

# Introduction to US employment law

London

05 December 2019

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One-day course

This course explains the HR regulatory landscape in the US, the relevant government agencies' authority and the fundamentals of the US employer/employee legal relationship. We provide an understanding of hiring considerations and the concept of 'at-will' employment, legal differences in the classification of workers, employee benefits and termination decisions including the mitigation of litigation risk.

## Who should attend?

International HR managers and directors with responsibility for employees in the United States. It will also be useful to managers and directors who anticipate entering the US market.

## This course will cover:

- the concept of 'at-will' employment
- practical guidance on main HR regulatory issues
- key employment risks from recruitment to termination
- insight into business cultural differences within the US and between the US and the UK
- the cost of litigation and the role of a jury

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

## Programme



### Beginning employment and regulatory overview

- 'interviewing and hiring risks: traps for the unwary
- 'at will' employment: the ultimate false sense of security
- EEOC, DOL, OSHA, NLRA: how an alphabet soup impacts the workplace
- your 'contractors' are probably 'employees': significant consequences of misclassification

### Managing disability issues and medical leave rights

- massive risk area

### Employment litigation

- managing discrimination / harassment claims
- dispute resolution: judges, juries, arbitrations and mediation
- The Fair Labor Standards Act: how wage and hours litigation has transformed risk analysis

### Hot topics and recent developments

- social media use
- trade secrets protection
- #MeToo, its progeny and consequences of continued polarization
- key cases

## Speakers

### Scott R. McLaughlin

*Litigation Partner, Eversheds Sutherland (US) LLP*

Based in Houston, Scott has a successful record for defending Fortune 200 companies in multi-million dollar claims. He is recognised as a 'go-to' litigator in 'bet the company' labor and employment cases.