



LOUISIANA BOARD OF LEGAL SPECIALIZATION EMPLOYMENT LAW EXAM TOPICS

NOTE: *NOT ALL TOPICS LISTED BELOW WILL BE COVERED ON ANY GIVEN EXAM. APPLICANTS WILL BE TESTED ON RULES AND LAWS IN EFFECT AT THE TIME OF THE EXAM, UNLESS OTHERWISE SPECIFIED.*

1. Employer-Employee Relations

- a. Discrimination in Employment
 - (1) Age Discrimination in Employment Act of 1967
 - (2) Americans with Disabilities Act of 1990, as amended by the ADAAA of 2008
 - (3) Civil Rights Act of 1991
 - (4) Lilly Ledbetter Fair Pay Act of 2009
 - (5) Older Workers Benefit Protection Act
 - (6) Pregnancy Discrimination Act
 - (7) Section 1981 of the Civil Rights Act of 1866
 - (8) Louisiana Employment Discrimination Law
 - (9) Title VII of the Civil Rights Act of 1964

- b. Employee Privacy Rights
 - (1) Drug testing
 - (2) Polygraph Protection Act
 - (3) Electronic Communications Privacy Act/Stored Communications
 - (4) Invasion of privacy

- c. Employment-Related Torts
 - (1) Negligent hiring
 - (2) Negligent supervision
 - (3) Defamation

- d. Employment Relations
 - (1) Arbitration agreements
 - (2) Employment at will
 - (3) Fair Credit Reporting Act and retaliation claims

2. Various Statutory Duties Imposed on Employers

- a. Federal Laws
 - (1) Defend Trade Secrets Act of 2016

- (2) Equal Pay Act of 1963
- (3) Office of Federal Contracts Compliance Programs regulations
- (4) Fair Labor Standards Act of 1938
- (5) Family and Medical Leave Act of 1993
- (6) Federal Arbitration Act
- (7) Occupational Safety and Health Act of 1970
- (8) Rehabilitation Act of 1973
- (9) USERRA
- (10) Vietnam Veterans Readjustment Assistance Act
- (11) Whistleblower and Anti-Retaliation Provisions Under the Sarbanes Oxley Act, Dodd-Frank Wall Street Reform and Consumer Protection Act, and the Affordable Care Act
- (12) Worker Adjustment and Retraining Notification Act

b. Louisiana State Laws

- (1) Louisiana Employment Discrimination law
- (2) Timely Wage Payment provisions
- (3) Non-compete statute
- (4) Military Service Relief Act
- (5) Uniform Trade Secrets Act
- (6) Whistleblower and Anti-Retaliation statutes
- (7) Unfair Trade Practices Act
- (8) Pregnancy Leave laws
- (9) Employee Drug Testing laws
- (10) Louisiana Unemployment Compensation laws