

Employment, the Law, and Pennsylvania Paralegals

The Employment Relationship
Rights  Protections  Remedies





October 20, 2006



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The Employment Relationship under Pennsylvania Law

-  Employment at Will
-  Personnel Manuals
-  Personnel Files
-  Privacy in the Workplace



Employment Contracts



Collective Bargaining
Agreements



Private Employment Contracts



Wage & Hour Issues



What is work time?



Who is entitled to work breaks?



What is an exempt employee versus a non-exempt employee?



Ending the Employment Relationship under Pennsylvania Law



Wrongful Termination



Constructive Discharge



Severance Agreements



References & Defamation



Unemployment Compensation



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Limitations on the Employment Relationship



Discrimination when hiring



Persons with Disabilities



Family Status & Pregnancy



Race, National Origin, Religion, Gender



Older Adults



Limitations on the Employment Relationship



Discrimination when hiring



Persons with Disabilities



Family Status & Pregnancy



Race, National Origin, Religion, Gender








Older Adults



Limitations on the Employment Relationship

Protections During Employment

-  Family Medical Leave
-  Equal Pay Act
-  Pregnancy
-  Race, National Origin, Religion, Gender
-  Older Adults



Limitations on the Employment Relationship



Termination of Employment



Hostile Work Environment



Constructive discharge



Retaliation & Adverse Employment Action



Remedies and Relief under Pennsylvania Law & Federal Law



Back Pay



Front Pay (With an Obligation to
Mitigate Damages)



Punitive Damages



Injunctive Relief



Attorney's Fees



The Filing Process



Lancaster Human Relations
Commission



Pennsylvania Human Relations
Commission



Equal Employment Opportunity
Commission



Questions?



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Thank You

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