



Labour and Employment Law in the United States

Lectures taught by visiting lecturer

Margaret Hart Edwards

From 8th to 12th May 2017, 09:00 – 12:00

Vilnius University Faculty of Law

I Day 8/5/2017 K. L. Sapiega Room (302)	Approach, Themes, Context <ol style="list-style-type: none"> 1. US Lawyers' Approach – Education, Practice 2. Statistical Portrait of Employment in US 3. How US Labour Law Developed in the Context of US Legal System 4. Fundamental Shift from Union Representation in the Private Sector 5. Development of Employment Law to Replace Collective Bargaining 6. Human Resources Functions in US Workplaces 	
II Day 9/5/2017 K. L. Sapiega Room (302)	Laws Against Discrimination <ol style="list-style-type: none"> 1. Origins in the Civil Rights Movements (in contrast to EU Law) 2. Growth of Statutory laws and Primary Federal Laws 3. Examples of State Laws Extending Protections 4. Enforcement of Laws Against Discrimination 5. Theories of Discrimination 6. "Lifetime" of a Typical Individual Action 7. "Lifetime" of a Typical Class Action 8. Arbitration Agreements to Avoid Trials and Class Actions 9. Sample Cases for Class Discussion 10. Pay Discrimination Issues 11. Growth in Anti-Bullying Law 12. Typical Employer Policies, Training, and Enforcement 13. Emerging Issue: Big Data to Develop Predictive Analytics 	
III Day 10/5/2017 K. L. Sapiega Room (302)	Speech, Religion, Politics, and Privacy at Work <ol style="list-style-type: none"> 1. Basic Legal Protections for Religion 2. Political Speech at Work 3. Social Media and Speech at Work 4. Privacy at Work 	
IV Day 11/5/2017 K. L. Sapiega Room (302)	Restraining Employer Strategies to Limit the Costs of Employees <ol style="list-style-type: none"> 1. The Costs of Employees in the Private Sector 2. Wage and Hour Laws – Federal, State and Local 3. Using Contractors Instead of Employees 4. Part Time Work and Scheduling 5. Telework 6. Outsourcing Functions 7. Reductions in Force 8. Hiring Cheaper Immigrant Labour 9. You are the Legal Advisor: Developing Options in a Typical Business Case 	
V Day 12/5/2017 Room (303)	Corporate Social Accountability in the Workplace <ol style="list-style-type: none"> 1. Pay Inequality 2. Corporate Wrongdoing 3. Workplace Safety Laws 4. Providing Benefits to Employees 5. Protections from Wrongful Discharge 6. Protections for Persons with Disabilities 7. Supply Chain Analysis and Global Human Rights Responsibilities 	

Margaret Hart Edwards (J.D. Northwestern University) advised and represented employers in a broad variety of employment and labour matters focusing on the defense of discrimination, retaliation and wrongful discharge claims, and discrimination and wage and hour class actions. Margaret was a shareholder at Littler Mendelson P.C. in its San Francisco office from 2000 to 2015. She also served on that firm's Board of Directors for six years, and was the chair of the committee that selected associate attorneys for elevation to shareholder. From 1993-2000, Margaret was partner and head of the employment, labour and employee benefits practice at the law firm, Landels, Ripley & Diamond in San Francisco. From 1975 to 1993 Margaret was with the San Francisco law firm, Cooper, White & Cooper, where she began law practice, became a partner, and then head of the firm's labour and employment practice. In law school, she was on the board of editors of the *Journal of Criminal Law and Criminology*. She served as a mediator and neutral evaluator for the United States District Court for the Northern District of California. She also trained early neutral evaluators for the same Court. Margaret authored more than three dozen articles and the chapters of several books on employment law subjects. Margaret served as volunteer advisor on draft rules relating to disability and leaves of absence for the California Fair Employment and Housing Commission. A frequent speaker, Margaret addressed industry, human resources and bar groups. She lectured at the University of California, Berkeley School of Law; Stanford University School of Law; and Golden Gate University School of Law.