# Table of Contents

I. **AN INTRODUCTION TO TITLE VII AND THE EQUAL PAY ACT**

Vicki B. Rowan - Charlotte

**TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

- Introduction ............................................................................................... I-1
- Coverage ................................................................................................... I-3
- Types of Claims under Title VII............................................................... I-7
- Discrimination Charges Filed with the EEOC........................................ I-18
- Remedies and the Right to a Jury Trial................................................... I-27

**EQUAL PAY ACT**

- Introduction ............................................................................................. I-30
- Coverage ................................................................................................. I-32
- Claims under the Equal Pay Act ............................................................. I-32
- Procedural Issues .................................................................................... I-34
- Remedies and Jury Trials........................................................................ I-34

II. **DISABILITY, ILLNESS, FAMILY, AND THE NEED FOR LEAVE**

Frederick (“Derick”) M. Thurman, Jr. – Charlotte

**INTRODUCTION** ........................................................................................... II-1

**THE LAWS** ................................................................................................. II-2

**EMPLOYER COVERAGE** ............................................................................. II-2

**EMPLOYEE COVERAGE** ........................................................................... II-3

- ADA ....................................................................................................... II-3
- FMLA .................................................................................................... II-10

**THE FUNDAMENTALS** ............................................................................. II-10

- ADA ....................................................................................................... II-10
- FMLA .................................................................................................... II-19

**THE OVERLAP** ........................................................................................... II-30

- Leave as an Accommodation ................................................................. II-30
- Medical Information .............................................................................. II-32

III. **FEDERAL AND NORTH CAROLINA WAGE AND HOUR LAW OVERVIEW**

Wood W. Lay – Charlotte

**COVER PAGE**.................................................................................................. III-1
FEDERAL WAGE AND HOUR LAW: THE FAIR LABOR STANDARDS ACT ............................................................ III-3
Minimum Wage ........................................................................................................ III-3
Overtime ................................................................................................................ III-4
Recordkeeping Requirements ........................................................................ III-6
Individual Liability and Remedies ................................................................ III-6
Source of Authority ........................................................................................ III-7
OTHER FEDERAL WAGE AND HOUR STATUTES ................................................ III-7
Service Contract Act ........................................................................................ III-7
Davis-Bacon Act ................................................................................................ III-7
NORTH CAROLINA WAGE AND HOUR ACT .................................................. III-8
When Must Wages Be Paid? ........................................................................ III-9
When Can Wages Be Forfeited? ................................................................ III-9
When Can an Employer Deduct or Withhold Wages? .......................... III-9
Postings and Records ................................................................................ III-10
Individual Liability and Remedies .......................................................... III-10

IV. NORTH CAROLINA EMPLOYMENT LAW CLAIMS

Laura J. Wetsch – Raleigh

AT-WILL EMPLOYMENT .............................................................................. IV-1
Exception: Contract for Employment .................. ......................................... IV-2
Exception: Wrongful Discharge in Violation of Public Policy ........ IV-30
Bad Faith Discharge (No) ..................................................................... IV-67
RETAIATORY EMPLOYMENT DISCRIMINATION ACT .......... IV-69
Elements of Claim ................................................................................ IV-70
Administrative Exhaustion .................................................................. IV-79
Parties ........................................................................................................ IV-80
Proof Issues .......................................................................................... IV-84
Remedies .............................................................................................. IV-88
Employer’s Defenses ........................................................................ IV-89
Removal .................................................................................................. IV-94
Arbitration ............................................................................................... IV-95
REDA and Wrongful Discharge .......................................................... IV-95
OTHER EMPLOYMENT TORTS ................................................................. IV-97
Breach of Fiduciary Duty .......................................................... IV-97
Negligent Hire/Supervision/Retention ........................................ IV-98
Tortious Interference ........................................................................ IV-103
Defamation .......................................................................................... IV-109
Malicious Prosecution ........................................................................ IV-118
Abuse of Process ............................................................................... IV-127
Intentional Infliction of Emotional Distress (IIED)/Negligent Infliction of Emotional Distress (NIED) ................ IV-129
V. RESTRICTIVE COVENANTS IN EMPLOYMENT: NONCOMPETITION AGREEMENTS

Jonathan Wall – Greensboro

INTRODUCTION ................................................................. V-1
NON-COMPETE CLAUSES – THE BASICS ................................ V-1
Statutory Requirements......................................................... V-1
Common Law Principles....................................................... V-1
PECULIARITIES OF COVENANTS NOT TO COMPETE .......... V-7
Time of Signing Can Be of Paramount Importance............. V-7
Blue-Penciling Doctrine....................................................... V-8
Non-Solicitation Provisions ............................................... V-10
Effect of Mergers and Acquisitions ................................... V-10
Choice of Law Provisions................................................... V-11
Injunction Standards ......................................................... V-12
CURRENT TRENDS AND CASES ........................................ V-12
Client-Based Restrictions.................................................. V-12
Public Policy Restrictions and Other Physician/Healthcare Cases.... V-14
Stealth Noncompetition Agreements: Liquidated Damages Clauses ... V-15
Broader Restrictions in Global Economy ................................ V-16
Other Tort Law Implications ............................................. V-16
Possible Legislative Action Because of Noncompetes “Drag” on
Economy and Entrepreneurship........................................ V-17
BLOG – DANGEROUS NONCOMPETITION AGREEMENT CASE
HEADS TO NORTH CAROLINA SUPREME COURT .......... V-21

VI. UNEMPLOYMENT BENEFITS AND PRACTICE BEFORE THE DIVISION OF EMPLOYMENT SECURITY

Charles E. “Chuck” Monteith, Jr. – Raleigh

COVER PAGE................................................................. VI-1
BACKGROUND ........................................................................ VI-3
TAXING OF COVERED EMPLOYERS ................................ VI-3
AMOUNT OF TAX OWED.................................................... VI-4
EXPERIENCE RATED AND REIMBURSABLE EMPLOYS......... VI-4
BENEFIT CHARGES TO EXPERIENCED RATED EMPLOYERS... VI-4
ESTABLISHING A CLAIM FOR UNEMPLOYMENT BENEFITS ...... VI-5
WEEKLY AND MAXIMUM BENEFIT AMOUNTS .................... VI-5
WHEN IS AN INDIVIDUAL UNEMPLOYED? ......................... VI-6
ELIGIBILITY REQUIREMENTS .......................................... VI-6
LEAVING WORK – GOOD CAUSE ATTRIBUTABLE TO THE
EMPLOYER ........................................................................ VI-8
LEAVING WORK DUE TO HEALTH REASONS ..................... VI-9
LEAVING WORK DUE TO REDUCTION IN PAY OR WORK HOURS... VI-9
SPOUSAL RELOCATION, FAMILY HARDSHIP AND DOMESTIC
VIOLENCE ........................................................................................................ VI-10
DISCHARGE FOR MISCONDUCT ................................................................ VI-10
DISCHARGE FOR LOSS OF LICENSE ............................................................. VI-13
FAILURE TO ACCEPT SUITABLE WORK .................................................... VI-13
LABOR DISPUTES ......................................................................................... VI-14
EMERGENCY UNEMPLOYMENT COMPENSATION ..................................... VI-14
RETIREMENT BENEFITS ........................................................................... VI-14
THE ADJUDICATION PROCESS AND HEARINGS BEFORE THE DES ................................................................. VI-14
APPEALS TO THE BOARD OF REVIEW ..................................................... VI-16
JUDICIAL REVIEW ...................................................................................... VI-17
FRAUD AND OVERPAYMENTS ................................................................. VI-18
CONCLUSION ............................................................................................... VI-19