



EMPLOYMENT LAW BASICS & RELOCATION "PAYBACK AGREEMENTS"

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General Overview of Employment Law & Timeline of Laws



Labor & Employment Law Timeline

- 1913 - Worker's Compensation Act
- 1926 - Railway Labor Act
- 1932 - Unemployment Compensation Act
- 1935 - National Labor Relations Act
- 1938 - Fair Labor Standards Act
- 1940 - Selective Service Act
- 1947 - Taft-Hartley Act
- 1959 - Landrum-Griffin Act
- 1963 - Equal Pay Act
- 1964 - Civil Rights Act – Title VII
- 1967 - Age Discrimination in Employment Act
- 1968 - Consumer Credit Protection Act



Labor & Employment Law Timeline

- 1970 - Occupational Safety & Health Act
- 1973 - Federal Rehabilitation Act
- 1974 - ERISA, Health Care Amendments to NLRA
- 1978 - Pregnancy Discrimination Act
- 1983 - Wrongful Discharge
- 1986 - COBRA, Immigration Reform & Control Act
- 1988 - Polygraph Protection Act
- 1988 - Drug-Free Workplace Act
- 1988 - Worker Adjustment and Retraining Notification Act (WARN)



Labor & Employment Law Timeline


- 1990 - Older Workers Benefit Protection Act
- 1991 - Civil Rights Act of 1991
- 1992 - Americans With Disabilities Act
- 1993 - Federal Family and Medical Leave Act
- 1994 - Uniformed Services Employment and Reemployment Act
- 1996 - Health Insurance Portability and Accountability Act (HIPPA)
- 1997 - Fair Credit Reporting Act Amendments
- 1998 - Mental Health Parity, Newborns' and Mothers' Health Protection Act
- 1998 - The Women's Health and Cancer Right Act



At Will Employment -- Termination At Will



How Employment Contracts
Can Be Used To Set
Expectations



Verbal v. Written Contracts in
Employment Law



Relocation Packages As A Benefit



What To Tell Relocating Employees

Before Hiring, After Hiring and
Before Transferring:

How Relocation Affects Employees
and Their Commitment to the
Company



Relocation Expense Payback Agreements

- What do the terms provide for?
- Advantages of an Agreement
- Agreements and Acknowledgments
- Signed v. Unsigned
- Considerations for Enforcement – When to Litigate
- Precedent Setting Case
- Advantages/Disadvantages of Payment Schedules
- Voluntary and Involuntary Termination
- How can an Expense Payback Agreement preserve the employee's tenure with the company?



Termination of Employees and Avoidance of Litigation As It Relates to Relocation Benefits



The Seven Questions

- Did the employee know the rule and its consequences?
- Is the rule reasonable?
- Did the employee violate the rule?
- Is there proof that the employee violated the rule?
- Was a fair investigation conducted?
- Was the rule applied consistently?
- Does the penalty match the offense?



Questions?

