

Catawba Valley Paralegal Association

Seminar - August 11, 2009

CVCC Auditorium 6:15 p.m.

EMPLOYMENT LAW: The Basics

Presentation by Attorney Michael P. Thomas

Approved for 1 hour of CPE Credit by the North Carolina State Bar



I. FEDERAL LAWS

	a.	Title VII of the Civil Rights Act of 1964 i. Discrimination	(8 minutes)
		ii. Sexual Harassment	
		iii. Hostile Environment	
		ii. Remedies	
	b.	The Americans with Disabilities Act (ADA)	(5 minutes)
		i. Coverage	,
		ii. Definition of >disability=	
		Iii. Accommodation	
	c.	Age Discrimination in Employment Act (ADEA)	(4 minutes)
		i. Application	
		ii. Protections	
	d.	Equal Employment Opportunity Commission (EEOC)	(2 minutes)
	e.	Family and Medical Leave Act (FMLA)	(7 minutes)
		i. For care	
		ii. For serious health condition	
		iii. Job protection	
		iv. Enforcement and remedies	
	f.	Worker Adjustment and Retraining Notification ACT (WARN)	(3 minutes)
		i. Coverage	
		ii. Notification	
		iii. Penalties	
	g.	The Uniform Services Employment and Reemployment	
		Rights Act of 1994 (USERRA)	(3 minutes)
		i. Coverage	
		ii. Employee rights	
		iii. Remedies	
		Fair Credit Reporting Act (FRCA)	(2 minutes)
	1.	The Fair Labor Standards Act (FLSA)	(3 minutes)
		i. Exempt employees	
		ii. Enforcement and remedies	
		iii. Retaliation	
II.		STATE LAWS	
		a. At-Will — Employment in North Carolina	(3 minutes)
		b. North Carolina Equal Employment Practices Act	(2 minutes)
		c. North Carolina Retaliatory Employment Discrimination Act (REDA)	(3 minutes)
		d. The North Carolina Wage and Hour Act	
		<u> </u>	(2 minutes)
		e. The Employment Security Law of North Carolina	(3 minutes)
		f. Non-Compete Covenants and Other Permitted Restrictions on	(2 minutes)
		Livelihood	(2
		g. Workers Compensation	(3 minutes)

III. Questions/Answers

(5 minutes)