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WHAT IS REDA AND HOW DOES IT HELP EMPLOYEES?

Most North Carolina workers have no idea they're protected by one of the state's most powerful employee-rights laws. The Retaliatory Employment Discrimination Act, or REDA, shields you from employer retaliation when you stand up for your rights, whether that means asserting protections under the NC Wage and Hour Act, filing for workers' compensation, or taking up to five days of sick time as a domestic violence victim.

What makes REDA so formidable? Treble damages. If your employer breaks the law, they can be ordered to pay three times your economic losses. North Carolina employment attorney Kathryn Abernethy breaks down exactly how REDA works and how it can protect you when you need it most.

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KATHRYN ABERNETHY
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“THANK YOU FOR EVERYTHING!! I TRULY APPRECIATE ALL YOU HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A BETTER FIRM TO WORK WITH. THANK YOU AGAIN.”

- C.D.

If you believe your employer has violated your rights under REDA, you can take proactive steps to defend yourself. The law requires employees to file a complaint with the North Carolina Department of Labor (NCDOL) within 180 days of the retaliatory act. The NCDOL will investigate your claim, and if they find evidence of wrongdoing, you may be able to pursue additional remedies through the court system.

Importantly, REDA allows for the recovery of not just economic damages but also punitive damages and attorneys' fees in certain cases, making it a powerful tool for holding employers accountable.

Understanding REDA and knowing your rights can make all the difference when you're facing a challenging workplace situation. Our firm has extensive experience representing employees in REDA claims, and we're here to provide the guidance and support you need.

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Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

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Barrett & Farahany | 2921 Piedmont Road | Atlanta, GA 30305 US

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