

HOT-BUTTON ISSUES

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FROM RELUCTANT READER TO BOOK LOVER

Reading and Learning Are Central to the Entire BLF Team

Growing up, I wasn't naturally inclined toward reading; it was a challenge that didn't come easy. Yet, thanks to my mom's gentle but firm insistence, reading became a crucial part of my life. She encouraged my sister and me to find stories we loved and always have at least two books on deck — one for pleasure and another to drive us forward. Now, each year, when Book Lovers Day comes around on August 9th, I can't help but think of how reading has become so deeply ingrained in my life.

My mom's approach was simple but transformative. Whatever ambition I had, I needed a book to match to help me grow. So, when I was absorbed in basketball during my youth, I'd read biographies of athletes. This habit morphed as my aspirations evolved, mainly when I started focusing on becoming a trial lawyer and, later, when founding The Button Law Firm. My reading list grew to include pivotal works on law, leadership, and business strategy. My mom set all of this in motion, and I still follow this practice today.

At BLF, Ashley and I have woven this ethos of ongoing education into our culture. We believe that continual learning and professional development play a significant role in personal growth and service excellence. This is why we've established book clubs in each department with recommended readings that reflect our core values and enhance our skills. I also have favorite books that I make a point to reread annually.

For instance, "Good to Great" by Jim Collins is a staple in my annual reading list. I turn to it time and again to discover new insights into taking our practice from good to outstanding. Each read reveals something I hadn't noticed before. That's what's incredible about books; you can find brand new insights as you revisit them during different phases of your career or life.

We also emphasize the importance of books in onboarding new team members. "Extreme Ownership" by Jocko Willink and Leif Babin and Dale Carnegie's "How to Win Friends and Influence People" are required reading for any new BLF team member. These books are fundamental to understanding the teamwork and client-centric communication that are paramount at our firm.

Books do more than just inform; they inspire and challenge us. In fact, there are five key benefits that these team readings provide us:

- 1. Advance knowledge:** Reading ensures each team member remains informed and continues to learn new practices, research, and perspectives.
- 2. Strengthen mindset:** Aside from the nitty-gritty details a book may discuss, the author's overall mindset may be the most influential in uplifting our team and changing their outlook.
- 3. Fast track experience:** Books can fast-track any team member's experience into a shorter time frame. You can



condense a decade of experience into just two years with the right reading list.

- 4. Stay creative:** Reading will always be an incredible source of inspiration and creativity, which helps the team embed their own unique ideas into whatever they do.
- 5. Transform ideas:** Different books offer new ideas and the opportunity to turn those ideas into practical measures for BLF. We have to ask, "How can we take this idea and apply it to our firm?"

Book Lovers' Day reminds us of the power of books to shape not just individual careers but also the ethos of an entire organization. Here's to more reading, learning, and growing together.

-Russell Button

A YEAR OF GROWTH AND COMPASSION

LILIA'S JOURNEY AS A CASE MANAGER TO ONBOARDING SPECIALIST

It's been a whirlwind year since Lilia joined our team, and what a year it has been! This month, we're celebrating her work anniversary and the remarkable journey she has embarked on in our family.

When Lilia started in July 2023, she was new to the niche world of daycare injuries. Fast-forward to today, and she's transformed into our amazing onboarding specialist, guiding our clients through the vital initial stages with BLF. Her role is dynamic, akin to playing a fast-paced game of Ping-Pong — scheduling meetings with parents, gathering symptom details, collecting documents, and sending out letters — without pause. Still, she handles it with grace and a smile that reassures our clients they are in more than just capable hands but also a compassionate heart.

You might wonder how Lilia manages to keep up with the increasing demands of her job. Over the past year, she's grown

significantly in confidence and skill, learning the ropes with the help of our team. She's adept at managing her responsibilities and explaining the processes to parents with a conviction that only comes from true understanding and empathy.

Despite the demands of her job, Lilia's life at home is just as bustling. With two young children, one of whom is just starting pre-K and soccer, her personal schedule is just as packed as her professional one. Her husband's



night shifts as a police officer add another layer of chaos to the household! Amidst all this, Lilia looks forward to her cherished "me time" moments, whether getting her nails done or enjoying a leisurely stroll through Marshalls with an iced coffee in hand.

Lilia's commitment extends beyond her immediate tasks. Her goal to continuously learn more about supporting our clients and their families is a testament to her dedication. Our work isn't easy, and we all share our clients' heartache. Lilia's physical therapist even had to stop mid-stretch to ask how she was holding up after he learned about her career! Of course, she has said time and time again that the fulfillment of uplifting families will always outweigh the stress.

As we celebrate Lilia's first anniversary with us, we're reminded of the passion and heart that define our team. Here's to many more years of growing and helping others with Lilia, whose spirit and dedication inspire us all daily.

BACK-TO-SCHOOL SAFETY Know the Most Common Daycare Injuries as Kids Head Back to School

As parents prepare for the back-to-school season, it's important to be aware of the most common injuries that can occur in daycare settings. At our firm, we see various types of injuries that, while often preventable, can have severe consequences for your child. Here's what you need to know to keep your little ones safe and what steps to take if an injury occurs.

MOST COMMON INJURIES IN DAYCARE CASES

- **Bumps and Bruises:** It's normal for children to get minor bumps and bruises from playing. However, frequent or severe bruises can indicate problems at the daycare, such as poor supervision or even abuse. Should you suspect abuse, get medical help immediately — then report it to the authorities.
- **Broken Bones and Dislocated Joints:** More severe injuries like broken bones or dislocated joints can occur from falls, whether from playground equipment or changing tables. These incidents can be caused by a lack of proper supervision or, in some cases, through force by a caregiver. Immediate medical and legal action should *always* be taken to address the situation.
- **Head Trauma:** Any head injury should be treated with utmost seriousness. Daycare providers must inform parents

immediately if a child suffers a blow to the head. If a child is showing signs of a head injury, caregivers should call emergency services without delay.

- **Burns and Shocks:** Daycare centers must ensure that hazardous items like bottle warmers are kept out of children's reach to prevent burns. Similarly, electrical outlets should be childproofed to prevent curious toddlers from harmful shocks. Failure to maintain a safe environment or to supervise children can be grounds for negligence claims.

WHAT TO DO IF YOUR CHILD IS INJURED

If your child suffers any of the above injuries, seek medical attention immediately to ensure they receive the necessary care. Afterward, you should consult with an experienced attorney to know your best options. Our team is committed to supporting families during these challenging times by providing knowledgeable legal information and representation.

Our priority is to assist families in seeking justice and recovery and advocate for better safety standards in daycare centers to prevent future injuries. Remember, when it comes to the safety of your children, vigilance and immediate action can make all the difference.

A WAKE-UP CALL FOR SAFETY

How This Daycare Failed a Child and Then Lied to Cover it Up

When Anna* chose her 4-year-old son's daycare, she believed it would be a secure and nurturing environment. Unfortunately, what transpired was far from safe, proving once again that vigilance and accountability in childcare settings are paramount to our kids' safety.

On a regular day in February, Anna's son David* was left behind in a locked daycare transport van for three hours — a *grave* oversight by the daycare staff. This incident occurred after the children were transported from school to the daycare, and although procedures required staff to verify each child's exit from the vehicle, this crucial step was missed. The staff mistakenly assumed David was absent that day without proper confirmation, leaving him locked inside the van until his mother came to pick him up. (**The names were changed to protect their privacy.*)

The situation came to light only when Anna arrived and discovered he was missing.

Initially, the daycare staff claimed that David had not been picked up from school, resulting in a panic that no parent ever wants to face. After a desperate search, one caregiver arrived holding David, claiming he was found asleep in the facility's restroom. Yet, David himself told his mother the frightening truth: **he had been left alone and locked in the van for hours.**

This incident left David with ongoing profound emotional and psychological trauma. He developed severe anxiety, particularly around being left alone, and exhibited an intense fear of returning to daycare. He also faced sleep disturbances and separation anxiety, becoming heavily dependent on his mother's presence to feel secure.

Anna, who was pregnant at the time, experienced significant stress that adversely affected her health. The logistical and emotional challenges of arranging new care, coupled with

the difficulty in finding psychological support for David due to insurance complications, added layers of stress and disruption to their lives.

Our law firm took on Anna and David's case with a deep commitment to justice. We worked diligently to hold the daycare accountable for their negligence and lack of transparency in handling the situation. Our goal was to secure justice for David and drive home the importance of strict adherence to safety protocols in childcare environments.

Our firm remains dedicated to advocating for the safety and well-being of all children and providing support to families affected by such negligence. If you ever find yourself in a similar situation, know that we are here to help protect you and your children's rights.

(**All names were changed to protect the client's privacy.*)

BLF HIGHLIGHT REEL



CLIENT REVIEW

“Over the last 4 years Russell along with his team bent over backwards for me. As a child who went through complex problems, it was a fight every step of the way to get the justice deserved, but Russell helped to smooth the process for me and those who stood beside me in our case. I will recommend Russell to anyone in the Dallas area, as he has the skills and knowledge to fight the long fight for his clients. The biggest thanks to him and his team. I am eternally grateful for the hard work and dedication he put into our case.”

-Aubrey K.

INSIDE THIS ISSUE

- 1 A Glimpse Into Our BLF Book Club and Why We're Avid Readers
- 2 How Lilia Has Changed Lives in Her First Year With Us

What Parents Need to Know About Daycare Injuries This School Year
- 3 Left Stranded for Hours: Discover David's Dangerous Daycare Experience

Highlight Reel
- 4 The Increasing Risk of Drug Exposures in Daycare Centers

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THE RISING DANGER OF DAYCARE DRUGGING INCIDENTS

We've noticed a deeply concerning trend recently in daycare settings: the unauthorized administration of drugs to children. This alarming issue stems partly from the significant decline in the childcare workforce, worsened by the pandemic, leading to less-qualified caregivers overseeing our children's safety.

AN INCREASE IN DRUG-RELATED INCIDENTS

The urgency of this problem became clear in a recent case where daycare workers gave Benadryl to toddlers to make them easier to manage despite it being unsafe and unapproved for children under 5. In another disturbing instance, toddlers ingested THC from gummy candies illegally brought into the daycare by a staff member. These cases highlight the potential dangers posed by underqualified staff in childcare environments.

RECOGNIZE THE SIGNS OF DRUG EXPOSURE IN CHILDREN

Parents need to be aware of the symptoms of drug or alcohol exposure, which can include:

- **Physical symptoms:** Agitation, drowsiness, nausea, slow breathing, seizures, or unconsciousness.
- **Behavioral changes:** Altered sleep patterns, difficulty concentrating, frequent temper tantrums, signs of anxiety or depression, and social withdrawal.

Children's bodies are particularly vulnerable, as they are still developing, making them more susceptible to severe reactions like brain injuries, cardiac arrest, organ damage, or even death.

IMMEDIATE STEPS FOR PARENTS

Should you ever suspect that your child has been exposed to drugs at daycare, prompt action is crucial:

1. **Seek Medical Attention:** Immediately take your child to an emergency room for assessment and treatment.
2. **File a Police Report:** Reporting the incident to the authorities is essential since it involves illegal substances and the safety of minors.
3. **Gather Evidence:** If possible, obtain video footage or other proof from the daycare to document the incident, which will be invaluable for any legal proceedings.
4. **Consult with Daycare Injury Lawyers:** Contact a daycare injury law firm experienced in handling such cases.

THE ROLE OF DAYCARE INJURY ATTORNEYS

No parent should ever worry about their child being exposed to such dangers at a daycare. If you face this harrowing situation, remember you are not alone. Our experienced team at The Button Law Firm is here to help.