



# 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 (8 minutes)
  - i. Discrimination
  - ii. Sexual Harassment
  - iii. Hostile Environment
  - ii. Remedies
- b. The Americans with Disabilities Act (ADA) (5 minutes)
  - i. Coverage
  - ii. Definition of >disability=
  - lii. 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
- h. Fair Credit Reporting Act (FRCA) (2 minutes)
- i. 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 (2 minutes)
- e. The Employment Security Law of North Carolina (3 minutes)
- f. Non-Compete Covenants and Other Permitted Restrictions on Livelihood (2 minutes)
- g. Workers Compensation (3 minutes)

## ***III. Questions/Answers***

(5 minutes)