

Get an overview of the employment law framework operating in the USA

If your company has employees based in the US it is vital that you learn the fundamentals of US employment law. Equally important is to remain up to speed on the many important and recent legislative changes, including the new Pay Equity Laws, which have a direct impact on recruitment practices.

This interactive course on US labour law, led by Adam Forman and Michael Mankes from top US law firm Littler Mendelson, provides a comprehensive and compelling overview of US employment law.

With a multitude of federal and state laws governing the workplace in the US, managing employees based there offers many traps for the unwary. What's more, this is proving to be a dynamic and historic time for US employment legislation.

About the speakers



We have been facilitating this two-day workshop for many years and are proud of the consistently positive feedback from participants. With a lot of material to get through, we have developed a well-balanced mix of explaining the law and how it is applied to your day-to-day role. Usually based in Boston, we come to London twice a year for this popular event.

Between us we have a wealth of experience in advising and representing employers in the USA in a broad range of employment law matters, including discrimination, harassment and wrongful discharge litigation; litigation prevention measures and legal compliance. We look forward to welcoming you to the course!

What will I learn?

- Take away a working knowledge of US employment law and its practical application to real life scenarios
- Access up-to-date key information from US lawyers
- Be better equipped to advise senior colleagues on vital aspects of US labour law and best practice
- Understand how practices relating to employee benefits and employment contracts may impact employee relations
- Acquire a good grounding in the recently enacted Pay Equity Laws
- Employee Handbook Review exercise - one handbook submitted by a seminar participant will be chosen at random for live review by our expert facilitators

Is this right for me?

Designed for HR directors and managers, employment law advisers, employee relations professionals and line managers who have, or expect to have, responsibility for staff in the USA.



Day One (09:00 - 17:00)

Welcome and Registration

An overview of the US legal framework: bringing it into focus

- Understanding the legal framework: Federal and State laws
- Comparisons with the UK employment law framework

State law issues: traps for the unwary

- Presumptions of at-will employment
- At-will exceptions
- Common law claims

morning break

Federal discrimination laws

- Age (ADEA)
- Disability (ADA)
- Race discrimination (Title VII)
- Sex and Gender (Title VII)
- Pay equity laws
- Other protected categories and variations on State laws

afternoon break

Understanding wage and hour laws:

- The 'Litigation de Jure'
- Minimum wage and overtime laws
- The State Wage Payment statutes
- misclassification of independent contractors

“ Knowledgeable and fun - two essential ingredients when there is much information to absorb in just a day. ”

- Tracey Gillings, HR Manager, Verbatim Ltd-

Day Two (09:00 - 16:30)

Welcome and Registration

Leaves of absence: the 'Bermuda triangle' of employment law

- The dangerous intersection of the leaves of absence laws
- Family and Medical Leave Act
- ADA
- Maternity Leave statutes
- Workers' compensation

Data protection laws: how to make sure your company is compliant

- US privacy laws: issues organisations need to be aware of
- Electronic disclosure: setting compliant policies in the US
- Confidentiality and covenants not to compete

Morning break

Break-out session: dealing with real-life scenarios

- Aim: To go beyond the legal framework and practical tips outlined on Day One and apply these effectively in a controlled real-life scenario. Participants will have the opportunity to practise the theory covered in Day One to enhance their understanding and interpretation of US employment law.
- Participants will be divided into groups and given a particular scenario to consider. Each group member will be fully involved in the scenario and provide solutions and suggestions with feedback from the facilitators. Participants will have the opportunity to get involved in all aspects: recruiting, putting together a contract of employment, handling a dismissal and responding to a discrimination claim.

When the course is running:

Date: 7, 8 & 9 October 2024 | Delivery: Virtual Classroom | Price: £899.00



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