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2 Fall Events for the Whole Family

Larimer County Farmers' Market

Every Saturday through October 31
Larimer County Courthouse parking lot

In case you missed it, the Larimer County Farmers' Market is very much open this year. They have several guidelines in place to help keep patrons safe and healthy, which you can see here: [LCFM.Extension.ColoState.edu/2020-customer-shopping](https://lcfm.extension.colostate.edu/2020-customer-shopping). September is often the peak month for fresh produce in Colorado, which makes this a great time to visit the market. Just remember to take normal safety precautions and check the market website at LarimerCountyFM.org for updates, including potential closures.

41st Annual Colorado Run

October (tentative)
Spring Canyon Park

Traditionally held on Memorial Day in May, the Colorado Run was postponed until October. However, if you are interested in this race, be sure to check the website, ColoradoRun.com, for further updates on the status of the 10K run/walk/ruck, 5K, and kids 1-mile race. Despite the postponement, this event will continue to honor veterans, much as it does as a Memorial Day event. Proceeds



from the run will go to the Veteran's Plaza Northern Colorado. For complete details and to register or see updates, visit ColoradoRun.com.

SOUTH
2038 Caribou Drive, Suite 101
Fort Collins, CO 80525

OLD TOWN
123 North College Ave., Suite 112
Fort Collins, CO 80524

SEPTEMBER 2020



Are You Dealing With COVID-19 Employment Issues?

As the COVID-19 pandemic continues to derail and dismantle our lives, employers are struggling to implement the proper policies and procedures that will protect against employment-related litigation. As you can imagine, employers want to ensure worker safety but also get back to business as usual as soon as possible. Employees also want safe work environments but are struggling to find avenues of recovery, in the event that they fall ill at work or are in some way discriminated against due to COVID-19.

Depending on the industry, employers are implementing a wide array of safeguards to minimize the risk of COVID-19 exposure amongst their employees and to avoid potential legal claims. Claims that employers could face include but are not limited to: wrongful termination, unsafe workplace claims, and discrimination.

The Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC), along with state and local authorities, have all issued comprehensive plans for workplace safety in light of COVID-19. Basic safety measures include frequent and thorough hand-washing, encouraging workers to stay home if they are sick, having good respiratory etiquette (covering coughs and sneezes, for example), and avoiding close contact with other workers. Hopefully, we've all been complying since our mothers taught us this stuff when we were kids.

Aside from the potential civil claims, employees are also asserting COVID-19 exposure claims through our state's workers' compensation system. Well over 1,000 Colorado workers have already made workers' compensation claims related to COVID-19 exposure on the job. The burden of proof is always on the claimant. The challenge for workers asserting claims is the legal issue of causation. In other words, can the affected employee demonstrate that the COVID-19 exposure occurred in the workplace? If the worker is unable to prove the illness is job-related, there's no compensation.

“Well over 1,000 Colorado workers have already made workers' compensation claims related to COVID-19 exposure on the job.”



Thus far, the majority of workers' compensation COVID-19 exposure claims have been denied. But our Colorado legislature is already working to shift the burden to employers, creating a presumption that COVID-19 cases are always work-related, unless the employer can prove otherwise. This will undoubtedly be vigorously challenged by employers and their insurers who may be faced with millions of dollars in claims.

No doubt, the shock and worry of being unable to open your business or return to your job has created a new world of stressors for everyone. Understand that you're not alone and there are a number of resources available on the internet to help guide you through these difficult times. In addition to internet resources, there are some great apps to help manage your day-to-day stressors. I've been using the Calm app for years, where you'll find helpful breathing exercises, daily meditations, sleep stories and even advice from LeBron James on how to train your mind.

As a father of six kids, I spend time each morning just being mindful to live in the moment, remaining grateful for all of God's blessings, and realizing that worrying won't change the outcome. That has helped me and my family weather this storm. Be a source of light and positivity for your friends and family, and we'll all come out of this crisis stronger than ever.



-Bryan VanMeveren



Deal With Your Emotions in a Healthier Way

Coping Strategies vs. Coping Mechanisms

What do you do when you feel anxious, sad, or stressed? Do you reach for your phone to scroll through Instagram? Do you turn to a Snickers bar for comfort? Maybe an episode of "Parks and Recreation" is your go-to form of relief. If you use any of these methods, you're not alone.

When humans face difficult situations, they often turn to coping mechanisms to numb emotions and help themselves feel better in the moment. Emotional development expert Alyssa Blask Campbell identifies many common coping mechanisms, including engaging in screen time, making to-do lists, seeking information, indulging in alcohol or cigarettes, and asserting control where possible. Coping mechanisms make you feel better in the moment, but they don't always help process and deal with emotions in the long run.

Coping Strategies vs. Mechanisms

Turning to coping mechanisms is a habit you may have learned as a kid. It's understandable, and it's okay. But instead, you want to focus on coping strategies that help you work through challenging emotions and find calm again.

Coping strategies are things like breathing exercises, talk therapy, journaling, reading, and physical movement like dancing. While these may take more time to yield results than a TV program or candy bar, tapping into these strategies helps you feel better *and* process what you're going through, which allows you to release whatever is causing you strife.

Because the way you react when your emotions overwhelm you has an impact on the way you feel during and after that experience, it's all the more important to understand the different coping tools at your disposal.

As you learn to incorporate coping strategies into your life and call on them when you're dealing with hard emotions, give yourself grace. You can still turn to healthy coping mechanisms when you need them. The key is to also incorporate some of these strategies to help you better process whatever comes your way.



Our Clients Say It Best

"Jolene Blair handled a personal injury case involving my mom. On the professional side, she was competent, thorough, focused, and tenacious. She walked us through every step of the suit, and she and Katie (her assistant) kept us involved in all decisions so we always knew where things stood. Personally, Jolene was caring, honest, and straightforward — all traits we appreciated going through this tough time. Thank you Jolene and VanMeveren Law Group!

By the way, we prevailed!"

-Debra Kidd

WHAT SOME PEOPLE ARE SAYING



Get to Know Your VLG Team! Meet Attorney Karl Hager

Karl Hager, one of our associate attorneys at VanMeveren Law Group, started his legal career working with large corporations and companies on the transactional side.

Before jumping into a career in law, Karl obtained his J.D. degree with honors from the University of Wyoming College of Law in 2015. In 2016, he earned his LL.M. with high distinction from Loyola Law School of Los Angeles.

While at the University of Wyoming College of Law, Karl worked in the UW Estate Planning Clinic, where he assisted low-income clients across the state of Wyoming with estate planning and probate services.

From there, Karl worked for two years as a consultant for Deloitte Tax LLP in Minneapolis. Prior to joining VanMeveren Law Group, Karl also worked for Themis Bar Review LLC as an attorney grader.

After working with bigger companies, Karl realized that he could be making a greater impact in people's lives by representing victims of personal injuries.

The gratification of knowing he is making a difference in the lives of people and helping them through what, for many, is one of the most difficult periods of their lives, keeps him motivated and fighting for his clients every day.

In his free time Karl enjoys fly fishing, staying active, and all things outdoors!



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Solution

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6	2	8	1	4	2	5	9	7
8	2	8	4	7	9	3	6	5
1	5	9	6	3	1	7	4	8
9	4	3	2	1	6	8	5	7



Easy Stuffed Sweet Potatoes

Inspired by EatingWell.com

Who says a loaded potato has to clog your arteries? In this healthy version that serves four, a sweet potato base is topped with fiber-rich bean salsa.

Ingredients:

- 4 medium sweet potatoes
- 1 15-oz can black beans, drained and rinsed
- 2 medium tomatoes, diced
- 1 tbsp olive oil
- 1 tsp cumin
- 1 tsp coriander
- 3/4 tsp salt
- 1/4 cup sour cream
- 1/4 cup fresh cilantro, chopped

Directions:

1. With a fork, prick each sweet potato a few times. Microwave the potatoes on high 12–15 minutes, or until cooked through.
2. In a microwave-safe bowl, combine the beans, tomatoes, olive oil, cumin, coriander, and salt. When the potatoes are done, microwave the mixture on high for 2–3 minutes.
3. Cool potatoes slightly, then cut each potato open lengthwise. Pull the halves apart to create space to spoon the warm bean salsa inside.
4. Add a scoop of sour cream to each potato, garnish with cilantro, and serve!