Volume 1

PART I. PROBLEMS OF EMPLOYEE PRIVACY

CHAPTER 1. INTRODUCTION: EMPLOYEE PRIVACY RIGHTS AND MANAGEMENT'S NEED FOR PRIVATE INFORMATION

- § 1:1 Employer actions that implicate privacy interests of employees
- § 1:2 Employer justifications for intrusive actions
- § 1:3 Need for recognition of right of employee privacy
- § 1:4 Importance of right of employee privacy
- § 1:5 Scope of this book

PART II. SUBSTANCE ABUSE IN THE WORKPLACE

CHAPTER 2. DRUG TESTING AS A RESPONSE TO EMPLOYEE DRUG USE

- § 2:1 Drug usage in society and among employees
- § 2:2 Effect of drug use by employees
- § 2:3 Extent of drug testing in employment
- § 2:4 Methods of drug testing
- § 2:5 Effectiveness of employee drug testing
- § 2:6 Economic and human costs of drug testing

CHAPTER 3. PUBLIC SECTOR DRUG TESTING

I. HISTORY OF PUBLIC SECTOR DRUG TESTING

- § 3:1 Early uses of drug testing in public sector
- § 3:2 Executive Order No. 12,564

II. CONSTITUTIONALITY OF PUBLIC SECTOR DRUG TESTING

A. FOURTH AMENDMENT CHALLENGES TO DRUG TESTING

- 1. Court Consideration of Public Sector Drug Testing
- § 3:3 Elements of Fourth Amendment challenges to drug testing by public sector employers
- § 3:4 Early Fourth Amendment challenges to drug testing
- § 3:5 Skinner v. Railway Labor Executives Ass'n
- § 3:6 National Treasury Employees Union v. Von Raab
- § 3:7 Implications of Skinner and Von Raab
- § 3:8 Lower court application of *Skinner* and *Von Raab*
- § 3:9 Vernonia School District 47J v. Acton
- § 3:10 Implications of Acton
- § 3:11 Lower court application of *Acton*
- § 3:12 Chandler v. Miller
- § 3:13 Implications of Chandler
- § 3:14 Lower court application of *Chandler*

2. Validity of Different Types of Drug Testing

- § 3:15 Pre-employment testing
- § 3:16 Routine periodic testing
- § 3:17 Random testing
- § 3:18 Post-accident testing
- § 3:19 Testing based on reasonable suspicion

3. Details of Particular Drug Testing Programs

- § 3:20 Need for particular drug testing program
- § 3:21 Protections to privacy afforded by testing program

§ 3:22 Accuracy of testing procedures
 § 3:23 Proper application of Fourth Amendment analysis to public sector drug testing

B. OTHER CONSTITUTIONAL CHALLENGES TO DRUG TESTING

- § 3:24 Equal protection challenges to drug testing
- § 3:25 Drug testing as violation of right against self-incrimination
- § 3:26 First Amendment implications of drug testing
- § 3:27 Due process challenges to drug testing
- § 3:28 Challenges to drug testing as violation of right to privacy

III. STATUTORY AND REGULATORY CONTROL OF PUBLIC SECTOR DRUG TESTING

- § 3:29 Drug testing and Rehabilitation Act of 1973
- § 3:30 Drug testing under Americans with Disabilities Act of 1990
- § 3:31 Drug-Free Workplace Act of 1988
- $\S 3:32$ Omnibus Transportation Employee Testing Act of 1991
- § 3:33 Health and Human Services Mandatory Guidelines for Federal Workplace Drug Testing Programs

CHAPTER 4. PRIVATE SECTOR DRUG TESTING

I. STATUTORY REGULATION OF DRUG TESTING IN EMPLOYMENT

- § 4:1 Federal legislation relevant to private sector drug testing
- § 4:2 Drug-Free Workplace Act of 1998
- § 4:3 Title VII of Civil Rights Act of 1964
- § 4:4 State statutes concerning drug testing in employment generally
- § 4:5 Alabama
- § 4:6 Alaska
- § 4:7 Arizona
- § 4:8 Arkansas

EMPLOYEE PRIVACY LAW

§ 4:9	California
§ 4:10	Colorado
§ 4:11	Connecticut
§ 4:12	Delaware
§ 4:13	District of Columbia
§ 4:14	Florida
§ 4:15	Georgia
§ 4:16	Hawaii
§ 4:17	Idaho
§ 4:18	Illinois
§ 4:19	Indiana
§ 4:20	Iowa
§ 4:21	Kansas
§ 4:22	Kentucky
§ 4:23	Louisiana
§ 4:24	Maine
§ 4:25	Maryland
§ 4:26	Massachusetts
§ 4:27	Michigan
§ 4:28	Minnesota
§ 4:29	Mississippi
§ 4:30	Missouri
§ 4:31	Montana
§ 4:32	Nebraska
§ 4:33	Nevada
§ 4:33.50	New Hampshire
§ 4:34	New Jersey
§ 4:35	New Mexico
§ 4:36	North Carolina
§ 4:37	North Dakota
§ 4:38	Ohio
§ 4:39	Oklahoma
§ 4:40	Oregon
§ 4:41	Pennsylvania
§ 4:42	Rhode Island
§ 4:43	South Carolina
§ 4:44	South Dakota
§ 4:45	Tennessee
§ 4:46	Texas
§ 4:47	Utah
§ 4:48	Vermont
§ 4:49	Virginia

xvi

§ 4:64

\$4:50	Washington
\$4:51	West Virginia
\$4:52	Wisconsin
§ 4:53	Other statutory regulation of or restrictions on drug testing in employment

II. COMMON LAW RESTRICTIONS ON EMPLOYER DRUG TESTING

§ 4:54	Need to rely on common law challenges to drug
	testing
$\S 4:55$	Invasion of privacy
§ 4:56	Defamation
§ 4:57	Intentional or negligent infliction of emotional distress
§ 4:58	Negligence in testing process
§ 4:59	Wrongful discharge based on violation of public policy
§ 4:60	Breach of covenant of good faith and fair dealing
§ 4:61	Breach of employment contract based on employee handbook or other employment policies
§ 4:62	Drug test results or refusal to be tested as grounds for discharge
§ 4:63	Other challenges to drug testing

for positive drug test results

Denial of unemployment compensation benefits

CHAPTER 5. UNIONIZED EMPLOYER

I. SPECIAL ISSUES CONCERNING DRUG TESTING BY UNIONIZED EMPLOYERS

- § 5:1 Considerations of unionized employers in adopting drug testing programs
- § 5:2 Union attitudes toward drug testing

II. EMPLOYER'S DUTY TO BARGAIN OVER DRUG TESTING

- § 5:3 National Labor Relations Act
- § 5:4 —Drug testing as "term and condition of employment"
- § 5:5 Railway Labor Act

DRUG TESTING

§ 5:6 —Drug testing as "major" or "minor" dispute

III. PREEMPTION OF STATE LAW CLAIMS REGARDING DRUG TESTING BY FEDERAL LABOR LAW

- § 5:7 Labor Management Relations Act
- § 5:8 National Labor Relations Act
- § 5:9 Railway Labor Act

IV. ARBITRATION OF DRUG TESTING CASES

- § 5:10 Injunctions against drug testing programs pending arbitration
- § 5:11 Arbitral treatment of drug testing grievances
- § 5:12 Pre-employment drug testing
- § 5:13 Random drug testing
- § 5:14 Post-accident drug testing
- § 5:15 Periodic drug testing
- § 5:16 Drug testing as follow-up to treatment or rehabilitation for drug use
- § 5:17 Drug testing based on reasonable suspicion
- § 5:18 Accuracy of drug testing results
- § 5:19 Privacy implications of drug testing
- § 5:20 Concern with off-duty drug use and on-duty impairment
- § 5:21 Discipline for positive drug test results
- § 5:22 Discipline for refusal to submit to drug testing
- § 5:23 Discipline for attempts to interfere with drug testing
- § 5:24 Challenges to enforcement of arbitration awards dealing with drug testing or drug use
- § 5:25 Challenges to union failure to pursue grievances based on drug use or positive drug tests

PART III. HONESTY IN THE WORKPLACE

CHAPTER 6. POLYGRAPH TESTING

I. USE OF LIE DETECTION DEVICES IN EMPLOYMENT

§ 6:1 History of lie detection devices

xviii

- § 6:2 Types of "modern" lie detection devices
- § 6:3 Uses of polygraph examinations in employment
- § 6:4 Methods of polygraph examination
- § 6:5 Employer justifications for polygraph use
- § 6:6 Validity and utility of polygraph

II. CONSTITUTIONAL RESTRICTIONS ON PUBLIC SECTOR EMPLOYER USE OF POLYGRAPH TESTS

- § 6:7 Importance of constitutional challenges to polygraph testing
- § 6:8 Polygraph testing as violation of right against self-incrimination
- § 6:9 Polygraph testing as violation of constitutional right to privacy
- § 6:10 Equal protection challenges to polygraph testing
- § 6:11 Due process challenges to polygraph testing

III. STATUTORY REGULATION OF POLYGRAPH TESTING BY EMPLOYERS

A. FEDERAL STATUTES REGULATING POLYGRAPH USE

- § 6:12 Employee Polygraph Protection Act of 1988
- § 6:13 Limited exemption for ongoing investigations of economic loss or injury
- § 6:14 Limited exemption for security services
- § 6:15 Limited exemption for drug manufacturers and distributors
- § 6:16 Requirements for limited exemptions from Employee Polygraph Protection Act of 1988
- § 6:17 Limitations on disclosure of polygraph results
- § 6:18 Preemptive effect of Employee Polygraph Protection Act of 1988 on state laws
- § 6:19 Title VII of Civil Rights Act of 1964
- § 6:20 Americans with Disabilities Act of 1990

B. STATE REGULATION OF POLYGRAPH USE IN EMPLOYMENT

- § 6:21 In general
- § 6:22 Alabama
- § 6:23 Alaska

EMPLOYEE PRIVACY LAW

§ 6:24 Arizona § 6:25 Arkansas § 6:26 California § 6:27 Connecticut § 6:28 Delaware District of Columbia § 6:29 § 6:30 Georgia § 6:31 Hawaii § 6:32 Idaho § 6:33 Illinois § 6:34 Indiana § 6:35 Iowa § 6:36 Kentucky § 6:37 Louisiana § 6:38 Maine § 6:39 Maryland § 6:40 Massachusetts § 6:41 Michigan § 6:42 Minnesota § 6:43 Mississippi § 6:44 Montana § 6:45 Nebraska § 6:46 Nevada § 6:47 New Jersey § 6:48 New Mexico § 6:49 New York North Dakota § 6:50 § 6:51 Ohio § 6:52 Oklahoma § 6:53 Oregon § 6:54 Pennsylvania § 6:55 Rhode Island § 6:56 South Carolina § 6:57 South Dakota § 6:58 Tennessee § 6:59 Texas § 6:60 Utah § 6:61 Vermont § 6:62 Virginia § 6:63 Washington § 6:64 West Virginia

§ 6:65

Wisconsin

IV. COMMON LAW RESTRICTIONS ON POLYGRAPH TESTING BY EMPLOYERS

§ 6:66	State claims challenging use of polygraphs
§ 6:67	Polygraph testing as invasion of privacy
§ 6:68	Challenges to polygraph testing as intentional infliction of emotional distress
§ 6:69	Defamation claims based on polygraph testing
§ 6:70	Negligence claims based on polygraph testing
§ 6:71	Polygraph testing as assault and battery or false imprisonment
§ 6:72	Polygraph testing as violation of public policy supporting wrongful discharge action
§ 6:73	Polygraph test results or refusal to submit to polygraph testing as grounds for discharge
§ 6:74	Other state law claims challenging employer use of polygraph testing
§ 6:75	Refusal to submit to polygraph testing or polygraph test results as grounds for denying unemployment compensation benefits

V. RESTRICTIONS ON POLYGRAPH USE BY UNIONIZED EMPLOYERS

§ 6:76	Special considerations of unionized employers with respect to polygraph testing
§ 6:77	Employer's duty to bargain over polygraph testing—National Labor Relations Act
§ 6:78	Employer's duty to bargain over polygraph testing—Railway Labor Act
§ 6:79	Preemption of state law claims regarding polygraph testing by federal labor law
§ 6:80	Arbitration cases involving employer use of polygraph testing
§ 6:81	Reasonableness of polygraph testing
§ 6:82	Refusal to submit to polygraph testing—Grounds for discharge
§ 6:83	Refusal to submit to polygraph testing—Evidence of guilt
§ 6:84	Admissibility and weight to be given to polygraph test results

CHAPTER 7. PSYCHOLOGICAL AND HONESTY TESTING

I. USE OF PSYCHOLOGICAL AND HONESTY TESTING IN EMPLOYMENT

- § 7:1 Purpose of psychological and honesty testing
- § 7:2 Extent of and employer justification for use of psychological and honesty testing
- § 7:3 Validity of psychological and honesty testing in employment
- § 7:4 Economic and human costs of employer use of psychological testing

II. CONSTITUTIONALITY OF PSYCHOLOGICAL AND HONESTY TESTING

- § 7:5 Psychological testing as violation of the Fourth Amendment
- § 7:6 Employer use of psychological or honesty testing as violation of First Amendment freedom of speech
- § 7:7 Psychological testing as violation of freedom of belief
- § 7:8 Psychological testing and honesty testing as violation of right to privacy
- § 7:9 Due process challenges to psychological testing
- § 7:10 Challenges to psychological testing as a violation of equal protection
- § 7:11 Constitutional challenges based on employer's failure to conduct or act on results of psychological testing

III. STATUTORY REGULATION OF PSYCHOLOGICAL AND HONESTY TESTING

- § 7:12 Federal statutes relevant to employer use of psychological and honesty testing
- § 7:13 Employee Polygraph Protection Act of 1988
- § 7:14 Title VII of Civil Rights Act of 1964
- § 7:15 42 U.S.C.A. § 1983
- § 7:16 Americans with Disabilities Act of 1990
- § 7:17 State regulation of psychological and honesty testing

- § 7:18 Alaska
- § 7:19 California
- § 7:20 Connecticut
- § 7:21 Delaware
- § 7:22 Florida
- § 7:23 Hawaii
- § 7:24 Illinois
- § 7:25 Indiana
- § 7:26 Kansas
- § 7:27 Massachusetts
- § 7:28 Michigan
- § 7:29 Minnesota
- § 7:30 Nevada
- § 7:31 New Hampshire
- § 7:32 Ohio
- § 7:33 Oklahoma
- § 7:34 Rhode Island
- § 7:35 Texas
- § 7:36 Washington
- § 7:37 West Virginia
- § 7:38 Wisconsin

IV. COMMON LAW CHALLENGES TO PSYCHOLOGICAL AND HONESTY TESTING

- § 7:39 Types of common law challenges that can be made to use of psychological or honesty testing
- § 7:40 Challenges to discharges or discipline based on results of or refusal to submit to psychological or honesty testing
- § 7:41 Employer use of psychological or honesty testing as an invasion of privacy
- § 7:42 Other common law challenges to use of psychological or honesty testing

V. RESTRICTIONS ON USE OF PSYCHOLOGICAL AND HONESTY TESTING BY UNIONIZED EMPLOYERS

- § 7:43 Special duties of unionized employers with respect to psychological and honesty testing
- § 7:44 Employer's duty to bargain over psychological or honesty testing
- § 7:45 Challenges to psychological or honesty testing as revealing evidence of union bias or sympathy

- § 7:46 Preemption of state law claims regarding psychological or honesty testing by federal labor law
- § 7:47 Arbitration cases involving use of psychological or honesty testing

CHAPTER 8. SEARCHES OF EMPLOYEES AND PROPERTY

I. WORKPLACE SEARCHES

- § 8:1 Types of searches conducted by employers and interests implicated by those searches
- § 8:2 Employer justifications for conducting searches

II. CONSTITUTIONAL CHALLENGES TO SEARCHES BY PUBLIC SECTOR EMPLOYERS

A. EMPLOYER SEARCHES AS FOURTH AMENDMENT VIOLATIONS

- § 8:3 Elements of Fourth Amendment challenges to employer searches
- § 8:4 O'Connor v. Ortega
- § 8:5 Lower court application of O'Connor v. Ortega
- § 8:6 Searches of employer property in which employees have interest
- § 8:7 Searches of employee property within and outside of workplace
- § 8:8 Searches of persons of employees
- § 8:9 Effect of regulations or agreements providing for employer searches
- § 8:10 Application of exclusionary rule in actions challenging adverse employment actions based on employer searches

B. OTHER CONSTITUTIONAL CHALLENGES TO EMPLOYER SEARCHES

§ 8:11 Employer searches as violation of constitutional right to privacy

III. COMMON LAW CHALLENGES TO EMPLOYER SEARCHES

§ 8:12	Need of employees to rely on common law challenges to employee searches
§ 8:13	Employer searches as invasion of privacy
§ 8:14	Challenges to employer searches as intentional infliction of emotional distress
§ 8:15	Employer searches as false imprisonment
§ 8:16	Employer searches as defamation
§ 8:17	Employer searches as providing grounds for denial of unemployment compensation benefits

IV. SEARCHES BY UNIONIZED EMPLOYERS

A. EMPLOYER DUTY TO NEGOTIATE OVER POLICY OF CONDUCTING SEARCHES

- § 8:18 Unilateral Employer Action Under National Labor Relations Act
- § 8:19 Unilateral Employer Action Under Railway Labor Act

B. PREEMPTION OF COMMON LAW CHALLENGES TO EMPLOYER SEARCHES BY FEDERAL LABOR LAW

- § 8:20 Preemption Under the Labor Management Relations Act and National Labor Relations Act
- § 8:21 Preemption Under the Railway Labor Act

C. ARBITRATION DECISIONS DEALING WITH EMPLOYER SEARCHES

§ 8:22 Arbitral treatment of employer searches Searches of employer property provided for § 8:23 employee use § 8:24 Searches of employee property in workplace § 8:25 Searches of employee property outside of workplace § 8:26 Searches of persons of employees in workplace Existence of collective bargaining agreement § 8:27 provisions or employer policy relating to employer searches

Volume 2

CHAPTER 8A. ELECTRONIC MONITORING AND SURVEILLANCE

I. EMPLOYER USE OF ELECTRONIC MONITORING AND SURVEILLANCE

- § 8A:1 Methods and extent of employer use of electronic monitoring and surveillance
- § 8A:2 Employer justifications for use of electronic monitoring and surveillance
- § 8A:3 Benefits and costs of employer use of electronic monitoring and surveillance

II. CONSTITUTIONAL RESTRICTIONS ON ELECTRONIC MONITORING AND SURVEILLANCE

- A. ELECTRONIC SURVEILLANCE AND MONITORING AS A VIOLATION OF FOURTH AMENDMENT
- § 8A:4 Fourth Amendment implications of employer monitoring and surveillance
- § 8A:5 Video surveillance of employees
- § 8A:6 Electronic monitoring of employee communications
- § 8A:7 Other electronic monitoring of employee conduct
- § 8A:8 Computer monitoring of employees
- § 8A:9 Effect of employer policy or practice of monitoring

B. OTHER CONSTITUTIONAL CHALLENGES TO ELECTRONIC MONITORING OR SURVEILLANCE

- § 8A:10 Electronic surveillance or monitoring as violation of constitutional right to privacy
- § 8A:11 First Amendment implications of electronic monitoring and surveillance

III. STATUTORY REGULATION OF ELECTRONIC MONITORING AND SURVEILLANCE

A. FEDERAL REGULATION OF ELECTRONIC MONITORING AND SURVEILLANCE

- § 8A:12 Omnibus Crime Control and Safe Streets Act of 1968
- § 8A:13 —Definition of oral, wire, and electronic communications
- § 8A:14 —Restrictions imposed by Omnibus Crime Control and Safe Streets Act
- § 8A:15 —"Consent" exemption for monitoring of communications
- § 8A:16 —"Ordinary course of business" exemption
- § 8A:17 —Exemption for provider of wire or electronic communication service
- § 8A:18 —Access to stored electronic communications
- § 8A:19 —Disclosure of stored electronic communications by service provider
- § 8A:20 USA Patriot Act

B. STATE STATUTES REGULATING ELECTRONIC MONITORING AND SURVEILLANCE

- § 8A:21 State statutes indirectly regulating employer use of electronic monitoring or surveillance
- § 8A:22 State statutes dealing with electronic monitoring and surveillance
- § 8A:23 Arkansas
- § 8A:24 California
- § 8A:25 Colorado
- § 8A:26 Connecticut
- § 8A:27 Delaware
- § 8A:28 Illinois
- § 8A:29 Louisiana
- § 8A:30 Maine
- § 8A:31 Maryland
- § 8A:32 Michigan
- § 8A:33 Missouri
- § 8A:34 Montana
- § 8A:34.50 Nebraska

EMPLOYEE PRIVACY LAW

§ 8A:35	Nevada
§ 8A:36	New Hampshire
§ 8A:37	New Jersey
§ 8A:38	New Mexico
§ 8A:39	New York
§ 8A:40	Oklahoma
§ 8A:41	Oregon
§ 8A:42	Rhode Island
§ 8A:43	South Dakota
§ 8A:44	Tennessee
§ 8A:45	Utah
§ 8A:45.50	Vermont
§ 8A:46	Virginia
§ 8A:47	Washington
§ 8A:48	West Virginia
§ 8A:49	Wisconsin

IV. COMMON-LAW RESTRICTIONS ON ELECTRONIC MONITORING AND SURVEILLANCE

§ 8A:50	Electronic monitoring and surveillance as intentional infliction of emotional distress
§ 8A:51	Electronic monitoring and surveillance as invasion of privacy
§ 8A:52	Use of electronic surveillance in connection with worker's compensation or disability claims
§ 8A:53	Other common-law challenges to employer use of electronic monitoring or surveillance
§ 8A:54	Claims of waiver of attorney-client privilege to electronic communications by present and former employees

V. ELECTRONIC MONITORING AND SURVEILLANCE BY UNIONIZED EMPLOYERS

- A. UNION ATTITUDES AND APPROACHES TO ELECTRONIC MONITORING AND SURVEILLANCE
- § 8A:55 Union positions on electronic monitoring and surveillance

- B. EMPLOYERS' DUTY TO NEGOTIATE OVER ELECTRONIC MONITORING AND SURVEILLANCE
- § 8A:56 National Labor Relations Act
- § 8A:57 Railway Labor Act
 - C. PREEMPTION OF COMMON-LAW
 CHALLENGES TO EMPLOYER
 MONITORING AND SURVEILLANCE BY
 FEDERAL LABOR LAW
- § 8A:58 Labor Management Relations Act
- § 8A:59 Railway Labor Act
 - D. ARBITRATION DECISIONS DEALING WITH EMPLOYER MONITORING AND SURVEILLANCE
- § 8A:60 Arbitral treatment of employer monitoring and surveillance
- § 8A:61 Challenges to employer policies of electronic monitoring or surveillance
- § 8A:62 Challenges to employer discipline based on electronic surveillance or monitoring

PART IV. SEXUAL AND REPRODUCTIVE PRIVACY IN THE WORKPLACE

CHAPTER 9. DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- I. EMPLOYER POLICIES RELATING TO SEXUAL ORIENTATION AND GENDER IDENTITY
- § 9:1 Employer justifications for discrimination on the basis of sexual orientation
- § 9:2 Employer justifications for discrimination on the basis of gender identity

- § 9:3 Effects of discrimination based on sexual orientation and gender identity
- § 9:4 Prevalence of employment discrimination based on sexual orientation and gender identity

II. CONSTITUTIONAL RESTRICTIONS ON SEXUAL ORIENTATION AND GENDER IDENTITY DISCRIMINATION BY PUBLIC SECTOR EMPLOYERS

- § 9:5 Sexual orientation and gender identity discrimination as violation of right to privacy
- § 9:6 Sexual orientation and gender identity discrimination as violation of equal protection
- § 9:7 Deprivation of liberty interests without due process in discrimination based on sexual orientation and gender identity
- § 9:8 Discrimination based on sexual orientation and gender identity as deprivation of property interests without due process
- § 9:9 Disclosure of sexual orientation and gender identity as protected speech under First Amendment
- § 9:10 Condemnation of homosexuality and transgender status as protected speech under First Amendment
- § 9:11 Discrimination on basis of sexual orientation and gender identity as violation of First Amendment right to freedom of association
- § 9:12 Freedom of religion implications of sexual orientation and gender identity discrimination

III. STATUTES REGULATING DISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY

- A. FEDERAL STATUTES RELEVANT TO DISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY
- § 9:13 Title VII of Civil Rights Act of 1964
- § 9:14 42 U.S.C.A. § 1983
- § 9:15 42 U.S.C.A. § 1985(3)
- § 9:16 Rehabilitation Act of 1973

§ 9:17 Americans with Disabilities Act of 1990

B. STATE STATUTES AND REGULATIONS RESTRICTING DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY

- § 9:18 Status of state regulation of discrimination based on sexual orientation and gender identity
- § 9:19 Alaska
- § 9:20 Arizona
- § 9:21 Arkansas
- § 9:22 California
- § 9:23 Colorado
- § 9:24 Connecticut
- § 9:25 Delaware
- § 9:26 District of Columbia
- § 9:27 Hawaii
- § 9:28 Illinois
- § 9:29 Iowa
- § 9:30 Kentucky
- § 9:31 Maine
- § 9:32 Maryland
- § 9:33 Massachusetts
- § 9:34 Michigan
- § 9:35 Minnesota
- § 9:36 Mississippi
- § 9:37 Missouri
- § 9:38 Montana
- § 9:39 Nevada
- § 9:40 New Hampshire
- § 9:41 New Jersey
- § 9:42 New Mexico
- § 9:43 New York
- § 9:44 North Carolina
- § 9:45 North Dakota
- § 9:46 Ohio
- § 9:47 Oregon
- § 9:48 Pennsylvania
- § 9:49 Rhode Island
- § 9:50 Tennessee
- § 9:51 Utah
- § 9:52 Vermont

- § 9:53 Virginia
- § 9:54 Washington
- § 9:55 West Virginia
- § 9:56 Wisconsin

IV. COMMON-LAW CHALLENGES TO DISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY

- § 9:57 Availability of common-law claims to challenge employer discrimination based on sexual orientation or gender identity
- § 9:58 Discrimination based on sexual orientation or gender identity as violation of public policy
- § 9:59 Inquiries concerning sexual orientation and homosexual activity or gender identity as invasion of privacy
- § 9:60 Discrimination based on sexual orientation or gender identity as intentional or negligent infliction of emotional distress
- § 9:61 Unemployment compensation benefits after termination based on sexual orientation or gender identity

V. CONTRACTUAL LIMITATIONS ON EMPLOYER DISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY

- § 9:62 Effect of non-discrimination policies of nonunionized private sector employers
- § 9:63 Collective bargaining provisions prohibiting discrimination based on sexual orientation and gender identity
- § 9:64 Treatment of sexual orientation or gender identity discrimination under "just cause" provisions of collective bargaining agreements
- § 9:65 Preemptive effect of federal labor law on state common-law claims for sexual orientation discrimination and gender identity

CHAPTER 10. FETAL VULNERABILITY POLICIES

I. EMPLOYER POLICIES BASED ON PROTECTION FOR EMPLOYEE OFFSPRING OR REPRODUCTIVE CAPACITY

- § 10:1 Workplace reproductive hazards
- § 10:2 Employer policies relating to fetal vulnerability and reproductive capacity
- § 10:3 Costs and benefits of employer policies excluding women from hazardous workplace conditions

II. LEGAL STATUS OF FETAL VULNERABILITY POLICIES

A. CONSTITUTIONAL RESTRICTIONS ON FETAL VULNERABILITY POLICIES

- § 10:4 Need for constitutional challenges to fetal vulnerability policies
- § 10:5 Fetal vulnerability policies as violation of constitutional right to privacy
- § 10:6 Fourth Amendment challenges to fetal vulnerability policies

B. STATUTORY RESTRICTIONS ON FETAL VULNERABILITY POLICIES

1. Title VII of Civil Rights Act of 1964

- § 10:7 Historical treatment of protectionist employer practices
- § 10:8 Application of Title VII analysis to fetal vulnerability policies
- § 10:9 Lower court treatment of challenges to fetal vulnerability policies before *Johnson Controls*
- § 10:10 Position of Equal Employment Opportunity Commission on fetal vulnerability policies
- § 10:11 International Union, United Automobile Workers of America v. Johnson Controls, Inc.
- § 10:12 —Implications of Supreme Court's decision
- § 10:13 —Lower courts' application of Supreme Court's decision

2. Occupational Safety and Health Act

§ 10:14 Role of Occupational Safety and Health

§ 10:15	Administration concerning reproductive hazards Occupational Safety and Health Act as limitation on fetal vulnerability policies	
	3. State Statutes Regulating Fetal Vulnerability Policies	
§ 10:16	State anti-discrimination statutes	
§ 10:17	State statutes dealing specifically with reproductive hazards	
§ 10:18	•	
§ 10:19	—Connecticut	
C.	COMMON-LAW CLAIMS RELATING TO FETAL VULNERABILITY	
§ 10:20	Employer actions concerning fetal vulnerability as intentional infliction of emotional distress	
§ 10:21	Claims for prenatal injuries or death resulting from workplace exposures or injuries after <i>Johnson Controls</i>	
§ 10:22	Breach of contract claims based on employer's policies concerning fetal vulnerability	

PART V. MEDICAL SCREENING IN THE WORKPLACE

CHAPTER 11. AIDS AND HIV TESTING

I. PROBLEM OF AIDS AND HIV INFECTION IN THE WORKPLACE

- § 11:1 HIV virus and AIDS
- § 11:2 AIDS dementia complex
- § 11:3 Prevalence of AIDS and HIV infection
- § 11:4 Methods of transmission of HIV virus
- § 11:5 Workplace risks posed by AIDS and HIV infection
- § 11:6 Employer responses to AIDS and HIV infection

II. TESTING FOR HIV VIRUS

- § 11:7 Methods of testing for AIDS and HIV infection
- § 11:8 Benefits and costs of employer use of HIV testing

xxxiv

§ 11:9 Prevalence of employer use of HIV testing

III. CONSTITUTIONAL LIMITATIONS ON HIV TESTING BY PUBLIC SECTOR EMPLOYERS

§ 11:10	Employer use of HIV testing as violation of
	Fourth Amendment
§ 11:11	Challenges to employer use of HIV testing as
	violation of constitutional right to privacy
§ 11:11.50	Discrimination based on HIV status or AIDS as
	denial of equal protection

IV. STATUTORY RESTRICTIONS ON EMPLOYER USE OF HIV TESTING AND DISCRIMINATION BASED ON AIDS

A. FEDERAL STATUTES RELATING TO AIDS AND HIV TESTING

- § 11:12 Guidelines for prevention of transmission of human immunodeficiency and hepatitis B viruses during invasive procedures
- § 11:13 Rehabilitation Act of 1973
- § 11:14 Americans with Disabilities Act of 1990
- § 11:15 Occupational Safety and Health Act
- § 11:16 Title VII of the Civil Rights Act of 1964

B. STATE STATUTES RELEVANT TO AIDS AND HIV TESTING

- 1. State Statutes Dealing Expressly With AIDS or HIV Testing in the Workplace
- § 11:17 In general
- § 11:18 Alabama
- § 11:19 Arizona
- § 11:20 California
- § 11:21 Colorado
- § 11:22 Connecticut
- § 11:23 Delaware
- § 11:24 Florida
- § 11:25 Georgia
- § 11:26 Hawaii
- § 11:27 Illinois

EMPLOYEE PRIVACY LAW

§ 11:28 Iowa § 11:29 Kansas § 11:30 Kentucky § 11:31 Louisiana Maine § 11:32 § 11:33 Massachusetts § 11:34 Michigan § 11:35 Minnesota § 11:36 Missouri § 11:37 Montana § 11:38 Nebraska § 11:39 Nevada § 11:40 New Hampshire § 11:41 New Jersey New Mexico § 11:42 § 11:43 New York § 11:44 North Carolina North Dakota § 11:45 § 11:46 Ohio § 11:47 Oklahoma § 11:48 Oregon § 11:49 Pennsylvania § 11:50 Rhode Island § 11:51 Texas § 11:52 Vermont Virginia § 11:53 § 11:54 Washington West Virginia § 11:55 § 11:56 Wisconsin

2. State Anti-Discrimination Statutes Relevant to AIDS and HIV Infection

§ 11:57 In general § 11:58 Alaska § 11:59 Arizona § 11:60 Arkansas California § 11:61 § 11:62 Colorado § 11:63 Connecticut § 11:64 District of Columbia § 11:65 Georgia § 11:66 Hawaii

xxxvi

- § 11:67 Illinois
- § 11:68 Indiana
- § 11:69 Kansas
- § 11:70 Louisiana
- § 11:71 Maine
- § 11:72 Maryland
- § 11:73 Massachusetts
- § 11:74 Michigan
- § 11:75 Minnesota
- § 11:76 Missouri
- § 11:77 New Mexico
- § 11:78 New York
- § 11:79 North Carolina
- § 11:80 Oklahoma
- § 11:81 Oregon
- § 11:82 Pennsylvania
- § 11:83 Tennessee
- § 11:84 Utah
- § 11:85 Virginia
- § 11:86 West Virginia
- § 11:87 Wisconsin

V. COMMON LAW CHALLENGES TO EMPLOYER USE OF HIV TESTING AND EMPLOYER DISCRIMINATION BASED ON AIDS

- § 11:88 Common law claims applicable to AIDS or HIV infection
- § 11:89 Discrimination based on AIDS as wrongful discharge in violation of public policy
- § 11:90 Violations of common law right to privacy based on HIV testing or disclosure of HIV status
- § 11:91 Intentional infliction of emotional distress claims relating to AIDS and HIV
- § 11:92 Denial of unemployment compensation benefits for failing to disclose HIV status to employer
- § 11:93 Disclosure of HIV status in connection with claims for worker's compensation benefits
- § 11:94 Common law claims based on "fear of AIDS"

VI. CONTRACTUAL LIMITATIONS ON HIV TESTING

- A. DUTY OF UNIONIZED EMPLOYERS TO BARGAIN OVER HIV TESTING
- § 11:95 National Labor Relations Act
- § 11:96 Railway Labor Act
 - B. PROTECTION PROVIDED BY COLLECTIVE BARGAINING AGREEMENTS AGAINST DISCRIMINATION ON THE BASIS OF AIDS OR HIV INFECTION
- § 11:97 Arbitration decisions dealing with AIDS or HIV infection in the workplace

CHAPTER 12. GENETIC TESTING

I. EMPLOYER USE OF GENETIC SCREENING AND GENETIC MONITORING

- § 12:1 Types of genetic testing
- § 12:2 Genetic traits and conditions discoverable by genetic testing
- § 12:3 Prevalence of genetic testing in employment
- § 12:4 Employer justifications for genetic screening and monitoring
- § 12:5 Benefits and costs associated with employer use of genetic testing

II. LEGAL STATUS OF GENETIC TESTING IN THE WORKPLACE

- A. POSSIBLE CONSTITUTIONAL CHALLENGES TO PUBLIC EMPLOYER USE OF GENETIC TESTING
- § 12:6 Status of genetic testing under Fourth Amendment
- § 12:7 Genetic testing as violation of constitutional right to privacy

xxxviii

В. FEDERAL STATUTES REGULATING USE OF GENETIC TESTING IN EMPLOYMENT

	or deneric resting in emit dor.
§ 12:8	Genetic Information Nondiscrimination Act of 2008
§ 12:9	Executive order to prohibit discrimination in federal employment based on genetic information
§ 12:10	Title VII of Civil Rights Act of 1964
§ 12:11	Rehabilitation Act of 1973
§ 12:12	Americans with Disabilities Act of 1990
§ 12:13	Occupational Safety and Health Act
§ 12:14	National Labor Relations Act
§ 12:15	Railway Labor Act
C.	STATE REGULATION OF GENETIC TESTING IN EMPLOYMENT

- State statutes relevant to employer use of § 12:16 genetic testing; Overview
- § 12:17 Alaska
- § 12:18 Arizona
- § 12:19 Arkansas
- § 12:20 California
- § 12:21 Connecticut
- § 12:22 Delaware
- § 12:23 District of Columbia
- § 12:24 Florida
- Hawaii § 12:25
- § 12:26 Idaho
- § 12:27 Illinois
- § 12:28 Iowa
- § 12:29 Kansas
- § 12:30 Louisiana
- § 12:31 Maine
- § 12:32 Maryland
- § 12:33 Massachusetts
- Michigan § 12:34
- § 12:35 Minnesota
- § 12:36 Missouri
- Nebraska § 12:37
- § 12:38 Nevada
- New Hampshire § 12:39

§ 12:40	New Jersey
§ 12:41	New Mexico
§ 12:42	New York
§ 12:43	North Carolina
§ 12:44	Oklahoma
§ 12:45	Oregon
§ 12:46	Rhode Island
§ 12:47	South Dakota
§ 12:48	Texas
§ 12:49	Utah
§ 12:50	Vermont
§ 12:51	Virginia
§ 12:52	Washington
§ 12:53	Wisconsin

D. COMMON-LAW CLAIMS RELATING TO GENETIC TESTING

- § 12:54 Genetic testing as an invasion of privacy
- § 12:55 Employer actions relating to genetic testing as intentional infliction of emotional distress

PART VI. OTHER EMPLOYEE PRIVACY ISSUES

CHAPTER 13. REGULATION OF EMPLOYEE LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT

I. EMPLOYER ACTIONS BASED ON LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT OF EMPLOYEES

- § 13:1 Extent of employer regulation of employee lifestyle and lawful off-duty conduct
- § 13:2 Justifications of employers for regulating lawful off-duty conduct of employees
- § 13:3 Effects of employer regulation of employee lifestyle and lawful off-duty conduct

II. CONSTITUTIONAL PROTECTIONS FOR EMPLOYEE LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT

- § 13:4 Right to privacy implications of regulation of lawful off-duty conduct
- § 13:5 Regulation of employee lifestyle or off-duty conduct as a violation of equal protection
- § 13:6 First Amendment protection for off-duty conduct
- § 13:7 Right to freedom of association and off-duty conduct
- § 13:8 Deprivation of due process property and liberty rights by employer regulation of employee off-duty activities

III. STATUTORY PROTECTIONS FOR EMPLOYEE LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT

- A. FEDERAL STATUTORY PROVISIONS RELEVANT TO REGULATION OF LAWFUL OFF-DUTY CONDUCT OR EMPLOYEE LIFESTYLE
- § 13:9 Civil Service Reform Act
- § 13:10 Americans with Disabilities Act of 1990
- § 13:11 Title VII of the Civil Rights Act of 1964

B. STATE STATUTES RELEVANT TO REGULATION OF LAWFUL OFF-DUTY CONDUCT OR EMPLOYEE LIFESTYLE

- § 13:12 State laws protecting lawful off-duty activities of employees generally
- § 13:13 California
- § 13:14 Colorado
- § 13:15 Connecticut
- § 13:15.50 Delaware
- § 13:16 District of Columbia
- § 13:16.50 Hawaii
- § 13:17 Illinois
- § 13:18 Indiana
- § 13:19 Kentucky
- § 13:20 Louisiana

§ 13:21	Maine
§ 13:22	Massachusetts
§ 13:23	Minnesota
§ 13:24	Mississippi
§ 13:25	Missouri
§ 13:26	Montana
§ 13:27	Nevada
§ 13:28	New Hampshire
§ 13:29	New Jersey
§ 13:30	New Mexico
§ 13:31	New York
§ 13:32	North Carolina
§ 13:33	North Dakota
§ 13:34	Oklahoma
§ 13:35	Oregon
§ 13:36	Rhode Island
§ 13:37	South Carolina
§ 13:38	South Dakota
§ 13:39	Tennessee
§ 13:40	Virginia
§ 13:41	West Virginia
§ 13:42	Wisconsin
§ 13:43	Wyoming
§ 13:44	State statutes protecting against lifestyle discrimination

IV. COMMON-LAW PROTECTIONS FOR LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT OF EMPLOYEES

§ 13:45 Lawful off-duty conduct as grounds for discharge
 § 13:46 Wrongful discharge claims based on consideration of lawful off-duty activities
 § 13:47 Consideration of lawful off-duty conduct as invasion of privacy
 § 13:48 Consideration of off-duty conduct as intentional infliction of emotional distress
 § 13:49 Off-duty conduct as grounds for denial of unemployment compensation benefits

V. UNIONIZED EMPLOYER ACTIONS BASED ON EMPLOYEE LIFESTYLE AND LAWFUL OFF-DUTY CONDUCT

§ 13:50 Preemption of state law claims by federal labor law

§ 13:51	Arbitral treatment of employer regulation of lawful off-duty conduct
§ 13:52	Challenges to employer regulation of lawful off- duty conduct
§ 13:53	Challenges to discipline based on lawful off-duty conduct

Table of Laws and Rules

Table of Cases

Index