:

- **2007 AAFD Annual Conference** On April 30, 2007, Dave Ross was a conference speaker at the American Association of Franchisees & Dealers' Fifteenth Annual Conference & National Franchise Forum in Dallas, Texas, where the theme was "Total Quality Franchising: Building Better, Stronger Franchisee Associations." Mr. Ross was asked to speak on "**Human Resources: What Franchisors Aren't Sharing With You And Why,**" a topic that combined his knowledge and experience in both franchise law and employment law.
- **Spring 2007 Board of Directors Meeting, National Coalition of Associations of 7-Eleven Franchisees** On May 16, 2007, Dave Ross was a conference speaker at the National Coalition of Associations of 7-Eleven Franchisees' Board of Directors Meeting in Victoria, British Columbia, Canada. Mr. Ross, addressing the leaders of various 7-Eleven Franchisee Associations from across the United States, gave a presentation entitled "**Employment Problems are Your Problem: HR Issues for 7-Eleven Franchisees.**"

Future Speaking Engagements

Mr. Ross is available to present on matters involving business law, franchise law, or employment law at meetings, conferences and other venues. If you are interested in having Mr. Ross speak at your conference or function, please contact us.

Employment Law Training Events & Seminars

Mr. Ross is available to provide training sessions for clients and other companies and professional offices, their supervisors, and/or human resource departments on federal and local employment laws. These sessions are designed to provide a basic understanding of the applicable laws, as well as to alert the attendees to spot potential problems, when to obtain appropriate advice ahead of time, and otherwise to avoid common mistakes that often lead to costly litigation. Training tailored to your company's needs, such as statute-specific and issue-specific training (such as sexual harassment prevention) is also available.

Training options include on-location half-day or full-day conferences or video-conferences, and teleseminars attended via multi-party, multi-city bridge line. Delivery via webinars is also being planned.

If you are interested in learning more about employment law training available to your company or firm, please contact us.