



2018 Fundamentals of Employment Law

LIVE • LIVE WEBCAST

Thursday, February 15, 2018
NC Bar Center, Cary

CLE CREDIT: 7.0 Hours

VIDEO REPLAYS, UPDATES & REGISTRATION

www.tinyurl.com/CLE559FEL

Planned by the NCBA Labor & Employment Law Section



SUMMARY: Employment law is critically important to businesses and to the general public, as the rights and responsibilities of employers and employees continually develop and evolve. The United States Congress and the North Carolina General Assembly continue to change the laws and judicially-interpreted nuances of employment law continue to expand. This program provides a general overview and explanation of basic issues in each of the major areas that employment lawyers regularly address.

- Experienced practitioners presenting their practical knowledge and viewpoints
- Detailed papers with citations to case law, statutes and applicable regulations
- A basic primer and useful update condensed into one CLE that you can access in person or through the webcast

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2018 Fundamentals of Employment Law

#559FEL and #559LWC | Thursday, February 15, 2018

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REGISTRANT TYPE	EARLY BIRD TUITION Received one week prior to program date.	REGULAR TUITION Received less than one week prior to program date.	WEBCAST TUITION Postmarked less than 6 days prior to live program date.
NCBA Labor & Employment Law Section Member	\$285 <input type="checkbox"/> Live <input type="checkbox"/> VR (see below)	\$345 <input type="checkbox"/> Live <input type="checkbox"/> VR (see below)	\$370 <input type="checkbox"/> Webcast
NCBA Member	\$305 <input type="checkbox"/> Live <input type="checkbox"/> VR (see below)	\$365 <input type="checkbox"/> Live <input type="checkbox"/> VR (see below)	\$390 <input type="checkbox"/> Webcast
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Program Agenda



Thursday, February 15, 2018, 8:15a–5:00p

8:15a Registration and Continental Breakfast

(included at Live program only)

8:40 Welcome and Introductions

J. Griffin Morgan and Jerry H. Walters Jr.

8:45 Introduction to Federal Employment Discrimination Laws

William J. McMahon IV and Joshua R. “Josh” Van Kampen

Learn the fundamentals of the critical federal statutes governing claims of unlawful discrimination in employment based on factors such as race, color, religion, sex, national origin, gender, age and disability (Title VII; ADEA; ADA).

9:45 Introduction to North Carolina Employment Law

Melissa A. Essary and Laura J. Wetsch

A basic overview of the common law doctrine of “employment at-will” and North Carolina statutory and common law claims, including wrongful discharge in violation of public policy, REDA and employment-related torts such as negligent hiring and retention, tortious interference with contract, defamation, and intentional and negligent infliction of emotional distress.

10:45 Break

11:00 EEOC Overview

Thomas M. Colclough, Angela N. Gray and Corie D. Pauling

The EEOC enforces the majority of federal anti-discrimination laws. This program covers the EEOC process for charging parties and respondents, including filing charges of discrimination, EEOC categorizing of charges, EEOC mediation, position statements, request for information, fact investigations, EEOC findings, conciliation and the resolution process.

12:00p Networking Lunch (included at Live program only)

12:45 Basics of Litigating Employment Cases

Michael A. Kornbluth and Jill S. Stricklin

Experienced trial lawyers discuss the fundamentals of pretrial proceedings through mediation and summary judgment in a typical employment law case in federal court. Learn best practices for proceeding toward trial from both the plaintiff’s and defendant’s perspective.

1:45 The Basics of the FMLA and its Interplay with the ADA and Workers’ Compensation

Jessica E. Leaven and Grant B. Osborne

Understanding the complex relationship between the FMLA and the ADA, especially when the inability to work arises from a workplace accident or occupational disease.

2:30 Break

2:45 **The Intersection of Employment Law and Immigration Law**
Penni P. Bradshaw and Helen L. Parsonage

Introduction to important immigration laws and concepts that attorneys representing employers and employees should understand and communicate to their clients.

3:30 **Basic Wage Protection Law**

Bartina L. Edwards and Wood W. Lay

An introduction to the requirements of the Federal Fair Labor Standards Act and the North Carolina Wage and Hour Act, including minimum wage, overtime and wage payment requirements.

4:15 **Unemployment Benefits**

Regina S. Adams and Charles E. “Chuck” Monteith Jr.

Covers the nuts and bolts of the unemployment insurance system including employer taxing and charging, benefit eligibility requirements, administrative procedures and judicial review.

5:00 **Adjourn**

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Planners

- **J. Griffin Morgan**, Elliot Morgan Parsonage PLLC, Winston-Salem
- **Jerry H. Walters Jr.**, Littler Mendelson PC, Charlotte

Speakers

- **Regina S. Adams**, North Carolina Employment Security Commission, Raleigh
- **Penni P. Bradshaw**, Constangy Brooks Smith & Prophete LLP, Winston-Salem
- **Thomas M. Colclough**, Equal Employment Opportunity Commission (EEOC), Raleigh
- **Bartina L. Edwards**, The Law Office of Bartina Edwards, Charlotte
- **Melissa A. Essary**, Campbell University School of Law, Raleigh
- **Angela N. Gray**, Gray Newell LLP, Greensboro
- **Michael A. Kornbluth**, Taibi Kornbluth Law Group PA, Durham
- **Wood W. Lay**, Winston & Strawn LLP, Charlotte
- **Jessica E. Leaven**, Grimes Teich Anderson LLP, Asheville
- **William J. McMahon IV**, Constangy Brooks Smith & Prophete LLP, Winston-Salem
- **Charles E. “Chuck” Monteith Jr.**, Monteith Law PLLC, Raleigh
- **Grant B. Osborne**, Ward and Smith PA, Asheville
- **Helen L. Parsonage**, Elliot Morgan Parsonage PLLC, Winston-Salem
- **Corie D. Pauling**, TIAA-CREF, Davidson
- **Jill S. Stricklin**, Constangy Brooks Smith & Prophete LLP, Winston-Salem
- **Joshua R. “Josh” Van Kampen**, Van Kampen Law PLLC, Charlotte
- **Laura J. Wetsch**, Winslow Wetsch PLLC, Raleigh

Hotel Information

Contact hotels directly for reservations at the special NCBA room rate. Rates are based on availability and may sell out.

- **Embassy Suites, 201 Harrison Oaks Boulevard, Cary**
Nightly Rate: \$169 single/double and includes evening manager’s reception and full, cooked-to-order breakfast
Reservations: 919.677.1840 or www.tinyurl.com/NCBA-Embassy
NCBA Corporate Account Special Rate Code: 2691626
Please note: The rates may vary according to guest room availability.
- **TownePlace Suites by Marriott, 120 Sage Commons Way, Cary**
Nightly Rate: \$114 studio queen with sleeper sofa (Sunday–Thursday) and includes complimentary hot breakfast. All rooms have a fully equipped kitchen.
Reservations: 919.678.0005 | **Ask for the NC Bar Association corporate rate.**

We extend our sincere gratitude to the NCBA Labor & Employment Law Section as well as the planners and speakers who volunteer their time and expertise toward the goal of presenting an educational program of the very highest quality.

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“Great overview of L&E law for someone who has had exposure to these topics but needs a refresher of the laws & how they all fit together.”

“I took over 30 pages of notes! Very informative/useful. Setting great! Snacks and lunch yummy! You did a TERRIFIC job!”

“Great resource materials.”

-Attendees, 2016 *Fundamentals of Employment Law*



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