FEDERAL AGENCIES

Discrimination
The EEOC takes complaints of job discrimination based on race, sex, age, disability, national origin, color, pregnancy, and religion. The EEOC also provides answers to questions regarding employer obligations and employee rights under the federal discrimination laws. The EEOC’s website is located at www.eeoc.gov. EEOC’s main number 1-800-669-4000.

U.S. Equal Employment Opportunity Commission (EEOC) 129 W. Trade Street, Suite 400 Charlotte, NC 28202 (704) 344-6682

U.S. Equal Employment Opportunity Commission (EEOC) 434 Fayetteville Street, Suite 700, Raleigh, NC 27601 919.856.4064

U.S. Equal Employment Opportunity Commission 2303 W. Meadowview Road, Suite 201 Greensboro, NC 27407 336.547.4188

If your employer has government contracts, you may file a discrimination complaint with the U.S. Dept. of Labor. (Help Desk: 1.800.397.6251)

U.S. Dept. of Labor - Office of Federal Contract Compliance Programs | 3800 Arco Corporate Drive #465, Charlotte, NC 28273 | OFCCP.Public@dol.gov | 704.749.3380


Union Organizing / Unfair Labor Practice Charges
If you are an employer, you may want information on union organizing activities and your rights with regard to unions. If you are an employee, and have been fired or otherwise discriminated against because of union, grievance or safety activities, or believe your employer has committed an unfair labor practice, you may want assistance.

For information, contact the National Labor Relations Board (NLRB) | 4035 University Parkway, Suite 200 | Winston-Salem, NC 27106-3325 | www.nlrb.gov | 336.631.5201

Pensions and Health Benefits
As an employer, you may have questions about the laws that apply to pensions and other benefit plans. As an employee, you may want to know whether you are entitled to continued health insurance if you are terminated from employment; what rights you have to a pension if your company closes; whether your employer has to provide you with health insurance; or have other questions about pension, health, or other benefit plans. Contact the U.S. Dept. of Labor Office of Employee Benefits, Security Administration (EBSA), Atlanta Regional Office | 61 Forsyth Street, SW, Suite 7B54 | Atlanta, GA 30303 | www.dol.gov/ebsa | 866.444.EBSA (3272)

Wages and Overtime
If you are an employer, you may have questions about your obligations with regard to overtime pay, compensable work, or minimum wage. If you are an employee, you may believe you have not been paid the wages you have earned, have not been paid for overtime work, or have been terminated but have not received wages owed. For information, contact:

U.S. Dept. of Labor Wage and Hour Division | 3800 Arco Corporate Drive, Suite 460 | Charlotte, NC 28273 | 866.4USWAGE (879243)

U.S. Dept. of Labor Wage and Hour Division | 4407 Bland Road, Suite 260 | Raleigh, NC 27609 | www.dol.gov/esa/whd | 866.4USWAGE (879243)

These Department of Labor Offices will answer inquiries about wages and hours, including minimum wages and payment of overtime wages. They will also provide assistance on issues including child labor laws, the Family & Medical Leave Act, and agricultural employee rights.

Disability
You may be eligible for Social Security disability if you are completely unable to work for health reasons. Contact:

U.S. Dept. of Health and Human Services, Social Security Administration | 5800 Executive Center Drive, Suite 300 Charlotte, NC 28212 | 800.772.1213

U.S. Dept. of Health and Human Services, Social Security Administration | 4701 Old Wake Forest Road | Raleigh, NC 27609 | 800.772.1213

For the Social Security office nearest you or with quick questions, call 800. 772.1213 or visit www.ssa.gov.

If you are severely disabled but you are able to work, you may be entitled to special job protections. Contact the:

U.S. Equal Employment Opportunity Commission (EEOC) | 129 W. Trade Street, Suite 400 | Charlotte, NC 28202 | 704. 344.6682

Updated August 2015

LABOR & EMPLOYMENT RESOURCES DIRECTORY

State Agencies, Federal Agencies, and Statewide Lawyer Referral Services Agencies

Compiled By The Labor & Employment Law Section Of The North Carolina Bar Association

www.ncbar.org
INTRODUCTION
This Directory is published to aid the employee and small employer in finding the right government agency or lawyer to help you with an employment related problem.

This Directory does not take the place of legal advice; rather, it is designed to direct you to agencies or lawyer referral services who may be able to provide such advice or otherwise assist you in resolving employment issues such as terminations, workers’ compensation injuries, safety hazards, job discrimination, health benefit or pension problems, or workplace retaliation. Be aware that in filing employment related claims, there are many instances where you must act very quickly. If you do not, you may lose your right to file a claim or an appeal. The agencies listed below, or a private attorney, may help you in determining the deadlines that apply to your particular claims.

N.C. STATE AGENCIES
Unemployment Benefits
If you were fired or forced to leave your job, you may be entitled to unemployment benefits. North Carolina has approximately 90 offices at which you may apply for unemployment benefits.

For the office nearest you, contact the Division of Employment Security Claims Information Office (700 Wade Avenue Raleigh, NC 27605 | www.ncesc.com | 919.707.1290

If you need information on the appeal process you can contact local office or the Adjudication Unit at 919.707.1367 or Appeals Department 919.707.1060. You can also email des.public.appeals@nccommerce.com.

For information about an employer account or a tax matter, call the DES at 919.733.7395.

Workers’ Compensation / Workplace Injuries / Workplace Safety & Health

1. Workplace Injuries
If you are an employee who receives an injury at work, or suffers a disease or disabling condition as a result of workplace conditions, you may be entitled to workers’ compensation benefits. If you are an employer, you may want to know your obligations if an employee suffers an on-the-job injury.

For information, contact the N.C. Industrial Commission WC Information Specialists Section | 4340 Mail Service Center, Raleigh, NC 29499 | www.ic.nc.gov | 800.688.8349

2. Workplace Safety and Health
If you are an employer, you may want advice on whether you are in compliance with North Carolina’s safety and health laws, or you may seek a voluntary consultation. If you are an employee, you may want to report an unsafe working condition, or want advice on workplace safety concerns.

For information, contact the N.C. Department of Labor, OSH Division | 1101 Mail Service Center, Raleigh, NC 27699-1101 | www.nclabor.com | 1.800.NCLABOR (625.2267) | Email: ask.OSH@nclabor.com

Regarding mine safety, contact: N.C. Department of Labor Mine & Quarry Bureau (1101 Mail Service Center, Raleigh, NC 27699 | www.nclabor.com | 1.800.NCLABOR (625.2267)

Discrimination
If you are an employee of a state or local agency covered under the State Personnel System, you may file a complaint of discrimination based on your race, sex, age, national origin, disability, color or religion with the N.C. Office of Administrative Hearings (6714 Mail Service Center, Raleigh, NC 27699 | www.ncoah.com | 919.431.3000

For all discrimination complaints, contact the U.S. Equal Employment Opportunity Commission.

Retaliation
Employees who feel they have been fired or otherwise retaliated against for the following activities may want to file a retaliation claim: a) filing a workers’ compensation claim; b) complaining about unsafe working conditions or filing a safety or health complaint; or c) complaining about wage and hour violations or filing a wage and hour complaint.

You may file a complaint with the N.C. Department of Labor Employment Discrimination Bureau (EDB) | 1101 Mail Service Center | Raleigh, NC 27699-1101 | www.nclabor.com | 1.800.NCLABOR (625-2267) | ask.EDB@nclabor.com

Wages and Hours
If you are an employer, you may have questions about your obligations regarding overtime pay, compensable wages and benefits, the minimum wage or youth employment. If you are an employee, you may believe you have not been paid the wages or benefits you have earned, have not been paid for overtime work, or have been terminated without receiving wages owed.

For information, contact the N.C. Dept. of Labor Wage & Hour Office | 1101 Mail Service Center | Raleigh, NC 27699-1101 | www.nclabor.com | 1.800.NCLABOR (625.2267) | ask.wageandhour@nclabor.com

Drug Testing
If you are an employer, you may have questions about the legal procedures for giving drug tests to employees and job applicants. If you are an employee or job applicant, you may believe that legal procedures were not followed when you were given a drug test by your present or prospective employer.

For information, contact the N.C. Department of Labor | 1101 Mail Service Center | Raleigh, NC 27699-1101 | www.nclabor.com | 1.800.NCLABOR (625.2267)

Employment Mediation
Employers and employees may wish to voluntarily settle disputes without involving the courts. For information about services available to assist in employment dispute mediation, conciliation or arbitration, contact the N.C. Department of Labor, Employment Mediation Bureau | 1101 Mail Service Center | Raleigh, NC 27699-1101 | www.nclabor.com | 1.800.NCLABOR (625.2267)

LAWYER REFERRAL SERVICES AGENCIES
Several local bars offer help finding lawyers who know about employment issues, including:

N.C. Lawyer Referral Service
P.O. Box 3688 Cary, NC 27519
www.nclbar.org/public/lrs/public.aspx | (800) 662-7660

County lawyer referral services may be found in your telephone directory.

Legal Aid
If your income is low, you may qualify for assistance with employment problems through your local Legal Services office. For the Legal Services office nearest you, contact the:

Legal Aid of North Carolina | 224 S. Dawson Street | Raleigh, NC 27601 | 866.219.5262 | www.legalaidnc.org
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