

FEDERAL AGENCIES

Discrimination

The EEOC takes complaints of job discrimination based on race, sex, age, disability, national origin, color, pregnancy, and religion. The EEOC also provides answers to questions regarding employer obligations and employee rights under the federal discrimination laws. The EEOC's website is located at www.eeoc.gov. EEOC's main number is 800.669.4000

U.S. Equal Employment Opportunity Commission (EEOC)
129 W. Trade Street, Suite 400 Charlotte, NC 28202
704.344.6682

U.S. Equal Employment Opportunity Commission (EEOC)
434 Fayetteville Street, Suite 700, Raleigh, NC 27601
919.856.4064

U.S. Equal Employment Opportunity Commission (EEOC)
2303 W. Meadowview Rd, Ste 201, Greensboro, NC 27407
800.669.4000

If your employer has government contracts, you may file a discrimination complaint with the U.S. Dept. of Labor. (Help Desk: 1.800.397.6251)

U.S. Dept. of Labor - Office of Federal Contract Compliance Programs | 3800 Arco Corporate Drive #465, Charlotte, NC 28273 | www.dol.gov
704.749.3380

U.S. Dept. of Labor - Office of Federal Contract Compliance Programs | 4407 Bland Road, Suite #270, Raleigh, NC 27601 | www.dol.gov | 919.790.8248

Union Organizing / Unfair Labor Practice Charges
If you are an employer, you may want information on union organizing activities and your rights with regard to unions. If you are an employee, and have been fired or otherwise discriminated against because of union, grievance or safety activities, or believe your employer has committed an unfair labor practice, you may want assistance.

For information, contact the National Labor Relations Board | 4035 University Parkway, Suite 200 | Winston-Salem, NC 27106-3325 | www.nlrb.gov | 336.631.5201

Pensions and Health Benefits

As an employer, you may questions about the laws that apply to pensions and other benefit plans. As an employee, you may want to know whether you are entitled to continued health insurance if you are terminated from employment; what rights you have to a pension if your company closes; whether your

employer has to provide you with health insurance; or have other questions about pension, health, or other benefit plans. Contact the U.S. Dept. of Labor Office of Employee Benefits, Security Administration (EBSA), Atlanta Regional Office | 61 Forsyth Street, SW, Suite 7B54 | Atlanta, GA 30303 | www.dol.gov/ebsa
866.444.EBSA (3272)

Wages and Overtime

If you are an employer, you may have questions about your obligations with regard to overtime pay, compensable work, or minimum wage. If you are an employee, you may believe you have not been paid the wages you have earned, have not been paid for overtime work, or have been terminated but have not received wages owed. For information, contact:

U.S. Dept. of Labor Wage and Hour Division | 3800 Arco Corporate Drive, Suite 460 | Charlotte, NC 28273
866.4USWAGE (879243)

U.S. Dept of Labor Wage and Hour Division | 4407 Bland Road, Suite 260 | Raleigh, NC 27609
www.dol.gov/whd | 866.4USWAGE (879243)

These Department of Labor Offices will answer inquiries about wages and hours, including minimum wages and payment of overtime wages. They will also provide assistance on issues including child labor laws, the Family & Medical Leave Act, and agricultural employee rights.

Disability

You may be eligible for Social Security disability if you are completely unable to work for health reasons. Contact:

U.S. Dept. of Health and Human Services, Social Security Administration | 5800 Executive Center Drive, Suite 300 | Charlotte, NC 28212 | 800.772.1213

U.S. Dept of Health and Human Services, Social Security Administration | 4701 Old Wake Forest Road Raleigh, NC 27609 | 800.772.1213

For the Social Security office nearest you or with quick questions, call 800.772.1213 or visit www.ssa.gov

If you are severely disabled but you are able to work, you may be entitled to special job protections. Contact:

U.S. Equal Employment Opportunity Commission (EEOC) | 129 W. Trade Street, Suite 400 | Charlotte, NC 28202 | 704.344.6682 or 800.669.4000

Labor & Employment Resources Directory

State Agencies, Federal Agencies,
and Statewide Lawyer Referral
Services Agencies

Compiled by the
Labor & Employment Law Section
of the North Carolina Bar Association

NORTH CAROLINA
BAR ASSOCIATION
seeking liberty + justice

www.ncbar.org

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INTRODUCTION

This Directory is published to aid the employee and small employer in finding the right government agency or lawyer to help you with an employment related problem.

This Directory does not take the place of legal advice; rather, it is designed to direct you to agencies or lawyer referral services who may be able to provide such advice or otherwise assist you in resolving employment issues such as terminations, workers' compensation injuries, safety hazards, job discrimination, health benefit or pension problems, or workplace retaliation. Be aware that in filing employment related claims, there are many instances where you must act very quickly. If you do not, you may lose your right to file a claim or an appeal. The agencies listed below, or an attorney, may help you in determining the deadlines that apply to your particular claims.

N.C. STATE AGENCIES

Unemployment Benefits

If you were fired or forced to leave your job, you may be entitled to unemployment benefits. You may apply for unemployment benefits on-line at www.des.nc.gov or you may apply by calling 888.737.0259. Employers may also obtain information on-line or by calling 919.707.1150.

If you need information on the appeal process you can contact the Appeals Department 919.707.1060.

Workers' Compensation / Workplace Injuries / Workplace Safety & Health

1. Workplace Injuries

If you are an employee who receives an injury at work, or suffers a disease or disabling condition as a result of workplace conditions, you may be entitled to workers' compensation benefits. If you are an employer, you may want to know your obligations if an employee suffers an on the job injury. For information, contact the N.C. Industrial Commission WC Information Specialists Section | 4340 Mail Service Center, Raleigh, NC 29499 | www.ic.nc.gov | 800.688.8349

2. Workplace Safety and Health

If you are an employer, you may want advice on whether you are in compliance with North Carolina's safety and health laws, or you may seek a voluntary consultation. If you are an employee, you may want to report an unsafe working condition, or want advice on workplace safety concerns. For information, contact the N.C. Department of Labor, OSH Division. 1101 Mail Service Center, Raleigh, NC 27699-1101 www.nclabor.com | 1.800.NCLABOR (625.2267) Email: ask.OSH@nclabor.com

Regarding mine safety, contact:
N.C. Department of Labor Mine & Quarry Bureau
1101 Mail Service Center, Raleigh, NC 27699
www.nclabor.com | 1.800.NCLABOR (625.2267)

Discrimination

If you are an employee of a state or local agency covered under the State Personnel System, you may file a complaint of discrimination based on your race, sex, age, national origin, disability, color or religion with the N.C. Office of Administrative Hearings. 6714 Mail Service Center, Raleigh, NC 27699 www.ncoah.com | 919.431.3000

For all discrimination complaints, contact the U.S. Equal Employment Opportunity Commission.

Retaliation

Employees who feel they have been fired or otherwise retaliated against for the following activities may want to file a retaliation claim: a) filing a workers' compensation claim; b) complaining about unsafe working conditions or filing a safety or health complaint; or c) complaining about wage and hour violations or filing a wage and hour complaint.

You may file a complaint with the N.C. Department of Labor Employment Discrimination Bureau (EDB) by calling 1.800.625.2267 and asking for the intake officer.

Wages and Hours

If you are an employer, you may have questions about your obligations regarding overtime pay, compensable wages and benefits, the minimum wage or youth employment. If you are an employee, you may believe you have not been paid the wages or benefits you have

earned, have not been paid for overtime work, or have been terminated without receiving wages owed.

For information contact:

N.C. Dept. of Labor Wage & Hour Office
1101 Mail Service Center | Raleigh, NC 27699-1101
www.nclabor.com | 1.800.NCLABOR (625.2267)

Drug Testing

If you are an employer, you may have questions about the legal procedures for giving drug tests to employees and job applicants. If you are an employee or job applicant, you may believe that legal procedures were not followed when you were given a drug test by your present or prospective employer.

For information contact:

N.C. Department of Labor
1101 Mail Service Center | Raleigh, NC 27699-1101
www.nclabor.com | 1.800.NCLABOR (625.2267)

Employment Mediation

Employers and employees may wish to voluntarily settle disputes without involving the courts. For information about services available to assist in employment dispute mediation, conciliation or arbitration, contact the N.C. Department of Labor, Employment Mediation Bureau
1101 Mail Service Center | Raleigh, NC 27699-1101
www.nclabor.com | 1.800.NCLABOR (625.2267)

LAWYER REFERRAL SERVICES AGENCIES

Several local bars offer help finding lawyers who know about employment issues, including:

N.C. Lawyer Referral Service

P.O. Box 3688 Cary, NC 27519
www.ncbar.org/public/lrs/public.aspx
800.662.7660 or 919.677.8574

Disability Rights NC

You may obtain free legal assistance for disability discrimination by contacting Disability Rights NC 919.856.2195 or 877.235.4210
www.disabilityrightsncc.org

Legal Aid of NC

If your income is low, you may qualify for legal assistance through Legal Aid of NC. You may apply for legal assistance by calling 866.219.5262 or visiting the website www.legallaidnc.org