

Employees & Technology

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All companies face issues related to technology and their employees. The legal risks associated with employees using cell phones, having laptops, and sharing information on social media sites can significantly impact the business, reputation, and financial condition of a company. We assist companies in addressing issues specific to employees and the workplace, including:

- Drafting and implementing policies addressing employees' use of the Internet, e-mail, and social media
- Advising clients on privacy and defamation issues, as well as federal laws, related to employees' use of Internet, e-mail and social media
- Drafting and implementing policies to protect trade secrets and confidential information, including specific protections for electronic data
- Advising clients on preventing the misappropriation of trade secrets and other confidential information when an employee leaves the company
- Working with forensic computer experts on preserving and searching electronic data
- Training and advising management and human resources on the proper handling of issues that arise as a result of employees' use of technology
- Hiring and retaining foreign talent
- Complying with U.S. Law to control exports of sensitive equipment, software and technology, services and information to foreign nationals and foreign destinations

Our lawyers also represent companies in cases involving claims against former employees who take confidential information or violate non-compete agreements or other restrictive covenants. This can include claims involving the Uniform Trade Secrets Act, the Computer Fraud and Abuse Act, breach of contract, breach of the duty of loyalty, interference with contractual relationships, conspiracy, intellectual property infringement unfair and deceptive trade practices, and related causes of action.

Insights

06.09.2021 | Article

U.S. Supreme Court Confirms Narrow Scope of Federal Computer Fraud Claim Often Used in Trade Secret Litigation

09.18.2019

Caution: Ban Ahead - The Rise in Bans on Salary History Inquiries Requires Employer Diligence

09.04.2019

UPDATE: Impending September 30 Deadline for EEO-1 Pay Data Collection

08.28.2019

Foreign Manufacturer + Union Campaign = Netflix Documentary (and Lessons for Employers)

01.23.2019

How The Partial Federal Government Shutdown Impacts Employment Law Matters

12.12.2018

Tips For Planning Holiday Parties

09.19.2018

Employees in Multiple States: Keeping track of changing laws and policies

08.01.2018

New North Carolina Law Decreases Protection to Employers

07.18.2018

Supreme Court Clarifies FLSA Exemption for Sales, Service Advisors, Partsman, and Mechanics

07.18.2018

EEOC Fights to Keep #MeToo Movement Alive

06.20.2018

Unionization Tactics in the Carolinas

06.13.2018

NLRB Revives Helpful Personnel Policies

06.06.2018

New South Carolina Pregnancy Accommodations Act Requires Action by Employers

05.30.2018

Supreme Court Upholds Class Action Waivers in Employment Arbitration Agreements



05.23.2018

401(k) Fee Litigation: Coming to a District Court Near You...

05.16.2018

New Tax Law May Affect Mileage Reimbursement Policy for Employers

05.02.2018

The Tip Pool Saga Continues

04.18.2018

ICE Now Taking More Opportunistic Approach to Employer Sanctions

04.11.2018

DOL Launches "PAID" Self-Audit Program

04.04.2018

Employee Benefits and the Tax Cuts and Jobs Act

03.28.2018

Pay Bias Litigation Results in Costly Settlement

03.14.2018

Guns in the Workplace: A Three-Part Series

03.08.2018

EEO-1 Reporting Deadline is Rapidly Approaching

03.07.2018

Scheduling letters to federal contractors go out soon. Is your company ready for an audit by the OFCCP?

02.21.2018

N.C. Attorney General, State Representative Drafting Bipartisan Bill To Combat Security Breaches

02.21.2018

Court Approves \$22.5 Million Settlement Covering S.C. Workers

02.21.2018

Court Refuses to Enforce "Misleading" and "Sham" Arbitration Agreements

02.07.2018

Employers are Subject to Criminal Antitrust Charges for Wage-Fixing and No-Poaching Agreements

02.07.2018

Love Contracts and Policies on Office Romance: What Can an Employer Do if Love is in the Air?



01.31.2018

DOL Adopts New Test for Determining When Interns are Protected by FLSA

01.17.2018

Justice Department reverses course on marijuana enforcement: What it means for employers

01.10.2018

Legislators respond to recent sexual harassment scandals by introducing bills to ban arbitration in sex bias cases

01.03.2018

Confidential Sexual Harassment Settlements No Longer Tax Deductible

01.03.2018

New Year, New NLRB

10.11.2017

The Age Discrimination in Employment Act: Looking Back at the Last Fifty Years