Topic Index

AAA (AMERICAN ARBITRATION ASSOCIATION)
Collective Bargaining Agreements (this index)

ABANDONMENT
National LABOR Relations Board, reinstatement orders, **Labor § 43:53**
Unions and Union Practices (this index)

ABATEMENT
Personnel manual, documentation, **Pers M § 17:43 to 17:45**
Retirement plans, multiemployer plan withdrawals, **Ben § 30:24 to 30:27**

ABILITY OR INABILITY
Personnel Manual (this index)
Unfair Labor Practices (this index)

ABLE ACCOUNTS
Disability benefits, **Ben § 6:17.50**

ABNORMALLY DANGEROUS CONDITIONS
Unfair labor practices, work stoppages, **Labor § 25:75, 25:76, 25:91**

ABORTIONS
Medical and health insurance, **Emp P § 46:7**
Medical benefits, **Ben § 5:38**
Selection and retention of employees, **Emp P § 25:4**
Sex and pregnancy discrimination, **Emp P § 44:174**

ABRASIVE WHEELS
Workplace Safety (this index)

ABSENCE
LABOR Management Relations Act, absent party at hearing, **Labor § 53:237**
LABOR-Management Reporting and Disclosure Act, absentee ballots, **Labor § 66:57**
Lack or Absence (this index)
Work absences. **Absences from Work** (this index)

ABSENCES FROM WORK
Collective Bargaining Agreements (this index)
Leaves of Absence (this index)
Overtime Pay (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

ABSTENTION
Substance abuse and testing, Fourth Amendment, **Emp P § 30:70**

ABSTRACT COMPANIES
Retail or service establishment employees, **Comp § 12:201**

ABUSE
Personnel Manual (this index)

ABUSE—Cont'd
Unfair labor practices, abuse of employer's property, **Labor § 31:38**
Workplace safety, abuse of discretion standard of review, **Work S § 9:15**

ACADEMIC EVALUATION PRIVILEGE
Discovery, **Emp P § 104:23**

AC (AMENDMENT OF CERTIFICATION)
Unions and Union Practices (this index)

ACCELERATED DEATH BENEFITS
Life insurance, income tax consequences to beneficiaries, **Ben § 7:70**
Personnel manual, life insurance, **Pers M § 12:6**

ACCEPTANCE OR REJECTION
National Labor Relations Board (this index)
Personnel manual, rejection letter to applicant, **Pers M § 3:55**
Unfair Labor Practices (this index)

ACCESS
Accessibility (this index)
Collective Bargaining Agreements (this index)
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
LABOR Management Relations Act, access to court limitations in contract, **Labor § 53:181**
National Labor Relations Board (this index)
Records and Reports (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ACCESSIBILITY
Inaccessible or Inaccessibility (this index)
National LABOR Relations Board, investigations, **Labor § 41:21**
Personnel manual, recruitment of persons with disabilities, **Pers M § 2:74**

ACCIDENT INSURANCE
Cafeteria plans, **Ben § 3:18**
Keogh plans, taxation of payments, **Ben § 23:147**
Medical Benefits (this index)

ACCIDENTS
Collective bargaining agreements, accidental death insurance, **Labor § 47:60, 47:61**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

ACCOMMODATION OR ACCOMMODATIONS
Evidence, accommodation of disability, **Emp P § 107:88**
Federal employment, grievance resolution, **Labor § 49:156**

ACCOMMODATION OR ACCOMMODATIONS —Cont'd
National LABOR Relations Board, arbitration processes, **Labor § 10:1 to 10:55**
Personnel Manual (this index)

ACCOUNTABILITY
Personnel Manual (this index)

ACCOUNTANTS AND ACCOUNTING
Death benefits, handling of payment of more than $5,000, **Ben § 7:126**
Personnel manual, occupational pay data, **Pers M § 10:4 to 10:20**
Retail or service establishment employees, **Comp § 12:29**
Retirement and Retirement Plans (this index)
Stock options, variable options, **Ben § 35:91**
White collar employees, **Comp § 3:56**

ACCOUNTING CLERKS
Personnel manual, occupational pay data, **Pers M § 10:21 to 10:28**

ACCOUNTS
National LABOR Relations Board, escrow account for discriminatee who cannot be located, **Labor § 43:77**
Personnel Manual (this index)
Unfair labor practices, duty of employer to provide information to union about expense accounts, **Labor § 35:28**

ACCRETION
Unions and Union Practices (this index)

ACCRUAL
Personnel manual, accrual of benefits during leave of absence, **Pers M § 14:10**
Statutes of Limitation (this index)

ACCRUED BENEFITS
Family and Medical Leave Act, **Ben § 12:54**
Retirement and Retirement Plans (this index)

ACCURACY
LABOR-Management Reporting and Disclosure Act, maintenance of records that verify accuracy of reports, **Labor § 68:6**
Workplace safety, material safety data sheet, **Work S § 5:256**

ACCUSATIONS
Union election campaigns, employer misconduct, **Labor § 22:53**
Workplace safety, California's plan for safety and health, **Work S § 4:239**

ACETYLENE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:66**

ACHIEVE, ACHIEVING OR ACHIEVEMENT
Personnel manual, achievement list, **Pers M § 15:46**
Unfair Labor Practices (this index)

ACHIEVEMENT AWARDS
General discussion, **Ben § 15:230**

ACKNOWLEDGMENT
LABOR Management Relations Act, effect on employer's damages in hybrid action, **Labor § 56:16**
National LABOR Relations Board, service, **Labor § 52:24**
Personnel Manual (this index)

ACQUIESCENCE
Unfair labor practices, union acquiescence in employer's withdrawal from multiemployer bargaining, **Labor § 33:52**

ACQUISITION OR ACQUISITIONS
Personnel manual, altering compensation programs due to corporate change, **Pers M § 8:33**
Unfair Labor Practices (this index)

ACROSS-THE-BOARD WAGE CHANGES
Collective bargaining agreements, basic wage provisions, **Labor § 47:41**

ACRYLONITRILE
Workplace safety, OSHA safety and health standards, **Work S § 3:310**

ACTIONS AND PROCEEDINGS
Administrative Proceedings (this index)
Class Actions (this index)
Costs of Action (this index)
Federal Employment (this index)
Hybrid Actions (this index)
Initiation of Proceedings (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Labor Relations (this index)
National LABOR Relations Act, applicability of state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Relitigation (this index)
Removal of Proceedings (this index)
Retaliation, **Emp P § 10:17**
Statutes of Limitation (this index)
Terms, conditions and privileges of employment, **Emp P § 65:91**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ACTIVE DUTY
Family and Medical Leave Act, **Ben § 12:11**

ACTIVITY OR ACTIVITIES
Collective bargaining agreements, health care industry bargaining dispute resolution, **Labor § 48:11**
Concerted Activity (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Legitimate labor activities, nature of federal labor-management relations laws, **Labor § 1:5 to 1:10**
National Labor Relations Act (this index)

ACTIVITY OR ACTIVITIES—Cont'd
National Labor Relations Board (this index)
Norris-LaGuardia Act, activities disguised as labor disputes, **Labor § 50:91**
Personnel Manual (this index)
Secondary Activities (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

ACT OR ACTS
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Retaliation, **Emp P § 10:15**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

ACTORS AND ACTING
Child labor, **Comp § 24:43**
Retail or service establishment employees, **Comp § 12:32**
White collar employees, **Comp § 3:57**

ACTS OF GOD
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:122**

ACTUAL AUTHORITY
National LABOR Relations Act, agents of employers, **Labor § 8:23**

ACTUAL CONDUCT
Unfair labor practices, picketing at neutral employer's premises, **Labor § 38:88**

ACTUAL CONTROVERSY
Fair Labor Standards Act and similar state laws, declaratory judgments, **Comp § 41:68**

ACTUARIES
Retirement plans, liability for breach of fiduciary duties, **Ben § 37:50**
White collar employees, **Comp § 3:58**

ADA
Americans with Disabilities Act (this index)

ADA AMENDMENTS ACT OF 2008
Americans with Disabilities Act, **Emp P § 9:4.50**

ADDICTION
Personnel manual, recognizing tobacco addiction as informal smoking-cessation program, **Pers M § 19:21**

ADDRESSING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:30**

ADDRESS OR ADDRESSES
LABOR-Management Reporting and Disclosure Act, mailing election notice to last known home address, **Labor § 66:41**
National LABOR Relations Board headquarters, **Labor § 41:8**
Unfair Labor Practices (this index)
Workplaceplace safety, record address requirement for pleadings in administrative proceedings, **Work S § 8:45**

ADEA
Age Discrimination in Employment Act (this index)

ADEQUACY
Sufficiency or Insufficiency (this index)

ADHERE OR ADHERENCE
Federal employment, adherence to administrative procedures, **Labor § 45:60**
Unfair labor practices, refusal to adhere to contract, **Labor § 37:60 to 37:67**

ADJOURNMENT
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:236**

ADJUDICATION OR ADJUDICATIONS
LABOR Management Relations Act, effect of prior state adjudications on contract enforcement actions, **Labor § 53:11**
National Labor Relations Board (this index)

ADJUSTERS (INSURANCE)
National Labor Relations Act (this index)

ADJUSTMENT OR ADJUSTMENTS
Attorney's Fees (this index)
LABOR Management Relations Act, future adjustment provision arbitration award, **Labor § 53:217**
National Labor Relations Board (this index)
Personnel manual, altering compensation programs due to corporate change, **Pers M § 8:34**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)

ADMINISTRATION
Collective Bargaining Agreements (this index)
Federal Employment (this index)
National LABOR Relations Act, employer coverage, **Labor § 4:38 to 4:46**
Personnel Manual (this index)
Railway LABOR Act, administration of oaths and affirmations by National Mediation Board, **Labor § 44:10**
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, state plans for safety and health, **Work S § 4:1 to Work S § 4:1140**

ADMINISTRATIVE ASSISTANTS
White collar employees, **Comp § 3:59**

ADMINISTRATIVE EXEMPTIONS
General discussion, **Emp P § 91:1 et seq.**
Age Discrimination in Employment Act (this index)
Executive Order 11246 (this index)
National Apprenticeship Act, **Emp P § 91:5**
Paperwork Reduction Act, **Emp P § 91:2**
Regulatory Flexibility Act, **Emp P § 91:2**
Rehabilitation Act (this index)
State fair employment practice statutes, **Emp P § 91:6**
Title VII, **Emp P § 91:4**

ADMINISTRATIVE EXEMPTIONS—Cont'd
Veterans and Other Uniformed Service Members (this index)

ADMINISTRATIVE LAW JUDGES
Aliens (this index)
Child labor, sanctions and remedies, **Comp § 28:13**
Department of Labor supplemental hearing procedures, **Emp P § 90:209**
Executive Order 11246, **Emp P § 88:75, 88:76**
Federal employment, hearing on unfair labor practices, **Labor § 45:56 to 45:69**
Federal government employees, **Emp P § 88:325**
LABOR-Management Reporting and Disclosure Act, hearings on removal of union officers, **Labor § 66:114 to 66:120**
National LABOR Relations Act, opinions as precedent, **Labor § 1:44**
National Labor Relations Board (this index)
Workplace Safety (this index)

ADMINISTRATIVE MATTERS
Personnel manual, controls of hazards, **Pers M § 17:71**
Proceedings. **Administrative Proceedings** (this index)
Unions, showing of interest required for representation petition, **Labor § 18:87, 18:88, 18:90**
Workplace Safety (this index)

ADMINISTRATIVE PROCEDURE ACT
General discussion, **Ben § 45:82; Emp P § 94:2**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:41**

ADMINISTRATIVE PROCEEDINGS
Administrative Exemptions (this index)
Administrative Law Judges (this index)
Administrative Sanctions and Remedies (this index)
Age Discrimination in Employment Act (this index)
Aliens (this index)
Attorney's fees, **Emp P § 77:24, 77:50 to 77:52**
Child Labor (this index)
Delaware, **Emp P § 89:54**
Discovery, privilege, **Emp P § 104:21, 104:22**
Equal Access to Justice Act, **Emp P § 77:101**
LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:108 to 66:131**
LABOR relations, **Labor § 41:1 to 46:47**
National Labor Relations Board (this index)
Retaliation (this index)
Retirement and Retirement Plans (this index)
Title VII (this index)
Unfair Labor Practices (this index)

ADMINISTRATIVE SANCTIONS AND REMEDIES
General discussion, **Emp P § 82:1 et seq.**
Attorney's fees, **Emp P § 82:26**
Class agent, remedies for, **Emp P § 82:25**
Costs, **Emp P § 82:27**
Employee Polygraph Protection Act, **Emp P § 82:18**
Equal Pay Act, **Emp P § 82:11**
Executive Order 11246, **Emp P § 82:3**
Export Administration Act, **Emp P § 82:19**
Fair Labor Standards Act, child labor sanctions under, **Emp P § 82:10**

ADMINISTRATIVE SANCTIONS AND REMEDIES —Cont'd
Federal employment cases
- general discussion, **Emp P § 82:21 to 82:27**
- attorney's fees, **Emp P § 82:26**
- class agent, remedies for, **Emp P § 82:25**
- costs, **Emp P § 82:27**
- federal employees, **Emp P § 82:23**
- federal job applicants, **Emp P § 82:24**
- informal adjustment agreements, **Emp P § 82:21**
- remedies applicable, **Emp P § 82:21 to 82:25**

Immigration and Nationality Act, **Emp P § 82:17**
Immigration Reform and Control Act, **Emp P § 82:14 to 82:16**
Informal adjustment agreements, **Emp P § 82:21**
Job Training Partnership Act, **Emp P § 82:8**
Mineral Land Leasing Act, **Emp P § 82:13**
National and Community Service Act, **Emp P § 82:20**
National Apprenticeship Act of 1937, **Emp P § 82:9**
Rehabilitation Act, **Emp P § 82:4, 82:5**
Title VI, **Emp P § 82:6, 82:7**
Title VII, **Emp P § 82:2**
Veterans Act, **Emp P § 82:4**
Walsh-Healey Act, **Emp P § 82:12**

ADMINISTRATORS
Records and reports, **Comp § 37:37**
Retirement plans, Employee Retirement Income Security Act action for failure to provide information on request, **Ben § 45:11**
Service Contract Act, **Comp § 40:135**
White Collar Employees (this index)

ADMIRALTY LAW
Jurisdiction, **Emp P § 115:9**

ADMISSIBILITY OF EVIDENCE
Labor Management Relations Act (this index)
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:208, 42:258 to 42:268**

ADMISSIONS
Collective bargaining agreements, arbitration hearing, **Labor § 49:99**
Department of Labor supplemental hearing procedures, **Emp P § 90:237**
Executive Order 11246, **Emp P § 88:110**
Fair Labor Standards Act and Similar State Laws (this index)
National LABOR Relations Board, settlement agreement on unfair labor practices, **Labor § 42:142, 42:153**
Workplaceplace safety, administrative proceedings, **Work S § 8:79 to Work S § 8:81**

ADOPTION
Medical benefits, adopted children, **Ben § 5:9, 5:185**
Personnel manual, financial assistance for adoption of children, **Pers M § 13:35, 13:36**
Policies. **Personnel Manual** (this index)
Standards. **Workplace Safety** (this index)

ADR
Alternative Dispute Resolution (this index)

ADULT DAY CARE
Personnel manual, eldercare services, **Pers M § 13:42**

ADVANCE MATTERS
Notice (this index)
Personnel Manual (this index)

ADVANCEMENT OF GRIEVANT'S INTERESTS
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:26**

ADVANCE RULINGS
Employee Retirement Income Security Act, termination of employee welfare benefit plans, **Ben § 2:82**

ADVANCES
Minimum wages, **Comp § 17:51**
Retail or service establishment employees, **Comp § 12:8**

ADVANTAGES AND DISADVANTAGES
Personnel Manual (this index)
Unions, campaign statements, **Labor § 16:48 to 16:56**

ADVERSARIAL RELATIONSHIP
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:277**

ADVERSE ACTIONS
Retaliation (this index)

ADVERSE INFERENCE FROM FAILURE TO PRODUCE EVIDENCE
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:257**

ADVERSE PERSONNEL ACTIONS
Federal Employment (this index)

ADVERSE PUBLICITY
Personnel manual, reasons to adopt sexual harassment policy, **Pers M § 5:54**

ADVERTISING AND ADVERTISING AGENCIES
Hiring, Preselection and Recruitment Practices (this index)
Personnel manual, recruitment, **Pers M § 1:11, 2:36 to 2:46**
Retail or service establishment employees, **Comp § 12:31**
White collar employees, **Comp § 3:60**

ADVICE AND ADVISORY MATTERS
National LABOR Relations Act coverage, advisors, **Labor § 5:110**
National LABOR Relations Board, advisory opinions, **Labor § 9:39 to 9:52**
Unfair labor practices, free speech right of employer limited by rights of employees, **Labor § 26:16**
Workplace Safety (this index)

ADVISORY JURIES
General discussion, **Emp P § 105:4**

ADVISORY OPINIONS
General discussion, **Emp P § 93:58 to 93:60**
Effect of advisory opinions, **Emp P § 93:60**

ADVISORY OPINIONS—Cont'd
Equal Employment Opportunity Commission, **Emp P § 18:6, 93:59**
Retirement and Retirement Plans (this index)

AFFECTIONAL ORIENTATION DISCRIMINATION
Sexual or Affectional Orientation Discrimination (this index)

AFFIDAVITS
National Labor Relations Board (this index)
Unions and Union Practices (this index)
Workplaceplace safety, California's plan for safety and health, **Work S § 4:237**

AFFILIATES AND AFFILIATIONS
Golden parachutes, affiliated groups and corporations, **Ben § 32:18**
Retirement and Retirement Plans (this index)
Unions and Union Practices (this index)

AFFIRMATIONS AND OATHS
Railway LABOR Act, National Mediation Board, **Labor § 44:10**

AFFIRMATIVE ACTION
General discussion, **Emp P § 68:1 et seq.**
Apprenticeships and licensing programs
- general discussion, **Emp P § 68:83 to 68:91**
- goals and timetables, establishment where deficiencies exist, **Emp P § 68:89**
- measurement of affirmative action compliance, **Emp P § 68:91**
- outreach and recruitment requirements, **Emp P § 68:90**
- pledge of nondiscrimination, **Emp P § 68:87**
- utilization analysis requirement, **Emp P § 68:88**

Auditing and reporting requirements, veterans and disabled persons, **Emp P § 68:71**
Availability analysis, nonconstruction contractors, **Emp P § 68:45 et seq.**
Burden of proof when contesting validity of affirmative action plan, **Emp P § 68:12**
Consent decrees, evaluation of permissible affirmative action in, **Emp P § 68:6**
Constitutional requirements for voluntary affirmative action, **Emp P § 68:8**
Construction contractors, action required under Executive Order 11246
- general discussion, **Emp P § 68:23 to 68:28**
- checklist of construction contractor obligations, **Emp P § 68:23**
- goals and timetables requirement, **Emp P § 68:25**
- Hometown Plan, meeting affirmative action obligations through participation in, **Emp P § 68:28**
- membership and participation in voluntary association, meeting affirmative action obligations through, **Emp P § 68:27**
- notice, **Emp P § 68:24**

Court ordered remedies
- general discussion, **Emp P § 68:120 to 68:128**
- actual victims of discrimination, limitation of relief to, **Emp P § 68:123**
- availability of other forms of relief, **Emp P § 68:125**

AFFIRMATIVE ACTION—Cont'd
Court ordered remedies—Cont'd
flexibility of goals, **Emp P § 68:122**
judicial oversight of affirmative action relief, **Emp P § 68:128**
validity of court ordered affirmative action plans, **Emp P § 68:126**
voluntary affirmative action efforts, effect of, **Emp P § 68:124**
Criteria for establishing permissible voluntary affirmative action plan, **Emp P § 68:5**
Disabled persons. Veterans and disabled persons, below
Discovery, privilege, **Emp P § 104:19**
Duration of affirmative action plan, **Emp P § 68:10**
Equal Employment Opportunity Commission guidelines
general discussion, **Emp P § 68:16 to 68:20**
checklist of criteria for developing and implementing permissible voluntary affirmative action plan under guidelines, **Emp P § 68:16**
compliance, effect in defending affirmative action plan, **Emp P § 68:14**
reasonable action, defined, **Emp P § 68:20**
reasonable basis for affirmative action, determination of, **Emp P § 68:19**
reasonable self-analysis, conduct of, **Emp P § 68:17, 68:18**
Establishment, defined, **Emp P § 68:30**
Ethnicity, nonconstruction contractors, **Emp P § 68:42**
Evidence, **Emp P § 106:17, 106:18, 107:80**
Executive Order 11246 (this index)
Goals and timetables
apprenticeships and licensing programs, **Emp P § 68:89**
construction contractors, **Emp P § 68:25**
Good faith, nonconstruction contractors, **Emp P § 68:52**
Government contractors
general discussion, **Emp P § 68:21 to 68:94**
alternative written plan requirements under Executive Order 11246, **Emp P § 68:63, 68:74**
construction contractors, action required under Executive Order 11246, above
disabled persons. Veterans and disabled persons, below
federal laws under which government contractors required to take affirmative action, **Emp P § 68:22**
minorities and women, discrimination against, below
multi-establishment contractors, standardized affirmative action format, **Emp P § 68:63**
nonconstruction contractors, action required under Executive Order 11246, below
veterans and disabled persons, below
women, discrimination against. Minorities and women, discrimination against, below
Hometown Plan, construction contractors, **Emp P § 68:28**
Immediate labor area of availability, **Emp P § 68:47**
Job area acceptance ranges formula, minorities and women, **Emp P § 68:56**
Job areas and workforce sectors for concentration or underrepresentation, minorities and women, **Emp P § 68:55**
Job group analysis, nonconstruction contractors, **Emp P § 68:44**
Job openings, veterans and disabled persons, **Emp P § 68:73**
Licensing programs. Apprenticeships and licensing programs, above
Line managers, nonconstruction contractors, **Emp P § 68:35**
Lines of progression in workforce analysis, **Emp P § 68:41**

AFFIRMATIVE ACTION—Cont'd
Manifest racial imbalance, voluntary affirmative action plans must be based on, **Emp P § 68:7**
Minorities and women, discrimination against
general discussion, **Emp P § 68:54 et seq.**
action-oriented programs, addressing problem areas through, **Emp P § 68:60**
job area acceptance ranges formula, application to determine concentration or underrepresentation., **Emp P § 68:56**
job areas and workforce sectors for concentration or underrepresentation, identification of, **Emp P § 68:55**
nonconstruction contractors, **Emp P § 68:42**
Office of Federal Contract Compliance Programs nondiscrimination guidelines, adherence to, **Emp P § 68:62**
recruitment and applicant flow, affirmative action to improve, **Emp P § 68:61**
review of workforce analysis for evidence of minority and female concentration or underrepresentation, **Emp P § 68:54**
salaries of employees, analyzing potential discrimination by studying, **Emp P § 68:57**
Multi-establishment government contractors, **Emp P § 68:63**
Noncompliance with voluntary affirmative action, effect of, **Emp P § 68:13**
Nonconstruction contractors, action required under Executive Order 11246
general discussion, **Emp P § 68:29 to 68:60**
appointment of affirmative action officer responsible for plan implementation, **Emp P § 68:33**
availability analysis, performance of, **Emp P § 68:45 et seq.**
contents of written affirmative action plan, **Emp P § 68:31, 68:32**
data sources for availability computations, **Emp P § 68:48**
establishment
defined, **Emp P § 68:30**
required to submit written affirmative action plan, **Emp P § 68:29**
ethnicity, counting employees by, **Emp P § 68:42**
good faith effort, **Emp P § 68:52**
immediate labor area of availability, **Emp P § 68:47**
job group analysis, performance of, **Emp P § 68:44**
line managers, plan responsibilities of, **Emp P § 68:35**
lines of progression in workforce analysis, **Emp P § 68:41**
organizational unit, defined, **Emp P § 68:40**
race, counting employees by, **Emp P § 68:42**
ranking job titles by pay, **Emp P § 68:39**
titles of jobs, specificity of, **Emp P § 68:38**
underutilization, **Emp P § 68:50, 68:58**
utilization analysis requirement, **Emp P § 68:43, 68:47**
workforce analysis requirement, **Emp P § 68:37**
Notice, construction contractors, **Emp P § 68:24**
Organizational unit
defined, **Emp P § 68:40**
Outreach and recruitment activities
apprenticeships and licensing programs, **Emp P § 68:90**
veterans and disabled persons, **Emp P § 68:78 et seq.**
Personnel Manual (this index)
Persons who may benefit from affirmative action plan, **Emp P § 68:4**

AFFIRMATIVE ACTION—Cont'd
Physical and mental job requirements, veterans and disabled persons, **Emp P § 68:74**
Pledge of nondiscrimination, apprenticeships and licensing programs, **Emp P § 68:87**
Qualifications for job, veterans and disabled persons, **Emp P § 68:93**
Racial discrimination. Minorities and women, discrimination against, above
Reasonable accommodation requirement, veterans and disabled persons, **Emp P § 68:75**
Reasonable action, defined, **Emp P § 68:20**
Recruitment. Outreach and recruitment activities, above
Salaries of employees, minorities and women, **Emp P § 68:57**
Sex discrimination. Minorities and women, discrimination against, above
Third-party interests, effect of affirmative action plan's impact on, **Emp P § 68:9**
Timetables. Goals and timetables, above
Titles of jobs, nonconstruction contractors, **Emp P § 68:38**
Type of employment decision involved in affirmative action taken, **Emp P § 68:11**
Utilization analysis requirement
apprenticeships and licensing programs, **Emp P § 68:88**
nonconstruction contractors, **Emp P § 68:43, 68:47**
Validity of voluntary affirmative action, **Emp P § 68:3**
Veterans and disabled persons
general discussion, **Emp P § 68:64 et seq., 91:12**
annual updating requirement, **Emp P § 68:77**
appointment of executive responsible for plan implementatio, **Emp P § 68:68**
auditing and reporting requirements, **Emp P § 68:71**
contents of affirmative action plans, **Emp P § 68:67**
dissemination of affirmative action policy, **Emp P § 68:70**
establishment, required affirmative action program for each, **Emp P § 68:66**
identification of problems, **Emp P § 68:72**
invitation to veterans and workers with disabilities to identify themselves, **Emp P § 68:76**
job openings, listing with state employment services, **Emp P § 68:73**
outreach and recruitment activities, **Emp P § 68:78 et seq.**
personnel relations, improvement of, **Emp P § 68:82**
physical and mental job requirements, review of, **Emp P § 68:74**
policy statement, **Emp P § 68:69**
proposal of solutions, **Emp P § 68:72**
qualifications for job, proper consideration of, **Emp P § 68:93**
reasonable accommodation requirement, **Emp P § 68:75**
Rehabilitation Act, generally, **Emp P § 68:64**
Vietnam Era Veterans Readjustment Assistance Act, generally, **Emp P § 68:64**
Voluntary affirmative action plan, **Emp P § 68:2**
Women, discrimination against. Minorities and women, discrimination against, above
Workforce analysis requirement, nonconstruction contractors, **Emp P § 68:37**

AFFIRMATIVE DEFENSES
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:44**

AFFIRMATIVE DEFENSES—Cont'd
Workplaceplace safety, answers in administrative proceedings, **Work S § 8:58**

AFFIRMATIVE REMEDIAL ORDERS
National LABOR Relations Board, **Labor § 43:6**

AFL-CIO
Unions, no-raiding agreements, **Labor § 18:128, 18:129**

AFTER-ACQUIRED EVIDENCE
Employment practices, victim misconduct, **Emp P § 70:23, 70:24**

AFTER-HOURS TRAINING
Overtime pay, **Comp § 20:234**

AGE
Age Discrimination in Employment Act (this index)
Age Discrimination (this index)
Aged Persons (this index)
Children and Minors (this index)
Group insurance, misstatement in group life or health policies, under state law, **Ben § 1:67**
Individual retirement accounts, beneficiaries, **Ben § 23:91**
LABOR-Management Reporting and Disclosure Act, qualifications of candidates for elections, **Labor § 66:18**
Personnel Manual (this index)
Retirement and Retirement Plans (this index)

AGE DISCRIMINATION
General discussion, **Emp P § 8:1 et seq.**
Age Discrimination in Employment Act (this index)
Benefits
general discussion, **Emp P § 44:211 et seq.**
additional benefits to older employees, extension of, **Emp P § 44:223**
Age Discrimination in Employment Act, benefit plan exception under, **Emp P § 44:212**
benefit-by-benefit cost comparison, **Emp P § 44:217**
benefit package cost comparison, **Emp P § 44:218**
bona fide benefit plan, **Emp P § 44:220, 44:221**
communication of plan to employees, **Emp P § 44:221**
effective date of Older Workers Benefit Protection Act, **Emp P § 44:213, 44:214**
government benefit, effect of availability of, **Emp P § 44:219**
greater benefit contributions by older workers, requirement of, **Emp P § 44:215**
lower benefits to older workers, provision of, **Emp P § 44:216**
observation of plan terms, **Emp P § 44:222**
waivers under Older Workers Benefit Protection Act, below
Bona fide benefit plan, **Emp P § 44:220, 44:221**
Bona fide occupational qualifications
general discussion, **Emp P § 8:6 to 8:11**
essence of business, **Emp P § 8:8**
factual basis for inability to perform, establishment of, **Emp P § 8:9**
individual distinctions, inability to make, **Emp P § 8:10**
reasonable necessity of BFOQ, **Emp P § 8:7**
safety-related BFOQs, **Emp P § 8:11**
scope of exception, **Emp P § 8:6**

AGE DISCRIMINATION—Cont'd
Burden of proving validity of waiver under Older Workers Benefit Protection Act, **Emp P § 69:6**
Class actions
general discussion, **Emp P § 99:80 to 99:86**
Age Discrimination in Employment Act, administrative processing requirements as prerequisites to inclusion in class, **Emp P § 99:85**
Equal Employment Opportunity Commission actions, inapplicability of opt-in requirement, **Emp P § 99:83**
notification of right to opt-in, **Emp P § 99:84**
opt-in requirement, **Emp P § 99:81, 99:83, 99:84**
procedural authority for Age Discrimination in Employment Act class actions, **Emp P § 99:80**
similarly situated plaintiffs, **Emp P § 99:82**
time limitations on class membership, **Emp P § 99:86**
Communication of plan to employees, **Emp P § 44:221**
Compensation. Benefits, above
Discipline, **Emp P § 57:55**
Economic considerations exception, **Emp P § 8:13**
Employers and other entities, **Emp P § 8:2**
Equal Employment Opportunity Commission
class actions, inapplicability of opt-in requirement, **Emp P § 99:83**
Older Workers Benefit Protection Act, waiver under, **Emp P § 69:7**
Exhaustion of remedies, **Emp P § 95:59**
Federal law, effect on state laws, **Emp P § 8:5**
Federally assisted programs, **Emp P § 8:4**
Fringe benefits. Benefits, above
Government contractors, **Emp P § 8:3**
Hiring, Preselection and Recruitment Practices (this index)
Jurisdiction, **Emp P § 95:115**
Knowing and voluntary, defined, **Emp P § 69:3**
Mandatory Retirement (this index)
Notice
class actions, right to opt-in, **Emp P § 99:84**
waivers under Older Workers Benefit Protection Act, **Emp P § 69:4**
Older Workers Benefit Protection Plan. Benefits, above
Opt-in requirement, class actions, **Emp P § 99:81, 99:83, 99:84**
Reasonable factor other than age exception, **Emp P § 8:12, 8:13**
Reasonable necessity of bona fide occupational qualifications, **Emp P § 8:7**
Retirement and Retirement Plans (this index)
Safety-related bona fide occupational qualifications, **Emp P § 8:11**
Sick leave, **Emp P § 45:25**
Termination of employment, **Emp P § 57:55**
Time and date
class membership, **Emp P § 99:86**
Older Workers Benefit Protection Act, waivers under, **Emp P § 69:4**
Vacations, **Emp P § 45:4**
Waivers under Older Workers Benefit Protection Act
general discussion, **Emp P § 69:2 to 69:7**
Age Discrimination in Employment Act waivers, effect of Older Workers Benefit Protection Act on, **Emp P § 69:2**
burden of proving validity of waiver, **Emp P § 69:6**
defects in waiver, **Emp P § 69:5**
Equal Employment Opportunity Commission proceedings, effect of waiver agreement on, **Emp P § 69:7**

AGE DISCRIMINATION—Cont'd
Waivers under Older Workers Benefit Protection Act—Cont'd
knowing and voluntary, defined, **Emp P § 69:3**
notice and time requirements for waivers signed as part of exit incentive program, **Emp P § 69:4**

AGE DISCRIMINATION IN EMPLOYMENT ACT
General discussion, **Emp P § 1:19, 1:20, 87:1 et seq.**
Administrative exemptions
general discussion, **Emp P § 91:7 to 91:9**
prohibitions, exemptions from, **Emp P § 91:7**
record-keeping requirements, exemptions from, **Emp P § 91:8, 91:9**
revocation of record-keeping exemptions, **Emp P § 91:9**
Administrative processing requirements for Equal Employment Opportunity Commission actions
general discussion, **Emp P § 95:53 to 95:56**
conciliation requirement, **Emp P § 95:54, 95:55**
state processing not required, **Emp P § 95:56**
Administrative processing requirements for federal employee actions
general discussion, **Emp P § 95:39 to 95:44**
administrative remedies, election to pursue, **Emp P § 95:41**
election of remedies requirement, **Emp P § 95:39**
excuse of failure to exhaust remedies, **Emp P § 95:43**
exhaustion of administrative remedies before filing action, **Emp P § 95:42, 95:43**
failure to make election under the Age Discrimination in Employment Act, **Emp P § 95:44**
notice of intent to sue, **Emp P § 95:40**
Administrative processing requirements for private actions
general discussion, **Emp P § 95:31 to 95:38**
commencement of state processing, **Emp P § 95:37**
conciliation requirement, **Emp P § 95:35**
exhaustion of state administrative remedies, **Emp P § 95:38**
federal charge, defined, **Emp P § 95:34**
federal processing requirement, **Emp P § 95:32**
state processing requirement, **Emp P § 95:36**
timely filing and notice of federal charge, **Emp P § 95:33**
Alternative dispute resolution
general discussion, **Emp P § 87:67 to 87:69**
appropriateness of ADR, **Emp P § 87:69**
commitment of Equal Employment Opportunity Commission to ADR, **Emp P § 87:67**
feasibility of ADR, **Emp P § 87:69**
Amendment of charges, **Emp P § 87:17, 87:32**
Appeal of no cause determination, **Emp P § 87:22**
Arbitration agreements, **Emp P § 95:71.40**
Attorneys
employment by claimant, **Emp P § 87:47**
fees, **Emp P § 77:7, 77:52**
representation by counsel, **Emp P § 97:54**
Benefit plan exception, **Emp P § 44:212**
Bonuses, **Emp P § 46:76**
Business judgment, instructions to jury, **Emp P § 109:9**
Charges and complaints
general discussion, **Emp P § 87:8 to 87:23, 101:34**
administrative processing prior to suit, **Emp P § 87:20**
amendment of charge, **Emp P § 87:17**
appeal of no cause determination, **Emp P § 87:22**

AGE DISCRIMINATION IN EMPLOYMENT ACT —Cont'd
Charges and complaints—Cont'd
assistance in preparing charge, **Emp P § 87:15**
charging process, below
contents of charge and complaint, **Emp P § 87:10**
counseling
charging party, **Emp P § 87:13**
complainant, **Emp P § 87:14**
dismissal of charge or complaint, **Emp P § 87:19**
distinctions, **Emp P § 87:8**
notice by Equal Employment Opportunity Commission to charging party after dismissal of charge or other termination of proceedings, **Emp P § 87:23**
place to file, **Emp P § 87:12**
right to sue notices, **Emp P § 87:21**
service of notice of charge on respondent, **Emp P § 87:16**
verification, **Emp P § 87:11**
waiver of right to file charge, **Emp P § 87:9**
withdrawal of charge, **Emp P § 87:18**
Charging process
general discussion, **Emp P § 87:4 to 87:7**
concurrent charges with Equal Employment Opportunity Commission and referral agency, **Emp P § 87:5**
filing of charge with referral agency prior to suit, **Emp P § 87:6**
referral agency, defined, **Emp P § 87:4**
time to file charges, below
worksharing agreements with referral agencies, **Emp P § 87:7**
Civil actions, **Emp P § 94:76, 94:77**
Class actions, administrative processing requirements as prerequisites to inclusion in class, **Emp P § 99:85**
Complaints. Charges and complaints, above
Conciliation
general discussion, **Emp P § 87:62 to 87:66**
administrative processing requirements
Equal Employment Opportunity Commission actions, **Emp P § 95:54, 95:55**
private actions, **Emp P § 95:35**
charging party, conciliation without, **Emp P § 87:64**
conference, **Emp P § 87:63**
failure of conciliation, **Emp P § 87:66**
standards, **Emp P § 87:62**
successful conciliation, **Emp P § 87:65**
Concurrent charges with Equal Employment Opportunity Commission and referral agency, **Emp P § 87:5**
Conference, conciliation, **Emp P § 87:63**
Confidentiality considerations, **Emp P § 87:3**
Constitutionality, **Emp P § 1:20**
Continuing violations, commencement of filing period, **Emp P § 87:38**
Counsel. Attorneys, above
Counseling
charging party, **Emp P § 87:13**
complainant, **Emp P § 87:14**
Criminal sanctions, **Emp P § 82:91**
Date. Time and date, below
Defenses, instructions to jury, **Emp P § 109:7**
Disabilities discrimination, **Emp P § 46:83**
Disclosures, **Emp P § 92:75**
Dismissal of charge or complaint, **Emp P § 87:19**

AGE DISCRIMINATION IN EMPLOYMENT ACT —Cont'd
Elected officials, their staff, appointees and advisors, exemption from protection for, **Emp P § 21:8**
Election of remedies, administrative processing requirements for federal employee actions, **Emp P § 95:39**
Employment agencies, **Emp P § 67:4, 92:25**
Equal Employment Opportunity Commission
administrative processing requirements for Equal Employment Opportunity Commission actions, above
enforcement, **Emp P § 83:52, 83:53**
subpoenas, **Emp P § 94:18**
Equitable modification of charging period
general discussion, **Emp P § 87:40 to 87:50**
counsel, employment by claimant, **Emp P § 87:47**
harshness of termination, efforts of employer to soften, **Emp P § 87:43**
ignorance of claimant of filing period, **Emp P § 87:44**
illness of claimant, **Emp P § 87:46**
misleading of claimant by employer, **Emp P § 87:42**
mistakes by claimant's counsel, **Emp P § 87:48**
notices, failure of employer to post, **Emp P § 87:41**
pendency of private grievance proceedings and settlement discussions, **Emp P § 87:49**
retaliation, fear of claimant of, **Emp P § 87:45**
tolling and estoppel, **Emp P § 87:40**
Estoppel, equitable modification of charging period, **Emp P § 87:40**
Evidence
disparate treatment and disparate impact, **Emp P § 107:12, 107:13**
intent and causation, **Emp P § 107:59, 107:60**
order and burden of proof, **Emp P § 107:30, 107:30 et seq., 107:84**
prima facie case, **Emp P § 107:52 to 107:59**
Exhaustion of administrative remedies
administrative processing requirements for federal employee actions, **Emp P § 95:42, 95:43**
administrative processing requirements for private actions, **Emp P § 95:38**
Fact-finding conferences, **Emp P § 87:52**
Federal charge, defined, **Emp P § 95:34**
Federal employment actions
administrative processing requirements for federal employee actions, above
statute of limitations, **Emp P § 100:21, 100:22**
Firefighters, exemption from protection for, **Emp P § 21:9**
Fringe benefits, **Emp P § 44:131**
Harshness of termination, equitable modification of charging period, **Emp P § 87:43**
Ignorance of claimant of filing period, equitable modification of charging period, **Emp P § 87:44**
Illness of claimant, equitable modification of charging period, **Emp P § 87:46**
Imputed knowledge of employee of discriminatory act, commencement of filing period, **Emp P § 87:35**
Instructions to jury
general discussion, **Emp P § 109:2 to 109:9**
age as determining factor, **Emp P § 109:4**
business judgment, **Emp P § 109:9**
defenses, **Emp P § 109:7**
intent, **Emp P § 109:5**

AGE DISCRIMINATION IN EMPLOYMENT ACT —Cont'd
Instructions to jury—Cont'd
pretext, **Emp P § 109:8**
standards for evaluation of instructions, **Emp P § 109:2**
Title VII proof model, adaptation of, **Emp P § 109:3**
willfulness, **Emp P § 109:6**
Intent, instructions to jury, **Emp P § 109:5**
Intervention, **Emp P § 97:48**
Investigations
general discussion, **Emp P § 87:51 to 87:54**
extended investigations, **Emp P § 87:53**
fact-finding conferences, **Emp P § 87:52**
predetermination interview, **Emp P § 87:54**
scope of investigation, **Emp P § 87:51**
subpoenas, below
Joinder of parties, **Emp P § 97:39**
Jurisdiction
administrative processing requirements for Equal Employment Opportunity Commission actions, above
administrative processing requirements for federal employee actions, above
administrative processing requirements for private actions, above
prior state court decisions, **Emp P § 95:110**
Jury and jury trial, **Emp P § 105:8**
Labor organizations, records and reports, **Emp P § 92:24**
Laches, **Emp P § 100:74**
Law enforcement officers, exemption from protection for, **Emp P § 21:9**
Letters of determination, **Emp P § 87:60, 87:61**
Mailed charges, consideration as filed, **Emp P § 87:31**
Misleading of claimant by employer, equitable modification of charging period, **Emp P § 87:42**
Mistakes by claimant's counsel, equitable modification of charging period, **Emp P § 87:48**
Nonreferral jurisdictions, time to file administrative charges, **Emp P § 87:25, 87:28**
Notice
general discussion, **Emp P § 92:75**
administrative processing requirements for private actions, **Emp P § 95:33**
charges and complaints, notice by Equal Employment Opportunity Commission to charging party after dismissal of charge or other termination of proceedings, **Emp P § 87:23**
equitable modification of charging period, **Emp P § 87:41**
intent to sue, filing in federal employment actions, **Emp P § 95:40, 100:21**
time to file administrative charges, commencement of filing period, **Emp P § 87:34**
Obstruction of enforcement of statute, **Emp P § 13:3**
Older Workers Benefit Protection Act, waivers under, **Emp P § 69:2**
Oral charges, consideration as filed, **Emp P § 87:29**
Parties, **Emp P § 97:14, 97:15, 97:28**
Pendency of private grievance proceedings and settlement discussions, equitable modification of charging period, **Emp P § 87:49**
Personnel Manual (this index)
Place to file charges and complaints, **Emp P § 87:12**

AGE DISCRIMINATION IN EMPLOYMENT ACT —Cont'd
Premature charges, commencement of filing period, **Emp P § 87:39**
Pretext, instructions to jury, **Emp P § 109:8**
Private actions. Administrative processing requirements for private actions, above
Private employers, **Emp P § 20:12**
Profit-sharing, **Emp P § 46:76**
Public employers, **Emp P § 20:82, 20:87, 20:91**
Records and reports
general discussion, **Emp P § 92:21 to 92:25**
employers, obligations of, **Emp P § 92:23**
employment agencies, obligations of, **Emp P § 92:25**
exemptions from record-keeping requirements, **Emp P § 91:8, 91:9**
labor organizations, obligations of, **Emp P § 92:24**
place records must be kept, **Emp P § 92:22**
Referral agency, defined, **Emp P § 87:4**
Referral jurisdictions, time to file administrative charges, **Emp P § 87:26 to 87:28**
Reliance on administrative guidance, **Emp P § 18:3**
Reports. Records and reports, above
Retaliation, **Emp P § 10:2, 10:5, 87:45**
Retiree benefits, **Ben § 5:76.50**
Revocation of record-keeping exemptions, **Emp P § 91:9**
Right to sue notices, **Emp P § 87:21**
Seniority systems, **Emp P § 43:60, 43:68**
Service
notice of charge, **Emp P § 87:16**
subpoenas, **Emp P § 87:57**
Statistical evidence, **Emp P § 107:108**
Statutes of limitation
general discussion, **Emp P § 100:18 to 100:22**
administrative proceedings. Time to file administrative charges, below
commencement of filing period, **Emp P § 100:47, 100:48**
Equal Employment Opportunity Commission proceedings, limitations period after termination of, **Emp P § 100:19**
federal employment actions, **Emp P § 100:21, 100:22**
notice of intent to sue, filing in federal employment actions, **Emp P § 100:21**
temporary extension of limitations period, **Emp P § 100:20**
time to file administrative charges, below
waiting period in private actions, **Emp P § 100:18**
Subpoenas
general discussion, **Emp P § 87:55 to 87:59**
enforcement of subpoena, **Emp P § 87:59**
form of subpoena, **Emp P § 87:57**
rights of persons subpoenaed, **Emp P § 87:58**
scope of subpoena authority, **Emp P § 87:55**
service, **Emp P § 87:57**
types of evidence requested, **Emp P § 87:56**
Temporary extension of limitations period, **Emp P § 100:20**
Terms, conditions and privileges of employment, **Emp P § 43:5**
Time and date
administrative charges. Time to file administrative charges, below
administrative processing requirements for private actions, **Emp P § 95:33**
statutes of limitation, above

AGE DISCRIMINATION IN EMPLOYMENT ACT —Cont'd
Time to file administrative charges
general discussion, **Emp P § 87:24 to 87:39**
age-based exclusion from pension coverage, commencement of filing period, **Emp P § 87:37**
amended charges, consideration as filed, **Emp P § 87:32**
belief of employee that act was discriminatory, commencement of filing period, **Emp P § 87:36**
commencement of filing period, **Emp P § 87:33 to 87:39**
continuing violations, commencement of filing period, **Emp P § 87:38**
court proceedings. Statutes of limitation, above
enforcement power of referral agency, absence of, **Emp P § 87:28**
equitable modification of charging period, above
imputed knowledge of employee of discriminatory act, commencement of filing period, **Emp P § 87:35**
mailed charges, consideration as filed, **Emp P § 87:31**
nonreferral jurisdictions, **Emp P § 87:25, 87:28**
notice to employee of discriminatory act, commencement of filing period, **Emp P § 87:34**
occurrence of discriminatory act as trigger for commencement of filing period, **Emp P § 87:33**
oral charges, consideration as filed, **Emp P § 87:29**
premature charges, commencement of filing period, **Emp P § 87:39**
referral jurisdictions, **Emp P § 87:26 to 87:28**
statutes of limitation, above
untimeliness of state charge, effect of, **Emp P § 87:27**
written charges, consideration as filed, **Emp P § 87:30**
Title VII processing, differences from, **Emp P § 87:2**
Tolling, equitable modification of charging period, **Emp P § 87:40**
Training, effect on bona fide apprenticeship programs, **Emp P § 48:3**
Unions and union practices, **Emp P § 66:5**
Venue, **Emp P § 96:9**
Verification of charges and complaints, **Emp P § 87:11**
Waiting period in private actions, statute of limitations, **Emp P § 100:18**
Waiver of right to file charge, **Emp P § 87:9**
Willfulness, instructions to jury, **Emp P § 109:6**
Withdrawal of charge, **Emp P § 87:18**
Worksharing agreements with referral agencies, **Emp P § 87:7**

AGED OR INFIRM PERSONS, DOMESTIC COMPANIONS FOR
General discussion, **Comp § 10:1, 10:6 to 10:10**
Combined minimum wage and overtime pay exemption under state law, **Comp § 10:8**
COMPENSATNanionship services, defined, **Comp § 10:7**
Equal pay exemption, **Comp § 10:6**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1, 10:6 to 10:10**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1, 10:6 to 10:10**
Minimum wage exemption, **Comp § 10:6, 10:9**
Overtime pay exemption, **Comp § 10:6, 10:10**
State law exemptions, **Comp § 10:9, 10:10**

AGED PERSONS
Age Discrimination in Employment Act (this index)
Age Discrimination (this index)
Aged or Infirm Persons, Domestic Companions for (this index)
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:12**

AGENCIES
Employment Agencies (this index)
Federal Employment (this index)
Labor-Management Reporting and Disclosure Act (this index)
LABOR relations, proceedings, **Labor § 41:1 to 46:47**
National Labor Relations Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

AGENCY SETTLEMENTS
Settlements, Releases and Waivers of Claims (this index)

AGENCY SHOP
Unfair Labor Practices (this index)

AGENDAS
Arbitration of grievances, **Labor § 34:12.50**

AGENTS
Employment Practices (this index)
Homeworkers, records kept by employers, **Comp § 37:16**
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Termination of employment, **Emp P § 59:10, 61:12, 61:13**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

AGGREGATION OF EMPLOYEES
Excise tax if no COBRA/continuation coverage rules, **Ben § 8:16**

AGGREGATION OF FUNDS
Funded welfare benefit plans, qualified asset account limitations, **Ben § 3:63**

AGGREGATION OF POLICIES
Life insurance, nondiscrimination rules, **Ben § 7:18**

AGGRIEVED INDIVIDUALS
Parties, **Emp P § 97:3**
Worker Adjustment and Retraining Notification Act, entitlement to receive employer liability payments, **Labor § 60:3**

AGREEMENTS
Contracts or Agreements (this index)

AGRICULTURAL EMPLOYEES
General discussion, **Comp § 4:1 et seq., 5:1 et seq.; Emp P § 90:106 et seq.**
Activities of employees, significance of, **Comp § 4:6**
Activities of employers, significance of, **Comp § 4:7**
Agreements with states, **Emp P § 90:107**
Agricultural commodities, **Comp § 4:21**

AGRICULTURAL EMPLOYEES—Cont'd
Agriculture, defined, **Comp § 4:14 to 4:39**
Aliens (this index)
Amendment of certificate, **Emp P § 90:113**
Appeal and review
application, review of, **Emp P § 90:117**
review by Department of Labor, below
review by Secretary of Labor, below
Applications
general discussion, **Emp P § 90:109 et seq.**
amendment of certificate, **Emp P § 90:113**
certificates of registration, **Emp P § 90:109**
duplicate certificate or identification card, **Emp P § 90:115**
housing of farm workers, authorization, **Emp P § 90:111**
renewal certificate, **Emp P § 90:116**
replacement of employee certificate upon change of employment, **Emp P § 90:114**
review of application, **Emp P § 90:117**
substituted service, appointment of agent for, **Emp P § 90:112**
transportation of farm workers, authorization, **Emp P § 90:110**
Bees, raising of, **Comp § 4:22**
Carriers, delivery to, **Comp § 4:34**
Certificates of registration, **Emp P § 90:109**
Child labor
general discussion, **Comp § 24:29 to 24:34**
hazardous occupations, **Comp § 24:31, 24:32**
records kept by employers, **Comp § 37:22**
school hours, employment outside of, **Comp § 24:30**
small farms, child hand-harvest laborers exemption, **Comp § 5:18 to 5:20**
tables of hazardous occupations, **Comp § 24:32**
Civil penalties, **Emp P § 94:46**
Combined minimum wage and overtime pay exemptions under state law, **Comp § 4:11**
Commuting hand-harvest laborers exemption, small farms, **Comp § 5:12, 5:13**
Complaints, **Emp P § 90:118, 90:122**
Conglomerate employees exception, **Comp § 4:10**
Consent orders, **Emp P § 90:134**
Cotton ginning
general discussion, **Comp § 5:63 to 5:68**
county where cotton is grown commercially, **Comp § 5:67**
ginning for market, defined, **Comp § 5:66**
overtime pay exemption, **Comp § 5:63**
persons engaged in cotton ginning, **Comp § 5:65**
state law exemptions, **Comp § 5:68**
Cotton services
general discussion, **Comp § 5:74 to 5:76**
overtime pay exemption, **Comp § 5:74**
services that may be performed, **Comp § 5:75**
state law exemptions, **Comp § 5:76**
Country elevators
general discussion, **Comp § 5:35 to 5:41**
country elevator, defined, **Comp § 5:37**
employed by country elevator, **Comp § 5:39**
five employees, employment of no more than, **Comp § 5:38**
overtime pay exemption, **Comp § 5:35**
records and reports, **Comp § 37:52**
state law exemptions, **Comp § 5:41**

AGRICULTURAL EMPLOYEES—Cont'd
Country elevators—Cont'd
within the area of production, **Comp § 5:40**
Crew leaders, small farms, **Comp § 5:5**
Cultivation, **Comp § 4:17, 4:19**
Dairying, **Comp § 4:18, 4:37**
Dairy products buyers. Poultry or dairy products buyers, below
Delivery to storage, market, or carriers, **Comp § 4:34**
Depositions, **Emp P § 90:132, 90:141**
Disqualification of administrative law judge, **Emp P § 90:124**
Duplicate certificate or identification card, **Emp P § 90:115**
Elevators. Country elevators, above
Enforcement by Department of Labor
general discussion, **Emp P § 94:44 to 94:46**
civil penalties, **Emp P § 94:46**
subpoenas, **Emp P § 94:45**
Equal pay exemptions, **Comp § 4:3, 5:22**
Evidence, **Emp P § 90:137 et seq.**
Exchange of services between farmers, **Comp § 4:9**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 4:1 et seq., 5:1 et seq.**
Exhaustion of remedies, Freedom of Information Act, **Emp P § 94:48**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 4:1 et seq., 5:1 et seq.**
Family exemption, small farms, **Comp § 5:9**
Farm, defined, **Comp § 4:28**
Farmer, defined, **Comp § 4:27**
Farming in all its branches, **Comp § 4:16**
Forestry or lumbering
general discussion, **Comp § 4:36, 5:58 to 5:62**
eight employee limitation, **Comp § 5:60**
exempt operations, **Comp § 5:61**
overtime pay exemption, **Comp § 5:58**
state law exemptions, **Comp § 5:62**
Freedom of Information Act
general discussion, **Emp P § 94:47 to 94:49**
exhaustion of remedies, **Emp P § 94:48**
judicial enforcement, **Emp P § 94:49**
Fruit or vegetable transportation
general discussion, **Comp § 5:45 to 5:52**
fruits or vegetables, defined, **Comp § 5:47**
intrastate transportation, **Comp § 5:51**
overtime pay exemption, **Comp § 5:45**
place of first processing or first marketing, **Comp § 5:50**
state law exemptions, **Comp § 5:52**
transportation from the farm, **Comp § 5:49**
transportation or preparation for transportation, **Comp § 5:48**
Fur bearing animals, raising of, **Comp § 4:22**
Growing, **Comp § 4:19**
Hand harvest laborers
records kept by employers, **Comp § 37:21**
small farms, **Comp § 5:12, 5:13, 5:18 to 5:20**
Harvesters transportation
general discussion, **Comp § 5:53 to 5:57**
intrastate transportation, **Comp § 5:56**
overtime pay exemption, **Comp § 5:53**
persons engaged in transporting workers, **Comp § 5:54**
state law exemptions, **Comp § 5:57**
Harvesting, **Comp § 4:20**
Hatchery operations, **Comp § 4:23**

AGRICULTURAL EMPLOYEES—Cont'd
Hazardous occupations, child labor, **Comp § 24:31, 24:32**
Hearings
general discussion, **Emp P § 90:120 et seq.**
commencement of hearing, **Emp P § 90:123**
consent orders, **Emp P § 90:134**
decision of administrative law judge, **Emp P § 90:141**
depositions, **Emp P § 90:132, 90:141**
disqualification of administrative law judge, **Emp P § 90:124**
evidence, **Emp P § 90:137 et seq.**
intervention, **Emp P § 90:135**
motions, **Emp P § 90:130**
notification procedure, **Emp P § 90:121**
pleadings and documents, **Emp P § 90:126**
prehearing conference, **Emp P § 90:133**
procedures, **Emp P § 90:136**
proposed findings, submission of, **Emp P § 90:140**
purpose of hearing, **Emp P § 90:120**
representation of parties, **Emp P § 90:125**
request for hearing, **Emp P § 90:122**
service of pleadings and documents, **Emp P § 90:128**
subpoenas, **Emp P § 90:131**
supplemental pleadings, **Emp P § 90:127**
time to file response, **Emp P § 90:129**
witnesses, **Emp P § 90:139**
Horse breeding and training, **Comp § 4:24**
Horticultural commodities, **Comp § 4:21**
Housing of farm workers, authorization, **Emp P § 90:111**
Incidental work, **Comp § 4:26, 4:30**
Intervention, **Emp P § 90:135**
Intrastate transportation, **Comp § 5:51, 5:56**
Irrigation systems
general discussion, **Comp § 5:26 to 5:30**
agricultural use, **Comp § 5:29**
overtime pay exemption, **Comp § 5:26**
sharecrop basis, **Comp § 5:28**
state law exemptions, **Comp § 5:30**
Joint employers
records, **Comp § 37:23**
small farms, **Comp § 5:6**
Landscaping operations, **Comp § 4:25, 4:38**
Livestock, raising of, **Comp § 4:22**
Livestock auctions
general discussion, **Comp § 5:31 to 5:34**
livestock auction operations, **Comp § 5:33**
overtime pay exemption, **Comp § 5:31**
primarily employed in agriculture, **Comp § 5:32**
state law exemptions, **Comp § 5:34**
Location of work, significance of, **Comp § 4:8**
Lumbering. Forestry or lumbering, above
Maple sap processing
general discussion, **Comp § 5:42 to 5:44**
overtime pay exemption, **Comp § 5:42**
persons engaged in processing maple sap, **Comp § 5:43**
records and reports, **Comp § 37:38**
state law exemptions, **Comp § 5:44**
Market
delivery to, **Comp § 4:34**
preparation for, **Comp § 4:32; Emp P § 4:33**

AGRICULTURAL EMPLOYEES—Cont'd
Merit System Protection Act, report of violations, **Emp P § 90:118**
Migrant and Seasonal Agricultural Worker Protection Act (this index)
Minimum wage exemptions, **Comp § 4:3, 4:11, 4:12, 5:22**
Motions, **Emp P § 90:130**
Notice
procedure, **Emp P § 90:121**
review by Secretary of Labor, intent to modify or vacate decision, **Emp P § 90:143**
Nursery operations, **Comp § 4:25, 4:38**
On a farm, practices performed, **Comp § 4:29**
Oral argument, review by Secretary of Labor, **Emp P § 90:145**
Overtime pay exemptions
general discussion, **Comp § 4:3 to 4:5, 4:11, 4:13**
cotton ginning, **Comp § 5:63**
cotton services, **Comp § 5:74**
country elevators, **Comp § 5:35**
forestry or lumbering, **Comp § 5:58**
fruit or vegetable transportation, **Comp § 5:45**
harvesters transportation, **Comp § 5:53**
irrigation systems, **Comp § 5:26**
livestock auctions, **Comp § 5:31**
maple sap processing, **Comp § 5:42**
partial overtime pay exemption, **Comp § 4:5**
poultry or dairy products buyers, **Comp § 5:79**
range production of livestock, **Comp § 5:22**
sugar processing, **Comp § 5:69**
sugar services, **Comp § 5:77**
Partial overtime pay exemption, **Comp § 4:5**
Penalties, **Emp P § 94:46**
Piece-rate, small farms, **Comp § 5:14, 5:15**
Pleadings, **Emp P § 90:118, 90:122, 90:129**
Poultry, raising of, **Comp § 4:22**
Poultry or dairy products buyers
general discussion, **Comp § 5:79 to 5:82**
outside buyer, **Comp § 5:80**
overtime pay exemption, **Comp § 5:79**
poultry, defined, **Comp § 5:81**
state law exemptions, **Comp § 5:82**
Prehearing conference, **Emp P § 90:133**
Primary meaning of agriculture, **Comp § 4:14, 4:16 to 4:25**
Production, **Comp § 4:19**
Proposed findings, submission of, **Emp P § 90:140**
Range production of livestock
general discussion, **Comp § 5:22 to 5:25**
livestock production, **Comp § 5:23**
minimum wage, equal pay, and overtime pay exemption, **Comp § 5:22**
range production, **Comp § 5:24**
state law exemptions, **Comp § 5:25**
Records kept by employers
general discussion, **Comp § 37:18 to 37:23**
500 man-days of labor in any quarter of previous year, employers who used more than, **Comp § 37:20**
500 man-days of labor in quarter of current year, employers who may use more than, **Comp § 37:19**
500 man-days of labor per calendar quarter, employers who use less than, **Comp § 37:18**
hand harvest laborers, employers of, **Comp § 37:21**

AGRICULTURAL EMPLOYEES—Cont'd
Records kept by employers—Cont'd
joint employers with contractor or crew leader, farmers who are, **Comp § 37:23**
minors, employers of, **Comp § 37:22**
Renewal certificate, **Emp P § 90:116**
Representation of parties at hearings, **Emp P § 90:125**
Retail, Service or Agricultural Full-Time Students (this index)
Retaliation, protest of, **Emp P § 90:119**
Review by Department of Labor
general discussion, **Emp P § 94:41 to 94:43**
standard of review, **Emp P § 94:43**
venue, **Emp P § 94:42**
Review by Secretary of Labor
general discussion, **Emp P § 90:142 et seq.**
basis for review, **Emp P § 90:142**
final decision, **Emp P § 90:146**
notice of intent to modify or vacate decision, **Emp P § 90:143**
oral argument, **Emp P § 90:145**
stay of proceeding for judicial review, **Emp P § 90:144**
submission of further documents, **Emp P § 90:145**
School hours, employment of children outside of, **Comp § 24:30**
Seasonal workers. **Migrant and Seasonal Agricultural Worker Protection Act** (this index)
Secondary meaning of agriculture, **Comp § 4:14, 4:26 to 4:39**
Service of pleadings and documents, **Emp P § 90:128**
Sharecroppers
irrigation systems, **Comp § 5:28**
small farms, **Comp § 5:4**
Small farms
general discussion, **Comp § 5:1 to 5:21**
child hand-harvest laborers exemption, **Comp § 5:18 to 5:20**
commuting hand-harvest laborers exemption, **Comp § 5:12, 5:13**
crew leaders, **Comp § 5:5**
daily commuting from residence to farm, **Comp § 5:16**
family exemption, **Comp § 5:9**
500-man-days limit, **Comp § 5:7**
hand-harvest laborers exemption, **Comp § 5:12, 5:13, 5:18 to 5:20**
joint employers, **Comp § 5:6**
labor contractors, **Comp § 5:5**
man-days exemption, **Comp § 5:2, 5:3**
members of the immediate family, **Comp § 5:11**
piece-rate, payment on basis of, **Comp § 5:14, 5:15**
qualification for other exemptions, significance of, **Comp § 5:8**
sharecroppers, **Comp § 5:4**
size of employer, **Comp § 5:10**
state law exemptions, **Comp § 5:21**
tenant farmers, **Comp § 5:4**
13 weeks, employment in agriculture less than 13 weeks during previous year, **Comp § 5:17**
State plans, **Emp P § 90:108**
Stay of proceeding, review by Secretary of Labor, **Emp P § 90:144**
Storage, delivery to, **Comp § 4:34**

AGRICULTURAL EMPLOYEES—Cont'd
Students. **Retail, Service or Agricultural Full-Time Students** (this index)
Subpoenas, **Emp P § 90:131, 94:45**
Substituted service, appointment of agent for, **Emp P § 90:112**
Sugar processing
general discussion, **Comp § 5:69 to 5:73**
operations that may be done, **Comp § 5:71**
overtime pay, records kept by employers, **Comp § 37:31**
overtime pay exemption, **Comp § 5:69**
products that may be made, **Comp § 5:72**
state law exemptions, **Comp § 5:73**
Sugar services
general discussion, **Comp § 5:77, 5:78**
overtime pay exemption, **Comp § 5:77**
state law exemptions, **Comp § 5:78**
Supplemental pleadings, **Emp P § 90:127**
Targeted jobs tax credit, **Emp P § 42:74**
Tenant farmers, small farms, **Comp § 5:4**
Tillage of soil, **Comp § 4:17**
Time to file response, **Emp P § 90:129**
Transportation of farm workers, authorization, **Emp P § 90:110**
Transportation operations, **Comp § 4:34, 4:35**
Types of FLSA exemptions available, **Comp § 4:2**
Vegetable transportation. Fruit or vegetable transportation, above
Venue, review by Department of Labor, **Emp P § 94:42**
Witnesses, **Emp P § 90:139**

AGRICULTURE AND AGRICULTURAL PRODUCTS
Agricultural Employees (this index)
Farms, Farmers and Farming (this index)
National Labor Relations Act (this index)
Public contracts, **Comp § 15:17**
Retail or Service Establishments (this index)
Students (this index)
Workplace Safety (this index)

AIDES TO ELECTED OFFICIALS
Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees (this index)

AID OR AIDING
Assistance (this index)
First Aid (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

AIDS AND HIV-RELATED CONDITIONS
General discussion, **Emp P § 29:1 et seq.**
Constitutionality of AIDS testing, **Emp P § 29:2**
Disabilities discrimination, **Emp P § 9:33, 9:51**
Personnel manual, workplace safety, **Pers M § 18:1 to 18:21, 22:32**
Workplaceplace safety, exposure, **Work S § 5:85 to Work S § 5:110**

AIR
Workplace Safety (this index)

AIR CARRIERS
General discussion, **Comp § 6:41 to 6:45**

AIR CARRIERS—Cont'd
Aircraft sales, rental, or service personnel, **Comp § 6:44**
Employees who do not work in air transportation, **Comp § 6:42**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 6:1, 6:39 to 6:43**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 6:1, 6:39 to 6:43**
Flying instructors, **Comp § 6:43**
Overtime pay exemption, **Comp § 6:41, 6:43**
Railway Labor Act (this index)
State law exemptions, **Comp § 6:45**
Unions, transportation bargaining units, **Labor § 19:86**

AIRCRAFT, BOAT AND TRAILER SALESMEN
General discussion, **Comp § 8:1, 8:12 to 8:16**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 8:1, 8:12 to 8:16**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 8:1, 8:12 to 8:16**
Overtime pay exemption, **Comp § 8:12, 8:16**
Primarily engaged, defined, **Comp § 8:14**
Salesman, defined, **Comp § 8:13**
State law exemptions, **Comp § 8:16**
Trailer, defined, **Comp § 8:15**

AIRCRAFT AND AVIATION
Air Carriers (this index)
Aircraft, Boat and Trailer Salesmen (this index)
Airplane Use as Employee Benefit (this index)
Air Traffic Controllers (this index)
Aliens, crewmembers aboard (D-visa), **Emp P § 42:36**
Cabin attendants, discrimination, **Emp P § 44:44**
Retail or Service Establishments (this index)
Substance Abuse and Testing (this index)

AIRPLANE USE AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:1 to 15:22**
Aircraft multiples, valuation of noncommercial flights, **Ben § 15:9**
Business and personal flights, trips consisting of both, **Ben § 15:11**
Checklist of legal considerations, **Ben § 15:2**
Consistency in use of special noncommercial flight valuation method, control employees, **Ben § 15:19**
Control employees
  general discussion, **Ben § 15:16 to 15:20**
  consistency in use of special noncommercial flight valuation method, **Ben § 15:19**
  exclusion of employees in determining whether control employees are under one percent limitation, **Ben § 15:18**
  family members, treatment as control employees, **Ben § 15:17**
  nongovernmental employers, **Ben § 15:16**
  special noncommercial flight valuation method, **Ben § 15:19, 15:20**
Distance of flight, measurement of, **Ben § 15:8**
Employer-provided airplanes, flights on, **Ben § 15:3**
Entertainment, business aircraft for, **Ben § 15:11.50**
Family members, treatment as control employees, **Ben § 15:17**
50 percent of seating capacity occupied by employees on business, **Ben § 15:12**
Guests, personal and nonpersonal, **Ben § 15:10**
Nongovernmental employers, control employees, **Ben § 15:16**

AIRPLANE USE AS EMPLOYEE BENEFIT—Cont'd
Regular passenger seating capacity, **Ben § 15:15**
Seating capacity rule
  general discussion, **Ben § 15:12 to 15:15**
  50 percent of seating capacity occupied by employees on business, **Ben § 15:12**
  persons who may use rule, **Ben § 15:13**
  regular passenger seating capacity, **Ben § 15:15**
  taxable flights, application of rule to, **Ben § 15:14**
SIFL rates, **Ben § 15:7**
Special noncommercial flight valuation method, control employees, **Ben § 15:19, 15:20**
Taxable flights, application of seating capacity rule to, **Ben § 15:14**
Terminal charges, **Ben § 15:7**
Valuation of commercial flights, **Ben § 15:21, 15:22**
Valuation of noncommercial flights
  general discussion, **Ben § 15:4 to 15:11**
  aircraft multiples, **Ben § 15:9**
  business and personal flights, trips consisting of both, **Ben § 15:11**
  distance of flight, measurement of, **Ben § 15:8**
  entertainment, **Ben § 15:11.50**
  guests, personal and nonpersonal, **Ben § 15:10**
  SIFL rates and terminal charges, **Ben § 15:7**
  special formula, **Ben § 15:6**
  special rule, **Ben § 15:5**

AIR TRAFFIC CONTROLLERS
Mandatory retirement, **Emp P § 52:32**
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:59**

AISLES
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:21**

ALABAMA
Administrative procedures, child labor, **Comp § 28:89**
Age discrimination, **Emp P § 8:14, 8:15, 8:43, 111:2, 111:3**
Agency proceedings, **Labor § 46:2**
Arbitration of contract disputes, **Labor § 49:170**
Assignments
  general discussion, **Comp § 34:2, 34:3, 42:464**
  conditions, **Comp § 34:2**
  future wages, ban as to, **Comp § 34:3**
  restitution, liability for failure to comply with order for, **Comp § 42:459**
At-will employment, exceptions to, **Emp P § 62:2**
Blacklisting, **Emp P § 65:42, 65:43**
Certificates, child labor, **Comp § 26:19**
Child labor
  general discussion, **Comp § 25:2, 25:3**
  administrative procedures, **Comp § 28:89**
  certificates and permits, **Comp § 26:19**
  court proceedings, **Comp § 28:128**
  exemptions, **Comp § 25:3**
  notices, **Comp § 27:27**
  prohibitions, **Comp § 25:2**
  records and reports, **Comp § 27:2**
  sanctions and remedies, **Comp § 28:24**

ALABAMA—Cont'd
Compensation
assignments, above
child labor, above
exemptions, **Comp § 36:3**
garnishment, below
new-hire reporting, **Comp § 37:199**
overtime pay, below
payment of compensation, below
support withholding, below
Conditions, assignments, **Comp § 34:2**
Constitutionality, overtime pay, **Comp § 21:6**
Conversion privileges for health and life insurance, **Ben § 8:147**
Coordination of medical benefits, **Ben § 5:250**
Court enforcement of state labor relations statutes, **Labor § 62:2 to 62:7**
Court proceedings
general discussion, **Emp P § 111:1 et seq.**
age discrimination, **Emp P § 111:3**
Coverage of state statutes affecting labor relations, **Labor § 15:2**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12.50**
Criminal sanctions, employment practices, **Emp P § 82:100, 82:101**
Death of employee, payment of compensation, **Comp § 30:2**
Disabilities discrimination, **Emp P § 9:76, 9:77**
Employment practices
age discrimination, **Emp P § 8:14, 8:15**
at-will employment, exceptions to, **Emp P § 62:2**
blacklisting, **Emp P § 65:42, 65:43**
criminal sanctions, **Emp P § Emp P § 82:101, 82:100**
disabilities discrimination, **Emp P § 9:76, 9:77**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:8**
nondiscriminatory preferences and conduct, **Emp P § 17:10.50**
selection and retention of employees, below
time off statutes, criminal sanctions, **Emp P § 82:100, 82:101**
Exemptions
child labor, **Comp § 25:3**
compensation, **Comp § 36:3**
payment of compensation, **Comp § 14:2**
Future wages, ban as to assignment, **Comp § 34:3**
Garnishment
general discussion, **Comp § 34:121, 34:122, 42:463, 42:464**
adverse employment actions, **Emp P § 63:7, 63:8**
amount of earnings subject to garnishment, **Comp § 34:121**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
restitution, **Comp § 34:122, 42:464**
Holidays, **Ben § 10:4**
Jury duty, **Ben § 14:3**
Life insurance, conversion privileges, **Ben § 8:147**
Medical benefits
conversion privileges, **Ben § 8:147**
coordination of benefits, **Ben § 5:250**
mandated provisions, **Ben § 5:191**
Nature of state statutes affecting labor relations, **Labor § 2:5**

ALABAMA—Cont'd
New-hire reporting, compensation, **Comp § 37:199**
Nondiscriminatory preferences and conduct, **Emp P § 17:10.50**
Notices, child labor, **Comp § 27:27**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:7**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
Payment of compensation
general discussion, **Comp § 29:8, 39:6, 42:211**
civil fines for various violations, **Comp § 42:212**
death of employee, **Comp § 30:2**
deductions for union dues, fees or other charges, **Comp § 32:8**
exemptions, **Comp § 14:2**
federal preemption regarding vacation pay, **Comp § 31:2**
public service employees engaged in transportation, biweekly or semi-monthly wages for, **Comp § 29:8**
support withholding, below
union dues, fees or other charges, deductions for, **Comp § 32:8**
vacation pay, **Comp § 31:2, 31:3**
Permits, child labor, **Comp § 26:19**
Public service employees engaged in transportation, biweekly or semi-monthly wages for, **Comp § 29:8**
Records and reports, child labor, **Comp § 27:2**
Regulation of internal union affairs and reporting requirements, **Labor § 70:2 to 70:4**
Remedies, child labor, **Comp § 28:24**
Restitution
assignments, **Comp § 42:459**
garnishment, **Comp § 34:122, 42:464**
Sanctions, child labor, **Comp § 28:24**
Selection and retention of employees
substance abuse and testing, **Emp P § 30:82, 30:83, 30:204**
veterans and other uniformed service members, **Emp P § 40:43**
State statutes
arbitration of contract disputes, **Labor § 49:170**
court enforcement of state labor relations statutes, **Labor § 62:2 to 62:7**
coverage of state statutes affecting labor relations, **Labor § 15:2**
nature of state statutes affecting labor relations, **Labor § 2:5**
regulation of internal union affairs and reporting requirements, **Labor § 70:2 to 70:4**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:83, 30:204**
Support withholding
general discussion, **Comp § 34:421, 42:504 to 42:507, 42:508, 42:509**
employer's liability, **Comp § 42:505**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:504**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Time off statutes, criminal sanctions, **Emp P § 82:100, 82:101**

ALABAMA—Cont'd
Unemployment compensation, **Ben § 4:45**
Union dues, fees or other charges, deductions from compensation for, **Comp § 32:8**
Vacations, **Ben § 9:4; Comp § 31:2, 31:3**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:43**
Voting time off, **Ben § 13:3**
Witness duty, **Ben § 14:3**
Workplace Safety (this index)

ALARM SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:138**

ALASKA
Administrative sanctions and remedies, **Emp P § 82:28 to 82:30**
Administrative subpoena, enforcement of, **Emp P § 111:5**
Affirmative action plans, **Emp P § 68:92, 68:105**
Age discrimination, **Emp P § 8:14, 8:16, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:3**
Alcohol abuse programs. Drug and alcohol abuse programs, below
Alcoholism, charges for treatment in residential program, **Comp § 32:15**
Ancestry discrimination, **Emp P § 7:14, 7:15**
Annual reports, job discrimination agencies, **Emp P § 83:66**
Antiretaliation measures, compensation, **Comp § 39:9**
Apprentices, minimum wages, **Comp § 18:9**
Arbitration of contract disputes, **Labor § 49:171**
Assignments
  general discussion, **Comp § 42:460**
  drug or alcohol abuse program participants, limit as to wages of, **Comp § 34:4**
  witness fees for court attendance by employer, **Comp § 42:460**
At-will employment, exceptions to, **Emp P § 62:3**
Bad checks, charges for, **Comp § 32:11**
Birth place, discrimination based on, **Emp P § 7:14, 7:15**
Board, charges for, **Comp § 32:13**
Bona fide occupational qualifications, **Emp P § 15:13, 15:14**
Breakage, charges for, **Comp § 32:11**
Certificates, child labor, **Comp § 26:20**
Charging process, job discrimination proceedings, **Emp P § 89:8**
Checklist of state laws regulating employment practices, **Emp P § 2:54**
Child labor
  general discussion, **Comp § 25:4, 25:5**
  certificates and permits, **Comp § 26:20**
  exemptions, **Comp § 25:4**
  prohibitions, **Comp § 25:5**
  sanctions and remedies, **Comp § 28:25**
Citizenship discrimination, **Emp P § 7:14, 7:15**
Coerced discrimination, **Emp P § 11:3, 11:4**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  antiretaliation measures, **Comp § 39:9**
  court proceedings, generally, **Comp § 42:2**

ALASKA—Cont'd
Compensation—Cont'd
  criminal penalties for violations as to inspections or records, **Comp § 42:3**
  injunction or enforcement, action by labor commissioner for, **Comp § 42:2**
  new-hire reporting, **Comp § 37:200**
  notices, **Comp § 37:83**
  records, **Comp § 37:82**
  rules, **Comp § 39:6 to 39:8**
Compensation
  assignments, above
  child labor, above
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:80**
  form of payment, below
  garnishment, below
  minimum wages, below
  overtime pay, below
  payment of compensation, below
  support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:2**
Complicity in discrimination, **Emp P § 12:4, 12:5**
Conciliation, job discrimination proceedings, **Emp P § 89:4**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Conversion privileges for health and life insurance, **Ben § 8:148**
Coordination of medical benefits, **Ben § 5:251**
Costs, support withholding, **Comp § 42:507**
Court enforcement of state labor relations statutes, **Labor § 62:8 to 62:10**
Court proceedings
  general discussion, **Emp P § 111:1 et seq.**
  administrative subpoena, enforcement of, **Emp P § 111:5**
  Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
  commission decision, review or enforcement of, **Emp P § 111:7, 111:8**
  fair employment practices statute, **Emp P § 111:4 et seq.**
  private rights, enforcement of, **Emp P § 111:6**
  restraining order, **Emp P § 111:4**
  review of commission decision, **Emp P § 111:7**
  temporary relief, **Emp P § 111:4**
  veterans' reemployment cases, **Emp P § 114:1, 114:2**
Coverage of state statutes affecting labor relations, **Labor § 15:3**
Creditors, payments to, **Comp § 32:10**
Credits, minimum wages, **Comp § 18:11**
Creed discrimination, **Emp P § 4:18, 4:19**
Criminal penalties
  general discussion, **Emp P § 82:100, 82:102, 82:103**
  employee privacy statute, **Emp P § 82:103**
  fair employment practices statute, **Emp P § 82:102**
  inspections or records, compensation, **Comp § 42:3**
  minimum wages, **Comp § 42:97**
  overtime pay, **Comp § 42:97**
  payment of compensation, **Comp § 42:218**
Deductions from compensation
  general discussion, **Comp § 32:9 to 32:15**
  alcoholism, charges for treatment in residential program, **Comp § 32:15**

ALASKA—Cont'd
Deductions from compensation—Cont'd
bad checks, charges for, **Comp § 32:11**
board, charges for, **Comp § 32:13**
breakage, charges for, **Comp § 32:11**
creditors, payments to, **Comp § 32:10**
default, charges for, **Comp § 32:11**
donees, payments to, **Comp § 32:10**
drug abuse, charges for treatment in residential program, **Comp § 32:15**
equipment, charges for, **Comp § 32:14**
kickbacks prohibited, **Comp § 32:9**
lodging, charges for, **Comp § 32:13**
losses, charges for, **Comp § 32:11**
shortages, charges for, **Comp § 32:11**
theft, charges for, **Comp § 32:11**
third parties, payments to, **Comp § 32:10**
transportation charges, **Comp § 32:12**
uniforms, charges for, **Comp § 32:14**
Default, charges for, **Comp § 32:11**
Department of Labor's action for wages, **Comp § 42:216**
Direct deposit of compensation, **Comp § 33:4**
Disabilities discrimination, **Emp P § 9:76, 9:78**
Disclosures, employment practices, **Emp P § 92:83, 92:84**
Donees, payments to, **Comp § 32:10**
Drug and alcohol abuse programs
assignment of wages, limit as to, **Comp § 34:4**
holding payment in trust for participants, **Comp § 33:6**
residential program, charges for treatment in, **Comp § 32:15**
Employment agencies, **Emp P § 20:215, 20:216, 67:16, 67:17**
Employment practices
general discussion, **Emp P § 2:1, 2:2**
administrative sanctions and remedies, **Emp P § 82:28 to 82:30**
affirmative action plans, **Emp P § 68:92, 68:105**
age discrimination, **Emp P § 8:14, 8:16**
at-will employment, exceptions to, **Emp P § 62:3**
bona fide occupational qualifications, **Emp P § 15:13, 15:14**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:4**
complicity in discrimination, **Emp P § 12:4, 12:5**
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:78**
disclosures, **Emp P § 92:83, 92:84**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:216**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:9**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:2**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:167**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:15**
notices, **Emp P § 92:83, 92:84**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:5**

ALASKA—Cont'd
Employment practices—Cont'd
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:6**
persons protected, **Emp P § 21:18, 21:19**
private employers subject to discrimination laws, **Emp P § 20:28, 20:29**
public employers subject to discrimination laws, **Emp P § 20:93, 20:94**
race or color discrimination, **Emp P § 3:12**
records and reports, **Emp P § 92:45, 92:46**
reference check immunity, **Emp P § 65:14, 65:15**
religious or creed discrimination, **Emp P § 4:18, 4:19**
retaliation against opponents of discrimination, **Emp P § 10:43**
sex and pregnancy discrimination, **Emp P § 5:12, 5:13**
sexual harassment notice-posting statute, administrative sanctions and remedies, **Emp P § 82:30**
sexual or affectional orientation discrimination, **Emp P § 6:6**
uniformed service members, proceedings related to, **Emp P § 90:9**
Enforcement, action by labor commissioner for, **Comp § 42:2**
Equipment, **Comp § 18:12; Emp P § 32:14**
Exemptions, child labor, **Comp § 25:4**
Exhaustion of remedies before employee's suit for payment of compensation, **Comp § 42:213**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Flexible work-hours plans, overtime pay, **Comp § 21:10**
Form of payment
general discussion, **Comp § 33:1 to 33:6**
direct deposit, **Comp § 33:4**
drug or alcohol abuse programs, holding payment in trust for participants in, **Comp § 33:6**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, place for paying, **Comp § 33:5**
Garnishment
general discussion, **Comp § 34:123 to 34:127, 42:463, 42:465**
adverse employment actions, **Emp P § 63:7, 63:9**
amount of earnings subject to garnishment, **Comp § 34:123**
duration, **Comp § 34:124**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
payment into court, **Comp § 34:125**
personal leave pay, **Comp § 34:126**
retirement benefits, ban as to, **Comp § 34:127**
witness fees for court attendance by employer, **Comp § 42:460**
Handicapped persons, minimum wages, **Comp § 18:9**
Harassment, **Emp P § 51:48**
Hearings, job discrimination proceedings, **Emp P § 89:5**
Hiring practices, **Emp P § 39:45, 39:46**
Holidays, **Ben § 10:5**
Injunction, action by labor commissioner for, **Comp § 42:2**
Interagency cooperation, job discrimination agencies, **Emp P § 83:64**
Investigations, job discrimination proceedings, **Emp P § 89:3**

ALASKA—Cont'd
Job discrimination agencies
general discussion, **Emp P § 83:61 to 83:67**
annual reports, **Emp P § 83:66**
basic organization, powers and duties, **Emp P § 83:62**
interagency cooperation, **Emp P § 83:64**
local agencies, **Emp P § 83:67**
research and education projects, **Emp P § 83:65**
rule making, **Emp P § 83:63**
Job discrimination proceedings
general discussion, **Emp P § 89:1 to 89:8**
basic fair employment practices statute procedures, **Emp P § 89:2**
charging process, **Emp P § 89:8**
commission decision, **Emp P § 89:7**
complaints, **Emp P § 89:2**
conciliation, **Emp P § 89:4**
hearings, **Emp P § 89:5**
investigations, **Emp P § 89:3**
procurement of evidence, **Emp P § 89:6**
Judicial remedies, employment practices, **Emp P § 80:1, 80:2**
Jury duty, **Ben § 14:4**
Kickbacks prohibited, **Comp § 32:9**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:167**
Learners, minimum wages, **Comp § 18:9**
Lien for failing to pay into employee benefit fund, **Comp § 42:215**
Life insurance, conversion privileges, **Ben § 8:148**
Lockouts, payment of compensation, **Comp § 30:4**
Lodging, charges for, **Comp § 32:13**
Losses, charges for, **Comp § 32:11**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:11**
Meal breaks, **Emp P § 45:32, 45:33**
Medical benefits
conversion privileges, **Ben § 8:148**
coordination of benefits, **Ben § 5:251**
mandated provisions, **Ben § 5:192**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:8 to 18:12, 42:93 to 42:96**
apprentices, learners or the handicapped, **Comp § 18:9**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:11**
criminal penalties, **Comp § 42:97**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's or labor commissioner's suit for wages, costs, attorney's fees and liquidated damages, **Comp § 42:96**
most employees, **Comp § 18:8**
time limit for filing suit, **Comp § 42:96**
uniforms or equipment, **Comp § 18:12**
work therapy, **Comp § 18:10**
National origin discrimination, **Emp P § 7:14, 7:15**
Nature of state statutes affecting labor relations, **Labor § 2:6**
New-hire reporting, compensation, **Comp § 37:200**
Notice
compensation, **Comp § 37:83**
employment practices, **Emp P § 92:83, 92:84**
support withholding, **Comp § 42:500**

ALASKA—Cont'd
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:5**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:8 to 21:11, 42:93 to 42:96**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:97**
employee's or labor commissioner's suit for wages, costs, attorney's fees and liquidated damages, **Comp § 42:95**
flexible work-hours plans, **Comp § 21:10**
maximum hours, **Comp § 21:8 to 21:10**
most employees, **Comp § 21:8**
small mining operations, **Comp § 21:9**
time limit for filing suit, **Comp § 42:96**
time worked, **Comp § 21:11**
Payment of compensation
general discussion, **Comp § 29:9 to 29:11, 30:3, 30:4, 39:8, 42:212 to 42:218**
benefit fund, lien for failing to pay into, **Comp § 42:215**
benefit plans, contributions to, **Comp § 29:10**
criminal penalties, **Comp § 42:218**
deductions from compensation, above
Department of Labor's action for wages, **Comp § 42:216**
dispute, wages affected by, **Comp § 29:11**
exhaustion of remedies before employee's suit, **Comp § 42:213**
form of payment, above
lien for failing to pay into employee benefit fund, **Comp § 42:215**
lockouts, **Comp § 30:4**
monthly or semi-monthly wages, **Comp § 29:9**
other employees, **Comp § 13:25**
strikes, **Comp § 30:4**
support withholding, below
temporary layoffs, **Comp § 30:4**
termination of employment, **Comp § 30:3, 42:213**
time limit for filing action, **Comp § 42:217**
untimely payment, **Comp § 42:214, 42:217**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:6**
Permits, child labor, **Comp § 26:20**
Personal leave pay, garnishment, **Comp § 34:126**
Persons protected, employment practices, **Emp P § 21:18, 21:19**
Polygraph tests, **Emp P § 53:26, 53:27**
Preselection practices, **Emp P § 39:45, 39:46**
Privacy statute, criminal sanctions, **Emp P § 82:103**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:29**
Private rights, enforcement of, **Emp P § 111:6**
Privileges of employment. Terms, conditions and privileges of employment, below
Procurement of evidence, job discrimination proceedings, **Emp P § 89:6**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:94**
Race or color discrimination, **Emp P § 3:12**
Records and reports
access to employment and consumer records, **Emp P § 54:7**

ALASKA—Cont'd
Records and reports—Cont'd
compensation, **Comp § 37:82**
employment practices, **Emp P § 92:45, 92:46**
Recruitment practices, **Emp P § 39:45, 39:46**
Reference check immunity, **Emp P § 65:14, 65:15**
Religious discrimination, **Emp P § 4:18, 4:19**
Remedies, child labor, **Comp § 28:25**
Research and education projects, job discrimination agencies, **Emp P § 83:65**
Rest breaks, **Emp P § 45:32, 45:33**
Restraining order, **Emp P § 111:4**
Retaliation against opponents of discrimination, **Emp P § 10:43**
Retention of employees. Selection and retention of employees, below
Retirement benefits, garnishment of, **Comp § 34:127**
Review of commission decision, **Emp P § 111:7**
Sanctions, child labor, **Comp § 28:25**
Selection and retention of employees
conditions of employment. Terms, conditions and privileges of employment, below
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:46**
marital status, **Emp P § 32:10, 32:11**
privileges of employment. Terms, conditions and privileges of employment, below
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
terms, conditions and privileges of employment, below
veterans and other uniformed service members, **Emp P § 40:44**
Sex and pregnancy discrimination, **Emp P § 5:12, 5:13**
Sexual harassment notice-posting statute, administrative sanctions and remedies, **Emp P § 82:30**
Sexual or affectional orientation discrimination, **Emp P § 6:6**
Shortages, charges for, **Comp § 32:11**
Small mining operations, overtime pay, **Comp § 21:9**
State statutes
arbitration of contract disputes, **Labor § 49:171**
court enforcement of state labor relations statutes, **Labor § 62:8 to 62:10**
coverage of state statutes affecting labor relations, **Labor § 15:3**
nature of state statutes affecting labor relations, **Labor § 2:6**
Strikes, payment of compensation, **Comp § 30:4**
Support withholding
general discussion, **Comp § 34:422, 42:504 to 42:507, 42:510, 42:511**
costs, payment of, **Comp § 42:507**
employer's liability, **Comp § 42:506**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary relief, **Emp P § 111:4**
Termination of employment
payment of compensation, **Comp § 30:3, 42:213**
place for payment of compensation, **Comp § 33:5**

ALASKA—Cont'd
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:7**
employment and consumer records, access to, **Emp P § 54:7**
harassment, **Emp P § 51:48**
polygraph tests, **Emp P § 53:26, 53:27**
rest and meal breaks, **Emp P § 45:32, 45:33**
training programs, **Emp P § 48:30, 48:31**
wage and salary discrimination, **Emp P § 44:79, 44:80**
Theft, charges for, **Comp § 32:11**
Third parties, payments to, **Comp § 32:10**
Time and date
minimum wages, filing suit for, **Comp § 42:96**
overtime pay, **Comp § 21:11, 42:95**
payment of compensation, filing of action for, **Comp § 42:217**
Training programs, **Emp P § 48:30, 48:31**
Transportation charges, **Comp § 32:12**
Unemployment compensation, **Ben § 4:46**
Uniformed service members, employment practices, **Emp P § 90:9**
Uniforms, **Comp § 18:12; Emp P § 32:14**
Union practices, **Emp P § 66:12, 66:13**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:2**
selection and retention of employees, **Emp P § 40:44**
Voting time off, **Ben § 13:3**
Witness duty, **Ben § 14:4**
Witness fees for court attendance by employer, **Comp § 42:460**
Workplace Safety (this index)
Work therapy, minimum wages, **Comp § 18:10**

ALCOHOLIC BEVERAGES
Collective Bargaining Agreements (this index)
Personnel manual, workplace safety and substance abuse, **Pers M § 20:1 to 20:66**
Substance Abuse and Testing (this index)

ALIENS
General discussion, **Emp P § 42:1 et seq., 90:17 et seq., 90:150 et seq.**
Adjustment of status, labor certification for permanent employment of immigrant aliens, **Emp P § 90:45**
Administrative law judge proceedings
general discussion, **Emp P § 90:169 et seq.**
administrative review of final orders, **Emp P § 90:188**
closing record of hearing, **Emp P § 90:186**
contents of complaint, **Emp P § 90:171**
discovery, **Emp P § 90:182**
evidence, admission and protection of, **Emp P § 90:183**
filing of pleadings, **Emp P § 90:174**
final orders following hearing, **Emp P § 90:187**
limits on participation, **Emp P § 90:185**
notice of time and place of hearing, **Emp P § 90:175**
parties to complaints, **Emp P § 90:172**
persons who conduct hearings, **Emp P § 90:179**
persons who may file complaint, **Emp P § 90:170**
powers of administrative law judge, **Emp P § 90:181**
record, **Emp P § 90:184**
representation, right to, **Emp P § 90:177**
response to complaint, **Emp P § 90:176**

ALIENS—Cont'd
Administrative law judge proceedings—Cont'd
scope of rules of practice, **Emp P § 90:169**
speedy hearing, **Emp P § 90:180**
time limitations on complaints, **Emp P § 90:173**
waiver of right to appear, **Emp P § 90:178**
Administrative or judicial review
general discussion, **Emp P § 90:71 et seq., 94:50 to 94:52**
decision by administrative law judge, **Emp P § 90:74**
discrimination, findings of, **Emp P § 94:51**
final orders of administrative law judge, **Emp P § 90:188**
preparation and examination of appeal file, **Emp P § 90:72**
reapplication following certification denial, **Emp P § 90:75**
request for review, **Emp P § 90:71**
Schedule A occupations, applications for, **Emp P § 90:58**
submission of position statement and briefs, **Emp P § 90:73**
temporary labor certification, eligibility for, **Emp P § 94:52**
unauthorized aliens, hiring of, **Emp P § 94:50**
Agricultural employees
H-2A visas, aliens in agricultural labor, **Emp P § 90:25**
labor certification for agricultural and logging employment, below
temporary employment of nonimmigrant aliens (H-2 visa), **Emp P § 42:33**
Aircraft, crewmembers aboard (D-visa), **Emp P § 42:36**
Amendments to application, labor certification for agricultural and logging employment, **Emp P § 90:35**
Answers, unauthorized aliens, **Emp P § 90:156**
Appeals. Administrative or judicial review, above
Application procedures
general discussion, **Emp P § 90:48 et seq.**
categories of applications, **Emp P § 90:48**
contents and filing of application, **Emp P § 90:49**
description of job offer, **Emp P § 90:51**
domestic workers, applications for, **Emp P § 90:54**
other accompanying documentation, **Emp P § 90:53**
recruitment reports, **Emp P § 90:52**
Schedule A occupations. Applications for Schedule A occupations, below
Schedule B occupations. Applications for Schedule B occupations, below
statement of alien's qualifications, **Emp P § 90:50**
Applications for occupations designated for special handling
general discussion, **Emp P § 90:59 et seq.**
competitive recruitment, evidence of, **Emp P § 90:61**
performing arts, aliens of exceptional ability in, **Emp P § 90:60**
sheepherders, **Emp P § 90:62, 90:64**
teachers, **Emp P § 90:60**
Applications for Schedule A occupations
general discussion, **Emp P § 90:52 et seq.**
group I applications, **Emp P § 90:56**
group II applications, **Emp P § 90:57**
review of determination, **Emp P § 90:58**
Attestation required of individual to be employed, unauthorized aliens, **Emp P § 42:25**
Authorization of employment, **Emp P § 42:40, 42:43**
Automatic termination of employment authorization, **Emp P § 90:86**

ALIENS—Cont'd
Certification of aliens
general discussion, **Emp P § 42:27 to 42:39**
agricultural labor or other temporary services or labor (H-2 visa), temporary employment of nonimmigrant aliens in, **Emp P § 42:33**
crewmembers aboard vessel or aircraft (D-visa), temporary employment of nonimmigrant aliens as, **Emp P § 42:36**
executives (L visa), continued temporary employment of nonimmigrant aliens as, **Emp P § 42:34**
fashion models (H-1b visa), temporary employment of nonimmigrant aliens as, **Emp P § 42:30**
longshore work (D-visa), temporary employment of nonimmigrant aliens, **Emp P § 42:36**
managers (L visa), continued temporary employment of nonimmigrant aliens as, **Emp P § 42:34**
other temporary visa applications (O, P, Q, R visas), **Emp P § 42:32**
permanent employment of immigrant aliens, **Emp P § 42:37, 42:41**
registered nurses (H-1a visa), temporary employment of nonimmigrant aliens as, **Emp P § 42:31**
specialized knowledge (L visa), continued temporary employment of nonimmigrant aliens with, **Emp P § 42:34**
specialty occupations (H-1b visa), temporary employment of nonimmigrant aliens in, **Emp P § 42:30**
temporary employment of nonimmigrant aliens, **Emp P § 42:28 et seq.**
trainees (H-3 visa), temporary employment of aliens, **Emp P § 42:35**
Closing record of hearing, administrative law judge proceedings, **Emp P § 90:186**
Collective-bargaining units, unauthorized aliens, **Emp P § 42:23**
Competitive recruitment, applications for occupations designated for special handling, **Emp P § 90:61**
Contents and filing of application, **Emp P § 90:49**
Crewmembers aboard vessel or aircraft (D-visa), **Emp P § 42:36, 90:25**
Defenses of employers, unauthorized aliens, **Emp P § 42:8**
Department of Labor certification, effect on INS decision, **Emp P § 90:20**
Description of job offer, application procedures, **Emp P § 90:51**
Discovery, administrative law judge proceedings, **Emp P § 90:182**
Discrimination, **Emp P § 94:51, 94:55**
Domestic workers, applications for, **Emp P § 90:54**
Economic necessity, employment authorization proceedings, **Emp P § 90:83**
Employment authorization proceedings
general discussion, **Emp P § 90:78 et seq.**
automatic termination of authorization, **Emp P § 90:86**
disposition of application, **Emp P § 90:84**
economic necessity, establishment of, **Emp P § 90:83**
nonimmigrant student alien, **Emp P § 90:80**
practical training employment for nonimmigrant student, authorization for, **Emp P § 90:81**
revocation of authorization, **Emp P § 90:85**
spouse or child of exchange visitor, authorization application by, **Emp P § 90:82**
spouse or child of foreign government official or of international organization employee, **Emp P § 90:79**

ALIENS—Cont'd
Enforcement under Immigration Act
general discussion, **Emp P § 94:53 to 94:55**
discrimination, findings of, **Emp P § 94:55**
subpoenas, **Emp P § 94:53**
unauthorized aliens, hiring of, **Emp P § 94:54**
Evidence, administrative law judge proceedings, **Emp P § 90:183**
Executives, aliens employed as (L visa), **Emp P § 42:34, 90:23**
Exemption from labor certification for permanent employment of immigrant aliens, **Emp P § 90:44**
Fashion models (H-1b visa), temporary employment of nonimmigrant aliens as, **Emp P § 42:30**
Filing of pleadings, administrative law judge proceedings, **Emp P § 90:174**
Final orders following hearing, administrative law judge proceedings, **Emp P § 90:187**
Hearing officer, labor certification for agricultural and logging employment, **Emp P § 90:40**
Hearings, **Emp P § 90:76, 90:80**
Identity documents, unauthorized aliens, **Emp P § 42:15, 42:19 to 42:21**
Immigration and Nationality Act (this index)
Immigration Reform and Control Act (this index)
Import of alien worker, petition for, **Emp P § 90:22**
Independent contractors, unauthorized aliens, **Emp P § 42:13**
Initial review by DOL certifying officer
general discussion, **Emp P § 90:64 et seq.**
denial of certification, **Emp P § 90:67**
grant of certification, **Emp P § 90:66**
need for certification, establishment of, **Emp P § 90:64**
notice of denial, **Emp P § 90:68**
Initial review by job service office
agricultural and logging employment, **Emp P § 90:36**
denial of certification, **Emp P § 90:71**
notice of final determination, **Emp P § 90:70**
International employment, **Emp P § 41:284, 41:285**
Investigations
unauthorized aliens, **Emp P § 90:152 et seq.**
unfair employment practices, **Emp P § 90:167**
Judicial review. Administrative or judicial review, above
Labor certification for agricultural and logging employment
general discussion, **Emp P § 90:33 et seq., 94:34, 94:35**
actions by employers, **Emp P § 94:34**
actions by United States workers, **Emp P § 94:35**
amendments to application, **Emp P § 90:35**
application, **Emp P § 90:33**
decision, **Emp P § 90:41**
expedited administrative-judicial review, request for, **Emp P § 90:39**
hearing officer, authority of, **Emp P § 90:40**
initial review, **Emp P § 90:36**
meals, petition to charge higher prices for, **Emp P § 90:38**
notice of failure to comply with terms of certification, **Emp P § 90:42**
recruitment period, review following, **Emp P § 90:37**
timely filing, **Emp P § 90:34**
Labor certification for nonagricultural employment
general discussion, **Emp P § 90:29, 90:31**
application, **Emp P § 90:31**
disposition, **Emp P § 90:32**

ALIENS—Cont'd
Labor certification for permanent employment of immigrant aliens
general discussion, **Emp P § 90:43 et seq., 94:36 to 94:40**
adjustment of status, applicants for, **Emp P § 90:45**
exemption from certification, **Emp P § 90:44**
mootness of review based on reapplication, **Emp P § 94:38**
obtaining required forms, **Emp P § 90:47**
remand, **Emp P § 94:40**
representation of aliens and employers, **Emp P § 90:46**
standard of review, **Emp P § 94:39**
standing to sue, **Emp P § 94:37**
Lockout, effect on nonimmigrant alien's continued work authorization, **Emp P § 90:30**
Logging employees. Labor certification for agricultural and logging employment, above
Longshore work (D-visa), temporary employment of nonimmigrant aliens, **Emp P § 42:36**
Managers, aliens employed as (L visa), **Emp P § 40:36, 90:23**
Meals, labor certification for agricultural and logging employment, **Emp P § 90:38**
Mootness, labor certification for permanent employment of immigrant aliens, **Emp P § 94:38**
National LABOR Relations Act, employee coverage of aliens employed by American employers, **Labor § 5:31**
National LABOR Relations Board, backpay entitlement, **Labor § 43:80**
Nonimmigrant student alien, employment authorization proceedings, **Emp P § 90:80**
Notice
hearings, **Emp P § 90:77, 90:178**
initial review by job service office, **Emp P § 90:68, 90:73**
labor certification for agricultural and logging employment, **Emp P § 90:42**
time and place of hearing, administrative law judge proceedings, **Emp P § 90:175**
unauthorized aliens, intent to fine, **Emp P § 90:155**
unfair employment practices, **Emp P § 90:164, 90:168**
Oath, unfair employment practices, **Emp P § 90:160**
Occupational specialties, aliens in (H-1B visas), **Emp P § 90:23**
O visas, **Emp P § 42:32, 90:21**
Parties to complaints, administrative law judge proceedings, **Emp P § 90:172**
Performing arts, applications for occupations designated for special handling, **Emp P § 90:60**
Permanent employment of immigrant aliens, **Emp P § 42:37, 42:41**
Personnel Manual (this index)
Practical training employment for nonimmigrant student, authorization for, **Emp P § 90:81**
Preemployment inquiries, immigration status, **Emp P § 39:24**
P visas, **Emp P § 42:32, 90:21**
Q visas, **Emp P § 42:32, 90:21**
Reapplication following certification denial, **Emp P § 90:75**
Record, administrative law judge proceedings, **Emp P § 90:184**
Recruitment period, labor certification for agricultural and logging employment, **Emp P § 90:37**
Recruitment reports, application procedures, **Emp P § 90:52**
Registered nurses (H-1a visa), temporary employment of nonimmigrant aliens as, **Emp P § 42:31**
Representation, administrative law judge proceedings, **Emp P § 90:177**

ALIENS—Cont'd
Resident aliens
federal employment, **Emp P § 42:3**
private employment, **Emp P § 42:2**
state public employment, **Emp P § 42:4**
Response to complaint, administrative law judge proceedings, **Emp P § 90:176**
Restrictions on employment of aliens, **Emp P § 42:5**
Reverification, unauthorized aliens, **Emp P § 42:20 et seq.**
Review. Administrative or judicial review, above
Revocation of employment authorization, **Emp P § 90:85**
R visas, applications, **Emp P § 42:32**
Schedule A occupations. Applications for Schedule A occupations, above
Schedule B occupations. Applications for Schedule A occupations, above
Sheepherders, applications for occupations designated for special handling, **Emp P § 90:62, 90:64**
Special handling, occupations designated for. Applications for occupations designated for special handling, above
Specialized knowledge, work requiring (L visa), **Emp P § 42:34, 90:23**
Specialty occupations (H-1b visa), temporary employment of nonimmigrant aliens in, **Emp P § 42:30**
Speedy hearing, administrative law judge proceedings, **Emp P § 90:180**
Spouse or child of exchange visitor, employment authorization proceedings, **Emp P § 90:82**
Spouse or child of foreign government official or of international organization employee, employment authorization proceedings, **Emp P § 90:79**
State statutes regulating internal union affairs, aliens as union officers prohibited, **Labor § 70:28**
Strike, effect of, **Emp P § 90:27, 90:29**
Subpoenas, enforcement under Immigration Act, **Emp P § 94:53**
Teachers, applications for occupations designated for special handling, **Emp P § 90:60**
Temporary absences, unauthorized aliens, **Emp P § 42:21**
Temporary employment of nonimmigrant aliens, **Emp P § 42:28 et seq.**
Temporary labor certification, review under Immigration Act, **Emp P § 94:52**
Temporary services or labor (H-2 visas), **Emp P § 42:33, 90:22**
Time and date
administrative law judge proceedings, limitations on complaints, **Emp P § 90:173**
unfair employment practices, **Emp P § 90:162, 90:171**
Trainees (H-3 visas), **Emp P § 42:35, 90:24**
Unauthorized aliens
general discussion, **Emp P § 42:6 to 42:26, 90:151 to 90:160**
answers, **Emp P § 90:156**
attestation required of individual to be employed, **Emp P § 42:25**
authorization of employment, documents establishing, **Emp P § 42:15, 42:16**
change of work status, reverification unnecessary for, **Emp P § 42:22**
collective-bargaining units, employees belonging to, **Emp P § 42:23**
content of complaint, **Emp P § 90:150**

ALIENS—Cont'd
Unauthorized aliens—Cont'd
defenses of employers, **Emp P § 42:8**
effective date of IRCA, **Emp P § 42:7**
eligibility confirmation pilot programs, **Emp P § 42:26**
enforcement, **Emp P § 90:148, 94:54**
final order without hearing, **Emp P § 90:157**
identity, documents establishing, **Emp P § 42:15, 42:19 to 42:21**
independent contractors, **Emp P § 42:13**
investigations, **Emp P § 90:152 et seq.**
notice of intent to fine, **Emp P § 90:155**
persons who can file complaint, **Emp P § 90:149**
place to file complaint, **Emp P § 90:151**
previous employees, reverification unnecessary for, **Emp P § 42:20**
reverification, **Emp P § 42:20 et seq.**
review under Immigration Act, **Emp P § 94:50**
scope of federal prohibitions, **Emp P § 42:6**
temporary absences, reverification unnecessary for, **Emp P § 42:21**
time limits for hiring verification, **Emp P § 42:14**
verification of employment, **Emp P § 42:9 to 42:14**
Unfair employment practices
general discussion, **Emp P § 90:158 et seq.**
contents of charge, **Emp P § 90:161**
investigatory powers, **Emp P § 90:167**
notice to charging party, **Emp P § 90:164**
notice to respondent, **Emp P § 90:165**
oath, charge under, **Emp P § 90:160**
overlap of charge with Equal Employment Opportunity Commission charge, **Emp P § 90:159**
persons who can file charge, **Emp P § 90:158**
place to file charge, **Emp P § 90:163**
special counsel's power to act on own initiative, **Emp P § 90:166**
time period for investigations, **Emp P § 90:168**
time to file charge, **Emp P § 90:162**
written charge requirement, **Emp P § 90:160**
Unions, voter eligibility of illegal aliens, **Labor § 22:130**
Verification, unauthorized aliens, **Emp P § 42:9 to 42:14**
Vessel, crewmembers aboard (D-visa), **Emp P § 42:36**
Visas for temporary employment of nonimmigrant aliens
general discussion, **Emp P § 90:22 et seq.**
agricultural labor, aliens in (H-2A visas), **Emp P § 90:25**
alien crewmen (D visa), **Emp P § 90:28**
aliens in agricultural labor (H-2A visas) or other temporary services or labor (h-2b visas), **Emp P § 90:25**
alien trainees (H-3 visas), **Emp P § 90:27**
executives, aliens employed as (L visa), **Emp P § 90:26**
import of alien worker, petition for, **Emp P § 90:22**
lockout, effect on nonimmigrant alien's continued work authorization, **Emp P § 90:30**
managers, aliens employed as (L visa), **Emp P § 90:26**
occupational specialties, aliens in (H-1B visas), **Emp P § 90:23**
other occupational categories, aliens in (O, P, Q visas), **Emp P § 90:24**
other temporary services or labor, aliens in (H-2B visas), **Emp P § 90:25**
strike, effect on nonimmigrant alien's continued work authorization, **Emp P § 90:30**

ALIENS—Cont'd
Visas for temporary employment of nonimmigrant aliens —Cont'd
strike, effect on pending or approved nonimmigrant visas, **Emp P § 90:29**
work requiring specialized knowledge (L visa), **Emp P § 90:26**
Waiver of right to appear, administrative law judge proceedings, **Emp P § 90:178**

ALJs
Administrative Law Judges (this index)

ALLEGATIONS
Complaints. **Allegations in Complaints** (this index)
LABOR-Management Reporting and Disclosure Act, indictments, **Labor § 65:39**
National Labor Relations Board (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ALLEGATIONS IN COMPLAINTS
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:147 to 53:151**
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:98 to 50:101**

ALLEGED MATTERS
National LABOR Relations Board, alleged victims of discrimination contacted during investigation of charges of unfair labor practices, **Labor § 42:48**
Unions, challenges to voting by alleged supervisor, **Labor § 23:79**

ALLOCATIONS
LABOR Management Relations Act, attorney's fees, **Labor § 56:27**
Retirement and Retirement Plans (this index)
Simplified employee pensions, **Ben § 23:126**
Unfair labor practices, dues, **Labor § 30:72**

ALLOWANCES
Collective bargaining agreements, monetary allowances, **Labor § 47:46**
Federal employment, subpoenas of administering agencies, **Labor § 45:19**
International Employment (this index)
LABOR-Management Reporting and Disclosure Act, payment of unauthorized allowances as breach of fiduciary duties, **Labor § 65:23**
Personnel manual, meals for employees on overtime, **Pers M § 5:132 to 5:136**

ALLOY STEEL CHAIN SLINGS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:253**

ALLY DOCTRINE
Unfair labor practices, secondary boycotts, **Labor § 38:27 to 38:46, 38:51**

ALTERATION OR ALTERATIONS
Personnel manual, altering compensation programs due to corporate change, **Pers M § 8:33 to 8:36**
Unions and Union Practices (this index)

ALTER EGOS
National LABOR Relations Act, coverage, **Labor § 4:8**
Unfair labor practices, duty of employer to provide information to union, **Labor § 35:66**

ALTERNATION RANKING METHOD
Personnel manual, job evaluation, **Pers M § 8:126**

ALTERNATIVE DISPUTE RESOLUTION
Age Discrimination in Employment Act (this index)
Americans with Disabilities Act, **Emp P § 69:10, 85:4**
Arbitration (this index)
Mediation (this index)
Personnel Manual (this index)
Title VII (this index)

ALTERNATIVE MINIMUM TAX
Stock options, effect on incentive stock options, **Ben § 35:7; Comp § 35:13, 35:14**

ALTERNATIVE OR ALTERNATIVES
Collective bargaining agreements, settlement as alternative in concluding arbitration, **Labor § 49:79**
Dispute resolution. **Alternative Dispute Resolution** (this index)
LABOR-Management Reporting and Disclosure Act, methods to challenge trusteeships, **Labor § 67:10**
National LABOR Relations Board, use of Freedom of Information Act for discovery, **Labor § 42:194**
Personnel Manual (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

AMBIGUOUS OR AMBIGUITIES
Labor Management Relations Act (this index)
Workplaceplace safety, ambiguous notice of contest, **Work S § 8:21**

AMBULANCE SERVICES
General discussion, **Comp § 16:6**
Reimbursement, **Ben § 5:34.50**
Retail or service establishment employees, **Comp § 12:40**

AMBULATORY PICKETING
Unfair labor practices, **Labor § 38:116 to 38:124**

AMENDMENT, MODIFICATION OR CHANGE
Alteration or Alterations (this index)
Circumstantial Changes (this index)
Collective Bargaining Agreements (this index)
Consent decrees, **Emp P § 69:45**
Employee Retirement Income Security Act, **Ben § 2:69**
Federal Employment (this index)
Group Insurance (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, rights of union members as to changes in dues, **Labor § 64:17 to 64:20**
Life insurance, group term life plans, **Ben § 7:3**
National Labor Relations Board (this index)

AMENDMENT, MODIFICATION OR CHANGE —Cont'd
Norris-LaGuardia Act, modification of injunctions in labor disputes, **Labor § 50:130, 50:141**
Personnel Manual (this index)
Pleadings. **Amendments to Pleadings** (this index)
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Stock options, incentive, **Ben § 35:26**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

AMENDMENTS TO PLEADINGS
General discussion, **Emp P § 101:38 to 101:41**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:79**
Department of Labor supplemental hearing procedures, **Emp P § 90:223**
Executive Order 11246, **Emp P § 88:83, 88:88, 88:89**
Fair Labor Standards Act and Similar State Laws (this index)
Leave to amend, **Emp P § 101:39**
Motions to dismiss, amendments in response to, **Emp P § 101:41**
Relation back, **Emp P § 84:38, 84:56, 100:43, 101:40**
Service Contract Act, **Comp § 40:144**

AMERICAN ARBITRATION ASSOCIATION
Collective Bargaining Agreements (this index)

AMERICAN NATIONAL STANDARDS INSTITUTE
Workplace Safety (this index)

AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 (ARRA)
Consolidated Omnibus Budget Reconciliation Act (COBRA) subsidy, **Ben § 8:29.50**

AMERICAN SAMOA
Fair Labor Standards Act
general discussion, **Comp § 1:150, 1:152, 1:153**
special industry committees, **Comp § 1:159**
wage orders, **Comp § 1:153, 1:159**
International employment, Fair Labor Standards Act, **Emp P § 41:77, 41:78**
Special industry committees, Fair Labor Standards Act, **Comp § 1:159**
Wage orders, Fair Labor Standards Act, **Comp § 1:153, 1:159**
White collar employees, minimum compensation for, **Comp § 3:10**

AMERICANS WITH DISABILITIES ACT
General discussion, **Emp P § 1:21, 9:4 et seq., 9:4 to 9:13, 85:1 et seq.**
ADA Amendments Act of 2008, **Emp P § 9:4.50**
Alternative dispute resolution, **Emp P § 69:10, 85:4**
Arbitration agreements, **Emp P § 95:71.30**
Associations with people with disabilities, discrimination based on, **Emp P § 9:12**
Attorneys, representation by counsel, **Emp P § 97:55**
Attorney's fees, **Emp P § 77:5**

AMERICANS WITH DISABILITIES ACT—Cont'd
Backpay, limitation on period, **Emp P § 72:14**
Civil actions, **Emp P § 94:78**
Complaints, processing of, **Emp P § 85:2 et seq.**
Contractual relations, liability for, **Emp P § 9:11**
Covered employers and employees, **Emp P § 9:6**
Covid-19, **Ben § 6:17.30**
Damages, **Emp P § 74:4, 74:5, 74:7, 74:8**
Disability benefits, interplay with Employee Retirement Income Security Act, **Ben § 6:17**
Disclosures, **Emp P § 92:76**
Employment agencies, **Emp P § 67:5**
Employment discrimination, **Emp P § 9:5, 9:10**
Equal Employment Opportunity Commission, powers and duties, **Emp P § 83:51**
Evidence
disparate treatment and disparate impact, **Emp P § 107:14**
intent and causation, **Emp P § 107:65**
order of proof, **Emp P § 107:36**
prima facie case, **Emp P § 107:63 et seq.**
Exceptions to prohibitions, **Emp P § 9:13**
Exhaustion of remedies, **Emp P § 95:60**
Fringe benefits, **Emp P § 44:134**
Government contractors, **Emp P § 20:303**
Health and physical fitness, medical examinations and inquiries, **Emp P § 28:23 et seq.**
Jurisdictional overlaps
general discussion, **Emp P § 85:5 to 85:7**
Equal Employment Opportunity Commission
Justice Department, and, **Emp P § 85:6**
National Labor Relations Board, and, **Emp P § 85:7**
Office of Federal Contract Compliance Programs, and, **Emp P § 85:5**
Jury and jury trial, **Emp P § 105:12**
Labor-management training committees, **Emp P § 20:267, 67:64**
Local governments, **Emp P § 20:89**
Medical and health insurance, **Emp P § 46:8, 46:9**
National LABOR Relations Board, overlapping jurisdiction with EEOC, **Labor § 41:41, 42:6**
Notice, **Emp P § 92:76**
Parties, **Emp P § 97:16, 97:29**
Pension and retirement plans, **Emp P § 46:47**
Personnel Manual (this index)
Presumptions and burden of proof, **Emp P § 107:36**
Private employers, **Emp P § 20:12**
Proceedings, **Emp P § 85:1 et seq.**
Public accommodation discrimination, **Emp P § 9:8**
Public employers, **Emp P § 20:83, 20:87, 20:89**
Public services discrimination, **Emp P § 9:7**
Punitive damages, **Emp P § 75:4, 75:6**
Purpose of prohibitions, **Emp P § 9:9**
Records and reports, **Emp P § 92:34**
Relationships with people with disabilities, discrimination based on, **Emp P § 9:12**
Relationship to other laws, **Emp P § 1:22**
Retaliation, **Emp P § 10:2, 10:4, 10:24**
Selection and Retention of Employees (this index)
State governments, **Emp P § 20:89**
Statutes of limitation, **Emp P § 100:23.50**
Substance abuse and testing, **Emp P § 30:10**

AMERICANS WITH DISABILITIES ACT—Cont'd
Trainers and Training (this index)
Unions and union practices, **Emp P § 66:6**
Venue, **Emp P § 96:10**
Wellness programs, **Emp P § 9:13.50**
Workers' compensation, **Ben § 4:106; Emp P § 85:8**

AMICUS CURIAE
Department of Labor supplemental hearing procedures, **Emp P § 90:214**
Executive Order 11246, **Emp P § 88:102, 88:103**

AMOUNT, QUANTITY OR NUMBER
Collective bargaining agreements, severance pay, **Labor § 47:52**
Extensions (this index)
Extent (this index)
Federal employment, number of employees for securing national consultation rights, **Labor § 24:47**
Frequency (this index)
Increase or Increases (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, bond of persons involved with labor organizations, **Labor § 65:16**
Minimal Matters (this index)
Minimizing (this index)
Minimum Matters (this index)
Minor Matters (this index)
Monthly Matters (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway LABOR Act, sufficient number of plaintiffs in class actions, **Labor § 59:6**
Reduction or Decrease (this index)
Size (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

AMPHETAMINES
Personnel manual, drug screening, **Pers M § 20:46**

AMUSEMENT OR RECREATIONAL ESTABLISHMENT EMPLOYEES
General discussion, **Comp § 9:1 to 9:15**
Combined minimum wage and overtime pay exemption under state law, **Comp § 9:13**
Country club employees, **Comp § 9:7**
Country music show employees, **Comp § 9:6**
Drive-in theater employees, **Comp § 9:8**
Equal pay exemption, **Comp § 9:2**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 9:1 to 9:15**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 9:1 to 9:15**
Maintenance workers, **Comp § 9:3**
Minimum wage exemption, **Comp § 9:2, 9:14**
Overtime pay exemption, **Comp § 9:2, 9:15**
Private establishments on public lands, employees of, **Comp § 9:4**
Retail or service establishment employees, **Comp § 12:41**
Seasonal theater employees, **Comp § 9:8**

AMUSEMENT OR RECREATIONAL ESTABLISHMENT EMPLOYEES—Cont'd
Sellers of amusement or recreational products, **Comp § 9:5**
Sports facilities, employees of, **Comp § 9:10**
Sports team, employees of, **Comp § 9:9**
State law exemptions, **Comp § 9:13 to 9:15**
Swimming pool operator, employees of, **Comp § 9:11**
Tourist facilities operator, employees of, **Comp § 9:12**
Town club employees, **Comp § 9:7**

ANALYSTS
Personnel Manual (this index)

ANCESTRY DISCRIMINATION
National Origin Discrimination (this index)

ANCILLARY BENEFITS
Retirement and Retirement Plans (this index)

ANCILLARY ISSUES
National LABOR Relations Board, answer to complaint for unfair labor practices, **Labor § 42:124**

ANHYDROUS AMMONIA
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:76**

ANIMALS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:15 to 6:19**
National LABOR Relations Board, assertion of jurisdiction over horse breeders and racers, **Labor § 3:44**

ANNIVERSARIES
Personnel manual, special occasion celebrations, **Pers M § 12:141**

ANNOUNCEMENT OR ANNOUNCEMENTS
Personnel manual, job analysis, **Pers M § 8:77**
Unions and Union Practices (this index)

ANNOUNCERS
National LABOR Relations Act, supervisor coverage in entertainment industry, **Labor § 5:75**
White collar employees, **Comp § 3:61**

ANNUAL LEASES
Automobile Use as Employee Benefit (this index)

ANNUAL MATTERS
Personnel Manual (this index)

ANNUAL REPORTS
See also specific states
Equal Employment Opportunity Commission, **Emp P § 83:60**
Retirement and Retirement Plans (this index)

ANNUITIES
Death benefits, payment of up to $5,000, **Ben § 7:111, 7:112**
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
Individual retirement accounts, **Ben § 23:111**
International employment, tax treaties, **Emp P § 41:177**
Life insurance, avoidance of taxes, **Ben § 7:47**
Nonqualified deferred compensation, **Ben § 34:16**

ANNUITIES—Cont'd
Retirement and Retirement Plans (this index)

ANNULMENT OF CERTIFICATES
Wage and Hour Division of U.S. Department of Labor (this index)

ANSI (AMERICAN NATIONAL STANDARDS INSTITUTE)
Workplace Safety (this index)

ANSWERING BRIEFS
National LABOR Relations Board, exceptions to decision of administrative law judge on unfair labor practices, **Labor § 42:282**
Unions and Union Practices (this index)

ANSWERS
General discussion, **Emp P § 101:35 to 101:37**
Affirmative defenses, **Emp P § 101:36**
Aliens, unauthorized, **Emp P § 90:156**
Contract Work Hours and Safety Standards Act, substantial interest proceedings, **Comp § 40:162, 40:163**
Counterclaims, **Emp P § 101:37**
Department of Labor supplemental hearing procedures, **Emp P § 90:222**
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:136 to 77:138**
Executive Order 11246 (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, unfair labor practice procedures, **Labor § 45:48 to 45:51**
National Labor Relations Board (this index)
Personnel manual, Occupational Safety and Health Review Commission, **Pers M § 17:50**
Retaliation, answering questions during investigation, **Emp P § 10:17.50**
Service Contract Act, **Comp § 40:143, 40:144**
State court proceedings, **Emp P § 115:50**
Walsh-Healey Act, **Comp § 40:26**
Workplace Safety (this index)

ANTAGONISM
Front pay, reinstatement unfeasible, **Emp P § 73:6**

ANTICIPATION
Unfair Labor Practices (this index)
Unions, nonunion employer's guide to union organizing, **Labor § 16:12**

ANTICIPATION OF DEFENSES
Fair Labor Standards Act and similar state laws, complaints, **Comp § 41:111**

ANTI-DUAL SHOP CLAUSE
Unfair labor practices, subjects of bargaining, **Labor § 34:10**

ANTINEPOTISM POLICIES
Personnel manual, employee referrals for recruitment, **Pers M § 2:11, 2:12**

ANTIQUE SHOPS
Retail or service establishment employees, **Comp § 12:42**

ANTITRUST
At-will employment, **Emp P § 58:24**
Clayton Antitrust Act, early federal labor-management relations laws, **Labor § 1:21**
Medical benefits, preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:176**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:47**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:5 to 11:21**
Norris-LaGuardia Act, antitrust liability exemption, **Labor § 50:96**
Sherman Antitrust Act, early federal labor-management relations laws, **Labor § 1:20**

ANTI-UNION MATTERS
Unions and Union Practices (this index)

APARTMENT HOUSES
Retail or service establishment employees, **Comp § 12:43**

APPAREL INDUSTRY
General discussion, **Comp § 17:87 to 17:91**
Homeworkers, **Comp § 10:32**
Hosiery Industry (this index)
Knitted-Wear Industry (this index)
Leather clothing, **Comp § 17:89**
Minimum wages, generally, **Comp § 17:87 to 17:91**
Personnel manual, ban on hot cargo agreements, **Pers M § 22:157**
Rainwear, **Comp § 17:88**
Retail or service establishment employees, **Comp § 12:74**
Robes, **Comp § 17:91**
Sheep lined clothing, **Comp § 17:89**
Unfair labor practices, hot cargo agreements, **Labor § 38:177 to 38:179, 38:216, 38:218**
Women's apparel, **Comp § 17:90**

APPARENT AUTHORITY
National LABOR Relations Act, agents of employers, **Labor § 8:23**

APPEAL AND REVIEW
General discussion, **Emp P § 110:1 et seq.**
Age Discrimination in Employment Act, no cause determination, **Emp P § 87:22**
Agricultural Employees (this index)
Aliens (this index)
Appointment of counsel, appealability of order, **Emp P § 110:17**
Apprentices (this index)
Arbitration, orders denying or directing, **Emp P § 110:20**
Attorney's Fees (this index)
Bonds of contractors, **Comp § 43:96**
Child labor, appeal to Secretary, **Comp § 28:14 et seq.**
Class Actions (this index)
Collateral order exception, **Emp P § 110:23**
Contract Work Hours and Safety Standards Act (this index)
Courts of Appeals (this index)
Cross appeals, **Emp P § 110:6**
Department of Labor (this index)
Direction of appeal, **Emp P § 110:2**
Equal Access to Justice Act, award determinations, **Emp P § 77:123**

APPEAL AND REVIEW—Cont'd
Equal Employment Opportunity Commission (this index)
Extension of time to file appeal, **Emp P § 110:5**
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
Finality, requirement of, **Emp P § 110:3, 110:13, 110:14**
Findings of facts, standard of review, **Emp P § 110:7, 110:8**
Freedom of Information Act, **Emp P § 93:22**
Government Employee Rights Act of 1991 provisions, constitutionality of, **Emp P § 110:25**
Handicapped workers, **Comp § 38:140, 38:142**
Interlocutory appeals, **Emp P § 110:22**
Intervention, appealability of denial, **Emp P § 110:19**
Issues not addressed at trial or reserved for appeal, appealability of, **Emp P § 110:21**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Magistrate's findings, appealability, **Emp P § 110:18**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Occupational Safety and Health Review Commission (this index)
Pending fee petitions, effect on finality of judgments on merits, **Emp P § 110:14**
Personnel Manual (this index)
Privacy Act, **Emp P § 93:47**
Railway Labor Act (this index)
Remand, **Emp P § 110:24**
Remedies, standard of review, **Emp P § 110:10**
Retirement and Retirement Plans (this index)
Scope of review
- **Federal Employment** (this index)
- LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:208 to 53:214**
- **National Labor Relations Board** (this index)
- Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:136**
- unions, review by NLRB of Regional Director's decision, **Labor § 21:17**
- **Workplace Safety** (this index)

Service Contract Act, **Comp § 40:133, 40:135, 40:136, 40:149**
Standard of review
- attorney's fees, orders for, **Emp P § 110:12**
- federal employment, judicial review/enforcement of agency decisions/orders, **Labor § 61:16**
- findings of facts, **Emp P § 110:7, 110:8**
- LABOR Management Relations Act, appeals of contract enforcement decisions, **Labor § 57:5**
- Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:134, 50:135**
- remedies, **Emp P § 110:10**
- ultimate findings of discrimination, **Emp P § 110:9**

Timeliness of appeal, **Emp P § 110:4, 110:5**
Title VII, no-cause findings, **Emp P § 84:131**
Ultimate findings of discrimination, standard of review, **Emp P § 110:9**
Unions and Union Practices (this index)

APPEAL AND REVIEW—Cont'd
Wage and Hour Division of U.S. Department of Labor, investigative findings, **Comp § 38:33**
Waiver of right to appeal award of attorney's fees, **Emp P § 110:16**
Workplace Safety (this index)

APPEARANCE AND GROOMING
General discussion, **Emp P § 31:1 et seq.**
Checklist of dress and grooming prohibitions in state statutes, **Emp P § 31:15**
Dress codes, **Emp P § 31:12 to 31:14**
Facial hair rules, **Emp P § 31:8 to 31:10**
Hair grooming rules, **Emp P § 31:6, 31:7**
National origin discrimination, dress codes as, **Emp P § 31:2, 31:12**
Personnel Manual (this index)
Pregnant women, standards for, **Emp P § 31:4**
Race discrimination, rules as, **Emp P § 31:2, 31:6, 31:8, 31:12**
Religious discrimination, rules as, **Emp P § 31:5, 31:10, 31:14**
Sex discrimination, rules as, **Emp P § 31:3, 31:7, 31:9, 31:13**
Weight restrictions imposed for appearance purposes, **Emp P § 31:11**

APPEARANCES
Executive Order 11246, **Emp P § 88:124**
LABOR-Management Reporting and Disclosure Act, hearings on removal of union officers, **Labor § 66:115**
National LABOR Relations Board, representative in unfair labor practice case, **Labor § 42:27**
Railway LABOR Act, hearings before National Railroad Adjustment Board, **Labor § 49:120**
Unions and Union Practices (this index)
Workplace Safety (this index)

APPENDING DOCUMENTS TO EVIDENTIARY RECORD
Unions, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:174**

APPLICANTS FOR JOBS
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:60**
National LABOR Relations Act, employee coverage, **Labor § 5:22**
Personnel Manual (this index)
Retaliation, **Emp P § 10:25**
Unfair labor practices, interrogation concerning union sympathies, **Labor § 26:96, 26:99**

APPLICATION OR APPLICABILITY
Collective Bargaining Agreements (this index)
Federal employment, judicial review/enforcement of agency decisions/orders, **Labor § 61:11**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, determining applicability of injunction mechanism, **Labor § 50:90 to 50:97**
Personnel Manual (this index)
Railway Labor Act (this index)

APPLICATION OR APPLICABILITY—Cont'd
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, notice requirements, **Labor § 39:218, 39:219, 39:228**
Workplace Safety (this index)

APPLICATIONS
Agricultural Employees (this index)
Aliens (this index)
Employment applications. **Applications for Employment** (this index)
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:128 to 77:135**
LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:111**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Veterans and other uniformed service members, application of reemployment, **Emp P § 40:32**
Workplace Safety (this index)

APPLICATIONS FOR EMPLOYMENT
Personnel Manual (this index)
Unfair Labor Practices (this index)

APPOINTMENT
Arbitration (this index)
Child labor, sanctions and remedies, **Comp § 28:12**
Federal employment, scope of bargaining, **Labor § 39:293**
Railway LABOR Act, National Mediation Board, **Labor § 44:11**
Workplaceplace safety, hearing officer, **Work S § 4:244**

APPORTIONMENT
Attorney's fees, **Emp P § 77:90**
LABOR Management Relations Act, damages, hybrid actions, **Labor § 56:15**

APPRAISAL
Personnel manual, performance appraisal, **Pers M § 15:1 to 15:107**

APPRENTICES
General discussion, **Comp § 17:103 to 17:115; Emp P § 88:266 to 88:296, 90:192 to 90:211**
Affirmative Action (this index)
Appeal and review
  apprentices, certificates, **Comp § 38:115**
  recognizing state agencies, denial of recognition, **Emp P § 90:203**
  state deregistration, **Emp P § 88:293**
Apprenticeable occupation, training in, **Emp P § 48:15**
Authority to regulate, **Emp P § 88:266**
Bat proceedings, registered programs, **Emp P § 90:192**
Cancellation by program sponsor, **Emp P § 90:196**
Certificates
  general discussion, **Comp § 38:109 to 38:115**
  contents of special certificate, **Comp § 38:114**
  denial of special certificate, **Comp § 38:112**
  disposition of certificate or notice of denial, **Comp § 38:113**

APPRENTICES—Cont'd
Certificates—Cont'd
  investigation and hearing, **Comp § 38:110**
  issuance of special certificate, **Comp § 38:111**
  reconsideration and review, **Comp § 38:115**
Child labor, **Comp § 24:24**
Complaints
  general discussion, **Emp P § 88:271 to 88:280**
  apprenticeship programs, **Emp P § 48:27**
  confidentiality of complaints, **Emp P § 88:279**
  contents of complaint, **Emp P § 88:273**
  notice of complaint procedures, **Emp P § 88:278**
  persons who can file, **Emp P § 88:271**
  place to file, **Emp P § 88:272**
  processing by Department of Labor, **Emp P § 88:277**
  processing by review bodies, **Emp P § 88:276**
  retaliation prohibited, **Emp P § 88:280**
  review body, defined, **Emp P § 88:275**
  time limits for filing, **Emp P § 88:274**
Compliance reviews
  general discussion, **Emp P § 88:268 to 88:270**
  findings of noncompliance, **Emp P § 88:270**
Confidentiality of complaints, **Emp P § 88:279**
Counsel, right to, **Emp P § 88:284**
Credit for previous experience, registered programs, **Emp P § 48:17**
Davis-Bacon Act, **Comp § 15:29, 19:9**
Defined, **Comp § 17:104**
Derecognition
  general discussion, **Emp P § 90:204 et seq.**
  derecognition decision, **Emp P § 90:206**
  hearings, **Emp P § 90:205**
  reinstatement, **Emp P § 90:207**
Deregistration of programs
  general discussion, **Emp P § 90:196 et seq.**
  cancellation by program sponsor, **Emp P § 90:196**
  cause, deregistration for, **Emp P § 90:197**
  deregistration decision, **Emp P § 90:199**
  hearings, **Emp P § 90:198**
  notice of proposed action, **Emp P § 90:197**
  reinstatement, **Emp P § 90:200**
Educational requirements, **Emp P § 27:12**
Eligibility lists, selection for registered programs, **Emp P § 23:97**
Failure to obtain apprentice certificate, **Comp § 17:114**
Fair Labor Standards Act and Similar State Laws (this index)
Hearings
  general discussion, **Emp P § 88:281 to 88:284**
  certificates, **Comp § 38:110**
  conduct of hearings, **Emp P § 88:283**
  counsel, right to, **Emp P § 88:284**
  derecognition, **Emp P § 90:205**
  deregistration of programs, **Emp P § 90:198**
  notice, **Emp P § 88:282**
  persons who conduct hearings, **Emp P § 88:281**
Hiring, preselection and recruitment practices, oral interviews, **Emp P § 39:40**
Investigations, certificates, **Comp § 38:110**
LABOR-Management Reporting and Disclosure Act, voting rights, **Labor § 66:48**
Learners, distinguished, **Comp § 17:145**

APPRENTICES—Cont'd
Length of apprenticeship, registered programs, **Emp P § 48:20**
National Apprenticeship Act, requirements of, **Emp P § 48:12**
Notice
complaint procedures, **Emp P § 88:278**
deregistration of programs, proposed action, **Emp P § 90:197**
hearings, **Emp P § 88:282**
proposed derecognition, **Emp P § 90:204**
selection for registered programs, **Emp P § 23:92**
Number of apprentices, registered programs, **Emp P § 48:18**
On-the-job instruction, registered programs, **Emp P § 48:21**
Overtime pay, training, **Comp § 20:235**
Persons who may obtain certificate, **Comp § 17:106**
Pool of eligible applicants, selection for registered programs, **Emp P § 23:91 et seq.**
Probationary period, registered programs, **Emp P § 48:19**
Public Contracts (this index)
Random selection from applicants' pool, selection for registered programs, **Emp P § 23:94**
Rank, selection from applicants' pool on basis of, **Emp P § 23:93**
Recognized apprenticeship program, **Emp P § 48:29.50**
Recognizing state agencies
general discussion, **Emp P § 90:201 et seq.**
appeal of denial of recognition, **Emp P § 90:203**
application for recognition, **Emp P § 90:201**
denial of recognition, **Emp P § 90:202**
Recommended decisions, **Emp P § 88:285**
Reconsideration, certificates, **Comp § 38:115**
Records and reports
general discussion, **Comp § 37:40, 37:44**
registered programs, **Emp P § 48:28**
Registered programs
general discussion, **Emp P § 48:12 to 48:29, 90:192 to 90:198**
apprenticeable occupation, training in, **Emp P § 48:15**
BAT proceedings, **Emp P § 90:192**
certificate of registration, **Emp P § 90:193**
complaints about apprenticeship program, **Emp P § 48:27**
completion of training, **Emp P § 48:26**
credit for previous experience, **Emp P § 48:17**
EEO requirements, **Emp P § 48:14**
length of apprenticeship, **Emp P § 48:20**
minimum qualifications, **Emp P § 48:16**
National Apprenticeship Act, requirements of, **Emp P § 48:12**
number of apprentices, **Emp P § 48:18**
on-the-job and technical instruction, **Emp P § 48:21**
postcertificate modifications to program, **Emp P § 90:194**
probationary period, **Emp P § 48:19**
proposal of registration, **Emp P § 90:190**
records, **Emp P § 48:28**
registration, cancellation and deregistration of program, **Emp P § 48:25**
registration of apprentices, **Emp P § 90:195**
safety requirements, **Emp P § 48:24**
state proceedings, **Emp P § 90:191**
supervision and evaluation of apprentices, **Emp P § 48:23**
transfer of apprenticeship program, **Emp P § 48:29**
wage rates, **Emp P § 48:22**
written apprenticeship agreement, **Emp P § 48:13**

APPRENTICES—Cont'd
Reinstatement
derecognition, **Emp P § 90:207**
deregistration of programs, **Emp P § 90:200**
procedure, **Emp P § 88:286**
state programs, **Emp P § 88:296**
Responsibilities of sponsor, **Emp P § 88:267**
Retaliation prohibited, complaints, **Emp P § 88:280**
Review, certificates, **Comp § 38:115**
Safety requirements, registered programs, **Emp P § 48:24**
Selection for registered programs
general discussion, **Emp P § 23:90 to 23:97**
alternative selection methods, **Emp P § 23:96**
current employees, selection from pool of, **Emp P § 23:95**
eligibility lists, **Emp P § 23:97**
notification of selection or rejection for pool, **Emp P § 23:92**
pool of eligible applicants, creation of, **Emp P § 23:91 et seq.**
public notice, **Emp P § 23:97**
random selection from applicants' pool, **Emp P § 23:94**
rank, selection from applicants' pool on basis of, **Emp P § 23:93**
Skilled trade, defined, **Comp § 17:105**
State programs
general discussion, **Emp P § 88:287 to 88:296**
appeal of state deregistration, **Emp P § 88:293**
contest of withdrawal of recognition, **Emp P § 88:295**
defined, **Emp P § 88:287**
department of labor authority over state plans and programs, **Emp P § 88:292**
reinstatement requests, **Emp P § 88:296**
requirements of state plans, **Emp P § 88:291**
responsibilities of state councils, **Emp P § 88:290**
state council, defined, **Emp P § 88:288**
state sponsor, defined, **Emp P § 88:289**
withdrawal of recognition, **Emp P § 88:294, 88:295**
Supervision and evaluation of apprentices, registered programs, **Emp P § 48:23**
Technical instruction, registered programs, **Emp P § 48:21**
Time limits for filing complaints, **Emp P § 88:274**
Transfer of apprenticeship program, registered programs, **Emp P § 48:29**
Unions and Union Practices (this index)
Wage and Hour Division of U.S. Department of Labor. Certificates, above
Withdrawal of recognition, state programs, **Emp P § 88:294, 88:295**
Written apprenticeship agreement, registered programs, **Emp P § 48:13**

APPROACH OR APPROACHES
Unions and Union Practices (this index)
Workplaceplace safety, OSHA safety and health standards for approaching helicopter, **Work S § 3:245, 3:246**

APPROPRIATE MATTERS
Proper or Appropriate Matters (this index)

APPROPRIATION FOR EXPENSES
Railway LABOR Act, Emergency Board, **Labor § 44:34**

APPROVAL OR DENIAL
Consent, Approval or Permission (this index)

AQUATIC PRODUCTS EMPLOYEES
Fishing or Aquatic Products Employees (this index)

ARBITRARY AND CAPRICIOUS STANDARD
Retirement plans, use for review of plan actions, **Ben § 38:4, 38:5**

ARBITRARY MATTERS
Unfair Labor Practices (this index)
Workplaceplace safety, failure to act against imminent danger, **Work S § 4:213**

ARBITRATION
See also specific states
Age Discrimination in Employment Act, **Emp P § 95:71.40**
Agreements
- Age Discrimination in Employment Act, **Emp P § 95:71.40**
- Americans with Disabilities Act, **Emp P § 95:71.30**
- civil rights acts, early, **Emp P § 95:71.20**
- collective bargaining agreements, **Emp P § 95:71.60**
- dismissal of proceedings, **Emp P § 95:71.80**
- effect of, **Emp P § 95:71**
- employment-related statutes, other, **Emp P § 95:71.50**
- labor laws, required by, **Emp P § 95:71.60**
- **Labor Management Relations Act** (this index)
- National Association of Securities Dealers Code of Arbitration Procedures, **Emp P § 95:71.70**
- Rehabilitation Act, **Emp P § 95:71.30**
- stay of proceedings, **Emp P § 95:71.80**
- Title VII, **Emp P § 95:71.10**
- workplace safety, nondiscrimination violations, **Work S § 5:66**

Americans with Disabilities Act, **Emp P § 95:71.30**
Appeal and review, **Emp P § 110:20**
Appointment of arbitrator
- collective bargaining agreements, appointment from American Arbitration Association or Federal Mediation and Conciliation Service panel, **Labor § 49:69**
- LABOR Management Relations Act, scope of authority of court to enforce arbitration agreements, **Labor § 53:190**

Attorney's fees, **Emp P § 77:25, 77:53**
Awards
- collective bargaining agreements, **Labor § 49:72, 49:106, 49:109**
- federal employment, judicial review/enforcement of agency decisions/orders, **Labor § 61:7 to 61:9**
- **Labor Management Relations Act** (this index)
- National LABOR Relations Board, deference to arbitration awards, **Labor § 10:5 to 10:18**
- **Railway Labor Act** (this index)
- **Unfair Labor Practices** (this index)

Backpay, **Emp P § 72:57**
Binding arbitration
- federal employment, bargaining impasse resolution, **Labor § 48:51**
- National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:21**
- Railway LABOR Act, National Railroad Adjustment Board, **Labor § 49:116**

ARBITRATION—Cont'd
Bonds of contractors, **Comp § 43:35**
Civil rights acts, early, **Emp P § 95:71.20**
Collective Bargaining Agreements (this index)
Compel arbitration
- **Labor Management Relations Act** (this index)
- **Railway Labor Act** (this index)

Contracts. Agreements, above
Dismissal of proceedings, **Emp P § 95:71.80**
Evidence, **Emp P § 106:11**
Fair Labor Standards Act and similar state laws, **Comp § 1:14, 41:72, 41:203**
Federal Arbitration Act (this index)
Federal Employment (this index)
Interest Arbitration (this index)
Jurisdiction, **Emp P § 95:91, 115:40**
Labor laws, required by, **Emp P § 95:71.60**
Labor Management Relations Act (this index)
Liquidated damages, **Emp P § 76:8**
National Association of Securities Dealers Code of Arbitration Procedures, **Emp P § 95:71.70**
National Labor Relations Board (this index)
Norris-LaGuardia Act, future strikes over arbitrable issues, **Labor § 50:117**
Personnel Manual (this index)
Railway Labor Act (this index)
Rehabilitation Act, **Emp P § 95:71.30**
Res judicata and collateral estoppel, **Emp P § 115:39**
Retirement and Retirement Plans (this index)
Revocation of compulsory arbitration, **Emp P § 95:72**
Stay of proceedings, **Emp P § 95:71.80**
Title VII, **Emp P § 84:100, 95:71.10**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Waiver of compulsory arbitration, **Emp P § 95:72**

ARCHITECTS
Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees (this index)
White collar employees, **Comp § 3:62**

ARC WELDING AND CUTTING
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:287**

ARGUMENT OR ARGUMENTS
Labor Management Relations Act (this index)
National LABOR Relations Act, arguably protected or prohibited test for determining preemption of state laws, **Labor § 12:3, 12:4**
Oral Matters (this index)
Unfair labor practices, disruptive behavior as reason for discharge of employee, **Labor § 30:181**
Workplace Safety (this index)

ARIZONA
Administrative resolution of wage claim, **Comp § 42:221**
Administrative subpoena, enforcement of, **Emp P § 111:10**
Age discrimination, **Emp P § 8:14, 8:17, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:4**
Ancestry discrimination, **Emp P § 7:14, 7:16**

ARIZONA—Cont'd
Annual reports, job discrimination agencies, **Emp P § 83:73**
Antiretaliation measures, compensation, **Comp § 39:12**
Appeal and review, **Emp P § 111:14**
Apprentices, minimum wages, **Comp § 18:15**
Arbitration of contract disputes, **Labor § 49:172**
Assignments
general discussion, **Comp § 42:461 to 42:466**
answer, liability for untimely, **Comp § 42:461**
attorney's fees and other relief in contempt proceeding, **Comp § 42:464**
continuing lien, liability for failure to comply with, **Comp § 42:463**
costs relating to employer's answer, assessment of, **Comp § 42:465**
creditor's liability for noncompliance, **Comp § 42:466**
delivery of nonexempt earnings, liability for failure, **Comp § 42:462**
direct deposit, receipt by financial institution through, **Comp § 34:5**
Attorney's fees, assignments and garnishment, **Comp § 42:464**
At-will employment, exceptions to, **Emp P § 62:4**
Birth place, discrimination based on, **Emp P § 7:14, 7:16**
Blacklisting, **Emp P § 65:42, 65:44**
Bona fide occupational qualifications, **Emp P § 15:13, 15:15**
Child labor
general discussion, **Comp § 25:6, 25:7**
exemptions, **Comp § 25:6**
minimum wages, **Comp § 18:14**
overtime pay, minor employee's suit for triple wages, **Comp § 42:98**
prohibitions, **Comp § 25:7**
sanctions and remedies, **Comp § 28:26**
Citizenship discrimination, **Emp P § 7:14, 7:16**
Coerced discrimination, **Emp P § 11:3, 11:5**
Collective bargaining agreement, substance abuse and testing, **Emp P § 30:93**
Color discrimination, **Emp P § 3:13**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:12**
assignments, above
child labor, above
civil fines for retaliation, **Comp § 42:4**
court proceedings, generally, **Comp § 42:4**
discrimination, **Emp P § 44:79, 44:81**
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:201**
notices, **Comp § 37:85**
overtime pay, below
payment of compensation, below
records, **Comp § 37:84**
rules for various types of claims, **Comp § 39:9 to 39:11**
support withholding, below
Compliance with court order, **Emp P § 111:13**
Conciliation, job discrimination proceedings, **Emp P § 89:11**
Conditions of employment. Terms, conditions and privileges of employment, below
Confidentiality of test results, substance abuse and testing, **Emp P § 30:89**
Constitutionality, overtime pay, **Comp § 21:6**

ARIZONA—Cont'd
Contempt, assignments and garnishment, **Comp § 42:464**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:92**
Continuing liens, assignments and garnishment, **Comp § 42:463**
Conversion privileges for health and life insurance, **Ben § 8:149**
Coordination of medical benefits, **Ben § 5:252**
Costs, assignments and garnishment, **Comp § 42:465**
Court enforcement of state labor relations statutes, **Labor § 62:11 to 62:15**
Court order, compliance with, **Emp P § 111:13**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:9 to 111:15**
administrative subpoena, enforcement of, **Emp P § 111:10**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeal and review, **Emp P § 111:14**
compliance with court order, **Emp P § 111:13**
court order, compliance with, **Emp P § 111:13**
equal pay statute actions, **Emp P § 111:15**
fair employment practices statute, **Emp P § 111:9 et seq.**
preliminary relief, **Emp P § 111:9**
privacy cases, **Emp P § 112:1, 112:2**
private rights, enforcement of, **Emp P § 111:12**
recordkeeping provisions, enforcement of, **Emp P § 111:11**
temporary relief, **Emp P § 111:9**
Coverage of state statutes affecting labor relations, **Labor § 15:4**
Creed discrimination, **Emp P § 4:18, 4:20**
Criminal penalties
general discussion, **Emp P § 82:100, 82:104 to 82:106**
employee privacy statute, **Emp P § 82:106**
fair employment practices statute, **Emp P § 82:104**
untimely payment of compensation, **Comp § 42:223**
veterans' reemployment statute, **Emp P § 82:105**
Department of Labor, liability for failure to comply with order of, **Comp § 42:222**
Direct deposit of compensation, **Comp § 33:7**
Disclosures, employment practices, **Emp P § 92:83, 92:85**
Employment agencies, **Emp P § 20:215, 20:217, 67:16, 67:18**
Employment practices
general discussion, **Emp P § 2:1, 2:3**
age discrimination, **Emp P § 8:14, 8:17**
at-will employment, exceptions to, **Emp P § 62:4**
blacklisting, **Emp P § 65:42, 65:44**
bona fide occupational qualifications, **Emp P § 15:13, 15:15**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:5**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:79**
disclosures, **Emp P § 92:83, 92:85**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:217**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:10**
job discrimination agencies, below
job discrimination proceedings, below

ARIZONA—Cont'd
Employment practices—Cont'd
judicial remedies, **Emp P § 80:1, 80:3**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:269**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:168**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:16**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:11**
notices, **Emp P § 92:83, 92:85**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:7**
persons protected, **Emp P § 21:18, 21:20**
private employers subject to discrimination laws, **Emp P § 20:28, 20:30**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:95**
race or color discrimination, **Emp P § 3:13**
records and reports, **Emp P § 92:45, 92:47**
reference check immunity, **Emp P § 65:14, 65:16**
reliance on administrative guidance, **Comp § 18:9; Emp P § 18:8**
religious or creed discrimination, **Emp P § 4:18, 4:20**
retaliation against opponents of discrimination, **Emp P § 10:44**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:14**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay proceedings, **Emp P § 89:14, 111:15**
Evidence, job discrimination proceedings, **Emp P § 89:13**
Exemptions, child labor, **Comp § 25:6**
Family leave, **Ben § 12:77**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:7 to 33:9**
direct deposit, **Comp § 33:7**
federal contractors, **Comp § 33:2**
final paycheck, immediate redemption of, **Comp § 33:8**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, payment by mail to, **Comp § 33:9**
Garnishment
general discussion, **Comp § 34:128 to 34:121, 34:128 to 34:141, 42:463, 42:466 to 42:471**
adverse employment actions, **Emp P § 63:7, 63:10**
amount of earnings subject to garnishment, **Comp § 34:128**
answer of employer, **Comp § 34:131, 42:466**
attorney's fees and other relief in contempt proceeding, **Comp § 42:464**
continuing lien, liability for failure to comply with, **Comp § 42:463**
costs relating to employer's answer, assessment of, **Comp § 42:465**

ARIZONA—Cont'd
Garnishment—Cont'd
court's action following answer or objection, **Comp § 34:133**
creditor's liability for noncompliance, **Comp § 42:466**
delivery of nonexempt earnings, liability for failure, **Comp § 42:462**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fee of employer, **Comp § 34:138**
forms, **Comp § 34:139**
insurance or retirement benefits, ban as to, **Comp § 34:140**
invalidation of garnishment, **Comp § 34:134**
liability of employer, **Comp § 34:137**
March 12, 1986, garnishment proceedings prior to, **Comp § 34:141**
notices to employer and employee, **Comp § 34:130**
objections and request for a hearing, **Comp § 34:132, 34:133**
obligations of employer and judgment creditor while continuing lien is in effect, **Comp § 34:135**
preference of garnishments, **Comp § 34:136**
writ of garnishment, issuance of, **Comp § 34:129**
Handicapped minors, minimum wages, **Comp § 18:16**
Harassment, **Emp P § 51:49**
Hearings, job discrimination proceedings, **Emp P § 89:12**
Holidays, **Ben § 10:6**
Insurance benefits, garnishment, **Comp § 34:140**
Interagency cooperation, job discrimination agencies, **Emp P § 83:70**
Investigations, job discrimination proceedings, **Emp P § 89:9**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:68 to 83:73**
annual reports, **Emp P § 83:73**
basic organization, powers and duties, **Emp P § 83:68**
interagency cooperation, **Emp P § 83:70**
research and education projects, **Emp P § 83:72**
rule making, **Emp P § 83:69**
technical assistance, **Emp P § 83:71**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:9 to 89:14**
conciliation, **Emp P § 89:11**
equal pay proceedings, **Emp P § 89:14**
evidence, procurement of, **Emp P § 89:13**
hearings, **Emp P § 89:12**
investigations, **Emp P § 89:9**
reasonable cause determination, **Emp P § 89:10**
Judicial remedies, employment practices, **Emp P § 80:1, 80:3**
Jury duty, **Ben § 14:5**
Labor-management training committees, **Emp P § 20:268, 20:269, 67:67, 67:68**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:168**
Law enforcement activities, overtime pay, **Comp § 21:14**
Learners, minimum wages, **Comp § 18:15**
Life insurance, **Ben § 8:92; Emp P § 8:149**
Mandatory retirement, **Emp P § 52:35, 52:36**
Meal breaks, **Emp P § 45:32, 45:33.50**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:92**
conversion privileges, **Ben § 8:149**

ARIZONA—Cont'd
Medical benefits—Cont'd
coordination of benefits, **Ben § 5:252**
mandated provisions, **Ben § 5:193**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:13 to 18:16, 42:93, 42:97**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
handicapped minors, **Comp § 18:16**
learners and apprentices, **Comp § 18:15**
minor employee's suit for triple wages, costs and attorney's fees, **Comp § 42:98**
minors, **Comp § 18:14**
most employees, **Comp § 18:13**
Monthly wages, **Comp § 29:12**
National origin discrimination, **Emp P § 7:14, 7:16**
Nature of state statutes affecting labor relations, **Labor § 2:7**
New-hire reporting, compensation, **Comp § 37:201**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:11**
Notice
employment practices, **Emp P § 92:83, 92:85**
garnishment, **Comp § 34:130**
support withholding, **Comp § 42:500**
Older workers' benefits, **Emp P § 44:224, 44:225**
On-call time, overtime pay, **Comp § 21:13**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:12 to 21:14, 42:93, 42:97**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
law enforcement activities, **Comp § 21:14**
minor employee's suit for triple wages, costs and attorney's fees, **Comp § 42:98**
on-call time, **Comp § 21:13**
time worked, **Comp § 21:12**
Parental leave, **Ben § 12:77**
Payment of compensation
general discussion, **Comp § 29:12, 39:11, 42:219 to 42:222**
administrative resolution of wage claim, **Comp § 42:221**
criminal penalties for untimely payment, **Comp § 42:223**
deductions from compensation, conditions governing, **Comp § 32:16**
Department of Labor or court order, liability for failure to comply with, **Comp § 42:222**
employee's suit for triple wages, **Comp § 42:220**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
monthly wages, **Comp § 29:12**
severance pay and other promised payments as wages, **Comp § 31:67**
support withholding, below
termination of employment, **Comp § 30:5**
vacation pay, **Comp § 31:2, 31:4**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:7**
Persons protected, employment practices, **Emp P § 21:18, 21:20**
Preference of garnishments, **Comp § 34:136**

ARIZONA—Cont'd
Pregnancy discrimination, **Emp P § 5:12, 5:14**
Preliminary relief, **Emp P § 111:9**
Privacy, **Emp P § 82:106, 112:1, 112:2**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:30**
Private rights, enforcement of, **Emp P § 111:12**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:95**
Race discrimination, **Emp P § 3:13**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:10**
Records and reports
compensation, **Comp § 37:84**
employment and consumer records, access to, **Emp P § 54:8**
employment practices, **Emp P § 92:45, 92:47**
enforcement of recordkeeping provisions, **Emp P § 111:11**
substance abuse test records, access to, **Emp P § 30:89**
Reference check immunity, **Emp P § 65:14, 65:16**
Reliance on administrative guidance, **Comp § 18:9; Emp P § 18:8**
Religious discrimination, **Emp P § 4:18, 4:20**
Remedies, child labor, **Comp § 28:26**
Research and education projects, job discrimination agencies, **Emp P § 83:72**
Rest breaks, **Emp P § 45:32, 45:33.50**
Retaliation against opponents of discrimination, **Emp P § 10:44**
Retention of employees. Selection and retention of employees, below
Retirement benefits, garnishment, **Comp § 34:140**
Rule making, job discrimination agencies, **Emp P § 83:69**
Sanctions, child labor, **Comp § 28:26**
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:47**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:5**
veterans and other uniformed service members, **Emp P § 40:45**
Seniority systems, **Emp P § 43:78, 43:79**
Severance pay and other promised payments as wages, **Comp § 31:67**
Sex discrimination, **Emp P § 5:12, 5:14**
Sick leave, **Ben § 11:23.50**
State statutes
arbitration of contract disputes, **Labor § 49:172**
court enforcement of state labor relations statutes, **Labor § 62:11 to 62:15**
coverage of state statutes affecting labor relations, **Labor § 15:4**
nature of state statutes affecting labor relations, **Labor § 2:7**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:84 to 30:93**
access to test records, **Emp P § 30:89**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
collective bargaining agreement, effect of, **Emp P § 30:93**
confidentiality of test results, **Emp P § 30:89**

ARIZONA—Cont'd
Substance abuse and testing—Cont'd
federal and state drug and alcohol testing requirements, effect of other, **Emp P § 30:92**
liability of employer, limitations on, **Emp P § 30:91**
litigation, protection of employer from, **Emp P § 30:90**
sample collection and testing procedures, **Emp P § 30:87**
use of drug and alcohol tests, **Emp P § 30:88**
written testing policy required, **Emp P § 30:85**
Support withholding
general discussion, **Comp § 34:423, 42:504 to 42:507, 42:512**
employer's liability, **Comp § 42:509**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:71**
Temporary relief, **Emp P § 111:9**
Termination of employment, payment of compensation, **Comp § 30:5, 33:9**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:8**
employment and consumer records, access to, **Emp P § 54:8**
harassment, **Emp P § 51:49**
mandatory retirement, **Emp P § 52:35, 52:36**
older workers' benefits, **Emp P § 44:224, 44:225**
rest and meal breaks, **Emp P § 45:32, 45:33.50**
seniority systems, **Emp P § 43:78, 43:79**
training programs, **Emp P § 48:30, 48:32**
wage and salary discrimination, **Emp P § 44:79, 44:81**
Training programs, **Emp P § 48:30, 48:32**
Unemployment compensation, **Ben § 4:47**
Union practices, **Emp P § 66:12, 66:14**
Vacations, **Ben § 9:5; Comp § 31:2, 31:4**
Veterans' reemployment statute, criminal sanctions, **Emp P § 82:105**
Voting time off, **Ben § 13:4**
Witness duty, **Ben § 14:5**
Workplace Safety (this index)
Writ of garnishment, issuance of, **Comp § 34:129**

ARKANSAS
Age discrimination, **Emp P § 8:17.50**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:5**
Ancestry discrimination, **Emp P § 7:14, 7:17**
Apprentices, minimum wages, **Comp § 18:20**
Arbitration of contract disputes, **Labor § 49:173**
Assignments
general discussion, **Comp § 34:6, 34:7, 42:472, 42:473**
conditions, **Comp § 34:6**
future wages of married man, limit as to, **Comp § 34:7**
hearing on employee's exemption claim, **Comp § 42:467**
interrogatories, employer's liability for failure to timely answer, **Comp § 42:468**
At-will employment, exceptions to, **Emp P § 62:5**

ARKANSAS—Cont'd
Birth place, discrimination based on, **Emp P § 7:14, 7:17**
Blacklisting, **Emp P § 65:42, 65:45**
Certificates, child labor, **Comp § 26:21**
Child labor
general discussion, **Comp § 25:8, 25:9**
administrative procedures, **Comp § 28:90**
certificates and permits, **Comp § 26:21**
court proceedings, **Comp § 28:129**
exemptions, **Comp § 25:8**
prohibitions, **Comp § 25:9**
sanctions and remedies, **Comp § 28:27**
Citizenship discrimination, **Emp P § 7:14, 7:17**
Color discrimination, **Emp P § 3:14**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
civil fines, **Comp § 42:7**
court proceedings, generally, **Comp § 42:5 to 42:7**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:82**
employee's suit for wages, costs and attorney's fees, **Comp § 42:5**
exemptions, **Comp § 36:4**
form of payment, below
garnishment, below
labor commissioner's suit for wages, **Comp § 42:6**
minimum wages, below
new-hire reporting, **Comp § 37:202**
notices, **Comp § 37:87**
overtime pay, below
payment of compensation, below
records, **Comp § 37:86**
rules, **Comp § 39:13, 39:14**
support withholding, above
Conditions
assignments, **Comp § 34:6**
terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:93**
Conversion privileges for health and life insurance, **Ben § 8:150**
Coordination of medical benefits, **Ben § 5:253**
Court enforcement of state labor relations statutes, **Labor § 62:16 to 62:20**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:16, 111:17**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
equal pay statute actions, **Emp P § 111:17**
fair employment practices statute, **Emp P § 111:16**
garnishment cases, **Emp P § 116:1, 116:2**
private rights, enforcement of, **Emp P § 111:16**
Coverage of state statutes affecting labor relations, **Labor § 15:5**
Credits, minimum wages, **Comp § 18:21**
Criminal sanctions
general discussion, **Emp P § 82:100, 82:107**
equal pay statute, **Emp P § 82:107**
Deductions from compensation
general discussion, **Comp § 32:17, 32:18**

ARKANSAS—Cont'd
Deductions from compensation—Cont'd
medical or physical exams, charges for, **Comp § 32:18**
purchases from employer, **Comp § 32:17**
Disabilities discrimination, **Emp P § 9:76, 9:80**
Employment practices
general discussion, **Emp P § 2:1, 2:4**
age discrimination, **Emp P § 8:17.50**
at-will employment, exceptions to, **Emp P § 62:5**
blacklisting, **Emp P § 65:42, 65:45**
checklist of state laws regulating employment practices, **Emp P § 2:54**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:80**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:11**
judicial remedies, **Emp P § 80:1, 80:4**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:17**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:12**
persons protected, **Emp P § 21:18, 21:21**
private employers subject to discrimination laws, **Emp P § 20:28, 20:31**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:96**
race or color discrimination, **Emp P § 3:14**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:343**
records and reports, **Emp P § 92:45, 92:48**
religious or creed discrimination, **Emp P § 4:18, 4:21**
retaliation against opponents of discrimination, **Emp P § 10:45**
retention of employees. Selection and retention of employees, below, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:15**
substance abuse and testing, below
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:10**
Equal pay, employment practices, **Emp P § 82:107, 111:17**
Exemptions
child labor, **Comp § 25:8**
compensation, **Comp § 36:4**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:10**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
small-operation coal mines, payment by, **Comp § 33:10**
Fringe benefits, **Emp P § 44:138, 44:139**
Garnishment
general discussion, **Comp § 34:142 to 34:146, 42:463, 42:472, 42:473**

ARKANSAS—Cont'd
Garnishment—Cont'd
amount of earnings subject to garnishment, **Comp § 34:142**
benefits, ban as to, **Comp § 34:145**
duration, **Comp § 34:146**
employment practices, **Emp P § 63:7, 63:11, 116:1, 116:2**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
hearing on employee's exemption claim, **Comp § 42:467**
interrogatories, employer's liability for failure to timely answer, **Comp § 42:468**
notice and employee's option to object, **Comp § 34:143**
time for employer's answer, **Comp § 34:144**
Handicapped persons, minimum wages, **Comp § 18:19**
Harassment, **Emp P § 51:50**
Hearing on employee's exemption claim, assignments and garnishment, **Comp § 42:467**
Holidays, **Ben § 10:7**
Interrogatories, assignments and garnishment, **Comp § 42:468**
Judicial remedies, employment practices, **Emp P § 80:1, 80:4**
Jury duty, **Ben § 14:6**
Learners, minimum wages, **Comp § 18:20**
Life insurance, **Ben § 8:93; Emp P § 8:150**
Meal breaks, **Emp P § 45:32, 45:34**
Medical benefits
continuation of individual coverage in group policies, **Ben § 8:93**
conversion privileges, **Ben § 8:150**
coordination of benefits, **Ben § 5:253**
mandated provisions, **Ben § 5:194**
Medical examinations, charges for, **Comp § 32:18, 42:226**
Minimum wage
Suits for overtime and minimum wage, **Comp § 42:98.30 et seq.**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:17 to 18:21**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:21**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
handicapped persons, **Comp § 18:19**
learners, apprentices and students, **Comp § 18:20**
most employees, **Comp § 18:17**
students, **Comp § 18:18, 18:20**
National origin discrimination, **Emp P § 7:14, 7:17**
Nature of state statutes affecting labor relations, **Labor § 2:8**
New-hire reporting, compensation, **Comp § 37:202**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:12**
Notice
compensation, **Comp § 37:87**
garnishment, **Comp § 34:143**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:15, 21:16**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
maximum hours, **Comp § 21:15, 21:16**
most employees, **Comp § 21:15**
small hotels, motels, restaurants or tourist attractions, employees of, **Comp § 21:16**

ARKANSAS—Cont'd
Overtime pay—Cont'd
Suits for overtime and minimum wage, **Comp § 42:98.30 et seq.**
Payment of compensation
general discussion, **Ben § 29:14; Comp § 29:13, 30:6, 30:7, 39:14, 42:223 to 42:226**
civil fines, **Comp § 42:225, 42:226**
deductions from compensation, above
employee's suit for wages and costs, **Comp § 42:224**
exemptions, **Comp § 14:3**
form of payment, above, **Comp § 42:224**
labor commissioner's suit for wages and costs, **Comp § 42:224**
management and executive employees, monthly payments for, **Comp § 29:14**
medical examination charges, civil fines for, **Comp § 42:227**
purchase of goods or materials, liability for deductions regarding, **Comp § 42:226**
railroad employees, termination of employment, **Comp § 30:7**
semi-monthly wages for most employees, **Comp § 29:13**
support withholding, below
termination of employment, **Comp § 30:6, 30:7**
untimely payment, civil fines for, **Comp § 42:225**
Permits, child labor, **Comp § 26:21**
Persons protected, employment practices, **Emp P § 21:18, 21:21**
Physical exams, charges for, **Comp § 32:18**
Pleadings, support withholding, **Comp § 42:513**
Pregnancy discrimination, **Emp P § 5:12, 5:15**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:31**
Private rights, enforcement of, **Emp P § 111:16**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:96**
Race discrimination, **Emp P § 3:14**
Railroad employees, termination of employment, **Comp § 30:7**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:343**
Records and reports
compensation, **Comp § 37:86**
employment and consumer records, access to, **Emp P § 54:8.50**
employment practices, **Emp P § 92:45, 92:48**
Regulation of internal union affairs, **Labor § 70:5**
Religious or creed discrimination, **Emp P § 4:18, 4:21**
Remedies, child labor, **Comp § 28:27**
Rest breaks, **Emp P § 45:32, 45:34**
Retaliation against opponents of discrimination, **Emp P § 10:45**
Retention of employees. Selection and retention of employees, below, below
Sanctions, child labor, **Comp § 28:27**
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:48**
veterans and other uniformed service members, **Emp P § 40:46**
Sex discrimination, **Emp P § 5:12, 5:15**

ARKANSAS—Cont'd
Sick leave, **Ben § 11:23.70**
Small hotels, motels, restaurants or tourist attractions, overtime pay, **Comp § 21:16**
Small-operation coal mines, payment of compensation by, **Comp § 33:10**
State statutes
arbitration of contract disputes, **Labor § 49:173**
court enforcement of state labor relations statutes, **Labor § 62:16 to 62:20**
coverage of state statutes affecting labor relations, **Labor § 15:5**
nature of state statutes affecting labor relations, **Labor § 2:8**
regulation of internal union affairs, **Labor § 70:5**
Students, minimum wages, **Comp § 18:18, 18:20**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:94 to 30:98**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
contractors and grantees, required policies for, **Emp P § 30:94**
required drug or alcohol tests, **Emp P § 30:97**
testing procedures, **Emp P § 30:98**
written policy statement, **Emp P § 30:96**
Support withholding
general discussion, **Comp § 34:424, 42:504 to 42:507, 42:513, 42:514**
employer's liability, **Comp § 42:512**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
pleading requirements, **Comp § 42:513**
Termination of employment, payment of compensation, **Comp § 30:6, 30:7**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:9**
fringe benefits, **Emp P § 44:138, 44:139**
harassment, **Emp P § 51:50**
rest and meal breaks, **Emp P § 45:32, 45:34**
wage and salary discrimination, **Emp P § 44:79, 44:82**
Unemployment compensation, **Ben § 4:48**
Uniformed service members, proceedings related to, **Emp P § 90:10**
Voting time off, **Ben § 13:5**
Witness duty, **Ben § 14:6**
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:152**

ARMORED CAR COMPANIES
Retail or service establishment employees, **Comp § 12:44**

ARM'S LENGTH PROCEEDINGS
Contract Work Hours and Safety Standards Act (this index)

ARRA (AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009)
Consolidated Omnibus Budget Reconciliation Act (COBRA) subsidy, **Ben § 8:29.50**

ARRANGEMENT OF POLLING PLACE
Unions, elections, **Labor § 23:54**

ARRANGEMENTS
LABOR-Management Reporting and Disclosure Act, employer reports, **Labor § 68:11**
Personnel Manual (this index)
Unfair Labor Practices (this index)

ARRESTS
Criminal Arrests and Convictions (this index)

ARSENIC
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:303**

ART FIRMS
Retail or service establishment employees, **Comp § 12:45**

ARTISTIC PROFESSIONS
White collar employees, **Comp § 3:44, 3:63**

ASBESTOS
Workplace Safety (this index)

ASSEMBLY
LABOR-Management Reporting and Disclosure Act, freedom of assembly, **Labor § 64:3, 64:13**
Unfair labor practices, unlawful assembly, **Labor § 40:83**
Union pre-voting activities, assembly of agents and observers, **Labor § 23:62**

ASSERTION
National Labor Relations Board (this index)
Unfair Labor Practices (this index)

ASSESSMENTS
Health maintenance organizations, **Ben § 5:164**
National LABOR Relations Board, remedial orders, **Labor § 43:25**
Personnel Manual (this index)
Retirement plans, penalty for breach of fiduciary duty, **Ben § 44:17, 44:22**
Unfair labor practices, lawfulness of promotion and demotion decisions, **Labor § 30:117**
Unions and Union Practices (this index)
Workplace Safety (this index)

ASSET POOLS
Retirement plans, separate plans, **Ben § 17:7**

ASSIGNMENTS
General discussion, **Comp § 42:458 et seq.**
Bonds of contractors, **Comp § 35:30, 43:79**
Fair Labor Standards Act and similar state laws, **Comp § 42:458 et seq.**
Federal employment, assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
Life insurance policies, **Ben § 7:80, 7:84, 7:85**
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Transfers and Job Assignments (this index)
Unfair Labor Practices (this index)
Work Assignments (this index)

ASSIGNMENTS—Cont'd
Workplace Safety (this index)

ASSISTANCE
Aid or Aiding (this index)
Employee Assistance Programs (this index)
Federal employment, Federal Service Impasses Panel, **Labor § 48:48**
National LABOR Relations Board, charges of unfair labor practices, **Labor § 42:17 to 42:19**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

ASSISTANTS
Head nurses, National LABOR Relations Act supervisor coverage, **Labor § 5:88**
Managers, National LABOR Relations Act supervisor coverage, **Labor § 5:97, 5:98**
Personnel Manual (this index)
Secretary. **Assistant Secretary** (this index)

ASSISTANT SECRETARY
Federal employment, internal union regulation, **Labor § 69:2, 69:9, 69:10**
Labor. **Secretary of Labor** (this index)

ASSOCIATIONS
American Arbitration Association. **Collective Bargaining Agreements** (this index)
Blue Cross/Blue Shield associations, personnel manual, **Pers M § 12:39**
LABOR Management Relations Act, payments to employee representatives by joint industry associations, **Labor § 39:145**
National Labor Relations Board (this index)
Race or color discrimination, associations with persons of another race, **Emp P § 3:5.50**
Retail or service establishment employees, **Comp § 12:46**
Unions, relatives of association members as includable in appropriate bargaining units, **Labor § 19:65**

ASSURANCE OR ASSURANCES
Personnel manual, assurance of priority for overtime to regular employees, **Pers M § 5:124**
Railway LABOR Act, exception to exhaustion of administrative remedies, **Labor § 59:4**
Unfair Labor Practices (this index)

ATHLETES
International employment, tax treaties, **Emp P § 41:176**

ATHLETIC EVENTS
Overtime pay, **Comp § 20:284**

ATHLETIC FACILITIES
General discussion, **Ben § 15:23 to 15:25**
Checklist of legal considerations, **Ben § 15:24**
On-premises employer-provided facilities, **Ben § 15:25**

ATHLETIC ORGANIZATIONS
Dues and membership fees as employee benefit, **Ben § 15:122, 15:123**

ATHLETIC TRAINERS
White collar employees, **Comp § 3:64**

ATOMIC ENERGY
Workplaceplace safety, scope of federal law, **Work S § 1:11**

ATTACHMENT OF RISK
Group insurance, **Ben § 1:36**

ATTACHMENTS
Workplaceplace safety, OSHA safety and health standards for powered industrial trucks, **Work S § 3:183**

ATTENDANCE
Collective bargaining agreements, hours of work, **Labor § 47:38**
Discipline, **Emp P § 57:14**
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Board, witnesses, **Labor § 41:36**
Personnel manual, absenteeism, **Pers M § 6:5, 6:12 to 6:27, 6:33, 6:61 to 6:63**
Termination of employment, **Emp P § 57:14**
Unfair Labor Practices (this index)

ATTENDANT DUTIES
Workplaceplace safety, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:152**

ATTITUDE OR ATTITUDES
Discipline, **Emp P § 57:12**
Personnel manual, attitude problems, **Pers M § 6:18**
Termination of employment, **Emp P § 57:12**
Unfair Labor Practices (this index)

ATTORNEY GENERAL
LABOR Management Relations Act, discharge of national emergency injunctions by Attorney General of United States, **Labor § 50:168**
Retirement plans, criminal prosecutions, **Ben § 46:35**
Workplace Safety (this index)

ATTORNEYS
Age Discrimination in Employment Act (this index)
Americans with Disabilities Act actions, representation by counsel, **Emp P § 97:55**
Apprentices, right to counsel, **Emp P § 88:284**
At-will employment, **Emp P § 58:43**
Class Actions (this index)
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:193**
Davis-Bacon Act, Wage Appeals Board, **Comp § 40:93**
Discovery, attorney-client privilege, **Emp P § 104:14**
Equal Access to Justice Act (this index)
Executive Order 11246, representation by counsel, **Emp P § 88:35, 88:59, 88:123**
Fees. **Attorney's Fees** (this index)
General Counsel (this index)
Jury System Improvements Act actions, representation by counsel, **Emp P § 97:57**
Labor-Management Reporting and Disclosure Act (this index)
Law Firms (this index)
Legal Services as Employee Benefit (this index)

ATTORNEYS—Cont'd
Migrant farm workers' actions, representation by counsel, **Emp P § 97:58**
National Labor Relations Board (this index)
Personnel Manual (this index)
Representation by counsel
- general discussion, **Emp P § 97:52 to 97:58**
- Age Discrimination in Employment actions, **Emp P § 97:54**
- Americans with Disabilities Act actions, **Emp P § 97:55**
- Jury System Improvements Act actions, **Emp P § 97:57**
- migrant farm workers' actions, **Emp P § 97:58**
- Title VII actions, appointment of counsel in, **Emp P § 97:53**
- Uniformed Services Employment and Reemployment Rights Act actions, **Emp P § 97:56**

Retail or service establishment employees, **Comp § 12:47**
Retirement and Retirement Plans (this index)
Title VII actions, appointment of counsel in, **Emp P § 97:53**
Unfair labor practices, use of employer's services, **Labor § 28:48**
Uniformed Services Employment and Reemployment Rights Act actions, representation by counsel, **Emp P § 97:56**
Unions and Union Practices (this index)
White collar employees, **Comp § 3:46, 3:96**
Workplace Safety (this index)
Work product privilege, **Comp § 41:143**

ATTORNEY'S FEES
General discussion, **Emp P § 70:8, 77:1 et seq.**
Adjustments. Enhancements and adjustments, below
Administrative proceedings, **Emp P § 77:24, 77:50 to 77:52**
Administrative sanctions and remedies, **Emp P § 82:26**
Age Discrimination in Employment Act, **Emp P § 77:7, 77:52**
Americans with Disabilities Act, authorization for fees under, **Emp P § 77:5**
Amount of recovery
- general discussion, **Emp P § 77:60 to 77:94**
- adjustments. Enhancements and adjustments, below
- basis of calculation, **Emp P § 77:61**
- discretion of court, **Emp P § 77:60**
- enhancements and adjustments, below
- reasonable hours, below
- reasonable rates, below
- twelve-factor formula, **Emp P § 77:62**

Appeal and review
- general discussion, **Emp P § 77:100**
- attorneys, assessment against, **Emp P § 77:46**
- awards of attorney's fees against attorneys, **Emp P § 110:15**
- finality of order, **Emp P § 110:13, 110:14**
- pending fee petitions, effect on finality of judgments on merits, **Emp P § 110:14**
- remanded cases, **Emp P § 77:49**
- standard of review, **Emp P § 110:12**
- waiver of right to appeal award, **Emp P § 110:16**

Apportionment among parties who are liable, **Emp P § 77:90**
Arbitration proceedings, **Emp P § 77:25, 77:53**
Attorneys, assessment against
- general discussion, **Emp P § 77:42 to 77:46**
- appellate review of sanction, **Emp P § 77:46**
- discovery orders, failure to comply with, **Emp P § 77:45**

ATTORNEY'S FEES—Cont'd
Attorneys, assessment against—Cont'd
groundless pleadings, signing of, **Emp P § 77:43**
vexatiously multiplying proceedings, **Emp P § 77:44**
willful abuse of judicial process, **Emp P § 77:42**
Attorneys, prevailing parties, **Emp P § 77:33**
Attorneys not of record, **Emp P § 77:94**
Bad faith of plaintiff, defendant's recovery, **Emp P § 77:30**
Bonds of contractors, court proceedings, **Comp § 43:105**
Civil Rights Attorney's Fees Awards Act (this index)
Class actions, recovery by plaintiff, **Emp P § 77:22**
Complexity of issues, **Emp P § 77:76**
Consent decrees, prevailing parties, **Emp P § 77:35**
Consolidation of actions with government litigation, **Emp P § 77:48**
Contingent nature of success, **Emp P § 77:73**
Contracts between attorneys and clients, **Emp P § 77:88**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:200**
Criminal proceedings, **Emp P § 77:55**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:84**
Declaratory relief, recovery by plaintiff, **Emp P § 77:19**
Defendant's recovery
general discussion, **Emp P § 77:26 to 77:32**
bad faith of plaintiff, **Emp P § 77:30**
counsel's culpability in bringing frivolous suit, **Emp P § 77:29**
frivolous suit by plaintiff, **Emp P § 77:27 to 77:29**
partially prevailing defendants, **Emp P § 77:32**
third party plaintiffs, defendants who are, **Emp P § 77:31**
Defense of settlements, **Emp P § 77:57**
Delay in payment, **Emp P § 77:74**
Disability benefits, **Ben § 6:10**
Discovery, **Emp P § 77:45, 77:97**
Discretion of court, amount of recovery, **Emp P § 77:60**
Duplicate hours, elimination of, **Emp P § 77:63**
Employee Polygraph Protection Act, authorization for fees under, **Emp P § 77:9**
Enhancements and adjustments
general discussion, **Emp P § 77:73 to 77:81**
contingent nature of success, **Emp P § 77:73**
delay in payment, **Emp P § 77:74**
financial status of attorney, **Emp P § 77:81**
financial status of opponent, **Emp P § 77:79**
financial status of plaintiff, **Emp P § 77:80**
novelty and complexity of issues, **Emp P § 77:76**
quality of representation, **Emp P § 77:75**
results obtained, effect of, **Emp P § 77:77**
undesirability of case, effect of, **Emp P § 77:78**
Equal Access to Justice Act (this index)
Equal Pay Act, authorization for fees under, **Emp P § 77:4**
Experience of attorney, reasonable rates, **Emp P § 77:71**
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, unfair labor practice procedures, **Labor § 45:72**
Federal government, assessment of fees against, **Emp P § 77:39**
Federal government employees, **Emp P § 88:332, 88:342**
Frivolous suit by plaintiff, defendant's recovery, **Emp P § 77:27 to 77:29**

ATTORNEY'S FEES—Cont'd
Government Employee Rights Act of 1991, authorization for fees under, **Emp P § 77:12**
Governments, prevailing parties, **Emp P § 77:36**
Grievance proceedings, **Emp P § 77:53**
Groundless pleadings, assessment against attorneys, **Emp P § 77:43**
Hearings on fees, **Emp P § 77:98**
Immigration Reform and Control Act, authorization for fees under, **Emp P § 77:8**
Interest on award, **Emp P § 77:91**
Interim awards, **Emp P § 77:99**
Intervenors, **Emp P § 77:34, 77:40**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Nonlegal work, reasonable rates, **Emp P § 77:72**
Non-licensed attorneys and non-attorneys, **Emp P § 77:94.50**
Nonparties, assessment of fees against, **Emp P § 77:41**
Novelty of issues, **Emp P § 77:76**
Objections to settlements, **Emp P § 77:58**
Offers of judgment, **Emp P § 77:82**
Paralegal work, **Emp P § 77:92**
Partially prevailing defendants, **Emp P § 77:32**
Partially prevailing plaintiffs, **Emp P § 77:18**
Permanent injunction, recovery by plaintiff, **Emp P § 77:19**
Petitions, **Emp P § 77:47**
Plaintiff's recovery
general discussion, **Emp P § 77:15 to 77:25**
administrative proceedings, **Emp P § 77:24**
arbitration, **Emp P § 77:25**
class action, lack of success on individual claims in, **Emp P § 77:22**
counsel, plaintiffs not represented by, **Emp P § 77:17**
declaratory relief, grant of, **Emp P § 77:19**
partially prevailing plaintiffs, **Emp P § 77:18**
permanent injunction, grant of, **Emp P § 77:19**
preliminary relief, grant of, **Emp P § 77:20**
procedural matters, success on, **Emp P § 77:21**
settlement, prevailing through, **Emp P § 77:23**
standards for determining who is prevailing plaintiff, **Emp P § 77:16**
temporary relief, grant of, **Emp P § 77:20**
Preliminary relief, recovery by plaintiff, **Emp P § 77:20**
Prevailing market rate, reasonable rates, **Emp P § 77:68**
Prevailing parties
attorneys, **Emp P § 77:33**
consent decrees, objectors to, **Emp P § 77:35**
governments, **Emp P § 77:36**
intervenors, **Emp P § 77:34**
plaintiff's recovery, above
Public interest groups, **Emp P § 77:37, 77:89**
Quality of representation, **Emp P § 77:75**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:90**
Reasonable hours
general discussion, **Emp P § 77:63 to 77:67**
duplicate hours, elimination of, **Emp P § 77:63**
unnecessary hours spent on successful claims, elimination of, **Emp P § 77:64**

ATTORNEY'S FEES—Cont'd
Reasonable hours—Cont'd
unsuccessful aspects of successful claims, elimination of hours spent on, **Emp P § 77:65**
unsuccessful related claims, elimination of hours for, **Emp P § 77:67**
unsuccessful unrelated claims, elimination of hours for, **Emp P § 77:66**
Reasonable rates
general discussion, **Emp P § 77:68 to 77:72**
established rate for attorney, **Emp P § 77:69**
experience of attorney, **Emp P § 77:71**
nonlegal work, **Emp P § 77:72**
prevailing market rate, **Emp P § 77:68**
time frame for establishing hourly rates, **Emp P § 77:70**
Rehabilitation Act, authorization for fees under, **Emp P § 77:6**
Retirement and Retirement Plans (this index)
Review. Appeal and review, above
Settlement agreements
general discussion, **Emp P § 69:16, 77:56 to 77:58, 77:83 to 77:87**
court determination of attorney's fees, provision for, **Emp P § 77:83**
limitation of scope of attorney's fees, **Emp P § 77:84**
no mention of attorney's fees, **Emp P § 77:85**
plaintiff, recovery by, **Emp P § 77:23**
specification of amount of attorney's fees, **Emp P § 77:86**
waiver of attorney's fees, **Emp P § 77:87**
Specificity, **Emp P § 77:86, 77:96**
State court proceedings, **Emp P § 77:54**
State governments, assessment of fees against, **Emp P § 77:38**
Substitution of counsel for prevailing party, **Emp P § 77:93**
Tax consequences of monetary relief, employment practices, **Emp P § 79:11**
Temporary relief, recovery by plaintiff, **Emp P § 77:20**
Termination of Employment (this index)
Third party plaintiffs, defendants who are, **Emp P § 77:31**
Time frame for establishing hourly rates, **Emp P § 77:70**
Timeliness of fee request, **Emp P § 77:95**
Title VII, **Emp P § 77:2, 77:13, 77:14, 77:50**
Twelve-factor formula, amount of recovery, **Emp P § 77:62**
Undesirability of case, effect of, **Emp P § 77:78**
Uniformed Services Employment and Reemployment Rights Act, authorization for fees under, **Emp P § 77:10**
Vexatiously multiplying proceedings, assessment against attorneys, **Emp P § 77:44**
Waiver of attorney's fees, settlement agreements, **Emp P § 77:87**
Willful abuse of judicial process, assessment against attorneys, **Emp P § 77:42**
Workplaceplace safety, administrative proceedings, **Work S § 8:191**

AT-WILL EMPLOYMENT
General discussion, **Emp P § 58:1 et seq.**
Antitrust violations, **Emp P § 58:24**
Attorney, obtaining, **Emp P § 58:43**
Bankruptcy, filing for, **Emp P § 58:46**
Breach of contract, **Emp P § 58:10**
Building and similar codes, **Emp P § 58:17**
Civil service laws, government workers under, **Emp P § 58:6**
Compensation rights, assertion of, **Emp P § 58:32**

AT-WILL EMPLOYMENT—Cont'd
Confidential employee, constitutional rights, **Emp P § 58:7.30**
Constitutional rights, **Emp P § 58:7, 58:7.30, 58:7.50, 58:18**
Constructive discharge of at-will employees, **Emp P § 58:3**
Controlled substances, engaging in use of, **Emp P § 58:72**
Criminal investigations, participating in, **Emp P § 58:47**
Dangerous assignment, refusal of, **Emp P § 58:70**
Defined, **Emp P § 58:2**
Discriminatory practices, opposition to, **Emp P § 58:56**
Drug testing, refusal to submit to, **Emp P § 58:71**
Endangering health or safety, **Emp P § 58:25**
Environment, harm to, **Emp P § 58:26**
Ethical codes, **Emp P § 58:16, 58:27**
Extramural educational activities, **Emp P § 58:68**
Fair dealing, **Emp P § 60:2**
Falsification of records, **Emp P § 58:22**
Financial institutions, reporting violations of laws and regulations affecting, **Emp P § 58:55**
First Amendment rights, **Emp P § 58:7**
Fraud, **Emp P § 61:14**
Garnishment, **Emp P § 58:69**
Good faith, **Emp P § 60:2**
Government workers, **Emp P § 58:6, 58:7**
Health problems, reporting, **Emp P § 58:52**
Health status of employee, real or perceived, **Emp P § 58:62**
Illegal conduct by employee, **Emp P § 58:60**
Illegal or unethical acts, refusal to commit
general discussion, **Emp P § 58:20 to 58:28**
endangering health or safety, **Emp P § 58:25**
environment, harm to, **Emp P § 58:26**
ethical code violations, **Emp P § 58:27**
falsification of records, **Emp P § 58:22**
federal statutory protection for federal government employees, **Emp P § 58:20**
kickback schemes, **Emp P § 58:23**
perjury, **Emp P § 58:21**
price-fixing and other antitrust violations, **Emp P § 58:24**
Inadequate performance, **Emp P § 58:59**
Intentional infliction of emotional distress, **Emp P § 61:4**
Interference with contractual relations, **Emp P § 61:9**
Judicial sources, **Emp P § 58:15**
Jury duty, **Emp P § 58:29**
Kickback schemes, **Emp P § 58:23, 58:54**
Leave time, assertion of rights to, **Emp P § 58:35**
Legislative substantive rights, **Emp P § 58:13**
Marriage to coworker, **Emp P § 58:65**
Military service, **Emp P § 58:30**
Misconduct by employee, **Emp P § 58:61**
Misconduct by employer, disclosure of
discriminatory practices, opposition to, **Emp P § 58:56**
financial institutions, reporting violations of laws and regulations affecting, **Emp P § 58:55**
health and safety problems, reporting, **Emp P § 58:52**
internal complaints about company policies and practices, **Emp P § 58:58**
internal corporate improprieties, disclosure of, **Emp P § 58:57**
kickback schemes, reporting, **Emp P § 58:54**
product safety complaints, filing of, **Emp P § 58:53**
protection in the absence of statute, **Emp P § 58:51**
state statutory protection, **Emp P § 58:80 et seq.**
Outside work, **Emp P § 58:67**

AT-WILL EMPLOYMENT—Cont'd
Pension rights, assertion of, **Emp P § 58:34**
Perjury, **Emp P § 58:21**
Personnel Manual (this index)
Policymaker, constitutional rights, **Emp P § 58:7.30**
Political beliefs, assertion of, **Emp P § 58:41**
Polygraph examination, refusal to take, **Emp P § 58:39, 58:40**
Price-fixing violations, **Emp P § 58:24**
Privacy, invasion of, **Emp P § 61:18**
Product safety complaints, filing of, **Emp P § 58:53**
Public policy exception
general discussion, **Emp P § 58:8 to 58:72**
attorney, obtaining, **Emp P § 58:43**
bankruptcy, filing for, **Emp P § 58:46**
building, zoning and similar codes, **Emp P § 58:17**
compensation rights, assertion of, **Emp P § 58:32**
constitutional rights, **Emp P § 58:18**
controlled substances, engaging in use of, **Emp P § 58:72**
criminal investigations, participating in, **Emp P § 58:47**
dangerous assignment, refusal of, **Emp P § 58:70**
drug testing, refusal to submit to, **Emp P § 58:71**
ethics codes, **Emp P § 58:16**
extramural educational activities, **Emp P § 58:68**
garnishment, **Emp P § 58:69**
government workers, **Emp P § 58:6, 58:7**
health status of employee, real or perceived, **Emp P § 58:62**
illegal conduct by employee, **Emp P § 58:60**
illegal or unethical acts, refusal to commit, above
inadequate performance, **Emp P § 58:59**
judicial sources, **Emp P § 58:15**
jury duty, **Emp P § 58:29**
leave time, assertion of rights to, **Emp P § 58:35**
legislative substantive rights, **Emp P § 58:13**
marriage to coworker, **Emp P § 58:65**
military service, **Emp P § 58:30**
misconduct by employee, **Emp P § 58:61**
misconduct by employer, disclosure of, above
nonwork-related personal injury claims, filing of, **Emp P § 58:44**
outside work, **Emp P § 58:67**
pension rights, assertion of, **Emp P § 58:34**
persons who determine public policy, **Emp P § 58:12**
political beliefs, assertion of, **Emp P § 58:41**
polygraph examination, refusal to take, **Emp P § 58:39, 58:40**
public policy, defined, **Emp P § 58:11**
self incrimination rights, exercising, **Emp P § 58:48**
sexual advances, refusal of, **Emp P § 58:63**
sexual relationship with coworker, **Emp P § 58:64**
statutory procedural rights, **Emp P § 58:14**
stock option rights, assertion of, **Emp P § 58:36**
subpoena, obedience to, **Emp P § 58:31**
theory and availability of public policy claims, **Emp P § 58:9**
third parties, filing claims against, **Emp P § 58:45**
tort or breach of contract, **Emp P § 58:10**
unemployment benefits rights, assertion of, **Emp P § 58:33**
unethical acts. Illegal or unethical acts, refusal to commit, above
voting, **Emp P § 58:42**

AT-WILL EMPLOYMENT—Cont'd
Public policy exception—Cont'd
workers' compensation claims, filing of, **Emp P § 58:37, 58:38**
Remedial and other legislation, **Emp P § 58:4**
Safety problems, reporting, **Emp P § 58:52, 58:53**
Self incrimination rights, exercising, **Emp P § 58:48**
Sexual advances, refusal of, **Emp P § 58:63**
Sexual relationship with coworker, **Emp P § 58:64**
Stock option rights, assertion of, **Emp P § 58:36**
Subpoena, obedience to, **Emp P § 58:31**
Third parties, filing claims against, **Emp P § 58:45**
Torts, **Emp P § 58:10**
Unemployment benefits rights, assertion of, **Emp P § 58:33**
Unethical acts. Illegal or unethical acts, refusal to commit, above
Union workers, **Emp P § 58:5**
Voting, **Emp P § 58:42**
Workers' compensation claims, filing of, **Emp P § 58:37, 58:38**
Zoning and similar codes, **Emp P § 58:17**

AUCTIONS AND AUCTION HOUSES
Agricultural Employees (this index)
Retail or service establishment employees, **Comp § 12:48**

AUDITS, AUDITING AND AUDITORS
Affirmative action plans, veterans and disabled persons, **Emp P § 68:71**
Collectively bargained retirement plans, **Ben § 23:201**
Executive compensation, audit guidelines, **Ben § 31:36**
National LABOR Relations Act, managerial employee coverage, **Labor § 5:111**
Personnel Manual (this index)
Retail or service establishment employees, **Comp § 12:29**
Retirement and Retirement Plans (this index)

AUSTRALIA
International employment, tax treaties, **Emp P § 41:180, 41:181**

AUSTRIA
International employment, tax treaties, **Emp P § 41:182, 41:183**

AUTHENTICITY AND AUTHENTICATION
Collective bargaining agreements, drug and alcohol testing, **Labor § 47:83**
Unions, authentication of representation petition, **Labor § 18:45**

AUTHORITY AND AUTHORIZATION
Cards. **Unions and Union Practices** (this index)
Collective Bargaining Agreements (this index)
Delegation of Authority (this index)
Exercise (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, burden of proof on authorization of illegal act, **Labor § 50:114**
Personnel Manual (this index)
Railway Labor Act (this index)

AUTHORITY AND AUTHORIZATION—Cont'd
State statutes regulating internal union affairs, strike authorization, **Labor § 70:8**
Unauthorized Matters (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

AUTHORIZATION CARDS
Unions and Union Practices (this index)

AUTOMATIC DISCHARGE OF EMPLOYEES
Personnel manual, **Pers M § 21:11, 21:12**

AUTOMATIC ELEVATORS
Child labor, **Comp § 24:52**

AUTOMATIC ENROLLMENT
Cafeteria plans, **Ben § 3:12**

AUTOMATIC RENEWAL CLAUSE
Collective Bargaining Agreements (this index)

AUTOMATIC SPRINKLER SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:132**

AUTOMATIC STAY
National LABOR Relations Board proceedings, Bankruptcy Code, **Labor § 11:23**

AUTOMOBILE, TRUCK AND FARM IMPLEMENT DEALER EMPLOYEES
General discussion, **Comp § 8:1 to 8:11**
Combined minimum wage and overtime pay exemption under state law, **Comp § 8:11**
Employed by, defined, **Comp § 8:4**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 8:1 to 8:11**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 8:1 to 8:11**
Mechanics, defined, **Comp § 8:6**
Minimum wage exemption under state law, **Comp § 8:10**
Overtime pay exemption, **Comp § 8:2, 8:9**
Partsmen, defined, **Comp § 8:7**
Primarily engaged, defined, **Comp § 8:3**
Salesmen, defined, **Comp § 8:5**
Selling ... to ultimate purchasers, defined, **Comp § 8:8**
State law exemptions, **Comp § 8:9 to 8:11**

AUTOMOBILES
National LABOR Relations Board, assertion of jurisdiction over automobile dealers, **Labor § 3:47**
Unions, bargaining units in automotive service departments, **Labor § 19:112**

AUTOMOBILE USE AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:26 to 15:59**
Annual lease value
  general discussion, **Ben § 15:30 to 15:35**
  computation of value, **Ben § 15:30**
  duration of valuation, **Ben § 15:32**
  fleet-average valuation method to determine fair market value, **Ben § 15:33**

AUTOMOBILE USE AS EMPLOYEE BENEFIT —Cont'd
Annual lease value—Cont'd
  fuel, valuation of, **Ben § 15:35**
  insurance, maintenance and other services, **Ben § 15:34**
  interest of employee in automobile, **Ben § 15:31**
Bodyguard/chauffeur, security-motivated transportation, **Ben § 15:58**
Business use or mileage driven requirement, cents-per-mile valuation, **Ben § 15:38**
Cents-per-mile valuation
  general discussion, **Ben § 15:36 to 15:40**
  business use or mileage driven requirement, **Ben § 15:38**
  fair market value of vehicles, maximum for which method may be used, **Ben § 15:37**
  fuel, valuation of, **Ben § 15:40**
  insurance, maintenance and other services, **Ben § 15:39**
Chauffeur services, **Ben § 15:44, 15:45, 15:51, 15:58**
Checklist of legal considerations, **Ben § 15:27**
Commuting value method
  general discussion, **Ben § 15:41 to 15:45**
  chauffeur services provided as fringe benefit, **Ben § 15:44, 15:45**
  control employee of nongovernmental employer, **Ben § 15:43**
  time method may be used, **Ben § 15:42**
Computation of annual lease value, **Ben § 15:30**
Control employee of nongovernmental employer, commuting value method, **Ben § 15:43**
Demonstration cars, use of, **Ben § 15:53**
Elections by employer, **Ben § 15:29, 15:52**
Exclusion where vehicle is use partially for nonbusiness purposes, **Ben § 15:47**
Fair market value of vehicles, maximum for which cents-per-mile valuation method may be used, **Ben § 15:37**
Farm vehicles, use of, **Ben § 15:54, 15:55**
Fleet-average valuation method to determine fair market value, **Ben § 15:33**
Fuel, valuation of, **Ben § 15:35, 15:40**
General valuation method, use of, **Ben § 15:28**
Insurance, valuation, **Ben § 15:34, 15:39**
Maintenance, valuation, **Ben § 15:34, 15:39**
Multiple employees, vehicle used by, **Ben § 15:48, 15:55**
Qualified nonpersonal use vehicle, availability of, **Ben § 15:49**
Safe harbors, **Ben § 15:50, 15:57**
Security-motivated transportation
  general discussion, **Ben § 15:56 to 15:59**
  bodyguard/chauffeur, excludability of value of, **Ben § 15:58**
  nontransportation security measures, **Ben § 15:59**
  safe harbor for determining amount of air transportation excludable as working condition fringe, **Ben § 15:57**
Working condition fringes, generally, **Ben § 15:46 to 15:53**

AVAILABILITY FOR WORK
Selection and Retention of Employees (this index)

AVAILABILITY OR UNAVAILABILITY
Collective bargaining agreements, federal mediation services in contract negotiations, **Labor § 47:7**
Federal Employment (this index)
Labor Management Relations Act (this index)

AVAILABILITY OR UNAVAILABILITY—Cont'd
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Act preemption, unavailability of federal forum, **Labor § 12:8**
National Labor Relations Board (this index)
Norris-LaGuardia Act, civil and criminal contempt, **Labor § 50:142**
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

AVIATION
Air Carriers (this index)
Aircraft and Aviation (this index)
Workplace Safety (this index)

AVOIDING OR AVOIDANCE
Personnel Manual (this index)
Unfair Labor Practices (this index)

AWARDS
Arbitration (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Prizes and Awards as Employee Benefit (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)

BABYSITTERS
General discussion, **Comp § 10:1, 10:23 to 10:28**
Babysitting services, defined, **Comp § 10:25**
Casual basis, defined, **Comp § 10:24**
Combined minimum wage and overtime pay exemption under state law, **Comp § 10:26**
Equal pay exemption, **Comp § 10:23**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1, 10:23 to 10:28**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1, 10:23 to 10:28**
Minimum wage exemption, **Comp § 10:23, 10:27**
Overtime pay exemption, **Comp § 10:23, 10:28**
State law exemptions, **Comp § 10:26 to 10:28**

BACKGROUND CHECK
Confidentiality of information disclosed, **Emp P § 54:5.50**

BACKPAY
General discussion, **Emp P § 70:3, 72:1 et seq.**
Abandonment of search for substantially equivalent employment, **Emp P § 72:24**
Acceptance of other employment, **Emp P § 72:23**
Adherence to state law requirements as defense, **Emp P § 72:8**
Adverse economic consequences as defense, **Emp P § 72:7**
Americans with Disabilities Act, limitation on backpay period, **Emp P § 72:14**
Arbitration awards, deduction from backpay, **Emp P § 72:57**
Availability of backpay, **Emp P § 72:2, 72:3**
Averaging of pay rates, class actions, **Emp P § 72:70**

BACKPAY—Cont'd
Bona fide job offer, **Emp P § 72:20**
Burden of proving failure to mitigate losses, **Emp P § 72:55**
Calculation difficulties as defense, **Emp P § 72:12**
Class actions, individual back pay in
- general discussion, **Emp P § 72:67 to 72:70**
- averaging of pay rates, **Emp P § 72:70**
- flow chart method of computing backpay, **Emp P § 72:69**
- procedure, **Emp P § 72:67**
- proration of backpay for individual class members, **Emp P § 72:68**

Collective bargaining agreements, arbitrability of issues, **Labor § 49:44**
Comparable employment, rejection by victim of unconditional offer of, **Emp P § 72:19 to 72:22**
Computation
- general discussion, **Emp P § 72:31 to 72:38**
- bonuses recoverable, **Emp P § 72:33**
- checklist of fringe benefits recoverable, **Emp P § 72:34**
- health, medical and life insurance benefits, **Emp P § 72:36**
- pension contributions and benefits, **Emp P § 72:35**
- Social Security benefits and taxes, **Emp P § 72:37**
- wage or salary components included in award, **Emp P § 72:32**

Defenses
- general discussion, **Emp P § 72:6 to 72:12**
- adherence to state law requirements, **Emp P § 72:8**
- adverse economic consequences, **Emp P § 72:7**
- calculation difficulties, **Emp P § 72:12**
- checklist of defenses, **Emp P § 72:6**
- good faith, **Emp P § 72:11**
- misconduct of victim, **Emp P § 72:9**
- mitigation of losses, failure of, **Emp P § 72:10**

Discipline, **Emp P § 57:51**
Duration of job search required to constitute reasonable diligence, **Emp P § 72:47**
Employment by discriminatory employer, duty to continue, **Emp P § 72:53**
Entitlement to backpay, establishment of, **Emp P § 72:5**
Flow chart method of computing backpay, class actions, **Emp P § 72:69**
Front pay, compared, **Emp P § 73:3**
Good faith, **Emp P § 72:11**
Government employers, prejudgment interest against, **Emp P § 72:63**
Health insurance benefits, computation, **Emp P § 72:36**
Interest
- general discussion, **Emp P § 72:61 to 72:66**
- calculation of prejudgment interest, **Emp P § 72:65**
- denial of prejudgment interest, **Emp P § 72:62**
- government employers, prejudgment interest against, **Emp P § 72:63**
- liquidated damages, availability of prejudgment interest when awarded, **Emp P § 72:64**
- post-judgment interest, **Emp P § 72:66**
- prejudgment interest, availability of, **Emp P § 72:61 to 72:65**

Interim employment, **Emp P § 72:40, 72:41, 72:52**
LABOR Management Relations Act, remand to arbitrator to resolve dispute, **Labor § 53:296**
Life insurance benefits, computation, **Emp P § 72:36**

BACKPAY—Cont'd
Liquidated damages, availability of prejudgment interest when awarded, **Emp P § 72:64**
Medical insurance benefits, computation, **Emp P § 72:36**
Misconduct of victim, **Emp P § 72:9**
Mitigation of losses and other reductions
general discussion, **Emp P § 72:10, 72:39 to 72:60**
amounts victim would have paid absent violation, deduction from backpay, **Emp P § 72:59**
arbitration awards, deduction from backpay, **Emp P § 72:57**
benefits received from employer, deduction from backpay award, **Emp P § 72:56**
burden of proving failure to mitigate losses, **Emp P § 72:55**
checklist of deductions, **Emp P § 72:39**
duration of job search required to constitute reasonable diligence, **Emp P § 72:47**
employment by discriminatory employer, duty to continue, **Emp P § 72:53**
extent of job search required for reasonable diligence evaluation, **Emp P § 72:46**
interim employment, **Emp P § 72:40, 72:41, 72:52**
part-time employment, acceptance of, **Emp P § 72:50**
postponement of job search, effect of, **Emp P § 72:48**
reasonable diligence, amounts earnable with, **Emp P § 72:43 et seq.**
reasonable diligence in pursuing claims, **Emp P § 72:54**
school attendance, effect, **Emp P § 72:49**
self-employment as reasonable diligence, **Emp P § 72:51**
substantially equivalent or similar job, **Emp P § 72:44**
temporary employment, acceptance of, **Emp P § 72:50**
third parties, deduction from backpay of payments by, **Emp P § 72:58**
National Labor Relations Board (this index)
Part-time employment, acceptance of, **Emp P § 72:50**
Pension contributions and benefits, computation, **Emp P § 72:35**
Physical incapacity to work, **Emp P § 72:28**
Post-judgment interest, **Emp P § 72:66**
Postponement of job search, effect of, **Emp P § 72:48**
Prejudgment interest, availability of, **Emp P § 72:61 to 72:65**
Presumption in favor of backpay relief, **Emp P § 72:4**
Proration of backpay for individual class members, **Emp P § 72:68**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:88**
Reasonable diligence
amounts earnable with, **Emp P § 72:43 et seq.**
in pursuing claims, **Emp P § 72:54**
Reasonable rejection of bona fide offer of comparable employment, **Emp P § 72:22**
Records and reports, employers paying under DOL supervision, **Comp § 37:36**
Recovery period
general discussion, **Emp P § 72:13 to 72:30**
abandonment of search for substantially equivalent employment, **Emp P § 72:24**
acceptance of other employment, **Emp P § 72:23**
Americans with Disabilities Act, limitation on backpay period, **Emp P § 72:14**
bona fide job offer, **Emp P § 72:20**

BACKPAY—Cont'd
Recovery period—Cont'd
cessation of discriminatory practice by employer, **Emp P § 72:26**
checklist of factors ending backpay recovery period, **Emp P § 72:17**
commencement of backpay period, **Emp P § 72:13, 72:16**
comparable employment, rejection by victim of unconditional offer of, **Emp P § 72:19 to 72:22**
end of backpay period, **Emp P § 72:18, 72:19**
limitation on backpay period, **Emp P § 72:14, 72:15**
physical incapacity to work, **Emp P § 72:28**
reasonable rejection of bona fide offer of comparable employment, **Emp P § 72:22**
school attendance, **Emp P § 72:29**
shortening backpay period to avoid speculation regarding retention of employment or causation of loss, **Emp P § 72:27**
stipulation to backpay recovery period, **Emp P § 72:30**
Title VII, limitation on backpay period, **Emp P § 72:14**
veterans' reemployment rights statute, **Emp P § 72:15, 72:16**
voluntary retirement, **Emp P § 72:25**
School attendance, **Emp P § 72:29, 72:49**
Self-employment as reasonable diligence, **Emp P § 72:51**
Social Security benefits and taxes, computation, **Emp P § 72:37**
Specification
federal employment, hearing, **Labor § 45:71**
National LABOR Relations Board, **Labor § 43:90 to 43:106**
Substantially equivalent or similar job, **Emp P § 72:44**
Tax consequences of monetary relief, employment practices, **Emp P § 79:4**
Temporary employment, acceptance of, **Emp P § 72:50**
Termination of employment, **Emp P § 57:51**
Third parties, deduction from backpay of payments by, **Emp P § 72:58**
Title VII, limitation on backpay period, **Emp P § 72:14**
Unfair Labor Practices (this index)
Veterans' reemployment rights statute, **Emp P § 72:15, 72:16**
Voluntary retirement, **Emp P § 72:25**
Wage and Hour Division of U.S. Department of Labor (this index)

BACKUP CHILD CARE
Personnel manual, direct child care services and programs, **Pers M § 13:20, 13:21**

BAD FAITH
Good Faith (this index)
LABOR Management Relations Act, allegations in complaints in contract enforcement actions, **Labor § 53:148**
Unfair Labor Practices (this index)

BAD LANGUAGE
Unfair labor practices, effect on protected status of employee activities, **Labor § 25:16**

BAILOUTS
Employee Retirement Income Security Act, **Ben § 32:21**

BAKING AND BAKERIES
Child labor, **Comp § 24:44**

BAKING AND BAKERIES—Cont'd
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:39**
Retail or service establishment employees, **Comp § 12:54**

BALDWIN PRINCIPLES
Complaints, **Emp P § 101:7**

BALLOT BOX
Unions and Union Practices (this index)

BALLOTS
LABOR-Management Reporting and Disclosure Act, elections, **Labor § 66:44, 66:53 to 66:69, 66:72**
Secret Ballots (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

BAND LEADERS
National Labor Relations Act (this index)

BAND SAWS AND BAND RESAWS
Child labor, **Comp § 24:70**
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:261**

BANKRUPTCY
At-will employment, **Emp P § 58:46**
Cobra continuation coverage requirements, **Ben § 8:23, 8:33**
Collective bargaining agreements, arbitration clause applicability, **Labor § 49:18**
Davis-Bacon Act, effect on debarment, **Comp § 40:51**
Defined benefit pension plans, termination of, **Ben § 29:89**
Fair Labor Standards Act and Similar State Laws (this index)
Garnishment, exemption, **Comp § 34:118**
Individual retirement accounts, beneficiaries, **Ben § 21:34**
Medicare and Medicaid-eligible employees, dependents and retirees, protection of benefits, **Ben § 5:77 to 5:79**
National LABOR Relations Act coverage, bankruptcy trustees, **Labor § 4:11**
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:77**
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Selection and retention of employees, **Emp P § 35:6, 36:7**
Service Contract Act, bankrupt employers, **Comp § 43:21**
Simplified employee pensions, beneficiaries, **Ben § 21:34**

BANKS
Personnel Manual (this index)

BANKS AND OTHER LENDING INSTITUTIONS
Employee Retirement Income Security Act, termination of plans sponsored by financial institutions, **Ben § 2:85**
Federal preemption, **Emp P § 115:29**
National LABOR Relations Act, supervisor coverage, **Labor § 5:102, 5:103**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:36**
Personnel Manual (this index)
Preemption, **Ben § 1:108**
Retail or service establishment employees, **Comp § 12:55**

BANKS AND OTHER LENDING INSTITUTIONS —Cont'd
Retirement plans, exemption from bonding requirement, **Ben § 37:59**
Unions, bargaining units, **Labor § 19:126**
White collar employees, tellers and cashiers, **Comp § 3:65**

BANK TELLERS
Compensation, discrimination, **Emp P § 44:45, 44:46**

BAN OR PROHIBITION
Prohibition or Ban (this index)

BAR
National LABOR Relations Board, proceeding against those not party to settlement, **Labor § 42:155**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

BARBADOS
International employment, tax treaties, **Emp P § 41:184, 41:185**

BARBERSHOPS
Compensation , discrimination, **Emp P § 44:47**
Equipment dealers, **Comp § 12:57**
Retail or service establishment employees, **Comp § 12:56, 12:60**

BARGAINING
Collective Bargaining (this index)
Negotiating or Negotiations (this index)
Personnel Manual (this index)
Units. **Unions and Union Practices** (this index)

BARGAINING IMPASSE
Federal Employment (this index)
Unfair Labor Practices (this index)

BARGE EMPLOYEES
Seamen, **Comp § 7:24**

BARS (BEHAVIORALLY ANCHORED RATING SCALES)
Personnel manual, performance appraisals, **Pers M § 15:18 to 15:20, 15:41**

BASIC WAGE PROVISIONS
Collective bargaining agreements, **Labor § 47:39 to 47:43**

BAT PROCEEDINGS
Apprentices, registered programs, **Emp P § 90:192**

BAYS FOR TRUCK LOADING AND UNLOADING
Unfair labor practices, picketing at neutral employer's premises, **Labor § 38:90**

BEAUTY PARLORS
Compensation, discrimination, **Emp P § 44:47**
Equipment dealers, **Comp § 12:57**
Retail or service establishment employees, **Comp § 12:56, 12:60**

BEECH-NUT
Personnel manual, ethical business conduct and behavior, **Pers M § 5:4**

BEES
Agricultural employees, **Comp § 4:22**

BEGINNERS
Unions, types of workers included in appropriate bargaining units, **Labor § 19:68**

BEHAVIOR
Personnel Manual (this index)
Unfair labor practices, discharge of employees for disruptive behavior, **Labor § 30:179 to 30:185**

BELGIUM
International employment, tax treaties, **Emp P § 41:186, 41:187**

BELO AGREEMENTS
Overtime Pay (this index)
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:80**

BELTS
Workplace Safety (this index)

BELT SANDING MACHINES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:279**

BENEFICIARIES
Collectively Bargained Retirement Plans (this index)
Life Insurance (this index)
Retirement and Retirement Plans (this index)

BENEFITEFICIARIES
Employee Retirement Income Security Act, **Ben § 2:60 to 2:63**
Group insurance, designation and change, **Ben § 1:18 to 1:20**

BENEFIT FUND
Labor Management Relations Act (this index)
Trustees
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:66, 53:99**
unfair labor practices, interference by union with employer selection of representatives, **Labor § 29:8**
Unfair Labor Practices (this index)

BENEFIT OR BENEFITING
Unfair Labor Practices (this index)

BENEFITS
General discussion, **Ben § 1:1 et seq.**
Age Discrimination (this index)
Airplane Use as Employee Benefit (this index)
Athletic Facilities (this index)
Automobile insurance, **Ben § 15:60, 15:61**
Automobile Use as Employee Benefit (this index)
Awards. **Prizes and Awards as Employee Benefit** (this index)
Business Trips, Conventions and Related Expenses of Employees (this index)
Cafeteria Plans (this index)
Collective Bargaining Agreements (this index)
Collectively Bargained Retirement Plans (this index)
Commuting-Related Transportation as Employee Benefit (this index)
Compensation (this index)

BENEFITS—Cont'd
Computers, **Ben § 15:68, 15:69**
Continuation and Conversion Privileges (this index)
Conventions. **Business Trips, Conventions and Related Expenses of Employees** (this index)
Conversion privileges. **Continuation and Conversion Privileges** (this index)
Counseling services, preretirement, **Ben § 15:225 to 15:227**
Credit unions, **Ben § 15:70, 15:71**
Day Care Centers as Employee Benefit (this index)
Death and Death Benefits (this index)
Debts of employees, payment of, **Ben § 15:134 to 15:137**
De Minimis Fringe Benefits (this index)
Dependent Care as Employee Benefit (this index)
Dining Room as Employee Benefit (this index)
Disability Benefits (this index)
Discounts (this index)
Dues and Membership Fees (this index)
Educational Assistance (this index)
Employee Retirement Income Security Act (this index)
Employee Stock Ownership Plans (this index)
Executive Compensation (this index)
Expenses of employees, payment of, **Ben § 15:134 to 15:137**
Financial counseling, **Ben § 15:138, 15:139**
Food
Dining Room as Employee Benefit (this index)
Meals Provided to Employees (this index)
401(k) Plans (this index)
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
Fringe Benefits (this index)
Fund. **Benefit Fund** (this index)
Funded Welfare Benefit Plans (this index)
Gifts to Employees (this index)
Golden Parachutes (this index)
Government Mandated Benefits (this index)
Group Insurance (this index)
Health Care and Education Reconciliation Act**Health Care Reform** (this index)
Health Care Reform (this index)
Health Maintenance Organizations (this index)
Holidays (this index)
Home Office as Employee Benefit (this index)
Incentive Compensation and Pay (this index)
Individual Retirement Accounts (this index)
International Employment (this index)
Labor Management Relations Act (this index)
Legal Services as Employee Benefit (this index)
Life Insurance (this index)
Loans to Employees (this index)
Mass Transit Subsidies (this index)
Matching Gift Programs (this index)
Maternity Leave and Benefits (this index)
Meals Provided to Employees (this index)
Medical Benefits (this index)
Membership fees. **Dues and Membership Fees** (this index)
Morale of employees, parties and picnics for, **Ben § 15:221, 15:222**
Mortgage Assistance as Employee Benefit (this index)
Motor vehicles and transportation
Automobile Use as Employee Benefit (this index)

BENEFITS—Cont'd
Motor vehicles and transportation—Cont'd
Commuting-Related Transportation as Employee Benefit (this index)
Mass Transit Subsidies (this index)
Moving and Relocation Assistance (this index)
Parking for Employees (this index)
Vanpooling (this index)
Moving and Relocation Assistance (this index)
National LABOR Relations Act preemption of matters regulated by state, allowance of welfare benefits, **Labor § 12:48**
National Labor Relations Board (this index)
No-Additional-Cost Services (this index)
Nonqualified Deferred Compensation (this index)
Outplacement assistance, **Ben § 15:216, 15:217**
Parking for Employees (this index)
Parties for employee morale, **Ben § 15:221, 15:222**
Patient Protection and Affordable Care Act**Health Care Reform** (this index)
Personal services, **Ben § 15:223, 15:224**
Personnel Manual (this index)
Picnics for employee morale, **Ben § 15:221, 15:222**
Preemption (this index)
Preretirement counseling, **Ben § 15:225 to 15:227**
Prizes and Awards as Employee Benefit (this index)
Product Testing Programs (this index)
Publications, **Ben § 15:254 to 15:256**
Qualified Domestic Relations Orders (QDROs) (this index)
Qualified Medical Child Support Orders (QMCSOs) (this index)
Recruitment bonuses, **Ben § 15:237, 15:238**
Referral bonuses, **Ben § 15:237, 15:238**
Reimbursement or other expense allowance arrangement, **Ben § 15:267**
Relocation assistance. **Moving and Relocation Assistance** (this index)
Retirement and Retirement Plans (this index)
Security Measures for Employees (this index)
Severance Pay (this index)
Sex and Pregnancy Discrimination (this index)
SIMPLE Savings Plans (this index)
Simplified Employee Pensions (this index)
Social Security (this index)
Stock Options (this index)
Subscriptions, **Ben § 15:254 to 15:256**
Subsidies. **Mass Transit Subsidies** (this index)
Suggestion awards, **Ben § 15:257, 15:258**
Taxes of employees, payment of, **Ben § 15:134 to 15:137**
Time Off (this index)
Transportation. Motor vehicles and transportation, above
Unemployment Compensation (this index)
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act (this index)
Uniforms, provision of, **Ben § 15:137**
Unions and Union Practices (this index)
Vacations (this index)
Vanpooling (this index)
Veterans and Other Uniformed Service Members (this index)
Workers' Compensation (this index)
Working condition fringes, generally, **Ben § 15:263 to 15:265**

BENZENE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:306**

BEREAVEMENT
Leave of absence, personnel manual, **Pers M § 14:98, 14:99**
Pay, collective bargaining agreements, **Labor § 47:69**

BEST EVIDENCE RULE
Collective bargaining agreements, arbitration hearing, **Labor § 49:101**

BEST USES FOR DATA BANKS
Personnel manual, external recruitment sources, **Pers M § 2:31**

BETTING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:109**

BEVERAGES
Alcoholic Beverages (this index)
National LABOR Relations Board, assertion of jurisdiction over beverage supply businesses, **Labor § 3:39 to 3:31**

BFOQS
Bona Fide Occupational Qualifications (this index)

BIAS
LABOR Management Relations Act, arbitrator, **Labor § 53:279**
Personnel Manual (this index)
Selection and retention of employees, subjective evaluation process, **Emp P § 23:105**

BICYCLE SHOPS
Retail or service establishment employees, **Comp § 12:58**

BIDDING AND BIDDERS
Executive Order 11246, records and reports, **Emp P § 92:29**

BILINGUAL SKILLS
Transfers and job assignments, **Emp P § 49:6**

BILL OF RIGHTS
Personnel manual, AIDS in workplace, **Pers M § 18:9**
Union members, LABOR-Management Reporting and Disclosure Act, **Labor § 64:1 to 64:53**

BINDING OF HANDBOOKS FOR EMPLOYEES
Personnel manual, **Pers M § 4:11**

BINDING OR BOUND
Arbitration (this index)
Collective bargaining agreements, applicability of arbitration clause, **Labor § 49:16**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:215 to 53:220**
National LABOR Relations Act, binding of employer by conduct of agent, **Labor § 8:21, 8:23 to 8:26**
National Labor Relations Board (this index)
Retail or service establishment employees, binderies, **Comp § 12:59**
Unfair Labor Practices (this index)
Unions, binding nature of consent election agreements, **Labor § 20:4**

BIRTH CERTIFICATES
Child labor, **Comp § 26:9**

BIRTHDAY RULE
Medical benefits, coordination of benefits, **Ben § 5:244**

BIRTH OF CHILDREN
Family and Medical Leave Act (this index)

BIRTH PLACE DISCRIMINATION
National Origin Discrimination (this index)

BLACKLISTS AND BLACKLISTING
General discussion, **Emp P § 65:42 et seq., 113:1 et seq.**
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:27**
Service Contract Act, **Comp § 40:116**
Unfair Labor Practices (this index)
Walsh-Healey Act, **Comp § 40:5**

BLACKSMITHS
Retail or service establishment employees, **Comp § 12:60**

BLASTING AGENTS
Workplaceplace safety, OSHA safety and health standards for hazardous materials, **Work S § 3:73, 3:74**

BLIND ADS
Personnel manual, recruitment advertising, **Pers M § 2:38**

BLOCKING CHARGES
Unions and Union Practices (this index)

BLOOD BANKS
National LABOR Relations Act, employer coverage, **Labor § 4:18**

BLOODBORNE PATHOGEN EXPOSURE
Workplace Safety (this index)

BLS
Bureau of Labor Statistics (this index)

BLUE CROSS/BLUE SHIELD ASSOCIATIONS
Personnel manual, health insurance plans, **Pers M § 12:39**

BLUEPRINTS
Retail or service establishment employees, **Comp § 12:61**

BOARD OF INQUIRY
Collective bargaining agreements, health care industry bargaining dispute resolution, **Labor § 48:15 to 48:20**
LABOR Management Relations Act, national emergency injunctions, **Labor § 50:157 to 50:159**

BOARD OF SERVICE CONTRACT APPEALS
Contract Work Hours and Safety Standards Act (this index)

BOARDS
Inquiry. **Board of Inquiry** (this index)
Labor Management Relations Act (this index)
National LABOR Relations Act coverage of employers, school boards, **Labor § 4:40**
National Labor Relations Board (this index)
Railway Labor Act (this index)

BOARDS—Cont'd
Workplace Safety (this index)

BOATS
Ships or Vessels (this index)

BOAT SALESMEN
Aircraft, Boat and Trailer Salesmen (this index)

BODYGUARDS
Automobile use as employee benefit, security-motivated transportation, **Ben § 15:58**

BOMBING THREATS
Unfair labor practices, obstructive acts by unions and employees, **Labor § 40:87**

BONA FIDE BUSINESS PURPOSES
Retirement plans, separate lines of business (SLOB) rules, **Ben § 16:91**

BONA FIDE EXECUTIVES
Mandatory Retirement (this index)

BONA FIDE OCCUPATIONAL QUALIFICATIONS
General discussion, **Emp P § 15:1 et seq.**
Age Discrimination (this index)
Evidence, **Emp P § 107:81 et seq.**
Health and physical fitness, strength requirements, **Emp P § 28:13**
Mandatory Retirement (this index)
Marital status, **Emp P § 32:4**
National origin, **Emp P § 15:6**
Pregnancy discrimination. **Sex and Pregnancy Discrimination** (this index)
Race, exclusion of, **Emp P § 15:4**
Religion, **Emp P § 15:5**
Sex and Pregnancy Discrimination (this index)
Title VII, **Emp P § 15:2**
Transfers and job assignments, **Emp P § 49:15**

BONA FIDE SENIORITY SYSTEM
Seniority Systems (this index)

BONDING OF ELECTRICAL EQUIPMENT
Workplaceplace safety, construction industry, **Work S § 2:44**

BONDS AND UNDERTAKINGS
Contractors. **Bonds of Contractors** (this index)
Federal employment, union officials, **Labor § 69:4**
LABOR-Management Reporting and Disclosure Act, persons involved with labor organizations, **Labor § 65:11 to 65:20**
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:118 to 50:122**
Personnel manual, employment application for bonded position at bank, **Pers M § 3:18**
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)

BONDS OF CONTRACTORS
General discussion, **Comp § 35:1 et seq.**
Administrative action, effect on court proceedings, **Comp § 43:40**

BONDS OF CONTRACTORS—Cont'd
Advances of money, **Comp § 35:18**
Appeals, **Comp § 43:96**
Arbitration, **Comp § 43:35**
Assignments, **Comp § 35:30, 43:79**
Attorney's fees, court proceedings, **Comp § 43:105**
Awards, **Comp § 35:21**
Capehart Housing Act
general discussion, **Comp § 35:11**
jurisdiction and venue, **Comp § 43:74**
statute of limitations, **Comp § 43:67**
COMPENSATNlaints, **Comp § 43:87**
COMPENSATNletion of work, effect of, **Comp § 35:14**
Contract claims, **Comp § 35:13**
Corrections, time for notice, **Comp § 43:49**
Costs, court proceedings, **Comp § 43:104**
Counterclaims, **Comp § 43:88**
Court proceedings
general discussion, **Comp § 43:32 et seq.**
administrative action, effect of, **Comp § 43:40**
amounts ordinarily claimed, **Comp § 43:97**
appeals, **Comp § 43:96**
arbitration, **Comp § 43:35**
attorney's fees, **Comp § 43:105**
available remedies, **Comp § 43:34**
bond, claims exceeding amount of, **Comp § 43:101**
complaint, **Comp § 43:87**
contractual waiver, **Comp § 43:37**
costs, **Comp § 43:104**
counterclaims, **Comp § 43:88**
defenses, **Comp § 43:90 to 43:93**
dismissal, **Comp § 43:95**
estoppel, **Comp § 43:90**
evidence, **Comp § 43:94**
exhaustion of administrative remedies, **Comp § 43:36**
information regarding contract or bond, **Comp § 43:38**
interest, **Comp § 43:103**
jurisdiction and venue, below
law vs. equity, **Comp § 43:86**
miscellaneous defenses, **Comp § 43:93**
modification of contract, defense of surety relating to, **Comp § 43:89**
notice, below
parties, below
payment as defense, **Comp § 43:92**
priorities between claimants, **Comp § 43:102**
profits, **Comp § 43:100**
quantum meruit, **Comp § 43:98, 43:99**
release, **Comp § 43:91**
service of process, **Comp § 43:85**
state court action, effect of, **Comp § 43:39**
statute of limitations, below
summary judgment, **Comp § 43:95**
waiver, **Comp § 43:91**
Coverage, **Comp § 35:12 to 35:32**
Defendants, **Comp § 43:81**
Defenses, court proceedings, **Comp § 43:90 to 43:93**
Delay, effect on time for notice, **Comp § 43:48**
Dismissal of court proceedings, **Comp § 43:95**
Diversity of jurisdiction, **Comp § 43:69**
Equipment rentals, **Comp § 35:19, 43:45**

BONDS OF CONTRACTORS—Cont'd
Estoppel, court proceedings, **Comp § 43:90**
Evidence, court proceedings, **Comp § 43:94**
Exhaustion of administrative remedies, **Comp § 43:36**
Exoneration of surety, **Comp § 35:32**
Federal contracts
general discussion, **Comp § 35:2 to 35:11**
amount of bond, **Comp § 35:6**
applicable law, **Comp § 35:10**
Capehart Housing Act bonds, **Comp § 35:11**
failure of contractor to furnish bond, effect of, **Comp § 35:9**
Miller Act bonds, **Comp § 35:2**
public work, defined, **Comp § 35:4**
requirement of bond, **Comp § 35:3**
sureties, **Comp § 35:7**
terms of bond, **Comp § 35:8**
waiver, **Comp § 35:5**
Impleader, **Comp § 43:84**
Indemnification of surety, **Comp § 35:31**
Insurance premiums, **Comp § 35:20**
Interest, court proceedings, **Comp § 43:103**
Interpleader, **Comp § 43:83**
Interruption, effect on time for notice, **Comp § 43:48**
Intervention, **Comp § 43:82**
Joinder of defendants, **Comp § 43:81**
Judgments, **Comp § 35:21**
Jurisdiction and venue
general discussion, **Comp § 43:68 to 43:74**
Capehart Act projects, **Comp § 43:74**
contract performed and executed abroad, **Comp § 43:72**
contract providing for different place of suit, **Comp § 43:71**
district where work was performed and executed, **Comp § 43:68**
diversity of jurisdiction, **Comp § 43:69**
state court, bar to suit in, **Comp § 43:70**
transfer of venue, **Comp § 43:73**
Labor and material, defined, **Comp § 35:12**
Labor extras, **Comp § 35:22**
Labor not supplied to prime contractor or subcontractor, **Comp § 35:16**
Labor unions, **Comp § 43:80**
Lenders, **Comp § 43:80**
Miller Act bonds, **Comp § 35:2**
Notice
general discussion, **Comp § 43:41 to 43:60**
approval of work or inspection of site, effect on time for notice, **Comp § 43:52**
completion, notice prior to, **Comp § 43:50**
computation of period for giving notice, **Comp § 43:44**
equipment rentals, time for notice, **Comp § 43:45**
failure to serve notice, **Comp § 43:59**
form and contents of notice, **Comp § 43:53, 43:54**
interruption or delay, effect on time for notice, **Comp § 43:48**
material placed in inventory, time for notice, **Comp § 43:47**
multiple deliveries, time for notice, **Comp § 43:46**
purpose of notice requirement, **Comp § 43:41**
repairs or corrections, time for notice, **Comp § 43:49**
service of notice, **Comp § 43:58, 43:59**

BONDS OF CONTRACTORS—Cont'd
Notice—Cont'd
statement of amount claimed, **Comp § 43:55**
statement of person to whom material or labor was furnished or supplied, **Comp § 43:56**
termination of subcontract, effect on time for notice, **Comp § 43:51**
time for giving notice, **Comp § 43:43 et seq.**
waiver of notice, **Comp § 43:60**
written notice, requirement of, **Comp § 43:54**
Obligation of contractor as limit of liability of surety, **Comp § 35:15**
Parties
general discussion, **Comp § 43:75 to 43:84**
assignees, **Comp § 43:79**
defendants, **Comp § 43:81**
impleader, **Comp § 43:84**
interpleader, **Comp § 43:83**
intervention, **Comp § 43:82**
joinder of defendants, **Comp § 43:81**
labor unions, **Comp § 43:80**
lenders, **Comp § 43:80**
partners, **Comp § 43:80**
prime contractor, suppliers having direct contractual relationship with, **Comp § 43:77**
subcontractor, suppliers having direct contractual relationship with, **Comp § 43:78**
United States, **Comp § 43:75**
use plaintiffs, **Comp § 43:76**
Partners, **Comp § 43:80**
Payment as defense, court proceedings, **Comp § 43:92**
Payment of claim by surety, **Comp § 35:27**
Prime contractor, suppliers having direct contractual relationship with, **Comp § 43:77**
Priorities, **Comp § 35:29, 43:102**
Profits, court proceedings, **Comp § 43:100**
Quantum meruit, court proceedings, **Comp § 43:98, 43:99**
Releases, court proceedings, **Comp § 43:91**
Repairs, time for notice, **Comp § 43:49**
Service of process and notices, **Comp § 43:58, 43:59, 43:85**
Statute of limitations
general discussion, **Comp § 43:61 to 43:67**
Capehart Act bonds, **Comp § 43:67**
commencement of limitations period, **Comp § 43:62**
commencement of suit, **Comp § 43:64**
multiple subcontracts, work under, **Comp § 43:63**
premature commencement of suit, **Comp § 43:66**
waiver or estoppel to assert statute of limitations, **Comp § 43:65**
Subcontractor
defined, **Comp § 35:17**
suppliers having direct contractual relationship with, **Comp § 43:78**
Subrogation, **Comp § 35:27**
Summary judgment, **Comp § 43:95**
Taxation, **Comp § 35:25, 35:28**
Termination of subcontract, effect on time for notice, **Comp § 43:51**
Time and date. Statute of limitations, above
Tort claims, **Comp § 35:13**
Transfer of venue, **Comp § 43:73**
Transportation charges, **Comp § 35:23**

BONDS OF CONTRACTORS—Cont'd
Union welfare fund contributions, **Comp § 35:24**
United States, **Comp § 43:75**
Use plaintiffs, **Comp § 43:76**
Venue. Jurisdiction and venue, above
Waiver or estoppel
court proceedings, **Comp § 43:91**
federal contracts, **Comp § 35:5**
notice, **Comp § 43:60**
statute of limitations, assertion of, **Comp § 43:65**

BONUSES
General discussion, **Emp P § 46:74 to 46:77**
Age discrimination under Age Discrimination in Employment Act, **Emp P § 46:76**
Collective bargaining agreements, arbitrability of issues, **Labor § 49:43**
International employment, **Emp P § 41:70**
Minimum wages, **Comp § 17:29**
Overtime Pay (this index)
Paid by third party, **Comp § 20:76.50**
Personnel manual, rewards and incentives for absence control, **Pers M § 6:52**
Sex discrimination under Title VII, **Emp P § 46:75**
Unfair Labor Practices (this index)
Veterans and other uniformed service members, reemployment rights, **Emp P § 46:77**
Wage and Hour Division of U.S. Department of Labor, failure to include in regular rate in computing overtime pay, **Comp § 38:51**

BOOKBINDERS
Compensation, discrimination, **Emp P § 44:48**

BOOKKEEPERS AND BOOKKEEPING FIRMS
Compensation, discrimination, **Emp P § 44:49**
Retail or service establishment employees, **Comp § 12:29**
White collar employees, **Comp § 3:66**

BOOKS AND BOOKSTORES
Handbooks for employees. **Personnel Manual** (this index)
LABOR-Management Reporting and Disclosure Act, securing examination of union books through litigation, **Labor § 68:23 to 68:27**
Overtime pay, reading for review, **Comp § 20:282**
Retail or service establishment employees, **Comp § 12:62**

BOOSTED HOURS
Records and reports, **Comp § 37:14**

BOOTHS
Workplaceplace safety, use of spray booths for spray finishing with flammable and combustible liquids, **Work S § 3:71**

BORING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:264**

BORROWED EMPLOYEES
Workplaceplace safety, citations in multiemployer situations, **Work S § 7:24**

BOTTLING AND BOTTLING EQUIPMENT DEALERS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:40**
Retail or service establishment employees, **Comp § 12:63**

BOUNDARIES OF STATE
Unions, merchandising bargaining units, **Labor § 19:109**

BOYCOTTS
National Labor Relations Board (this index)
Personnel Manual (this index)
Secondary Boycotts (this index)
Unfair Labor Practices (this index)

BOYS MARKET INJUNCTIONS
LABOR Management Relations Act, contract enforcement actions, **Labor § 56:32, 56:33**

BRAKES
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:203**

BRANCH MANAGERS
National LABOR Relations Act, supervisor coverage in banking industry, **Labor § 5:103**
White collar employees, **Comp § 3:67**

BRANCH OF UNION
LABOR-Management Reporting and Disclosure Act, membership in branch as qualification of candidates for elections, **Labor § 66:15**

BRAZING
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:283 to Work S § 3:288**

BREACH
Collective Bargaining Agreements (this index)
Duty of fair representation. **Unions and Union Practices** (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, fiduciary duties, **Labor § 65:22 to 65:41**
National Labor Relations Board (this index)
Unfair Labor Practices (this index)

BREAKS
Personnel manual, work rules, **Pers M § 5:88, 5:98 to 5:107**
Unfair labor practices, discrimination based on membership in union, **Labor § 30:112**

BREAKS IN SERVICE
Retirement and Retirement Plans (this index)

BRIBERY AND SIMILAR OFFENSES
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:147**
Personnel manual, policy statements on ethical behavior, **Pers M § 5:29**
Retirement plans, **Ben § 46:40**
State labor relations statutes enforced by courts, bribery of arbitrators, **Labor § 62:58**

BRIBERY AND SIMILAR OFFENSES—Cont'd
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:27, 40:32, 40:69**

BRICK-MAKING
Child labor, **Comp § 24:45**

BRIEFINGS
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:236**

BRIEFS
Answering Briefs (this index)
Department of Labor supplemental hearing procedures, **Emp P § 90:247**
Executive Order 11246 (this index)
Federal employment, hearing on unfair labor practices, **Labor § 45:65**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:272**
National Labor Relations Board (this index)
Railway LABOR Act, hearings on bargaining unit determinations, **Labor § 24:15**
Title VI, **Emp P § 88:220**
Unions and Union Practices (this index)
Walsh-Healey Act, **Comp § 40:37**
Workplace Safety (this index)

BRIGADES
Workplaceplace safety, employer-established fire brigades, **Work S § 3:129**

BROADCAST EMPLOYEES
National LABOR Relations Act, supervisor coverage, **Labor § 5:74, 5:75**
Records and reports, **Comp § 37:38**

BROAD UNITS
Unions and Union Practices (this index)

BROKER-DEALERS
Retirement plans, transactions involving securities, **Ben § 39:37**

BROKERS
Retail or service establishment employees, **Comp § 12:64**

BUDGETS
Personnel Manual (this index)

BUILDING AND SIMILAR CODES
At-will employment, **Emp P § 58:17**

BUILDING MAINTENANCE
Retail or service establishment employees, **Comp § 12:65**

BUILDING MATERIALS DEALERS
Retail or service establishment employees, **Comp § 12:141**

BUILDING RENTALS
Retail or service establishment employees, **Comp § 12:66**

BUILDINGS AND STRUCTURES
National LABOR Relations Board jurisdiction, office buildings, **Labor § 9:19**

BUILDINGS AND STRUCTURES—Cont'd
Unfair labor practices, picketing at neutral employer's premises, **Labor § 38:91**
Workplace Safety (this index)

BUILDING SUPERINTENDENTS
White collar employees, **Comp § 3:68**

BUILDING WORK
Construction Work (this index)

BULK COAL
Public contracts, **Comp § 15:22**

BULLETIN BOARDS
National LABOR Relations Board, remedial order for access, **Labor § 43:109**
Unfair Labor Practices (this index)

BULLETINS
Unions and Union Practices (this index)

BUMPERS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**

BUMPING
Collective bargaining agreements, layoffs, **Labor § 47:103**
Employment practices, effect on appropriateness of rightful place relief, **Emp P § 70:17**

BURDEN OF PROOF
Presumptions and Burden of Proof (this index)

BURDEN OR BURDENSOMENESS
National Labor Relations Board (this index)
Presumptions and Burden of Proof (this index)
Unfair labor practices, refusal to provide information due to burdensome request, **Labor § 35:16**

BUREAU OF INTERNATIONAL LABOR AFFAIRS
Department of Labor, **Emp P § 83:8**

BUREAU OF LABOR STATISTICS
Department of Labor, **Emp P § 83:32, 83:33**
Personnel Manual (this index)
Surveys
  Personnel Manual (this index)
  workplace safety, participation, **Work S § 5:17**
Workplaceplace safety, participation in surveys, **Work S § 5:17**

BURGLAR ALARMS
Retail or service establishment employees, **Comp § 12:88**

BURIAL ASSOCIATIONS
Retail or service establishment employees, **Comp § 12:69**

BUSES
National Labor Relations Act (this index)
Unions, bargaining units in bus companies, **Labor § 19:87**

BUSINESS ASSOCIATIONS
Dues and membership fees as employee benefit, **Ben § 15:121**

BUSINESS DATA REPORTING
Retail or service establishment employees, **Comp § 12:190**

BUSINESS JUDGMENT
Age Discrimination in Employment Act, instructions to jury, **Emp P § 109:9**

BUSINESS NECESSITY
Employment Practices (this index)
Evidence, **Emp P § 107:79, 107:84, 107:86**
Health and physical fitness, height and weight requirements, **Emp P § 28:18**
No-conviction-record requirement, **Emp P § 33:8**
Retirement plans, termination, **Ben § 29:4**
Selection and retention of employees, disparate impact, **Emp P § 23:30, 23:31, 23:35**
Summary judgment, **Emp P § 101:68**

BUSINESS OR BUSINESSES
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
National LABOR Relations Act, preemption of state tort claims for interference with business, **Labor § 12:28**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements for unforeseeable business circumstances, **Labor § 39:241**
Workplace Safety (this index)

BUSINESS REQUIREMENTS
KEOGH Plans (this index)

BUSINESS TRIPS, CONVENTIONS AND RELATED EXPENSES OF EMPLOYEES
General discussion, **Ben § 15:62 to 15:67**
Checklists, **Ben § 15:63, 15:64, 15:66**
Deductible travel expenses, **Ben § 15:66**
Entertainment expense allowance, **Ben § 15:67.50**
Expenses of employees for business meetings and conventions, **Ben § 15:67**
Mileage and per diem rates, **Ben § 15:65**
Reporting of reimbursements for travel expenses, **Ben § 15:64**

BUTCHERS' EQUIPMENT DEALERS
Retail or service establishment employees, **Comp § 12:67**

BUYERS
Compensation, discrimination, **Emp P § 44:50**
National LABOR Relations Act, managerial employee coverage, **Labor § 5:112**
Personnel manual, occupational pay data, **Pers M § 10:47 to 10:55**
White collar employees, **Comp § 3:69**

BUYOUTS
Life insurance, funding with, **Ben § 7:74**

BYLAWS
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

CABLE COMPANIES
Retail or service establishment employees, **Comp § 12:196**

CABLE TELEVISION WORKERS
National LABOR Relations Act, supervisor coverage, **Labor § 5:76**

CABS
Taxi Drivers and Taxicabs (this index)

CABS OF OVERHEAD AND GANTRY CRANES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:200**

CADMIUM
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:305**

CAFETERIA PLANS
General discussion, **Ben § 3:1 to 3:43**
Accident benefits, excludability of, **Ben § 3:18**
After-tax employee benefit purchases and currently taxable benefits as cash equivalents, **Ben § 3:6**
Automatic enrollment, **Ben § 3:12**
Benefits that may be offered, **Ben § 3:9**
Change of elections, **Ben § 3:14 to 3:16**
Cobra continuation coverage requirements, **Ben § 8:20**
Currently taxable benefits and after-tax employee benefit purchases as cash equivalents, **Ben § 3:6**
Deferral of receipt of compensation, **Ben § 3:8**
Dependent care assistance, **Ben § 3:19, 3:42**
Elections
- general discussion, **Ben § 3:11 to 3:21**
- accident benefits, excludability of, **Ben § 3:18**
- automatic enrollment, **Ben § 3:12**
- change of elections, **Ben § 3:14 to 3:16**
- dependent care assistance program benefits, excludability of, **Ben § 3:19**
- Family and Medical Leave Act, effect on elections, **Ben § 3:22 to 3:24**
- family status, change of elections, **Ben § 3:16**
- flexible spending arrangements, revocation and changes during period of coverage, **Ben § 3:41**
- health benefits, excludability of, **Ben § 3:18**
- health coverage or cost of health plan, change of elections, **Ben § 3:15**
- legal service plan benefits, excludability of, **Ben § 3:20**
- premiums, failure to pay, **Ben § 3:17**
- requirements, **Ben § 3:11**
- revocation of elections, restrictions on, **Ben § 3:13**
- vacation days, **Ben § 3:21**

Family and Medical Leave Act
- general discussion, **Ben § 3:22 to 3:31**
- duty to maintain coverage during leaves, **Ben § 3:25**
- elections, effect on, **Ben § 3:22 to 3:24**
- flexible spending arrangements, special rules, **Ben § 3:43**
- health coverage during leaves, **Ben § 3:25 to 3:31**
- paid FMLA leave, effect of, **Ben § 3:30**
- payment of premiums, options, **Ben § 3:27, 3:28**
- premiums, responsibility during leaves for, **Ben § 3:26**
- two plan years, leaves that span, **Ben § 3:31**
- voluntary waiver of employee payments, **Ben § 3:29**

Family status, change of elections, **Ben § 3:16**

CAFETERIA PLANS—Cont'd
Flexible spending arrangements
- general discussion, **Ben § 3:38 to 3:43**
- defined, **Ben § 3:38**
- dependent care assistance, **Ben § 3:42**
- election revocation and changes during period of coverage, **Ben § 3:41**
- Family and Medical Leave Act, special rules, **Ben § 3:43**
- requirements for accounts, **Ben § 3:39**
- uniform coverage requirement for health FSAs, **Ben § 3:40**

Funding of plans, **Ben § 3:10**
Health benefits, **Ben § 3:15, 3:18, 3:25 to 3:31**
Highly compensated individuals, nondiscrimination rules, **Ben § 3:34, 3:36**
Legal service plan benefits, excludability of, **Ben § 3:20**
Medical benefits, self-insured plan nondiscrimination rules, **Ben § 5:134**
Nondiscrimination rules
- general discussion, **Ben § 3:32 to 3:37**
- highly compensated individual, **Ben § 3:34, 3:36**
- tax treatment of participants under plan that fails nondiscrimination test or key employee concentration test, **Ben § 3:33**
- test for discrimination as to contributions and benefits, **Ben § 3:35**
- test for key employee concentration, **Ben § 3:37**

Payment of premiums, Family and Medical Leave Act, **Ben § 3:27, 3:28**
Persons who may participate, **Ben § 3:4**
Premiums, failure to pay, **Ben § 3:17**
Prohibitions, **Ben § 3:7, 3:8**
Qualified benefit, defined, **Ben § 3:5**
Requirements, **Ben § 3:3**
Revocation of elections, restrictions on, **Ben § 3:13**
Tax treatment, **Ben § 3:2, 3:33**
Uniform coverage requirement for health flexible spending arrangements, **Ben § 3:40**
Use it or lose it rule, **Ben § 3:8**
Vacation days, **Ben § 3:21**
Voluntary waiver of employee payments, Family and Medical Leave Act, **Ben § 3:29**

CAFETERIAS
Retail or service establishment employees, **Comp § 12:68**

CAGES FOR FIXED LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:35**

CALCULATIONS OR COMPUTATIONS
Collective bargaining agreements, overtime pay, **Labor § 47:44**
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Social Security (this index)
Unfair labor practices, picketing period during intermittent picketing, **Labor § 39:53**
Worker Adjustment and Retraining Notification Act, employer liability and penalties, **Labor § 60:6**
Workplaceplace safety, computing time periods for administrative hearings, **Work S § 8:124**

CALIFORNIA
Administrative sanctions and remedies, **Emp P § 82:28, 82:31**
Administrative subpoena, enforcement of, **Emp P § 111:18**
Advisory committees, **Emp P § 83:81**
Affirmative action plans, **Emp P § 68:92, 68:106**
Age discrimination, **Emp P § 8:14, 8:18, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:6**
Agricultural employees
overtime pay, **Comp § 21:24**
semi-monthly wages, **Comp § 29:18**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:3 to 29:5**
Air carrier employees, overtime pay, **Comp § 21:34**
Ambulance drivers and attendants, overtime pay, **Comp § 21:30**
Ancestry discrimination, **Emp P § 7:14, 7:18**
Annual reports, job discrimination agencies, **Emp P § 83:79**
Antiretaliation measures, compensation, **Comp § 39:17**
Appeal and review, **Comp § 42:233; Emp P § 111:21**
Apprentices, **Comp § 18:24; Emp P § 90:269**
Arbitration of contract disputes, **Labor § 49:174**
Arbitration of disputes, payment of compensation, **Comp § 42:228**
Assignments
general discussion, **Comp § 34:8 to 34:16**
adverse employment actions prohibited, **Comp § 34:8.50**
amount, limit as to, **Comp § 34:10**
conditions, **Comp § 34:8**
future earnings, limit as to, **Comp § 34:14**
insurance premiums, taxes, contributions to employee benefit plans and charities and purchases from employer, exclusion of, **Comp § 34:9**
payments at central place, ban as to, **Comp § 34:11**
power of attorney to assign, revocation of, **Comp § 34:15**
revocations, effective time of, **Comp § 34:16**
temporary disability insurance benefits, ban as to, **Comp § 34:13**
wrongful withholding, liability of employer, **Comp § 34:12**
At-will employment, exceptions to, **Emp P § 62:6**
Birth place, discrimination based on, **Emp P § 7:14, 7:18**
Blacklisting, **Emp P § 65:42, 65:46, 82:112, 113:1, 113:2**
Bona fide occupational qualifications, **Emp P § 15:13, 15:16**
Breakage of equipment, charges for, **Comp § 32:22**
Business necessity as exception to prohibitions, **Emp P § 14:2.50**
Camp counselors, overtime pay, **Comp § 21:29**
Cash shortages, charges for, **Comp § 32:22**
Certificates, child labor, **Comp § 26:22**
Child labor
general discussion, **Comp § 25:10, 25:11**
administrative procedures, **Comp § 28:91**
certificates and permits, **Comp § 26:22**
court proceedings, **Comp § 28:130**
exemptions, **Comp § 25:10**
minimum wages, **Comp § 18:26**
notices, **Comp § 27:28**
overtime pay, **Comp § 21:18**
prohibitions, **Comp § 25:11**
records and reports, **Comp § 27:3**
sanctions and remedies, **Comp § 28:28**

CALIFORNIA—Cont'd
Citizenship discrimination, **Emp P § 7:14, 7:18**
Coerced discrimination, **Emp P § 11:3, 11:6**
Collective bargaining agreements, overtime pay, **Comp § 21:23**
Color discrimination, **Emp P § 3:15**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:17**
assignments, above
attorney's fees and costs awarded to prevailing party, **Comp § 42:9**
child labor, above
court proceedings, generally, **Comp § 42:8 to 42:10**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:83**
exemptions, **Comp § 36:5**
form of payment, below
garnishment, below
home service employees, itemized statement not required for, **Comp § 37:90**
minimum wages, below
new-hire reporting, **Comp § 37:203**
notices, **Comp § 37:89**
overtime pay, below
payment and collection rules, **Comp § 39:16**
payment of compensation, below
penalties for record-keeping violations, **Comp § 42:10**
records and reports, below
rules, **Comp § 39:15 to 39:17**
support withholding, below
triple damages for failure to comply with labor commissioner's ruling, **Comp § 42:8**
Complaints, job discrimination proceedings, **Emp P § 89:15, 89:16**
Complicity in discrimination, **Emp P § 12:4, 12:6**
Conciliation, job discrimination proceedings, **Emp P § 89:18**
Conditions
assignments, **Comp § 34:8**
deductions from compensation, **Comp § 32:20**
terms, conditions and privileges of employment, below
Confidentiality of AIDS test results, selection and retention of employees, **Emp P § 29:4**
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:94**
Contractors, pre-employment substance testing and policies, **Emp P § 30:99**
Contributions to employee benefit plans and charities, assignment of, **Comp § 34:9**
Conversion privileges for health and life insurance, **Ben § 8:151**
Coordination of medical benefits, **Ben § 5:254**
Cost of emigrating, deduction prohibited, **Comp § 32:19.50**
Court enforcement of state labor relations statutes, **Labor § 62:21 to 62:27**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:18 to 111:22**
administrative subpoena, enforcement of, **Emp P § 111:18**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeal and review, **Emp P § 111:21**
blacklisting cases, **Emp P § 113:1, 113:2**

CALIFORNIA—Cont'd
Court proceedings—Cont'd
commission decisions and conciliation agreements, enforcement of, **Emp P § 111:19**
equal pay statute actions, **Emp P § 111:22**
fair employment practices statute, **Emp P § 111:18 et seq.**
garnishment cases, **Emp P § 116:1, 116:3**
privacy cases, **Emp P § 112:1, 112:3**
private rights, enforcement of, **Emp P § 111:20**
veterans' reemployment cases, **Emp P § 114:1, 114:3**
Coverage of state statutes affecting labor relations, **Labor § 15:6**
Credits, minimum wages, **Comp § 18:28**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:13**
Criminal penalties
general discussion, **Emp P § 82:100, 82:109 to 82:113**
blacklisting statute, **Emp P § 82:112**
employee privacy statutes, **Emp P § 82:111**
equal pay statute, **Emp P § 82:110**
fair employment practices statute, **Emp P § 82:109**
interference with employee's gratuity, **Comp § 42:240**
minimum wages, **Comp § 42:100**
overtime pay, **Comp § 42:100**
time off statutes, **Emp P § 82:113**
tip-rule violations, minimum wages, **Comp § 42:100**
Deductions from compensation
general discussion, **Comp § 32:19 to 32:25**
breakage of equipment, charges for, **Comp § 32:22**
cash shortages, charges for, **Comp § 32:22**
conditions, **Comp § 32:20**
cost of emigrating, deduction prohibited, **Comp § 32:19.50**
emigration cost deduction prohibited, **Comp § 32:19.50**
equipment, charges for, **Comp § 32:21**
gambling debts of seasonal employees, **Comp § 32:25**
kickbacks prohibited, **Comp § 32:19**
liquor debts of seasonal employees, **Comp § 32:25**
loss of equipment, charges for, **Comp § 32:22**
medical exams, charges for, **Comp § 32:23**
physical exams, charges for, **Comp § 32:23**
purchases from employer, **Comp § 32:24**
uniforms, charges for, **Comp § 32:21**
unreturned items, charges for, **Comp § 32:21**
Direct deposit of compensation, **Comp § 33:11**
Disabilities discrimination, **Emp P § 9:76, 9:81**
Disabled persons, minimum wages, **Comp § 18:23**
Disclosures, **Comp § 29:22; Emp P § 92:83, 92:86**
Dispute, wages affected by, **Comp § 29:20**
Domestic service employees, semi-monthly wages for, **Comp § 29:18**
Emigration cost deduction prohibited, **Comp § 32:19.50**
Employment agencies, **Emp P § 20:215, 20:218, 67:16, 67:19**
Employment practices
general discussion, **Emp P § 2:1, 2:5**
administrative sanctions and remedies, **Emp P § 82:28, 82:31**
affirmative action plans, **Emp P § 68:92, 68:106**
age discrimination, **Emp P § 8:14, 8:18**
apprenticeship statute, proceedings under, **Emp P § 90:269**
at-will employment, exceptions to, **Emp P § 62:6**
blacklisting, **Emp P § 65:42, 65:46**

CALIFORNIA—Cont'd
Employment practices—Cont'd
bona fide occupational qualifications, **Emp P § 15:13, 15:16**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:6**
complicity in discrimination, **Emp P § 12:4, 12:6**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:81**
disclosures, **Emp P § 92:83, 92:86**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:218**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:12**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:307**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:5**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:270**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:169**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:18**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:13**
notices, **Emp P § 92:83, 92:86**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:6**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:8**
persons protected, **Emp P § 21:18, 21:22**
private employers subject to discrimination laws, **Emp P § 20:28, 20:32**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:97**
race or color discrimination, **Emp P § 3:15**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:344**
records and reports, **Emp P § 92:45, 92:49**
reference check immunity, **Emp P § 65:14, 65:17**
religious or creed discrimination, **Emp P § 4:18, 4:22**
retaliation against opponents of discrimination, **Emp P § 10:46**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:72**
sex and pregnancy discrimination, **Emp P § 5:12, 5:16**
sexual or affectional orientation discrimination, **Emp P § 6:7**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 89:24, 111:22**
criminal sanctions, **Emp P § 82:110**

CALIFORNIA—Cont'd
Equipment, **Comp § 18:29, 32:21**
Evidence, job discrimination proceedings, **Emp P § 89:21**
Exemptions
child labor, **Comp § 25:10**
compensation, **Comp § 36:5**
Family leave, **Ben § 12:78**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:11 to 33:15**
backing for the payment device, **Comp § 33:12**
direct deposit, **Comp § 33:11**
federal contractors, **Comp § 33:2**
laid off employees, payment by mail to, **Comp § 33:15**
lawful money, rule requiring payment in, **Comp § 33:3**
mining, logging, itinerant sales and theatrical enterprises, guaranty of payment for, **Comp § 33:13**
terminated employees, place for paying, **Comp § 33:14**
Fringe benefits, **Emp P § 44:138, 44:140**
Gambling debts of seasonal employees, **Comp § 32:25**
Garnishment
general discussion, **Comp § 34:147 to 34:149, 42:463, 42:474**
amount of earnings subject to garnishment, **Comp § 34:147**
duration of withholding period, **Comp § 34:149**
employment practices, **Emp P § 63:7, 63:12, 116:1, 116:3**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
liability under garnishment order, **Comp § 42:469**
temporary disability insurance benefits, ban as to, **Comp § 34:148**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:307**
Grantees, pre-employment substance testing and policies, **Emp P § 30:99**
Gratuity, criminal penalties for interference with, **Comp § 42:240**
Harassment, **Emp P § 51:51**
Health, selection and retention of employees, **Emp P § 28:31, 28:32**
Hearings, job discrimination proceedings, **Emp P § 89:20**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:49**
Holidays, **Ben § 10:8**
Home service employees, itemized statement not required for, **Comp § 37:90**
Hospital employees, overtime pay, **Comp § 21:28**
Insurance premiums, assignment of, **Comp § 34:9**
Interagency cooperation, job discrimination agencies, **Emp P § 83:76**
Investigations, job discrimination proceedings, **Emp P § 89:17**
Itinerant sales, guaranty of payment of compensation for, **Comp § 33:13**
Job assignments, **Emp P § 49:15, 49:16**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:74 to 83:81**
advisory committees, **Emp P § 83:81**
annual reports, **Emp P § 83:79**
basic organization, powers and duties, **Emp P § 83:74**
interagency cooperation, **Emp P § 83:76**

CALIFORNIA—Cont'd
Job discrimination agencies—Cont'd
local agencies, **Emp P § 83:80**
research and education projects, **Emp P § 83:78**
rule making, **Emp P § 83:75**
technical assistance, **Emp P § 83:77**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:15 to 89:24**
basic fair employment practices statute procedures, **Emp P § 89:15**
commission decision, **Emp P § 89:22**
complaint processing, **Emp P § 89:15**
complaints against recalcitrant workers, **Emp P § 89:16**
compliance review, **Emp P § 89:23**
conciliation, **Emp P § 89:18**
equal pay proceedings, **Emp P § 89:24**
evidence, procurement of, **Emp P § 89:21**
hearings, **Emp P § 89:20**
investigations, **Emp P § 89:17**
mandatory dispute resolution, **Emp P § 89:19**
Judicial remedies, employment practices, **Emp P § 80:1, 80:5**
Jury duty, **Ben § 14:7**
Kickbacks prohibited, **Comp § 32:19**
Labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:270**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:169**
Layoffs
payment of compensation, **Comp § 30:9, 33:15**
state statutes, **Emp P § 50:18.10**
Learners, minimum wages, **Comp § 18:24**
Life insurance, **Ben § 8:151**
Liquor debts of seasonal employees, **Comp § 32:25**
Live-in employees in household occupations, overtime pay, **Comp § 21:33**
Logging, guaranty of payment of compensation for, **Comp § 33:13**
Loss of equipment, charges for, **Comp § 32:22**
Mandatory retirement, **Emp P § 52:35, 52:37**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:12**
Meal breaks, **Emp P § 45:32, 45:35**
Medical benefits
continuation of individual coverage in group policies, **Ben § 8:94**
conversion privileges, **Ben § 8:151**
coordination of benefits, **Ben § 5:254**
mandated provisions, **Ben § 5:195**
Medical exams, charges for, **Comp § 32:23**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:22 to 18:31, 39:15, 42:93, 42:98 to 42:100**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:28**
criminal penalties as to tip-rule violations, **Comp § 42:100**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons, **Comp § 18:23**
employee's and labor department's suit for wages, attorney's fees, costs and liquidated damages, **Comp § 42:99**
learners and apprentices, **Comp § 18:24**

CALIFORNIA—Cont'd
Minimum wages—Cont'd
minors, **Comp § 18:26**
most employees, **Comp § 18:22**
motion picture employees, nighttime meals and transportation for, **Comp § 18:30**
number of employees paid under special license, limit on, **Comp § 18:25**
other employees, **Comp § 18:27**
posting-rule compliance, effect of state agency's finding as to, **Comp § 42:101**
split shift, additional pay, **Comp § 18:31**
uniforms or equipment, **Comp § 18:29**
Mining, guaranty of payment of compensation for, **Comp § 33:13**
Motion picture industry employees, **Comp § 18:30, 21:26, 21:27**
Motor vehicle dealer employees, monthly commissions for, **Comp § 29:17**
National origin discrimination, **Emp P § 7:14, 7:18**
Nature of state statutes affecting labor relations, **Labor § 2:9**
New-hire reporting, compensation, **Comp § 37:203**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:13**
Notice
child labor, **Comp § 27:28**
compensation, **Comp § 37:89**
employment practices, **Emp P § 92:83, 92:86**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:6**
Older workers' benefits, **Emp P § 44:224, 44:226**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:17 to 21:36, 39:15, 42:93, 42:98 to 42:100**
agricultural employees, **Comp § 21:24**
air carrier employees, rescheduling time off for, **Comp § 21:34**
ambulance drivers and attendants, **Comp § 21:30**
camp counselors, **Comp § 21:29**
collective bargaining agreements, rate for employees covered by, **Comp § 21:23**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties as to tip-rule violations, **Comp § 42:100**
employee's and labor department's suit for wages, attorney's fees, costs and liquidated damages, **Comp § 42:99**
extraordinarily long hours, double-time for, **Comp § 21:20**
extraordinarily short hours, **Comp § 21:21**
hospital employees, **Comp § 21:28**
live-in employees in household occupations, **Comp § 21:33**
maximum hours, **Comp § 21:17, 21:18, 21:24 to 21:26, 21:28 to 21:30, 21:33, 21:36**
minors, **Comp § 21:18**
most employees, **Comp § 21:17**
motion picture industry employees, **Comp § 21:26, 21:27**
pharmacists, **Comp § 21:31**
posting-rule compliance, effect of state agency's finding as to, **Comp § 42:101**

CALIFORNIA—Cont'd
Overtime pay—Cont'd
public housekeeping employees who reside on employer's premises, **Comp § 21:32**
recess periods, treatment of, **Comp § 21:35**
regular rate, **Comp § 21:22**
ski establishments, seasonal employees of, **Comp § 21:36**
stable employees, **Comp § 21:25**
time worked, **Comp § 21:19, 21:27, 21:31, 21:32**
Parental leave, **Ben § 12:78**
Payment of compensation
general discussion, **Comp § 29:15 to 29:22, 30:8 to 30:10, 39:16, 42:227 to 42:239**
agricultural and domestic service employees, semi-monthly wages for, **Comp § 29:18**
appeal of labor commissioner's decision, order or award, **Comp § 42:233**
arbitration of disputes, **Comp § 42:228**
benefit plans, contributions to, **Comp § 29:19**
criminal penalties for interference with employee's gratuity, **Comp § 42:240**
deductions from compensation, above
deposit of payment bond, labor commissioner's suit for failure, **Comp § 42:238**
disclosure of amount of wages, right of employee to, **Comp § 29:22**
dispute, wages affected by, **Comp § 29:20**
employee's action for wages or penalties, **Comp § 42:230**
employee's or former employee's suit for temporary restraining order, **Comp § 42:239**
executives, administrators or professionals, monthly payments for, **Comp § 29:16**
exemptions, **Comp § 14:4**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
government attorney's action for wages or penalties, **Comp § 42:231**
gratuity, criminal penalties for interference with, **Comp § 42:240**
labor commissioner's action for enforcement, **Comp § 42:229**
labor commissioner's action for wages or penalties, **Comp § 42:231**
labor commissioner's suit for failure to deposit payment bond, **Comp § 42:238**
layoffs, **Comp § 30:9, 33:15 et seq.**
motor vehicle dealer employees, monthly commissions for, **Comp § 29:17**
other employees, **Comp § 13:26**
penalties, **Comp § 42:236, 42:239**
prima facie evidence of wage payment violation, **Comp § 42:232**
release of claim for wages, ban on, **Comp § 29:21**
seasonal labor, effect of amount awarded in administrative hearings regarding, **Comp § 42:234**
strikes, **Comp § 30:10**
support withholding, below
termination of employment, **Comp § 30:8, 31:6, 42:234**
vacation pay, **Comp § 31:5, 31:6**
weekly or semi-monthly wages for most employees, **Comp § 29:15**

CALIFORNIA—Cont'd
Penalties
criminal penalties, above
payment of compensation, **Comp § 42:236, 42:239**
record-keeping violations, compensation, **Comp § 42:10**
support withholding, failure to provide information, **Comp § 42:516**
Pension and retirement payments, **Emp P § 46:48, 46:49**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:8**
Permits, child labor, **Comp § 26:22**
Persons protected, employment practices, **Emp P § 21:18, 21:22**
Pharmacists, overtime pay, **Comp § 21:31**
Physical exams, charges for, **Comp § 32:23**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:32**
Polygraph tests, **Emp P § 53:26, 53:28**
Power of attorney to assign, revocation of, **Comp § 34:15**
Pre-employment substance testing and policies, contractors and grantees, **Emp P § 30:99**
Pregnancy, **Emp P § 5:12, 5:16, 44:178, 44:179**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:49**
Prima facie evidence of wage payment violation, **Comp § 42:232**
Privacy, **Emp P § 82:111, 112:1, 112:3**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:32**
Private rights, enforcement of, **Emp P § 111:20**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:97**
Purchases from employer, **Comp § 32:24, 34:9**
Race discrimination, **Emp P § 3:15**
Recalcitrant workers, complaints against, **Emp P § 89:16**
Recess periods, overtime pay, **Comp § 21:35**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:344**
Records and reports
general discussion, **Comp § 42:624, 42:626**
child labor, **Comp § 27:3**
civil fine for itemized statement and related record-keeping violations, **Comp § 42:626**
compensation, **Comp § 37:88**
employee's suit for itemized statement violations and costs and attorney's fees, **Comp § 42:624**
employment and consumer records, access to, **Emp P § 54:9**
employment practices, **Emp P § 92:45, 92:49**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:49**
Reference check immunity, **Emp P § 65:14, 65:17**
Release of claim for wages, ban on, **Comp § 29:21**
Religious or creed discrimination, **Emp P § 4:18, 4:22**
Remedies, child labor, **Comp § 28:28**
Research and education projects, job discrimination agencies, **Emp P § 83:78**
Rest breaks, **Emp P § 45:32, 45:35**
Retaliation against opponents of discrimination, **Emp P § 10:46**

CALIFORNIA—Cont'd
Retention of employees. Selection and retention of employees, below
Revocation of assignment, effective time of, **Comp § 34:16**
Rule making, job discrimination agencies, **Emp P § 83:75**
Sanctions, child labor, **Comp § 28:28**
Seasonal labor, effect of amount awarded in administrative hearings regarding, **Comp § 42:234**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:3 to 29:5**
confidentiality of AIDS test results, **Emp P § 29:4**
criminal arrests and convictions, **Emp P § 33:12, 33:13**
health and physical fitness, **Emp P § 28:31, 28:32**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:49**
marital status, **Emp P § 32:10, 32:12**
substance abuse and testing, **Emp P § 30:82, 30:99, 30:204**
veterans and other uniformed service members, **Emp P § 40:47**
Service letters, **Emp P § 65:71, 65:72**
Sex discrimination, **Emp P § 5:12, 5:16**
Sexual or affectional orientation discrimination, **Emp P § 6:7**
Sick leave, **Ben § 11:24**
Ski establishments, overtime pay, **Comp § 21:36**
Split shift, additional pay, **Comp § 18:31**
Stable employees, overtime pay, **Comp § 21:25**
State statutes
arbitration of contract disputes, **Labor § 49:174**
court enforcement of state labor relations statutes, **Labor § 62:21 to 62:27**
coverage of state statutes affecting labor relations, **Labor § 15:6**
nature of state statutes affecting labor relations, **Labor § 2:9**
Strikes, payment of compensation, **Comp § 30:10**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:99, 30:204**
Support withholding
general discussion, **Comp § 34:425, 42:504 to 42:507, 42:515, 42:516**
civil penalties for failing to provide information, **Comp § 42:516**
employer's liability, **Comp § 42:514**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Taxes, assignment of, **Comp § 34:9**
Technical assistance, job discrimination agencies, **Emp P § 83:77**
Temporary disability, **Ben § 6:23; Comp § 34:13**
Termination of employment, payment of compensation, **Comp § 30:8, 31:6, 33:14, 42:234**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:10**
employment and consumer records, access to, **Emp P § 54:9**
fringe benefits, **Emp P § 44:138, 44:140**
harassment, **Emp P § 51:51**

CALIFORNIA—Cont'd
Terms, conditions and privileges of employment—Cont'd
mandatory retirement, **Emp P § 52:35, 52:37**
older workers' benefits, **Emp P § 44:224, 44:226**
pension and retirement payments, **Emp P § 46:48, 46:49**
polygraph tests, **Emp P § 53:26, 53:28**
pregnancy benefits, **Emp P § 44:178, 44:179**
rest and meal breaks, **Emp P § 45:32, 45:35**
training programs, **Emp P § 48:30, 48:33**
transfers and job assignments, **Emp P § 49:15, 49:16**
wage and salary discrimination, **Emp P § 44:79, 44:83**
Theatrical enterprises, guaranty of payment of compensation for, **Comp § 33:13**
Time off statutes, criminal sanctions, **Emp P § 82:113**
Training programs, **Emp P § 48:30, 48:33**
Transfers, **Emp P § 49:15, 49:16**
Triple damages for failure to comply with labor commissioner's ruling, compensation, **Comp § 42:8**
Unemployment compensation, **Ben § 4:49**
Uniforms, **Comp § 18:29, 32:21**
Union practices, **Emp P § 66:12, 66:15**
Unreturned items, charges for, **Comp § 32:21**
Vacations, **Ben § 9:6; Comp § 31:5, 31:6**
Veterans and other uniformed service members, **Emp P § 40:47, 114:1, 114:3**
Voting time off, **Ben § 13:6**
Witness duty, **Ben § 14:7**
Workplace Safety (this index)

CALL BACK AND SIMILAR PAYMENTS
Overtime pay, **Comp § 20:59, 20:91**

CAMDEN BANK CASE STUDY
Personnel manual, compensation program goals, **Pers M § 8:8**

CAMERA SHOPS
Retail or service establishment employees, **Comp § 12:159**

CAMPAIGN CONTRIBUTIONS
Employment practices, **Emp P § 1:36**

CAMPAIGNS
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

CAMP OR CONFERENCE CENTER EMPLOYEES
General discussion, **Comp § 9:1, 9:16 to 9:20**
Combined minimum wage and overtime pay exemption under state law, **Comp § 9:18**
Equal pay exemption, **Comp § 9:16**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 9:1, 9:16 to 9:20**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 9:1, 9:16 to 9:20**
Federal contractors, disqualification of, **Comp § 9:17**
Minimum wage exemption, **Comp § 9:16, 9:19**
Overtime pay exemption, **Comp § 9:16, 9:20**
State law exemptions, **Comp § 9:18 to 9:20**
Workplaceplace safety, temporary labor camps, **Work S § 3:113 to Work S § 3:118**

CANADA
International employment, tax treaties, **Emp P § 41:188, 41:189**

CANCELLATION
Executive Order 11246 (this index)
Federal government employees, complaint, **Emp P § 88:320, 88:353**
Stock options, **Ben § 35:61**
Unfair Labor Practices (this index)

CANCER DETECTION
Personnel manual, wellness programs, **Pers M § 12:87**

CANDIDATES
Labor-Management Reporting and Disclosure Act (this index)

CANNING MACHINERY DEALERS
Retail or service establishment employees, **Comp § 12:63**

CAPACITY
LABOR Management Relations Act contract enforcement actions, capacity to sue or be sued, **Labor § 53:34**
National LABOR Relations Board, legal capacity, **Labor § 41:4**
Unfair labor practices, acting in supervisory capacity, **Labor § 29:28**
Workplace Safety (this index)

CAPEHART HOUSING ACT
Bonds of Contractors (this index)

CAPITALIZE ON EMPLOYEES' NETWORKS
Personnel manual, employee referrals, **Pers M § 2:8**

CAPTAIN OF FISHING BOAT
National LABOR Relations Act, independent contractor coverage, **Labor § 7:7**

CAPTIONS OF PLEADINGS
Workplaceplace safety, administrative proceedings, **Work S § 8:49**

CAPTIVE AUDIENCE SPEECHES
Unions, delivery of statements in election campaigns, **Labor § 22:33**

CARBON MONOXIDE CONTROL
Workplaceplace safety, OSHA safety and health standards for powered industrial trucks, **Work S § 3:188**

CARCINOGENS
Workplace Safety (this index)

CARDS
Authorization cards. **Unions and Union Practices** (this index)
Personnel Manual (this index)
Time Cards (this index)
Unfair Labor Practices (this index)

CARE
Health Care (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Workplace Safety (this index)

CAREER
Personnel Manual (this index)

CAREER EXPLORATION PROGRAMS
Child labor, **Comp § 26:12, 26:13**

CAREER MANAGEMENT
International Employment (this index)

CARES ACT
Medical benefits, coverage and eligibility, **Ben § 5:6.50**

CARGO HOOKS
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:238**

CARL KARCHER ENTERPRISES
Personnel manual, ridesharing policy, **Pers M § 12:129**

CARPAL TUNNEL SYNDROME
Personnel manual, ergonomics, **Pers M § 17:84, 17:103**

CARPOOLING
Personnel manual, commuter assistance programs, **Pers M § 12:124**

CARRIERS
Agricultural employees, **Comp § 4:34**
Air Carriers (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Interstate Motor Carriers (this index)
Local Drivers and Drivers' Helpers (this index)
Motor Carriers (this index)
Railroads (this index)
Railway Labor Act (this index)
Taxi Drivers and Taxicabs (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CARRYBACKS AND CARRYFORWARDS
Retirement plans, taxation of employers under qualified plans, **Ben § 27:7**
Targeted jobs tax credit, **Emp P § 42:68**

CARRYING OUT
Personnel Manual (this index)

CARRYOVER OF UNUSED SICK LEAVE
Personnel manual, short-term disability benefits, **Pers M § 12:13**

CARRYOVERS
Funded welfare benefit plans, excess contributions, **Ben § 3:57**
Retirement plans, excess contributions, **Ben § 27:4, 27:6**
Simplified employee pensions, excess amounts contributed, **Ben § 23:129**

CARS OF RAILROADS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:171, 3:189**

CASE MANAGEMENT
Personnel manual, eldercare services, **Pers M § 13:43**
Scheduling and Case Management (this index)

CASE STUDIES
Personnel Manual (this index)

CASH AND CASH EQUIVALENTS
Collective bargaining agreements, monetary allowances, **Labor § 47:46**
De minimis fringe benefits, **Ben § 15:81**
401(k) Plans (this index)
Interest on Money (this index)
Labor Management Relations Act (this index)
Mortgage assistance as employee benefit, **Ben § 15:200**
National Labor Relations Board (this index)
Personnel manual, compensation system limits based on cash flow, **Pers M § 8:18**
Railway LABOR Act, monetary awards in judicial actions, **Labor § 59:87 to 59:92**
Retirement plans, **Ben § 16:16**

CASHIERS
National LABOR Relations Act, supervisor coverage of head cashiers, **Labor § 5:100**
White collar employees, **Comp § 3:65, 3:70**

CASTERS ON MOBILE WORK PLATFORMS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:39**

CASUAL BUSINESS DRESS POLICY
Personnel manual, work rules, **Pers M § 5:143**

CASUAL EMPLOYEES
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:19**
National LABOR Relations Act, coverage, **Labor § 5:5**
Unfair labor practices, excessive or discriminatory initiation fees, **Labor § 27:81**
Unions, types of workers included in appropriate bargaining units, **Labor § 19:69**

CASUALTIES
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:122**

CATASTROPHES
Workplaceplace safety, Oregon's plan for safety and health, **Work S § 4:751**

CATERERS
Retail or service establishment employees, **Comp § 12:68**

CAUSATION
Age Discrimination in Employment cases, **Emp P § 107:59, 107:60**
Americans with Disabilities Act cases, **Emp P § 107:65**
Mixed motive cases, **Emp P § 107:48**
Rehabilitation Act, **Emp P § 107:62**
Retaliation, **Emp P § 10:35 to 10:39**
Section 1981, **Emp P § 107:57, 107:68**
Section 1985, **Emp P § 107:72**
Title VI, **Emp P § 107:67**
Title VII cases, **Emp P § 107:47, 107:54**

CAUSE
Good Cause (this index)

CAUSE—Cont'd
Just Cause (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Unfair labor practices, causing employer discrimination based on membership in union, **Labor § 30:9 to 30:17**
Unions and Union Practices (this index)
Workplace Safety (this index)

CAUSES OF ACTION
Retirement plans, judicial review of agency proceedings, **Ben § 45:69, 45:76**

CAUTIONS AND CAVEATS
Personnel manual, policies in handbooks for employees, **Pers M § 4:6**

CBAs
Collective Bargaining Agreements (this index)

CEASE AND DESIST ORDERS
National LABOR Relations Board, **Labor § 43:5, 43:27**

CEASE OPERATION ORDERS
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:540**

CELEBRATIONS OF SPECIAL OCCASIONS
Personnel manual, types of benefits, **Pers M § 12:141 to 12:143**

CEMETERIES
Retail or service establishment employees, **Comp § 12:69**

CENTERS
National LABOR Relations Board jurisdiction, shopping centers, **Labor § 9:19**
Personnel Manual (this index)

CENTRALIZED VS. DECENTRALIZED SYSTEMS
Personnel manual, compensation administration, **Pers M § 8:26**

CENTS-PER-MILE VALUATION
Automobile Use as Employee Benefit (this index)

CERTIFICATES AND CERTIFICATION
See also specific states
Aliens (this index)
Apprentices (this index)
Child Labor (this index)
Class Actions (this index)
Executive Order 11246, depositions, **Emp P § 88:120**
Family and Medical Leave Act, **Ben § 12:39, 12:41 to 12:43**
Federal employment, exclusive representative, **Labor § 24:44, 24:45**
Federal government employees, special MSPB panel, **Emp P § 88:383**
Homeworkers (this index)
LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:131**
Messengers (this index)
Norris-LaGuardia Act, record on appeal, **Labor § 50:131**

CERTIFICATES AND CERTIFICATION—Cont'd
Personnel Manual (this index)
Polygraph tests, civil penalties, **Emp P § 90:105**
Railway Labor Act (this index)
Records and reports, time to preserve, **Comp § 37:59**
Retail, Service or Agricultural Full-Time Students (this index)
Student Learners (this index)
Students in Institutions of Higher Education (this index)
Student Workers (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

CERTIORARI
National LABOR Relations Board, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:85**

CESSATION
National Labor Relations Board (this index)
Personnel manual, cessation of smoking programs, **Pers M § 12:81, 19:16 to 19:22**
Unfair labor practices, hot cargo agreements, **Labor § 38:160 to 38:225**

CESSION OF JURISDICTION
National LABOR Relations Board, applicability of state law to matters covered by federal labor relations law, **Labor § 12:10**

CHAIN OF CUSTODY
Personnel manual, drug testing procedures, **Pers M § 20:49**

CHAIN SHOP CLAUSES
Unfair labor practices, hot cargo clauses reserving union right to refuse certain work, **Labor § 38:207**

CHAIN SLINGS
Workplaceplace safety, OSHA safety and health standards for alloy steel chain slings, **Work S § 3:253**

CHAIN STORES
Retail or service establishment employees, **Comp § 12:14, 12:73**

CHAIRMAN OF NATIONAL MEDIATION BOARD
Railway LABOR Act, **Labor § 44:9**

CHALLENGES OR CONTESTS
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Board findings, Supreme Court of United States, **Labor § 52:87**
Overtime pay, **Comp § 20:286**
Personnel Manual (this index)
Railway Labor Act (this index)
Unchallenged or Uncontested Matters (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CHANGED CIRCUMSTANCES
Fair Labor Standards Act and similar state laws, effect on appeals, **Comp § 41:342**

CHANGE OR MODIFICATION
Amendment, Modification or Change (this index)

CHANGE ROOMS
Workplaceplace safety, OSHA safety and health standards for sanitation, **Work S § 3:111**

CHAPLAINS
Terms, conditions and privileges of employment, **Emp P § 65:90**

CHARACTER ATTACKS
Unions, election campaigns, **Labor § 22:25**

CHARACTERISTICS
Personnel Manual (this index)
Unfair labor practices, actions that encourage unlawful secondary activity, **Labor § 38:8 to 38:12**

CHARGE NURSES
National LABOR Relations Act, supervisor coverage, **Labor § 5:89**

CHARGES
Age Discrimination in Employment Act (this index)
Collective bargaining agreements, arbitration services, **Labor § 49:107, 49:108**
Title VII (this index)
Unfair Labor Practices (this index)

CHARGES [CIVIL OR CRIMINAL]
LABOR-Management Reporting and Disclosure Act, safeguards against improper discipline of union members, **Labor § 64:29**
National Labor Relations Board (this index)
Personnel manual, investigating and proving charges of discrimination or defamation, **Pers M § 5:76**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

CHARGE TO JURY
Instructions to Jury (this index)

CHARITABLE CONTRIBUTIONS
Minimum wages, **Comp § 17:30**

CHARITABLE MATTERS
State labor relations statutes enforced by courts, charitable hospital labor disputes, **Labor § 62:111**
Unfair labor practices, charitable contributions election, **Labor § 30:64**
Workplaceplace safety, charitable organizations, **Work S § 1:36**

CHARITABLE WORK
Overtime pay, **Comp § 20:283**

CHARTER OF UNION
Unfair Labor Practices (this index)

CHARTS
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair labor practices, flow chart for work assignment disputes, **Labor § 39:67**

CHARTS—Cont'd
Workplaceplace safety, states with approved plans for safety and health, **Work S § 4:26**

CHAUFFEURS
Automobile use as employee benefit, **Ben § 15:44, 15:45, 15:51, 15:58**

CHECK-CASHING SERVICE
Retail or service establishment employees, **Comp § 12:71**

CHECKLISTS
Collective bargaining agreements, arbitration preparation, **Labor § 49:88**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, bonding requirements for persons involved with labor organizations, **Labor § 65:20**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:146 to Work S § 3:155, 3:159**

CHECKOFFS
Unions and Union Practices (this index)

CHECK SHEETS
Personnel manual, tools for recording training needs assessment information, **Pers M § 16:13**

CHEFS
White collar employees, **Comp § 3:71**

CHEMICAL EQUIPMENT DEALERS
Retail or service establishment employees, **Comp § 12:72**

CHEMICALS
Workplace Safety (this index)

CHEMISTS
White collar employees, **Comp § 3:72**

CHICKEN LITTLE FACTOR
Personnel manual, ethical business conduct and behavior, **Pers M § 5:5**

CHILD LABOR
General discussion, **Comp § 24:1 et seq.**
Acting, **Comp § 24:43**
Administrative law judge, sanctions and remedies, **Comp § 28:13**
Administrative proceedings
- general discussion, **Comp § 28:74 to 28:126**
- certification of record of proceedings, **Comp § 28:82**
- evidence, **Comp § 28:81**
- federal hazardous occupations determinations, **Comp § 28:76 to 28:84**
- hearing examiner, powers and duties, **Comp § 28:80**
- initiation of proceedings, **Comp § 28:77**
- investigations, **Comp § 28:85 to 28:88**
- notice of proceedings, **Comp § 28:79**
- notice to employer of violation, **Comp § 28:88**
- order, **Comp § 28:83**

CHILD LABOR—Cont'd
Administrative proceedings—Cont'd
petitions to initiate proceedings, **Comp § 28:78**
petition to change order, **Comp § 28:84**
record of proceedings, **Comp § 28:82**
reporting of violations, **Comp § 28:85**
reports of investigations, **Comp § 28:87**
Age certificates and other permits and waivers
general discussion, **Comp § 26:1 et seq.**
age certificate, defined, **Comp § 26:3**
birth certificates, place to obtain, **Comp § 26:9**
career exploration programs, **Comp § 26:12, 26:13**
contest of certificates, **Comp § 26:11**
custody of certificates, **Comp § 26:10**
defense, certificate as, **Comp § 26:2**
documentary proof, **Comp § 26:8**
federal and state certificates, **Comp § 26:4**
government contractors, **Comp § 26:16, 26:17**
hand harvest labor waiver, **Comp § 26:14, 26:15**
issuance of certificates, **Comp § 26:10**
methods of obtaining certificates, **Comp § 26:6**
persons who should apply for certificate, **Comp § 26:5**
place to obtain certificate, **Comp § 26:7**
work experience programs, **Comp § 26:12, 26:13**
Agricultural Employees (this index)
Allocation of collected penalties, **Comp § 28:22**
Appeal to Secretary, sanctions and remedies, **Comp § 28:14 et seq.**
Appointment, sanctions and remedies, **Comp § 28:12**
Apprentices exception for employment of children between 16 and 18 years of age, **Comp § 24:24**
Automatic elevators, **Comp § 24:52**
Baking, **Comp § 24:44**
Band saws, working with, **Comp § 24:70**
Birth certificates, place to obtain, **Comp § 26:9**
Brick-making, **Comp § 24:45**
Career exploration programs, **Comp § 26:12, 26:13**
Certificates and certification
age certificates and other permits and waivers, above
record of administrative proceedings, **Comp § 28:82**
Circular saws, working with, **Comp § 24:70**
Clerical work, **Comp § 24:57**
Coal mining, **Comp § 24:63**
Collection of penalty, **Comp § 28:21**
Communications occupations, **Comp § 24:46**
Construction, **Comp § 24:47**
Contest of certificates, **Comp § 26:11**
Court proceedings, **Comp § 28:127 to 28:159**
Custody of certificates, **Comp § 26:10**
Defense, certificate as, **Comp § 26:2**
Delivery for shipment in commerce, defined, **Comp § 24:11**
Demolition, **Comp § 24:47**
Documentary proof, **Comp § 26:8**
Employers covered
general discussion, **Comp § 24:8 to 24:17**
delivery for shipment in commerce, defined, **Comp § 24:11**
employment relationship, requirement of, **Comp § 24:9**
establishment situated in the United States, defined, **Comp § 24:14**
goods, defined, **Comp § 24:12**
in or about establishment, **Comp § 24:15**

CHILD LABOR—Cont'd
Employers covered—Cont'd
parental exemption, **Comp § 24:17**
private employer coverage, **Comp § 24:8**
producer, manufacturer or dealer, defined, **Comp § 24:10**
removal of goods within 30 days, defined, **Comp § 24:16**
shipment of goods, defined, **Comp § 24:11**
time that goods are produced, **Comp § 24:13**
Establishment situated in the United States, defined, **Comp § 24:14**
Evidence, administrative proceedings, **Comp § 28:81**
Excavating, **Comp § 24:48**
Explosives, making of, **Comp § 24:49, 24:50**
Federal and state certificates, **Comp § 26:4**
Federal hazardous occupations determinations, administrative proceedings, **Comp § 28:76 to 28:84**
Filing of appeal, sanctions and remedies, **Comp § 28:15**
Finality of penalty, sanctions and remedies, **Comp § 28:20**
First Amendment, **Comp § 24:5**
Food service, **Comp § 24:66**
Gasoline service, **Comp § 24:66**
Goods, defined, **Comp § 24:12**
Government contractors, age certificates and other permits and waivers, **Comp § 26:16, 26:17**
Guillotine shears, working with, **Comp § 24:70**
Hand harvest labor waiver, **Comp § 26:14, 26:15**
Hearing examiner, powers and duties, **Comp § 28:80**
Hoisting apparatus, **Comp § 24:51, 24:52**
In or about establishment, **Comp § 24:15**
Interstate Commerce Act, **Comp § 24:27**
Investigations, administrative proceedings, **Comp § 28:85 to 28:88**
Janitor, **Comp § 24:53**
Logging, **Comp § 24:54**
Magazine promotion, **Comp § 24:55**
Manufacturing, **Comp § 24:56**
Meat packing or processing, **Comp § 24:58**
Metal work, **Comp § 24:59**
Mill work, **Comp § 24:60**
Mineral Land Leasing Act, **Comp § 24:28**
Mining, **Comp § 24:61, 24:63**
Newspaper delivery, **Comp § 24:62**
Notice
general discussion, **Comp § 27:26 to 27:57**
administrative proceedings, **Comp § 28:79**
sanctions and remedies, **Comp § 28:6, 28:11**
Occupation, regulation by, **Comp § 24:4**
Office work, **Comp § 24:57**
Oppressive child labor, defined, **Comp § 24:18**
Other FLSA responsibilities, child labor violations do not relieve employer of, **Comp § 24:3**
Paper products, **Comp § 24:64**
Parental exemption, **Comp § 24:17**
Payment of federal penalties, **Comp § 28:20 to 28:23**
Performing, **Comp § 24:43**
Permits. Age certificates and other permits and waivers, above
Practices permitted
general discussion, **Comp § 24:21 to 24:25**
apprentices exception for employment of children between 16 and 18 years of age, **Comp § 24:24**
14 through 16 years of age, **Comp § 24:22, 24:23**

CHILD LABOR—Cont'd
Practices permitted—Cont'd
student-learners exception for employment of children from ages 16 to 18, **Comp § 24:25**
work experience and career exploration programs, **Comp § 24:23**
Practices prohibited
general discussion, **Comp § 24:18 to 24:20**
15 years of age and under, occupations barred, **Comp § 24:19**
oppressive child labor, defined, **Comp § 24:18**
16 through 18 years of age, particularly hazardous occupations, **Comp § 24:20**
Prior violations, prosecution for unlawful shipments as immunizing, **Comp § 24:7**
Private employer coverage, **Comp § 24:8**
Producer, manufacturer or dealer, defined, **Comp § 24:10**
Public utilities occupations, **Comp § 24:46**
Radioactive materials, **Comp § 24:65**
Records and reports
general discussion, **Comp § 27:1 to 27:25**
administrative proceedings, **Comp § 28:82**
appeal, forwarding of record on, **Comp § 28:16**
Relation of Fair Labor Standards Act to other child labor laws, **Comp § 24:2**
Reliance on written assurances as limiting purchaser's liability for FLSA violations, **Comp § 24:6**
Remedies. Sanctions and remedies, below
Removal of goods within 30 days, defined, **Comp § 24:16**
Rendering, **Comp § 24:58**
Repair of structures, **Comp § 24:47**
Reports. Records and reports, above
Retail, **Comp § 24:66**
Roofing, **Comp § 24:67**
Sanctions and remedies
general discussion, **Comp § 28:1 to 28:73**
administrative law judge, decision of, **Comp § 28:13**
allocation of collected penalties, **Comp § 28:22**
appeal to Secretary, **Comp § 28:14 et seq.**
appointment, **Comp § 28:12**
collection of penalty, **Comp § 28:21**
computation of time, **Comp § 28:19**
exceptions to federal violations, **Comp § 28:7 to 28:18**
federal civil penalties, assessment of, **Comp § 28:2 to 28:6**
filing of appeal, **Comp § 28:15**
finality of penalty, **Comp § 28:20**
form and content of exceptions, **Comp § 28:9**
form and content of notice, **Comp § 28:6**
gravity of violation, **Comp § 28:4**
notice of penalty, **Comp § 28:6**
notice to employer of referral, **Comp § 28:11**
payment of federal penalties, **Comp § 28:20 to 28:23**
place to file exceptions, **Comp § 28:8**
record on appeal, forwarding of, **Comp § 28:16**
referral order, **Comp § 28:10**
rules of practice, **Comp § 28:18**
service, **Comp § 28:15, 28:19**
size of employer's business, **Comp § 28:3**
time limit to file exceptions, **Comp § 28:7**
Service, sanctions and remedies, **Comp § 28:15, 28:19**
Shipment of goods, defined, **Comp § 24:11**
Slaughtering, **Comp § 24:58**

CHILD LABOR—Cont'd
State court proceedings, **Comp § 28:127 to 28:159**
Storage, **Comp § 24:68**
Student-learners exception for employment of children from ages 16 to 18, **Comp § 24:25**
Supply contracts with federal government, **Comp § 24:72**
Time and date
exceptions to sanctions and remedies, filing of, **Comp § 28:7**
production of goods, **Comp § 24:13**
Unlawful shipments, prosecution as immunizing prior violations, **Comp § 24:7**
Waivers. Age certificates and other permits and waivers, above
Walsh-Healey Act, **Comp § 24:26**
Warehousing, **Comp § 24:68**
Woodworking, **Comp § 24:69**
Work experience and career exploration programs, **Comp § 24:23, 26:12, 26:13**
Wreathmaking, **Comp § 24:71**
Written assurances, reliance as limiting purchaser's liability for FLSA violations, **Comp § 24:6**

CHILDREN AND MINORS
Agricultural Employees (this index)
Aliens, **Emp P § 90:82**
Babysitters (this index)
Child Labor (this index)
Child Support (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act (this index)
Institutionalized Children, Substitute Parents for (this index)
Maternity Leave and Benefits (this index)
National Labor Relations Act (this index)
National LABOR Relations Board jurisdiction, child care, **Labor § 9:31**
Newborn children, medical benefits, **Ben § 5:185**
Personnel Manual (this index)
Social security, **Ben § 4:26, 4:27**
Support Withholding (this index)

CHILD SUPPORT
Criminal sanctions, **Emp P § 82:97**
Garnishment, **Emp P § 63:5, 63:6**
Support Withholding (this index)

CHINA STORES
Retail or service establishment employees, **Comp § 12:115**

CHOICE OF LAW
Federal diversity actions, **Emp P § 115:45**
State court actions, **Emp P § 115:44**

CHOICE OR CHOOSING
Election, Option or Choice (this index)

CHRYSLER
Personnel manual, sample disciplinary program at Chrysler for absenteeism, **Pers M § 6:46**

CHURCHES
National LABOR Relations Act, coverage of church operated schools, **Labor § 4:15**

CHURCHES—Cont'd
Personnel manual, ERISA church plan exemption, **Pers M § 22:3**
Workplaceplace safety, federal law, **Work S § 1:37**

CHURCH PLANS
Employee Retirement Income Security Act, **Ben § 2:27**
hospital funding litigation, **Ben § 2:27.50**

CIGAR INDUSTRY
Retail or service establishment employees, **Comp § 12:73**

CIRCUIT COURTS
Workplace Safety (this index)

CIRCULAR E
Personnel manual, guide to payroll withholding for employers, **Pers M § 9:39 to 9:43**

CIRCULAR SAWS
Child labor, **Comp § 24:70**
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:277**

CIRCULATION
Newspaper circulation personnel. **National Labor Relations Act** (this index)
Personnel manual, circulating surveys or questionnaires as method of assessing training needs, **Pers M § 16:9**
Unions, circulation of election campaign literature at last-minute, **Labor § 22:32**

CIRCUMSTANTIAL CHANGES
Labor Management Relations Act (this index)
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:58, 52:59**

CIRCUMSTANTIAL EVIDENCE
Discipline, intent to discriminate, **Emp P § 57:32, 57:33**
Evidence, **Emp P § 106:14**
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:262**
Termination of employment, intent to discriminate, **Emp P § 57:32, 57:33**
Unfair labor practices, discrimination based on membership in union, **Labor § 30:20, 30:24 to 30:33**

CITATIONS
Workplace Safety (this index)

CITING DECISIONS FORMAT
Workplaceplace safety, administrative hearings, **Work S § 8:141**

CITIZENSHIP DISCRIMINATION
General discussion, **Emp P § 7:1, 7:9 et seq.**
Citizenship, defined, **Emp P § 7:10**
Duration of ban on citizenship discrimination, **Emp P § 7:13**
Evidence of discrimination, **Emp P § 7:12**
Exceptions to prohibitions, **Emp P § 7:11**
Hiring, preselection and recruitment practices, preemployment inquiries, **Emp P § 39:24**
National origin, distinguished, **Emp P § 7:8**

CIVIC ASSOCIATIONS
Dues and membership fees as employee benefit, **Ben § 15:121**

CIVIC WORK
Overtime pay, **Comp § 20:283**

CIVIL ACTIONS
Age Discrimination in Employment Act, **Emp P § 94:76, 94:77**
Americans with Disabilities Act, **Emp P § 94:78**
Ancillary claims in Uniformed Services Employment and Reemployment Rights Act cases, **Emp P § 94:92**
Civil Service Reform Act, **Emp P § 94:98.50**
Early civil rights acts, **Emp P § 94:74, 94:75**
Employee Polygraph Protection Act, **Emp P § 94:95**
Equal Pay Act, **Emp P § 94:79, 94:80**
Executive Order 11246, **Emp P § 94:81, 94:82**
Export Administration Act, **Emp P § 94:96**
Federal Aviation Act, **Emp P § 94:90**
Federal migrant farm workers' statute, **Emp P § 94:93**
Genetic Information Nondiscrimination Act (GINA), **Emp P § 94:77.50**
Immigration Act, **Emp P § 94:94**
Jurisdictional grounds for actions under early civil rights acts, **Emp P § 94:74**
National and Community Service Act, **Emp P § 94:98**
Pendent claims in Uniformed Services Employment and Reemployment Rights Act cases, **Emp P § 94:92**
Rehabilitation Act, **Emp P § 94:87 to 94:89**
Religious Freedom Restoration Act, **Emp P § 94:97**
Title IX, **Emp P § 94:86**
Title VI of Civil Rights Act of 1964, **Emp P § 94:84, 94:85**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 94:91, 94:92**
Veterans Act, **Emp P § 94:87**

CIVIL CONTEMPT
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:142 to 50:154**
Railway LABOR Act, enforcement of injunctions in judicial actions, **Labor § 59:69**

CIVIL ENGINEERING TECHNICIANS
Personnel manual, occupational pay data, **Pers M § 10:128 to 10:136**

CIVIL PENALTIES
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:5 to 60:7**
Workplace Safety (this index)

CIVIL RIGHTS
National LABOR Relations Board, impact of civil rights laws on right to consider dispute, **Labor § 11:33**
Railway LABOR Act, relationship with civil rights statutes, **Labor § 13:28**
Unions, appeals by civil rights leaders in election campaigns, **Labor § 22:70**

CIVIL RIGHTS ACT OF 1866
Employment agencies, **Emp P § 67:3**

CIVIL RIGHTS ACT OF 1968
Criminal sanctions, **Emp P § 82:94**

CIVIL RIGHTS ACTS (EARLY)
Arbitration agreements, **Emp P § 95:71.20**
Employment practices, state and local governments under, **Emp P § 20:89**

CIVIL RIGHTS ATTORNEY'S FEES AWARDS ACT
General discussion, **Emp P § 77:3, 77:13, 77:14, 77:51**
Equal Access to Justice Act, relationship to, **Emp P § 77:14**

CIVIL SERVICE
At-will employment, **Emp P § 58:6**
Federal Employment (this index)

CIVIL SERVICE REFORM ACT
Civil actions, **Emp P § 94:98.50**

CLAIMS
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, pendent jurisdiction of state law claims in court enforcement of rights of union members, **Labor § 64:38**
National LABOR Relations Act, preemption of state claims, **Labor § 12:25 to 12:36**
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

CLAIMS ADJUSTERS AND CLAIMS ADJUSTMENT
Compensation, discrimination, **Emp P § 44:51**
Retail or service establishment employees, **Comp § 12:127**
White collar employees, **Comp § 3:73**

CLAMPS
Workplaceplace safety, storage clamps for overhead and gantry cranes, **Work S § 3:198**

CLARIFICATION
Personnel manual, policy statements on ethical behavior, **Pers M § 5:30**
Unions and Union Practices (this index)

CLARITY OR CLEARNESS
Personnel Manual (this index)

CLASS ACTIONS
General discussion, **Emp P § 99:1 et seq.**
Across-the-board class claims, commonality and typicality, **Emp P § 99:13**
Administration processing requirements as prerequisites to Title VII private class actions, **Emp P § 99:61**
Administrative charge, limitation of Title VII class action to scope of, **Emp P § 99:65**
Administrative sanctions and remedies, **Emp P § 82:25**
Age Discrimination in Employment Act, administrative processing requirements as prerequisites to inclusion in class, **Emp P § 99:85**
Age Discrimination (this index)
Alternative requirements
  general discussion, **Emp P § 99:32 to 99:40**
  backpay claims, effect on Rule 23(b)(2) certification, **Emp P § 99:34**

CLASS ACTIONS—Cont'd
Alternative requirements—Cont'd
  notice requirements, differences in, **Emp P § 99:36**
  opting-out, differences in, **Emp P § 99:37**
  recertification under another alternative, **Emp P § 99:40**
  res judicata effect, differences in, **Emp P § 99:38**
  Rule 23(b)(1) and (b)(3) requirements, **Emp P § 99:35**
  Rule 23(b)(2) requirement that defendant's actions apply to entire class, **Emp P § 99:33**
  splitting certification between alternatives, **Emp P § 99:39**
Antagonism of interests, adequacy of representation, **Emp P § 99:28**
Appeal and review
  certification decision, **Emp P § 99:57, 99:58**
  judgments, **Emp P § 99:79**
  settlement, **Emp P § 99:75**
Appropriateness of class action, **Emp P § 99:2**
Approval by court of settlement, **Emp P § 99:67**
Attorneys. Representation, adequacy of, below
Attorney's fees, **Emp P § 77:22**
Backpay (this index)
Burden of proof, certification procedures, **Emp P § 99:50**
Certification procedures and proceedings
  general discussion, **Emp P § 99:59**
  appeal of certification decision, **Emp P § 99:57, 99:58**
  burden of proof, **Emp P § 99:50**
  communication with class, **Emp P § 99:45**
  contents of certification order, **Emp P § 99:53**
  costs pertaining to notices, **Emp P § 99:46**
  discovery, **Emp P § 99:47**
  dismissal of class representative's claim, effect of, **Emp P § 99:54**
  evidence, rules of, **Emp P § 99:49**
  hearing, **Emp P § 99:48**
  intervention, **Emp P § 99:44**
  local rules, applicability of, **Emp P § 99:41**
  merits, consideration of, **Emp P § 99:51**
  modification of certification order, **Emp P § 99:55, 99:56**
  motion for certification, **Emp P § 99:43**
  procedural orders, **Emp P § 99:42**
  remand to reconsider certification, **Emp P § 99:59**
  time for certification decision, **Emp P § 99:52**
Certification requirements
  general discussion, **Emp P § 99:3 et seq.**
  alternative requirements, above
  commonality and typicality, below
  defendant classes, **Emp P § 99:6**
  Equal Employment Opportunity Commission, **Emp P § 99:7**
  future employees and potential applicants, below
  migrant farm workers' cases, **Emp P § 99:5**
  representation, adequacy of, below
  settlement, effect of, **Emp P § 99:69**
  Title VII federal employment cases, **Emp P § 99:4**
College plans, **Ben § 40:2.05**
Commonality and typicality
  general discussion, **Emp P § 99:11 to 99:19**
  across-the-board class claims, **Emp P § 99:13**
  centralized control of decision making, **Emp P § 99:19**
  checklist of factors affecting specific determinations, **Emp P § 99:14**
  grounds of discrimination alleged, **Emp P § 99:17**

CLASS ACTIONS—Cont'd
Commonality and typicality—Cont'd
interrelationship of requirements, **Emp P § 99:11**
numerosity requirement, relationship to, **Emp P § 99:12**
Railway LABOR Act, **Labor § 59:7**
representation, adequacy of, **Emp P § 99:20**
theory of discrimination alleged, **Emp P § 99:15**
type of discriminatory employment practice alleged, **Emp P § 99:16**
types of jobs in issue, **Emp P § 99:18**
Communication with class, certification procedures, **Emp P § 99:45**
Competence of counsel, **Emp P § 99:23**
Costs pertaining to notices, certification procedures, **Emp P § 99:46**
Defendant classes, **Emp P § 99:6**
Discovery, **Emp P § 99:47, 104:25, 104:26**
Dismissal of class representative's claim, effect of, **Emp P § 99:54**
Employee Retirement Income Security Act, **Ben § 2:64; Emp P § 99:89**
Equal Pay Act, **Emp P § 99:87, 99:88**
Ethical considerations, adequacy of representation, **Emp P § 99:26**
Evidence, **Emp P § 99:49, 107:2, 107:25 to 107:27**
Executive Order 11246, individual complaint proceedings, **Emp P § 88:53**
Exhaustion of remedies in Title VII federal employment actions, **Emp P § 99:62**
Experience of counsel, **Emp P § 99:24**
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
Financial ability, adequacy of representation, **Emp P § 99:31**
Future employees, numerosity, **Emp P § 99:10**
Hearings, certification proceedings, **Emp P § 99:48**
Identification of class, numerosity, **Emp P § 99:9**
Impracticability of joinder, numerosity, **Emp P § 99:8**
Intervention, certification proceedings, **Emp P § 99:44**
Jurisdiction
general discussion, **Emp P § 99:60 to 99:66**
administration processing requirements as prerequisites to Title VII private class actions, **Emp P § 99:61**
administrative charge, limitation of Title VII class action to scope of, **Emp P § 99:65**
exhaustion of remedies in Title VII federal employment actions, **Emp P § 99:62**
res judicata, **Emp P § 99:66**
standing of private organizations to bring class actions, **Emp P § 99:60**
time limitations on class membership, **Emp P § 99:63, 99:64**
tolling time limits in class actions, **Emp P § 99:64**
401(k) plans, **Ben § 40:2.10**
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:59**
Migrant farm workers' cases, **Emp P § 99:5**
Modification of certification order, **Emp P § 99:55, 99:56**
Motion for certification, **Emp P § 99:43**
Notice
alternative requirements, **Emp P § 99:36**
relief stage, **Emp P § 99:78**

CLASS ACTIONS—Cont'd
Notice—Cont'd
settlement, **Emp P § 99:68**
Numerosity
general discussion, **Emp P § 99:8 to 99:10**
commonality and typicality, relationship to, **Emp P § 99:12**
future employees and potential applicants, **Emp P § 99:10**
identification of class, **Emp P § 99:9**
impracticability of joinder, **Emp P § 99:8**
Objections of class member, effect on approval of settlement, **Emp P § 99:71 to 99:73**
Opting-out, **Emp P § 99:37, 99:73**
Personal characteristics of representative, **Emp P § 99:29**
Potential applicants, numerosity, **Emp P § 99:10**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:6, 59:7**
Remand to reconsider certification, **Emp P § 99:59**
Representation, adequacy of
general discussion, **Emp P § 99:20 to 99:31**
ability of counsel to conduct proposed litigation, **Emp P § 99:25**
antagonism of interests, **Emp P § 99:28**
checklist of factors affecting specific adequacy determinations, **Emp P § 99:21**
commonality and typicality requirements, relationship to, **Emp P § 99:20**
competence of counsel, **Emp P § 99:23**
continuing interest in outcome, **Emp P § 99:30**
ethical considerations, **Emp P § 99:26**
experience of counsel, **Emp P § 99:24**
financial ability, **Emp P § 99:31**
judicial responses to inadequate counsel, **Emp P § 99:27**
personal characteristics of representative, **Emp P § 99:29**
Res judicata
general discussion, **Emp P § 99:66**
alternative requirements, **Emp P § 99:38**
private class action settlements, **Emp P § 99:76**
Review. Appeal and review, above
Rule 23(b)(1) and (b)(3) requirements, **Emp P § 99:35**
Rule 23(b)(2) requirement that defendant's actions apply to entire class, **Emp P § 99:33**
Settlement
general discussion, **Emp P § 99:67 to 99:77**
appeal of settlement, **Emp P § 99:75**
approval by court, **Emp P § 99:67**
certification decisions, effect of settlement on, **Emp P § 99:69**
court must approve settlement, **Emp P § 99:67**
enforcement of compliance with settlement agreements and consent decrees, **Emp P § 99:77**
notice requirements, **Emp P § 99:68**
objections of class member, effect on approval, **Emp P § 99:71 to 99:73**
opting-out of proposed class settlement by objector, **Emp P § 99:73**
relief offered, effect on approval, **Emp P § 99:74**
res judicata effect of private class action settlements, **Emp P § 99:76**
standards for approval, **Emp P § 99:70**
Title VII actions, **Emp P § 69:13**
Splitting certification between alternatives, **Emp P § 99:39**

CLASS ACTIONS—Cont'd
Standing of private organizations to bring class actions, **Emp P § 99:60**
Time and date
certification decision, **Emp P § 99:52**
class membership, **Emp P § 99:63, 99:64**
Title VII, **Emp P § 84:35, 84:102, 99:4**
Tolling time limits in class actions, **Emp P § 99:64**
Typicality. Commonality and typicality, above

CLASSES OF PERSONS DISTINGUISHED
Unfair labor practices, excessive or discriminatory initiation fees, **Labor § 27:75**

CLASSIFICATION OR CLASSIFICATIONS
Collective Bargaining Agreements (this index)
Job Classifications (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, supervisor's job functions, **Labor § 19:61**
Workplace Safety (this index)

CLASSIFIED ADVERTISING
Personnel manual, recruitment advertising, **Pers M § 2:37 to 2:43**

CLASSROOM TRAINING
Personnel manual, managers, **Pers M § 16:70**

CLASS UNITS
Railway Labor Act (this index)

CLAYTON ANTITRUST ACT
Early federal labor-management relations laws, **Labor § 1:21**

CLEAN HANDS DOCTRINE
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:89**
Railway LABOR Act, injunctions in judicial actions, **Labor § 59:68**

CLEANING UP
Overtime pay, **Comp § 20:254**

CLEAN WORKSITE
Workplace Safety (this index)

CLEARANCE OR CLEARANCES
Personnel manual, vacation time clearance and approval form, **Pers M § 14:92**
Unfair labor practices, use in operation of hiring hall, **Labor § 30:50**
Unions, challenged election ballots, **Labor § 23:91 to 23:93**
Workplace Safety (this index)

CLEAR INTENT OF VOTER
Unions, election ballots, **Labor § 23:38**

CLEATS ON FIXED LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:34**

CLERICALS
Unfair labor practices, use of employer's clerical services, **Labor § 28:46**

CLERICALS—Cont'd
Unions and Union Practices (this index)

CLERICAL WORK AND WORKERS
Child labor, **Comp § 24:57**
Compensation, discrimination, **Emp P § 44:52**
Fishing or aquatic products employees, **Comp § 7:14**
White collar employees, **Comp § 3:74**

CLERKS
National LABOR Relations Act, supervisor coverage, **Labor § 5:46**
Personnel Manual (this index)

CLIENT ASSIGNMENTS
Personnel manual, basis for selection for layoff, **Pers M § 21:41**

CLOCK PATTERN PREMIUMS
Overtime pay, **Comp § 20:56**

CLOCK REPAIRS
Retail or service establishment employees, **Comp § 12:214**

CLOCKS
Personnel manual, time clocks, **Pers M § 5:108**

CLOSED-END INVESTMENT COMPANIES
Retirement plans, investments by in-house plans, **Ben § 39:24**

CLOSED SHOPS
Unfair Labor Practices (this index)

CLOSELY HELD CORPORATIONS
Death benefits, payment of more than $5,000 to surviving spouse of employee-stockholder, **Ben § 7:123**
National LABOR Relations Act, employee coverage, **Labor § 5:29**

CLOSING OUT PLAN
Retirement and Retirement Plans (this index)

CLOSINGS
Case. **National Labor Relations Board** (this index)
Conference, workplace safety inspections, **Work S § 6:49**
Nature of federal labor-management relations laws, **Labor § 1:18**
Plant Closings (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

CLOTHES AND CLOTHING
Apparel Industry (this index)
Overtime pay, exclusion of time for changing clothes, **Comp § 20:209, 20:255**
Workplace Safety (this index)

CLUB MEMBERSHIPS
Personnel manual, types of benefits, **Pers M § 12:153**

CLUBS
Retail or service establishment employees, **Comp § 12:46**

COACHES
Compensation, discrimination, **Emp P § 44:53**

COAL
Child labor, **Comp § 24:63**
Dealers or coalyards, retail or service establishment employees, **Comp § 12:75**
Public contracts, **Comp § 15:22**

COATING AND DRIPPING OPERATIONS
Workplaceplace safety, OSHA safety and health standards for hazardous materials, **Work S § 3:72**

COCAINE
Personnel manual, drug screening, **Pers M § 20:43**

CODES
Personnel Manual (this index)
Unfair labor practices, ethics codes as subject of bargaining, **Labor § 34:26**

COERCION
Discrimination, **Emp P § 11:1 et seq.**
Federal Employment (this index)
Nature of federal labor-management relations laws, third parties, **Labor § 1:19**
Settlements, releases and waivers of claims, **Emp P § 69:24**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

COFFEE BREAKS
Personnel manual, work rules, **Pers M § 5:100**

COFIDUCIARIES
Retirement and Retirement Plans (this index)

COINSURANCE
Personnel manual, health insurance plans, **Pers M § 12:36, 12:48**

COKE OVEN EMISSIONS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:307**

COLA CLAUSES
Personnel manual, Consumer Price Index use in compensation planning and design, **Pers M § 8:45 et seq.**

COLLATERAL
Retirement plans, loans, **Ben § 41:6**

COLLATERAL ATTACK
Consent decrees, **Emp P § 69:46**

COLLATERAL ESTOPPEL
Res Judicata and Collateral Estoppel (this index)

COLLATERAL ORDERS
Appeal and review, **Emp P § 110:23**

COLLECTIBLES
Individual retirement accounts, investments, **Ben § 23:113**
Retirement plans, **Ben § 27:25**

COLLECTION
Personnel Manual (this index)
Unfair Labor Practices (this index)

COLLECTION AGENCIES
Retail or service establishment employees, **Comp § 12:81**

COLLECTION OF PREMIUMS
Group insurance, employer as agent, **Ben § 1:16**

COLLECTIVE BARGAINING
Agreements. **Collective Bargaining Agreements** (this index)
Effects bargaining
  National LABOR Relations Board, backpay orders for failure to engage in, **Labor § 43:61**
  unfair labor practices, duty to bargain, **Labor § 36:50 to 36:52**
Federal Employment (this index)
Impasse. **Bargaining Impasse** (this index)
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:6**
Personnel Manual (this index)
Railway Labor Act (this index)
Scratch, bargaining from
  unfair labor practices, threats, **Labor § 26:47**
  union victory, consequences on employer's business, **Labor § 16:60**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

COLLECTIVE BARGAINING AGREEMENTS
General discussion, **Labor § 47:1 to 47:124**
See also specific states
AAA. American Arbitration Association, below
Absences from work
  leaves of absence, below
  paid time off, fringe benefits, **Labor § 47:64 to 47:71**
  seniority, **Labor § 47:93**
Access
  agreements, **Labor § 47:6**
  union access to employer's premises, **Labor § 47:29**
Accidental death insurance, fringe benefits, **Labor § 47:60, 47:61**
Across-the-board wage changes, basic wage provisions, **Labor § 47:41**
Activities triggering strike notice requirement, health care industry bargaining dispute resolution, **Labor § 48:11**
Administration of agreement
  LABOR Management Relations Act, breach of duty of fair representation suit against union, **Labor § 54:19**
  provisions in agreement, **Labor § 47:115 to 47:124**
  Unfair Labor Practices (this index)
Admissions, arbitration hearing, **Labor § 49:99**
Alcohol
  policies, arbitrability of issues, **Labor § 49:58**
  testing, provisions in agreement, **Labor § 47:79 to 47:85**
Aliens, unauthorized, **Emp P § 42:23**
Allowances, monetary, **Labor § 47:46**
Alternative in concluding arbitration, settlement as, **Labor § 49:79**
Amendment
  changes, below
  modification of agreement, below

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
American Arbitration Association
appointment of arbitrator from, **Labor § 49:69**
rules, **Labor § 49:76, 49:106, 49:109 to 49:111**
services and procedures, **Labor § 49:102 to 49:111**
Amount of severance pay, **Labor § 47:52**
Application or applicability
arbitration clause, **Labor § 49:15 to 49:24**
no-strike clause, sympathy strikes and refusals to cross picket lines, **Labor § 47:112**
Appointment of arbitrator from American Arbitration Association or Federal Mediation and Conciliation Service panel, **Labor § 49:69**
Arbitration
administration of agreement provisions on dispute resolution, **Labor § 47:122, 47:124**
agreements, **Emp P § 95:71.60**
contract disputes, generally, **Labor § 49:1 to 49:218**
grievances, below
health care industry bargaining dispute resolution, substitution of private arbitration procedures, **Labor § 48:22**
interest arbitration, below
National Labor Relations Act (this index)
Attendance rules, hours of work, **Labor § 47:38**
Authenticity, drug and alcohol testing, **Labor § 47:83**
Authority or power
arbitrator, contract disputes, **Labor § 49:6, 49:10, 49:74**
contracting parties, formation and validity, **Labor § 47:9**
Automatic renewal clause
general discussion, **Labor § 48:4**
unions, time for filing representation petition, **Labor § 18:185, 18:187**
Availability of federal mediation services in contract negotiations, **Labor § 47:7**
Awards, arbitration, **Labor § 49:72, 49:106, 49:109**
Backpay, arbitrability of issues, **Labor § 49:44**
Bankruptcy of employer, arbitration clause applicability, **Labor § 49:18**
Bargaining history, relevance to interpretation, **Labor § 47:17**
Bargaining unit, unit description clause, **Labor § 47:26**
Basic wage provisions, **Labor § 47:39 to 47:43**
Benefits
arbitrability of issues, **Labor § 49:46 to 49:51**
fringe benefits, provisions in agreement, **Labor § 47:53 to 47:74**
Bereavement pay, paid time off, **Labor § 47:69**
Best evidence rule, arbitration hearing, **Labor § 49:101**
Board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:15 to 48:20**
Bonuses, arbitrability of issues, **Labor § 49:43**
Bound to submit to arbitration, applicability of arbitration clause, **Labor § 49:16**
Breach of agreement
Labor Management Relations Act (this index)
National LABOR Relations Board, impact on NLRB's right to consider dispute, **Labor § 11:51**
nature of federal labor-management relations laws, **Labor § 1:10**
No-Strike Clause or Agreement (this index)
Unfair Labor Practices (this index)
Bumping, layoffs, **Labor § 47:103**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Business
discontinuance of business, arbitrability of issues, **Labor § 49:26**
entries in regular course of business, evidence in arbitration hearing, **Labor § 49:100**
Calculations, overtime pay, **Labor § 47:44**
Changes
operational changes, arbitrability of issues relating to, **Labor § 49:25 to 49:33**
personnel changes, arbitrability of issues relating to, **Labor § 49:25 to 49:33**
structural change in employer, seniority, **Labor § 47:91**
wages, **Labor § 47:41, 47:42**
Charges for arbitration services, **Labor § 49:107, 49:108**
Checklist, arbitration preparation, **Labor § 49:88**
Classification or classifications
employees, arbitrability of issues, **Labor § 49:37**
job classifications, below
Commercial arbitration and grievance arbitration contrasted, **Labor § 49:71**
Committees, safety committees, **Labor § 47:78**
Compensation
arbitrability of issues, **Labor § 49:40 to 49:45**
wages, below
Concerted refusal to work, health care industry bargaining dispute resolution, **Labor § 48:10**
Conditions
severance pay, **Labor § 47:51**
terms and conditions of employment, arbitrability of issues, **Labor § 49:52 to 49:58**
Conduct or conducting
arbitration hearing, **Labor § 49:89 to 49:92**
National LABOR Relations Act, conducting arbitration cases under, **Labor § 49:70 to 49:111**
Confidentiality, employee assistance programs, **Labor § 47:87**
Confrontation of secret informants, arbitration hearing, **Labor § 49:97**
Construction and interpretation
general discussion, **Labor § 47:16 to 47:33**
equipment of employees provisions, **Labor § 47:114**
health insurance provisions, **Labor § 47:55**
legal services benefits provisions, **Labor § 47:63**
life and accidental death insurance provisions, **Labor § 47:61**
tools of employees provisions, **Labor § 47:114**
transfers of employee provisions, **Labor § 47:100**
uniforms of employees provisions, **Labor § 47:114**
work stoppage and lockout provisions, **Labor § 47:111**
Contemporaneous oral agreements, validity, **Labor § 47:12**
Contracting out work, arbitrability of issues, **Labor § 49:27**
Cooperation, statement, **Labor § 47:23**
Costs of arbitration, **Labor § 49:80**
Court's role in arbitration of contract disputes, **Labor § 49:5 to 49:14**
Coverage of agreements
arbitration resolving issues as to coverage, **Labor § 49:13**
unions, contract bar, **Labor § 18:158, 18:159**
Cross-examination of witnesses, arbitration hearing, **Labor § 49:94**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Custom and usage in industry, relevance to interpretation, **Labor § 47:18**
Damages
arbitrator's resolution of damage claims, **Labor § 49:11**
violation of no-strike clause, arbitrability of issues, **Labor § 49:60**
Date. Time or date, below
Death
accidental death insurance, fringe benefits, **Labor § 47:60, 47:61**
bereavement pay, paid time off, **Labor § 47:69**
Deferral by Federal Mediation and Conciliation Service to private procedures, health care industry bargaining dispute resolution, **Labor § 48:21, 48:22**
Defining scope of arbitration clause in negotiations, **Labor § 49:73 to 49:76**
Definition of work day and work week, hours of work, **Labor § 47:36**
Delay in delivery of notice, health care industry bargaining dispute resolution, **Labor § 48:13**
Delivery of notice, health care industry bargaining dispute resolution, **Labor § 48:13**
Demand for arbitration made after expiration of agreement, arbitration clause applicability, **Labor § 49:23**
Demotions, arbitrability of issues, **Labor § 49:54**
Description, unit description clause, **Labor § 47:26**
Determinations
interest arbitration to determine terms of new or amended agreement, **Labor § 49:14**
past practices determination, arbitration preparation, **Labor § 49:85**
whether to proceed to arbitration, **Labor § 49:77 to 49:80**
Different agreements, relationships among, **Labor § 47:21**
Disabilities discrimination, effect on reasonable accommodation, **Emp P § 9:68**
Discharge of employees
arbitrability of issues, **Labor § 49:29, 49:30, 49:64**
provisions in agreement, **Labor § 47:106 to 47:109**
strikers, arbitrability of issues, **Labor § 49:64**
Discipline
arbitration, **Labor § 49:55, 49:91**
provisions in agreement, **Labor § 47:106 to 47:109**
Discontinuance of business, arbitrability of issues, **Labor § 49:26**
Discounts for employees, arbitrability of issues, **Labor § 49:48**
Displacement of jobs, layoffs, **Labor § 47:103**
Disputes and resolution of disputes
administration of agreement provisions, **Labor § 47:121 to 47:124**
arbitration, above
bargaining disputes
health care industry, **Labor § 48:8 to 48:22**
rail and airline industries, **Labor § 48:23 to 48:35**
health care industry bargaining disputes, **Labor § 48:8 to 48:22**
major bargaining disputes in rail and airline industries, **Labor § 48:23 to 48:35**
mediation, below
negotiability disputes in federal employment, **Labor § 48:36 to 48:53**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Disqualification of arbitrators, **Labor § 49:67**
Distribution of overtime work, hours of work, **Labor § 47:37**
Drugs
policies, arbitrability of issues, **Labor § 49:58**
testing, provisions in agreement, **Labor § 47:79 to 47:85**
Duration of contract, arbitration resolving issues as to, **Labor § 49:12**
Duties
expired contract, **Labor § 48:6**
waiver of bargaining duty during contract term, administration of agreement provisions, **Labor § 47:118**
Educational leave of absence, **Labor § 47:73**
Effective date of agreement, arbitration clause applicability to grievances arising before, **Labor § 49:22**
Eligibility
guarantees of employment, **Labor § 47:49**
pensions, **Labor § 47:59**
severance pay, **Labor § 47:51**
Employee assistance programs, provisions in agreement, **Labor § 47:86 to 47:88**
Encouraging arbitration of contract disputes, policy, **Labor § 49:2**
Entries in regular course of business, evidence in arbitration hearing, **Labor § 49:100**
Equipment of employees, provisions in agreement, **Labor § 47:113, 47:114**
Establishment
board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:15**
hiring hall and other referral systems, **Labor § 47:28**
pension plan, **Labor § 47:58**
severance pay amount, **Labor § 47:52**
Evaluation
case, arbitration preparation, **Labor § 49:81**
job evaluation, basic wage provisions, **Labor § 47:40**
Evidence
arbitration hearing, **Labor § 49:93 to 49:101**
presumption of arbitrability of contract disputes, **Labor § 49:4**
witnesses, below
Examination of witnesses, arbitration hearing, **Labor § 49:94**
Execution of agreement
National LABOR Relations Board, remedial orders for unfair labor practices, **Labor § 43:118, 43:134**
Unfair Labor Practices (this index)
unions, time for filing representation petition, **Labor § 18:188, 18:189**
Existence of agreement
general discussion, **Labor § 47:8, 47:14**
arbitration resolving issues as to, **Labor § 49:12**
Expedited arbitration, **Labor § 49:78, 49:111**
Expiration of agreement
arbitration clause applicability, **Labor § 49:23**
duties under expired contract, **Labor § 48:6**
LABOR Management Relations Act, changed circumstances' effect on judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:231**
Unfair Labor Practices (this index)
unions, contract bar, **Labor § 18:172**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Factfinding, health care industry bargaining dispute resolution, **Labor § 48:21**
Fair Labor Standards Act and similar state laws, effect of, **Comp § 1:13**
Federal Employment (this index)
Federal Mediation and Conciliation Service
arbitration of contract disputes, **Labor § 49:69, 49:102 to 49:111**
availability in contract negotiations, **Labor § 47:7**
health care industry bargaining dispute resolution, **Labor § 48:15 to 48:22**
Fees for arbitration services, **Labor § 49:107, 49:108**
Filling of job vacancies, arbitrability of issues, **Labor § 49:53**
Finality of arbitration awards, **Labor § 49:72**
FMCS. Federal Mediation and Conciliation Service, above
Formation, **Labor § 47:8 to 47:15**
Fringe benefits, provisions in agreement, **Labor § 47:53 to 47:74**
General safety matters, workplace safety, **Labor § 47:77**
Grievances
administration of agreement provisions on dispute resolution, **Labor § 47:121 to 47:123**
arbitration
administration of agreement provisions on dispute resolution, **Labor § 47:122**
applicability of arbitration clause, **Labor § 49:22, 49:23**
commercial arbitration and grievance arbitration contrasted, **Labor § 49:71**
merits of grievance resolved by arbitrator, **Labor § 49:7**
Grounds for discipline and discharge, **Labor § 47:107**
Guarantees of employment, **Labor § 47:47 to 47:49**
Handle or handling
refusal to handle struck work, arbitrability of issues, **Labor § 49:63**
witnesses at arbitration hearing, **Labor § 49:95**
Health
benefits, arbitrability of issues, **Labor § 49:47**
insurance, fringe benefits, **Labor § 47:54 to 47:56**
resolution of bargaining disputes in health care industry, **Labor § 48:8 to 48:22**
workplace health, provisions in agreement, **Labor § 47:76 to 47:78**
Hearings, arbitration, **Labor § 49:89 to 49:101**
Hearsay, arbitration hearing, **Labor § 49:98**
Hiring hall, provisions establishing, **Labor § 47:28**
History of bargaining, relevance to interpretation, **Labor § 47:17**
Holidays
arbitrability of issues, **Labor § 49:51**
paid time off, **Labor § 47:66**
Hot Cargo Clause or Agreement (this index)
Hours of work
overtime, below
provisions in agreement, **Labor § 47:34 to 47:52**
Identification of signatories, **Labor § 47:24**
Illegality, arbitration clause applicability, **Labor § 49:21**
Impairment, drug and alcohol testing, **Labor § 47:81**
Incentive pay, arbitrability of issues, **Labor § 49:42**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Individual matters
employer-employee relationships, effect of agreement on, **Labor § 47:3**
regulation of changes in individual wage rates, **Labor § 47:42**
seniority, individual employee transfers, **Labor § 47:92**
Industry
health care industry, resolution of bargaining disputes, **Labor § 48:8 to 48:22**
relevance to interpretation of industrial practice, usage and custom, **Labor § 47:18**
Informants, confrontation at arbitration hearing, **Labor § 49:97**
Initiation of arbitration, **Labor § 49:82, 49:105**
Insurance
accidental death insurance, **Labor § 47:60, 47:61**
arbitrability of issues, **Labor § 49:47**
health insurance, **Labor § 47:54 to 47:56**
life insurance, **Labor § 47:60, 47:61**
Interest arbitration
administration of agreement provisions on dispute resolution, **Labor § 47:124**
determine terms of new or amended agreement, **Labor § 49:14**
Interpretation. Construction and interpretation, above
Intervention, arbitration hearing, **Labor § 49:96**
Investigation of strike issues, health care industry bargaining dispute resolution, **Labor § 48:15 to 48:20**
Involvement of National LABOR Relations Board, arbitration clause applicability, **Labor § 49:19**
Issues
arbitration of contract disputes, **Labor § 49:9, 49:12, 49:13, 49:15 to 47:64, 49:73**
investigation of strike issues, health care industry bargaining dispute resolution, **Labor § 48:15 to 48:20**
unresolved issues, effect on existence of contract, **Labor § 47:14**
Job classifications
arbitrability of issues, **Labor § 49:37**
basic wage provisions, **Labor § 47:40**
Job displacement, layoffs, **Labor § 47:103**
Job evaluation, basic wage provisions, **Labor § 47:40**
Jury duty pay, paid time off, **Labor § 47:70**
Just cause discharge of employees, arbitrability of issues, **Labor § 49:30**
Labor Management Relations Act (this index)
Lack of majority status, validity of contract with union, **Labor § 47:10**
Last chance agreements, modification and termination of contract, **Labor § 48:7**
Layoffs
arbitrability of issues, **Labor § 49:31**
provisions in agreement, **Labor § 47:101 to 47:105**
Leaves of absence
fringe benefits, generally, **Labor § 47:72 to 47:74**
paid time off, **Labor § 47:67, 47:68**
sick leave, below
Legal services, fringe benefits, **Labor § 47:62, 47:63**
Liberal construction, **Labor § 47:16**
Life insurance, fringe benefits, **Labor § 47:60, 47:61**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Limitations
Federal Mediation and Conciliation Service action, health care industry bargaining dispute resolution, **Labor § 48:16**
issues covered by arbitration clause, **Labor § 49:73**
overtime work, hours of work, **Labor § 47:37**
powers of arbitrator, **Labor § 49:74**
Lists
checklist, arbitration preparation, **Labor § 49:88**
seniority, **Labor § 47:94**
suggested members of board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:20**
Lockouts
expedited arbitration clause, **Labor § 49:78**
provisions in agreement, **Labor § 47:110 to 47:112**
temporary lockout, arbitrability of issues, **Labor § 49:28**
Major bargaining disputes in rail and airline industries, resolution, **Labor § 48:23 to 48:35**
Majority status lacking, validity of contract with union, **Labor § 47:10**
Management rights clauses, **Labor § 47:31**
Mandatory retirement, **Emp P § 52:3, 52:11**
Measurements, overtime pay, **Labor § 47:44**
Measures
aimed at minimizing layoffs, **Labor § 47:104**
seniority measures, **Labor § 47:90**
Mediation
Federal Mediation and Conciliation Service, above
grievance mediation, administration of agreement provisions on dispute resolution, **Labor § 47:123**
Members and membership
board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:19, 48:20**
union membership, arbitrability of issues, **Labor § 49:56**
Merger of employer, arbitration clause applicability, **Labor § 49:17**
Merits of grievance, arbitrator's resolution, **Labor § 49:7**
Methods of payment, basic wage provisions, **Labor § 47:43**
Midterm modifications of agreement, bargaining over, **Labor § 48:2**
Military matters
leave of absence, **Labor § 47:73**
pay for military duty, **Labor § 47:71**
Minimizing layoffs, measures aimed at, **Labor § 47:104**
Mitigating circumstances, modification and termination of contract, **Labor § 48:5**
Modification of agreement
administration of agreement provisions, **Labor § 47:117**
interest arbitration to determine terms of amended agreement, **Labor § 49:14**
National Labor Relations Act (this index)
notice, health care industry bargaining dispute resolution, **Labor § 48:9**
Railway LABOR Act, unfair labor practices, **Labor § 39:198 to 39:206**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Monetary allowances, **Labor § 47:46**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Most favored employer clauses, **Labor § 47:30**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature
agreements, **Labor § 47:2**
provisions in agreements. Nature of provisions, below
Nature of provisions
basic wage provisions, **Labor § 47:39**
discipline and discharge, **Labor § 47:106**
drug and alcohol testing, **Labor § 47:79**
employee assistance programs, **Labor § 47:86**
equipment of employees, **Labor § 47:113**
guarantees of employment, **Labor § 47:47**
health insurance, **Labor § 47:54**
hours of work, **Labor § 47:35**
layoff and recall, **Labor § 47:101**
leaves of absence, **Labor § 47:72**
legal services benefits, **Labor § 47:62**
life and accidental death insurance, **Labor § 47:60**
monetary allowances, **Labor § 47:46**
paid time off, **Labor § 47:64**
pensions, **Labor § 47:57**
promotions, **Labor § 47:95**
seniority, **Labor § 47:89**
severance pay, **Labor § 47:50**
tools of employees, **Labor § 47:113**
transfers of employees, **Labor § 47:99**
uniforms, **Labor § 47:113**
workplace safety and health, **Labor § 47:76**
work stoppages and lockouts, **Labor § 47:110**
Negligent hiring, supervision and retention of employees, **Emp P § 65:7**
Negotiations
availability of federal mediation services in contract negotiations, **Labor § 47:7**
defining scope of arbitration clause in negotiations, **Labor § 49:73 to 49:76**
Federal Employment (this index)
resolution of negotiability disputes in federal employment, **Labor § 48:36 to 48:53**
Unfair Labor Practices (this index)
New agreement, interest arbitration to determine terms of, **Labor § 49:14**
No-Strike Clause or Agreement (this index)
Notice
arbitration, **Labor § 49:96, 49:104**
health care industry bargaining dispute resolution, **Labor § 48:9 to 48:14**
Operation of automatic renewal clause, **Labor § 48:4**
Operations
arbitrability of issues relating to operational changes, **Labor § 49:25 to 49:33**
provisions in agreement, operating structures, **Labor § 47:22 to 47:33**
Oral agreements
LABOR Management Relations Act, preemption of state law by contract enforcement provision, **Labor § 53:131**
unions, contract bar, **Labor § 18:166**
validity, **Labor § 47:12, 47:13**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Other agreements and practices, relationship of agreement to, **Labor § 47:116**
Overtime
general discussion, **Labor § 47:37**
arbitrability of issues, **Labor § 49:39, 49:41**
pay, **Comp § 20:108, 20:109, 20:209, 20:209.50; Labor § 47:44, 49:41**
Paid time off, fringe benefits, **Labor § 47:64 to 47:71**
Participation of parties in selection of members of board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:19**
Parties
authority of contracting parties, formation and validity, **Labor § 47:9**
participation of parties in selection of members of board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:19**
relationships, provisions in agreement, **Labor § 47:22 to 47:33**
successor to party, effect of agreement on, **Labor § 47:4**
Past matters. Prior or past matters, below
Payment methods, basic wage provisions, **Labor § 47:43**
Penalties, drug and alcohol testing, **Labor § 47:84**
Pensions
arbitrability of issues, **Labor § 49:46**
fringe benefits, **Labor § 47:57 to 47:59**
Permissibility of drug and alcohol testing, **Labor § 47:80**
Personal leave, paid time off, **Labor § 47:68**
Personnel Manual (this index)
Picketing
health care industry bargaining dispute resolution, **Labor § 48:10**
refusal to cross picket lines
application of no-strike clause, **Labor § 47:112**
arbitrability of issues, **Labor § 49:62**
Plans, pensions, **Labor § 47:58**
Plant closing clause, **Labor § 47:33**
Plant relocation clause, **Labor § 47:33**
Policy or policies
alcohol and drug policies, arbitrability of issues, **Labor § 49:58**
encouraging arbitration of contract disputes, **Labor § 49:2**
Polygraph tests, **Emp P § 53:8**
Post-promotion procedures, **Labor § 47:98**
Power. Authority or power, above
Practices
industrial practice, relevance to interpretation, **Labor § 47:18**
other practices, relationship of agreement to, **Labor § 47:116**
past practices determination, arbitration preparation, **Labor § 49:85**
Unfair Labor Practices (this index)
Pre-hearing preparation for arbitration, **Labor § 49:81 to 49:88**
Prehire Agreements (this index)
Premises of employer, access of union to, **Labor § 47:29**
Premium pay provisions, **Labor § 47:45**
Preparation for arbitration, **Labor § 49:81 to 49:88**
Presence at arbitration hearing, **Labor § 49:89**
Presentation of case, arbitration hearing, **Labor § 49:90**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Presumption of arbitrability of contract disputes, **Labor § 49:4**
Prior or past matters
arbitration preparation, past practices determination, **Labor § 49:85**
bargaining history, relevance to interpretation, **Labor § 47:17**
validity of prior oral agreements, **Labor § 47:12**
Procedure or procedures
arbitration, **Labor § 49:75, 49:76, 49:102 to 49:111**
discharge of employees, **Labor § 47:109**
discipline, **Labor § 47:108**
dispute resolution, administration of agreement provisions, **Labor § 47:121 to 47:124**
layoffs, **Labor § 47:102**
promotions, **Labor § 47:97, 47:98**
questions of procedure resolved by arbitrator, **Labor § 49:8**
recall, **Labor § 47:105**
Promotions
arbitrability of issues, **Labor § 49:54**
provisions in agreement, **Labor § 47:95 to 47:98**
Proof. Evidence, above
Publication of award, arbitration services, **Labor § 49:109**
Purpose, statement of, **Labor § 47:23**
Qualifications of arbitrators, **Labor § 49:66**
Railway Labor Act (this index)
Rates of wages, regulation of changes, **Labor § 47:42**
Ratification
administration of agreement provisions, **Labor § 47:120**
LABOR Management Relations Act, breach of duty of fair representation suit against union, **Labor § 54:21**
Unfair Labor Practices (this index)
Recalls
arbitrability of issues, **Labor § 49:32**
provisions in agreement, **Labor § 47:101 to 47:105**
Recognition clause, **Labor § 47:26**
Referral systems, provisions establishing, **Labor § 47:28**
Refusal
concerted refusal to work, health care industry bargaining dispute resolution, **Labor § 48:10**
handling struck work, arbitrability of issues, **Labor § 49:63**
picketing, above
Regular course of business entries, evidence in arbitration hearing, **Labor § 49:100**
Regulation
changes in individual wage rates, **Labor § 47:42**
eligibility and other conditions for severance pay, **Labor § 47:51**
Relationships
individual employer-employee relationships, effect of agreement on, **Labor § 47:3**
party relationships, provisions in agreement, **Labor § 47:22 to 47:33**
union-employer relationships, drug and alcohol testing, **Labor § 47:85**
Relevance
interpretation, **Labor § 47:17 to 47:20**
National LABOR Relations Act status quo requirements, **Labor § 47:5**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Reliability, drug and alcohol testing, **Labor § 47:83**
Relocation
operations, arbitrability of issues, **Labor § 49:25**
plant relocation clause, **Labor § 47:33**
Remedies
arbitrator's power to grant, **Labor § 49:10**
damages, above
Reorganization of employer, arbitration clause applicability, **Labor § 49:18**
Reports of board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:17, 48:18**
Rescheduling of strike date, health care industry bargaining dispute resolution, **Labor § 48:14**
Research, arbitration preparation, **Labor § 49:86**
Resolution of disputes. Disputes and resolution of disputes, above
Responsibilities. Duties, above
Restrictions. Limitations, above
Retirement
arbitrability of issues, **Labor § 49:33**
health insurance for retirees, **Labor § 47:56**
Retirement plans. **Collectively Bargained Retirement Plans** (this index)
Reviewing particular matters, arbitration preparation, **Labor § 49:84, 49:87**
Rights
arbitration hearing, **Labor § 49:96, 49:97**
employees, drug and alcohol testing, **Labor § 47:82**
invoke arbitration, applicability of arbitration clause, **Labor § 49:15**
management rights clauses, **Labor § 47:31**
relationship to other contractual rights, employee assistance programs, **Labor § 47:88**
Ripeness of issue, arbitration clause applicability, **Labor § 49:20**
Role
American Arbitration Association, role in arbitration, **Labor § 49:103**
arbitrators, **Labor § 49:5 to 49:14, 49:68**
court, arbitration of contract disputes, **Labor § 49:5 to 49:14**
Federal Mediation and Conciliation Service, role in arbitration, **Labor § 49:102**
Rules
American Arbitration Association, **Labor § 49:76, 49:106, 49:109 to 49:111**
evidence, arbitration hearing, **Labor § 49:93 to 49:101**
Federal Mediation and Conciliation Service, arbitration, **Labor § 49:106, 49:109 to 49:111**
time and attendance rules, hours of work, **Labor § 47:38**
Safety. Workplace safety, below
Sales
employer sale, arbitration clause applicability, **Labor § 49:17**
operations sale, arbitrability of issues, **Labor § 49:25**
Scheduling work, arbitrability of issues, **Labor § 49:34 to 49:39**
Scope of arbitration clause, defining in negotiations, **Labor § 49:73 to 49:76**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd
Searches of employees, **Emp P § 56:5**
Secret informant confrontation, arbitration hearing, **Labor § 49:97**
Selection
arbitrator, **Labor § 49:65 to 47:69, 49:82**
criteria for promotions, **Labor § 47:96**
members of board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:19, 48:20**
Seniority
arbitration, **Labor § 49:52, 49:92**
provisions in agreement, **Labor § 47:89 to 47:94**
Seniority systems, **Emp P § 43:65**
Service Contract Act, **Comp § 19:23, 40:139**
Services
arbitration services, **Labor § 49:102 to 49:111**
Federal Mediation and Conciliation Service, above
legal services, fringe benefits, **Labor § 47:62, 47:63**
Settlement as alternative in concluding arbitration, **Labor § 49:79**
Settlements, releases and waivers of claims, **Emp P § 69:38**
Severability of provisions, **Labor § 47:15, 47:119**
Severance pay
general discussion, **Labor § 47:50 to 47:52**
arbitrability of issues, **Labor § 49:45**
Sick leave
arbitrability of issues, **Labor § 49:49**
paid time off, **Labor § 47:67**
Sick leave, withholding for payments, **Ben § 11:9**
Signatures
formation and validity, **Labor § 47:11**
identification of signatories, **Labor § 47:24**
Significance of decision to proceed to arbitration, **Labor § 49:77**
Silence of agreement
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:249**
unfair labor practices, unilateral changes by employer, **Labor § 36:16**
Slowdowns, arbitrability of issues, **Labor § 49:61**
State, local or interstate agency employees and volunteers, **Comp § 23:29, 23:30**
Statements of purpose and cooperation, **Labor § 47:23**
Status quo
major bargaining dispute resolution in rail and airline industries, **Labor § 48:34**
relevance of NLRA status quo requirements, **Labor § 47:5**
Stoppages. Work stoppages, below
Streamlined labor arbitration rules, arbitration services, **Labor § 49:110**
Strikes
discharge of strikers, arbitrability of issues, **Labor § 49:64**
expedited arbitration clause, **Labor § 49:78**
health care industry bargaining dispute resolution, **Labor § 48:10 to 48:22**
No-Strike Clause or Agreement (this index)
refusal to handle struck work, arbitrability of issues, **Labor § 49:63**
sympathy strikes, **Labor § 47:112**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd

Structural matters
- change in employer, seniority, **Labor § 47:91**
- operating structures, provisions in agreement, **Labor § 47:22 to 47:33**

Subcontracting provisions, **Labor § 47:32**
Submission, arbitration, **Labor § 49:83, 49:105**
Subsequent oral agreements, validity, **Labor § 47:13**
Substance abuse and testing, **Emp P § 30:5**
Substitution of private procedures, health care industry bargaining dispute resolution, **Labor § 48:21, 48:22**
Successors and successorship
- clauses, **Labor § 47:25**
- effect of agreement on successor to party, **Labor § 47:4**

Sunday work assignments, arbitrability of issues, **Labor § 49:35**
Supervisory personnel use, arbitrability of issues, **Labor § 49:36**
Sympathy strikes, application of no-strike clause, **Labor § 47:112**
Systems for referrals, provisions establishing, **Labor § 47:28**
Temporary shutdown or lockout, arbitrability of issues, **Labor § 49:28**
Termination of agreement
- administration of agreement provisions, **Labor § 47:117**
- health care industry bargaining dispute resolution, notice, **Labor § 48:9**
- **National Labor Relations Act** (this index)
- unfair labor practices, notice requirements, **Labor § 35:74, 35:78, 35:89, 35:95**

Term of agreement
- **Unfair Labor Practices** (this index)
- waiver of bargaining duty during, **Labor § 47:118**

Terms
- conditions and terms of employment, arbitrability of issues, **Labor § 49:52 to 49:58**
- new or amended agreement, interest arbitration to determine, **Labor § 49:14**

Testing for drugs and alcohol, provisions in agreement, **Labor § 47:79 to 47:85**
Time or date
- arbitration, **Labor § 49:9, 49:109**
- board of inquiry to investigate strike issues, health care industry bargaining dispute resolution, **Labor § 48:16, 48:20**
- duration of contract, arbitration resolving issues as to, **Labor § 49:12**
- effective date of agreement, arbitration clause applicability to grievances arising before, **Labor § 49:22**
- expedited arbitration, **Labor § 49:78, 49:111**
- guarantees of employment, **Labor § 47:48**
- hours of work, above
- overtime, above
- paid time off, fringe benefits, **Labor § 47:64 to 47:71**
- rescheduling of strike date, health care industry bargaining dispute resolution, **Labor § 48:14**

Tools of employees, provisions in agreement, **Labor § 47:113, 47:114**
Transfers
- employees. Transfers of employees, below
- employer, arbitration clause applicability, **Labor § 49:17**
- operations, arbitrability of issues, **Labor § 49:25**

COLLECTIVE BARGAINING AGREEMENTS —Cont'd

Transfers of employees
- provisions in agreement, **Labor § 47:99, 47:100**
- seniority, individual employee transfers, **Labor § 47:92**

Uncertified union, validity of contract, **Labor § 47:10**
Unfair Labor Practices (this index)
Uniforms, provisions in agreement, **Labor § 47:113, 47:114**
Unions and Union Practices (this index)
Unit description clause, **Labor § 47:26**
Unresolved issues, effect on existence of contract, **Labor § 47:14**
Use
- expedited arbitration clause, **Labor § 49:78**
- industrial usage, relevance to interpretation, **Labor § 47:18**
- supervisory personnel, arbitrability of issues, **Labor § 49:36**

Vacancy filling, arbitrability of issues, **Labor § 49:53**
Vacations
- arbitrability of issues, **Labor § 49:50**
- paid time off, **Labor § 47:65**

Validity, **Labor § 47:8 to 47:15**
Veterans and Other Uniformed Service Members (this index)
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:74**
Wages
- arbitrability of issues, generally, **Labor § 49:40**
- overtime pay, **Labor § 47:44, 49:41**
- paid time off, fringe benefits, **Labor § 47:64 to 47:71**
- provisions in agreement, **Labor § 47:34 to 47:52**
- severance pay, above

Waiver
- arbitration clause applicability, **Labor § 49:24**
- bargaining duty waived during contract term, administration of agreement provisions, **Labor § 47:118**

Witnesses
- arbitration hearing, **Labor § 49:94 to 49:97**
- paid time off for witness duty, **Labor § 47:70**

Work assignments, arbitrability of issues, **Labor § 49:34 to 49:39**
Work day, hours of work, **Labor § 47:36**
Work hours. Hours of work, above
Workplaceplace safety
- smoking in workplace, **Work S § 5:194**

Workplace safety
- arbitrability of issues, **Labor § 49:57**
- provisions in agreement, **Labor § 47:76 to 47:78**

Work scheduling, arbitrability of issues, **Labor § 49:34 to 49:39**
Work stoppages
- arbitrability of issues, **Labor § 49:61**
- provisions in agreement, **Labor § 47:110 to 47:112**

Workweek, hours of work, **Labor § 47:36**
Written contract, formation and validity, **Labor § 47:11**

COLLECTIVELY BARGAINED RETIREMENT PLANS

General discussion, **Ben § 23:188 et seq.**
Audit requirement, **Ben § 23:201**
Benefits and beneficiaries
- general discussion, **Ben § 23:202 to 23:206**
- amount of benefits, **Ben § 23:206**
- break in service rules, **Ben § 23:205**

COLLECTIVELY BARGAINED RETIREMENT PLANS—Cont'd
Benefits and beneficiaries—Cont'd
eligibility determinations, **Ben § 23:204**
exclusive benefit rule, **Ben § 23:202**
persons who may be beneficiaries, **Ben § 23:203**
Break in service rules, **Ben § 23:205**
Claims procedures, **Ben § 43:16**
Contributions to trust funds, **Ben § 23:195**
Defined, **Ben § 23:189**
Eligibility determinations, **Ben § 23:204**
Equal representation in fund administration, **Ben § 23:198**
Exclusive benefit rule, **Ben § 23:202**
Funded welfare benefit plans, exemptions from qualified asset account limitations, **Ben § 3:73**
Labor law requirements, **Ben § 23:194**
Multiemployer plans, **Ben § 23:190, 23:193**
Nondiscrimination testing, **Ben § 24:45**
Qualification rules, application of, **Ben § 23:191, 23:192**
Termination, **Ben § 29:94, 29:183**
Trust requirements
general discussion, **Ben § 23:194 to 23:201**
audit requirement, **Ben § 23:201**
contributions to trust funds, **Ben § 23:195**
equal representation in fund administration, **Ben § 23:198**
labor law requirements, **Ben § 23:194**
persons bound by agreement, **Ben § 23:197**
persons who may be trustee, **Ben § 23:199**
umpire, appointment to break administration deadlock, **Ben § 23:200**
written agreements, employer payments must be specified in, **Ben § 23:196**
Umpire, appointment to break administration deadlock, **Ben § 23:200**
Written agreements, employer payments must be specified in, **Ben § 23:196**

COLLECTIVE RIGHTS
Unfair labor practices, assertion by individual, **Labor § 25:20**

COLLEGES AND UNIVERSITIES
General discussion, **Emp P § 27:8**
Education and educational matters
college education, **Emp P § 27:8**
National Labor Relations Act (this index)
Personnel manual, external recruitment, **Pers M § 2:29, 2:64**
Students in Institutions of Higher Education (this index)
Unions, bargaining units, **Labor § 19:121 to 19:125**

COLORADO
Administrative sanctions and remedies, **Emp P § 82:28, 82:32, 82:33**
Administrative subpoena, enforcement of, **Emp P § 111:23**
Affirmative action plans, **Emp P § 68:92, 68:107**
Age discrimination, **Emp P § 8:14, 8:19**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:7**
AIDS policies and testing, use of testing and disclosure of test results, **Emp P § 29:6**
Ancestry discrimination, **Emp P § 7:14, 7:19**
Annual reports, job discrimination agencies, **Emp P § 83:86**

COLORADO—Cont'd
Antiretaliation measures, compensation, **Comp § 39:20**
Appeals, **Emp P § 111:25, 111:26**
Arbitration of contract disputes, **Labor § 49:175**
Assignments
general discussion, **Comp § 34:17, 34:18**
conditions, **Comp § 34:17**
consumer credit sales, leases or loans, receipt for, **Comp § 34:18**
deductions from compensation, **Comp § 32:27**
Attorney's fees, compensation, **Comp § 42:243, 42:518**
At-will employment, exceptions to, **Emp P § 62:7**
Bad checks or credit cards, compensation, **Comp § 32:29, 42:246**
Birth place, discrimination based on, **Emp P § 7:14, 7:19**
Blacklisting, **Emp P § 65:42, 65:47**
Board, charges for, **Comp § 32:27**
Bona fide occupational qualifications, **Emp P § 15:13, 15:17**
Breakage, charges for, **Comp § 32:29**
Certificates, child labor, **Comp § 26:23**
Child labor
general discussion, **Comp § 25:12, 25:13**
certificates and permits, **Comp § 26:23**
exemptions, **Comp § 25:12**
minimum wages, **Comp § 18:33**
prohibitions, **Comp § 25:13**
sanctions and remedies, **Comp § 28:29**
Citizenship discrimination, **Emp P § 7:14, 7:19**
Civil fines for retaliation, compensation, **Comp § 42:103**
Coerced discrimination, **Emp P § 11:3, 11:7**
Color discrimination, **Emp P § 3:16**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:20**
assignments, above
child labor, above
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:84**
exemptions, **Comp § 36:6**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:204**
notices, **Comp § 37:92**
overtime pay, below
payment of compensation, below
records, **Comp § 37:91**
rules, **Comp § 39:18 to 39:20**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:25**
Complicity in discrimination, **Emp P § 12:4, 12:7**
Conciliation, job discrimination proceedings, **Emp P § 89:29**
Conditions
assignment of compensation, **Comp § 34:17**
deductions from compensation, **Comp § 32:26**
terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Consumer credit sales, leases or loans, **Comp § 34:18, 34:151**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:95**

COLORADO—Cont'd
Conversion privileges for health and life insurance, **Ben § 8:152**
Coordination of medical benefits, **Ben § 5:255**
Costs at hearing on employee's objection, support withholding, **Comp § 42:518**
Court enforcement of state labor relations statutes, **Labor § 62:28 to 62:31**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:23 to 111:27**
administrative subpoena, enforcement of, **Emp P § 111:23**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:25, 111:26**
commission decisions, review and enforcement of, **Emp P § 111:25**
equal pay statute actions, **Emp P § 111:27**
fair employment practices statute, **Emp P § 111:23 et seq.**
garnishment cases, **Emp P § 116:1, 116:4**
private rights, enforcement of, **Emp P § 111:24**
veterans' reemployment cases, **Emp P § 114:1, 114:4**
Coverage of state statutes affecting labor relations, **Labor § 15:7**
Credits, minimum wages, **Comp § 18:35**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:14**
Criminal penalties
employment practices, **Emp P § 82:100, 82:114**
payment of compensation, **Comp § 42:245, 42:246, 42:248, 42:249**
underpayment of wages, **Comp § 42:102**
Deductions from compensation
assignments to creditors, **Comp § 32:27**
bad checks or credit cards, charges for, **Comp § 32:29**
board, charges for, **Comp § 32:27**
breakage, charges for, **Comp § 32:29**
compensation not yet fully earned, charges for, **Comp § 32:30**
conditions, **Comp § 32:26**
gratuities, claims for, **Comp § 32:28**
insurance, **Comp § 32:27**
medical exams or records, charges for, **Comp § 32:31**
medical expenses, charges for, **Comp § 32:27**
negligence, charges for, **Comp § 32:29**
policy infractions, charges for, **Comp § 32:29**
rent, charges for, **Comp § 32:27**
savings, **Comp § 32:27**
subsistence, charges for, **Comp § 32:27**
theft, charges for, **Comp § 32:29**
tips, claims for, **Comp § 32:28**
union dues, **Comp § 32:27**
workers' compensation, charges for, **Comp § 32:29**
Direct deposit of compensation, **Comp § 33:16**
Disabilities discrimination, **Emp P § 9:76, 9:82**
Disabled persons, minimum wages, **Comp § 18:34**
Disclosures, employment practices, **Emp P § 92:83, 92:87**
Disloyal conduct, forfeiture of compensation for, **Comp § 29:25**
Dispute, wages affected by, **Comp § 29:24**
Dress codes, **Emp P § 31:16**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:219**
Employment agency practices, **Emp P § 67:16, 67:20**

COLORADO—Cont'd
Employment practices
general discussion, **Emp P § 2:1, 2:6**
administrative sanctions and remedies, **Emp P § 82:28, 82:32, 82:33**
affirmative action plans, **Emp P § 68:92, 68:107**
age discrimination, **Emp P § 8:14, 8:19**
at-will employment, exceptions to, **Emp P § 62:7**
blacklisting, **Emp P § 65:42, 65:47**
bona fide occupational qualifications, **Emp P § 15:13, 15:17**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:7**
complicity in discrimination, **Emp P § 12:4, 12:7**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:114**
disabilities discrimination, **Emp P § 9:76, 9:82**
disclosures, **Emp P § 92:83, 92:87**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:219**
equal pay statute, administrative sanctions and remedies, **Emp P § 82:33**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:13**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:308**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:6**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:271**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:170**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:19**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:14**
notices, **Emp P § 92:83, 92:87**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:7**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:9**
persons protected, **Emp P § 21:18, 21:23**
private employers subject to discrimination laws, **Emp P § 20:28, 20:33**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:98**
race or color discrimination, **Emp P § 3:16**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:345**
records and reports, **Emp P § 92:45, 92:50**
reference check immunity, **Emp P § 65:14, 65:18**
religious or creed discrimination, **Emp P § 4:18, 4:23**
retaliation against opponents of discrimination, **Emp P § 10:47**
retention of employees. Selection and retention of employees, below

COLORADO—Cont'd
Employment practices—Cont'd
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:17**
sexual or affectional orientation discrimination, **Emp P § 6:8**
terms, conditions and privileges of employment, below
time off statutes, criminal sanctions, **Emp P § 82:100, 82:114**
Equal pay proceedings, **Emp P § 89:35**
Equal pay statute
actions, **Emp P § 111:27**
administrative sanctions and remedies, **Emp P § 82:33**
Evidence, job discrimination proceedings, **Emp P § 89:32**
Exemptions
child labor, **Comp § 25:12**
compensation, **Comp § 36:6**
payment of compensation, **Comp § 14:5**
Family leave, **Ben § 12:79**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:16, 33:17**
direct deposit, **Comp § 33:16**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, place for paying, **Comp § 33:17**
Fringe benefits, **Emp P § 44:138, 44:141**
Garnishment
general discussion, **Comp § 34:150 to 34:153, 42:463; Emp P § 116:1, 116:4**
adverse employment actions, **Emp P § 63:7, 63:13**
amount of earnings subject to garnishment, **Comp § 34:150**
consumer credit sales, leases or loans, **Comp § 34:151**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
pension or retirement benefits, ban as to, **Comp § 34:153**
writ of continuing garnishment, **Comp § 34:152**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:308**
Gratuities, claims for, **Comp § 32:28**
Harassment, **Emp P § 51:52**
Health, selection and retention of employees, **Emp P § 28:31, 28:33**
Hearings, job discrimination proceedings, **Emp P § 89:31**
Hiring practices, **Emp P § 39:45, 39:50**
Holidays, **Ben § 10:9**
Hospital employees, overtime pay, **Comp § 21:38**
Insurance, compensation, **Comp § 32:27**
Interagency cooperation, job discrimination agencies, **Emp P § 83:84**
Investigations, job discrimination proceedings, **Emp P § 89:27**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:82 to 83:86**
annual reports, **Emp P § 83:86**
basic organization, powers and duties, **Emp P § 83:82**
interagency cooperation, **Emp P § 83:84**
research and education projects, **Emp P § 83:85**
rule making, **Emp P § 83:83**

COLORADO—Cont'd
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:25 to 89:35**
basic fair employment practices statute procedures, **Emp P § 89:25**
commission decision, **Emp P § 89:33**
complaint processing, **Emp P § 89:25**
conciliation, **Emp P § 89:29**
equal pay proceedings, **Emp P § 89:35**
evidence, procurement of, **Emp P § 89:32**
hearings, **Emp P § 89:31**
investigations, **Emp P § 89:27**
mediation, **Emp P § 89:29**
probable cause determination, **Emp P § 89:28**
recalcitrant workers, complaints against, **Emp P § 89:26**
right to sue notices, **Emp P § 89:30**
secrecy of proceedings, **Emp P § 89:34**
Judicial remedies, **Emp P § 80:1, 80:6**
Jury duty, **Ben § 14:8**
Labor-management training committee practices, **Emp P § 67:67, 67:69**
Labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:271**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:170**
Life insurance, **Ben § 8:95; Emp P § 8:152**
Mandatory retirement, **Emp P § 52:35, 52:38**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:13**
Meal breaks, **Emp P § 45:32, 45:36**
Mediation, job discrimination proceedings, **Emp P § 89:29**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:95**
conversion privileges, **Ben § 8:152**
coordination of benefits, **Ben § 5:255**
mandated provisions, **Ben § 5:196**
Medical examinations or reports, charges for, **Comp § 32:31, 42:247**
Medical expenses, charges for, **Comp § 32:27**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:32 to 18:36, 39:18, 42:93, 42:101, 42:102**
civil fines for retaliation, **Comp § 42:103**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:35**
criminal penalties for underpayment, **Comp § 42:102**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons, **Comp § 18:34**
most employees, **Comp § 18:32**
unemancipated minors, **Comp § 18:33**
uniforms, **Comp § 18:36**
Monthly wages, **Comp § 29:23**
National origin discrimination, **Emp P § 7:14, 7:19**
Nature of state statutes affecting labor relations, **Labor § 2:10**
Negligence, charges for, **Comp § 32:29**
New-hire reporting, compensation, **Comp § 37:204**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:14**
Notice
compensation, **Comp § 37:92**

COLORADO—Cont'd
Notice—Cont'd
employment practices, **Emp P § 92:83, 92:87**
support withholding, **Comp § 42:500**
Nursing home employees, overtime pay, **Comp § 21:38**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:7**
Older workers' benefits, **Emp P § 44:224, 44:227**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:37 to 21:39, 42:93, 42:101, 42:102**
civil fines for retaliation, **Comp § 42:103**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties for underpayment, **Comp § 42:102**
hospital or nursing home employees, **Comp § 21:38**
maximum hours, **Comp § 21:37, 21:38**
most employees, **Comp § 21:37**
time worked, **Comp § 21:39**
Parental leave, **Ben § 12:79**
Payment of compensation
general discussion, **Comp § 29:23 to 29:25, 30:11, 30:12, 39:19, 42:240 to 42:249**
attorney's fees, prevailing party's right to, **Comp § 42:243**
bad checks, drafts or orders, criminal penalties for payment with, **Comp § 42:247**
criminal penalties, **Comp § 42:245, 42:246, 42:248, 42:249**
deductions from compensation, above
disloyal conduct, forfeiture of compensation for, **Comp § 29:25**
dispute, wages affected by, **Comp § 29:24**
employee's suit for wages and damages, **Comp § 42:242**
exemptions, **Comp § 14:5**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
industrial commission's suit for enforcement, **Comp § 42:241**
local district attorney's suit for enforcement, **Comp § 42:241**
medical examination or report charges, civil fine for, **Comp § 42:248**
monthly wages, **Comp § 29:23**
other employees, **Comp § 13:27**
retaliation, criminal penalties, **Comp § 42:250**
strikes, **Comp § 30:12**
termination of employment
general discussion, **Comp § 30:11**
receipt of vacation pay, **Comp § 31:8**
time limit for filing suit, **Comp § 42:244**
tip violations, criminal penalties, **Comp § 42:249**
vacation pay, **Comp § 31:2, 31:7, 31:8**
wage claim, failure to pay, **Comp § 42:245**
Pension or retirement benefits, ban as to garnishment, **Comp § 34:153**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:9**
Permits, child labor, **Comp § 26:23**
Persons protected, employment practices, **Emp P § 21:18, 21:23**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:33**

COLORADO—Cont'd
Policy infractions, charges for, **Comp § 32:29**
Pregnancy benefits, **Emp P § 44:178, 44:180**
Pregnancy discrimination, **Emp P § 5:12, 5:17**
Preselection practices, **Emp P § 39:45, 39:50**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:33**
Private rights, enforcement of, **Emp P § 111:24**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:28**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:98**
Race discrimination, **Emp P § 3:16**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:26**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:345**
Records and reports
compensation, **Comp § 37:91**
employment and consumer records, access to, **Emp P § 54:10**
employment practices, **Emp P § 92:45, 92:50**
Recruitment practices, **Emp P § 39:45, 39:50**
Reference check immunity, **Emp P § 65:14, 65:18**
Regulation of internal union affairs and reporting requirements, **Labor § 70:6 to 70:8**
Religious or creed discrimination, **Emp P § 4:18, 4:23**
Remedies, child labor, **Comp § 28:29**
Rent, charges for, **Comp § 32:27**
Research and education projects, job discrimination agencies, **Emp P § 83:85**
Rest breaks, **Emp P § 45:32, 45:36**
Retaliation, **Comp § 42:250; Emp P § 10:47**
Retention of employees. Selection and retention of employees, below
Right to sue notices, job discrimination proceedings, **Emp P § 89:30**
Rule making, job discrimination agencies, **Emp P § 83:83**
Sanctions, child labor, **Comp § 28:29**
Savings, deductions from compensation, **Comp § 32:27**
Secrecy of job discrimination proceedings, **Emp P § 89:34**
Selection and retention of employees
AIDS policies and testing, use of testing and disclosure of test results, **Emp P § 29:6**
criminal arrests and convictions, **Emp P § 33:12, 33:14**
health and physical fitness, **Emp P § 28:31, 28:33**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:50**
marital status, **Emp P § 32:10, 32:13**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:6**
veterans and other uniformed service members, **Emp P § 40:48**
Selection of representative, **Labor § 24:50**
Seniority systems, **Emp P § 43:78, 43:80**
Sex discrimination, **Emp P § 5:12, 5:17**
Sexual or affectional orientation discrimination, **Emp P § 6:8**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:6**

COLORADO—Cont'd
State statutes
arbitration of contract disputes, **Labor § 49:175**
court enforcement of state labor relations statutes, **Labor § 62:28 to 62:31**
coverage of state statutes affecting labor relations, **Labor § 15:7**
nature of state statutes affecting labor relations, **Labor § 2:10**
regulation of internal union affairs and reporting requirements, **Labor § 70:6 to 70:8**
selection of representative, **Labor § 24:50**
Strikes, payment of compensation, **Comp § 30:12**
Subsistence, charges for, **Comp § 32:27**
Support withholding
general discussion, **Comp § 34:426, 42:504 to 42:507, 42:517, 42:518**
attorney's fees and costs at hearing on employee's objection, **Comp § 42:518**
employer's liability, **Comp § 42:517**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment
payment of compensation, **Comp § 30:11, 33:17**
receipt of vacation pay, **Comp § 31:8**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:11**
employment and consumer records, access to, **Emp P § 54:10**
fringe benefits, **Emp P § 44:138, 44:141**
harassment, **Emp P § 51:52**
mandatory retirement, **Emp P § 52:35, 52:38**
older workers' benefits, **Emp P § 44:224, 44:227**
pregnancy benefits, **Emp P § 44:178, 44:180**
rest and meal breaks, **Emp P § 45:32, 45:36**
seniority systems, **Emp P § 43:78, 43:80**
training programs, **Emp P § 48:30, 48:34**
wage and salary discrimination, **Emp P § 44:79, 44:84**
Theft, charges for, **Comp § 32:29**
Time off statutes, criminal sanctions, **Emp P § 82:100, 82:114**
Tips, claims for, **Comp § 32:28**
Tip violations, criminal penalties, **Comp § 42:249**
Training programs, **Emp P § 48:30, 48:34**
Unemployment compensation, **Ben § 4:50**
Uniforms, minimum wages, **Comp § 18:36**
Union dues, deductions from compensation, **Comp § 32:27**
Union practices, **Emp P § 66:12, 66:16**
Vacations, **Ben § 9:7; Comp § 31:2, 31:7, 31:8**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:48**
Veterans' reemployment cases, **Emp P § 114:1, 114:4**
Voting time off, **Ben § 13:7**
Witness duty, **Ben § 14:8**
Workers' compensation, charges for, **Comp § 32:29**
Workplace Safety (this index)
Writ of continuing garnishment, **Comp § 34:152**

COLOR DISCRIMINATION
Race or Color Discrimination (this index)

COMBINATION
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:7**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, hearing on election objections and challenges with unfair labor practice proceedings, **Labor § 23:146**
Worker Adjustment and Retraining Notification Act, combining employment losses for two or more groups, **Labor § 39:238**

COMBUSTIBLE LIQUIDS
Workplace Safety (this index)

COMBUSTION ENGINES
Workplaceplace safety, California's plan for safety and health, **Work S § 4:159**

COMEDIANS
National LABOR Relations Act, independent contractor coverage, **Labor § 7:22**

COMMENCEMENT
Accrual (this index)
National LABOR Relations Board, backpay period, **Labor § 43:62**
Unfair Labor Practices (this index)

COMMENTS OR REMARKS
National LABOR Relations Act, spontaneous remarks of agents of employers, **Labor § 8:26**
Personnel manual, comments seen as false and defamatory, **Pers M § 15:85**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

COMMERCE
Employees engaged in. **Fair Labor Standards Act and Similar State Laws** (this index)
Interstate Commerce (this index)
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:139**
National Labor Relations Board (this index)
Production of goods for. **Fair Labor Standards Act and Similar State Laws** (this index)
Unfair labor practices, secondary boycotts, **Labor § 38:11**
Workplace Safety (this index)

COMMERCIAL ARBITRATION AND GRIEVANCE ARBITRATION CONTRASTED
Collective bargaining agreements, **Labor § 49:71**

COMMERCIAL DEBTS
Retirement plans, enforcement, **Ben § 21:27**

COMMINGLED SERVICE
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:121**

COMMINGLING OF ASSETS
Individual retirement accounts, **Ben § 23:74**

COMMISSARIES
Retail or service establishment employees, **Comp § 12:76**

COMMISSIONS [COMPENSATION]
Minimum wages, **Comp § 17:31, 17:71**
Overtime Pay (this index)
Personnel Manual (this index)
Retail or Service Establishments (this index)
Sales employees, white collar employees, **Comp § 3:137**
Unfair labor practices, wage data, **Labor § 35:31**

COMMISSIONS [ENTITIES]
Equal Employment Opportunity Commission (this index)
Occupational Safety and Health Review Commission (this index)
Personnel Manual (this index)
Workplace Safety (this index)

COMMITMENT OR COMMITMENTS
Personnel Manual (this index)
Unions, initial union campaign actions, **Labor § 16:88**

COMMITTEES
Collective bargaining agreements, safety committees, **Labor § 47:78**
LABOR Management Relations Act, hearing before grievance committee, **Labor § 54:16**
National Labor Relations Act (this index)
Personnel manual, job evaluation committee, **Pers M § 8:123**
Unfair labor practices, choice of union officers and members, **Labor § 28:17**
Workplace Safety (this index)

COMMONALITY
Class Actions (this index)

COMMON CARRIERS
Unfair labor practices, secondary boycotts, **Labor § 38:64**

COMMON CONTROL
National LABOR Relations Act, coverage of commonly controlled corporations, **Labor § 4:23**
Unfair labor practices, secondary boycotts, **Labor § 38:39 to 38:46**

COMMON LAW
Fair Labor Standards Act and similar state laws, effect of, **Comp § 1:11**
Harassment (this index)
Retirement and Retirement Plans (this index)
Social security, employee status, **Ben § 4:4**
Substance abuse and testing, **Emp P § 30:6**

COMMON OWNERSHIP
Fair Labor Standards Act and similar state laws, enterprise coverage, **Comp § 1:124**
Unfair labor practices, secondary boycotts, **Labor § 38:30 to 38:38**

COMMON REPRESENTATION
Railway LABOR Act, effect on arbitration of work assignment disputes, **Labor § 49:130**

COMMON SITUS PICKETING
Unfair labor practices, **Labor § 38:94 to 38:115**

COMMUNICATION OR COMMUNICATIONS
Federal Communications Act (this index)
Federal employment, ex parte communications with administering agencies prohibited, **Labor § 45:22 to 45:26**
National LABOR Relations Act, supervisor coverage in communications industry, **Labor § 5:69 to 5:73**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

COMMUNICATIONS SERVICES AND WORKERS
Child labor, **Comp § 24:46**
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:173, 1:174**
Public contracts, **Comp § 15:19, 15:60**

COMMUNISTS
Employment practices, **Emp P § 21:7**
Title VII, exemption from protection, **Emp P § 21:7**
Unions and Union Practices (this index)

COMMUNITY MATTERS
National Labor Relations Act (this index)
Personnel manual, community action program participation, **Pers M § 1:102**
Unions, initial union campaign actions, **Labor § 16:87**

COMMUNITY OF INTEREST STANDARD
Unions, newly-found units, **Labor § 19:12**

COMMUNITY PROPERTY
Individual retirement accounts, distributions, **Ben § 23:114**
Keogh plans, net earnings from self-employment as earned income, **Ben § 23:155**
Life insurance, estate tax consequences to employees, **Ben § 7:55**

COMMUTER ASSISTANCE
Personnel manual, types of benefits, **Pers M § 12:120 to 12:136**

COMMUTING-RELATED TRANSPORTATION AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:163 to 15:188**
Automobile Use as Employee Benefit (this index)
Cash reimbursements, **Ben § 15:168**
Checklist of employer-provided commuting and transportation assistance, **Ben § 15:164**
Employer-provided transportation, **Ben § 15:174**
Mass Transit Subsidies (this index)
Monthly exclusion limitations, determination of, **Ben § 15:167**
Nonexempt qualified employee, transportation provided because of unsafe conditions, **Ben § 15:172, 15:173**
Overtime, local transportation fare due to occasional, **Ben § 15:170**
Parking for Employees (this index)
Qualified transportation fringe benefits
  general discussion, **Ben § 15:165 to 15:169**
  cash reimbursements, **Ben § 15:168**

COMMUTING-RELATED TRANSPORTATION AS EMPLOYEE BENEFIT—Cont'd
Qualified transportation fringe benefits—Cont'd
employees covered by rules, **Ben § 15:166**
monthly exclusion limitations, determination of, **Ben § 15:167**
reduction of compensation in exchange for qualified transportation fringe benefit, **Ben § 15:169**
Reduction of compensation in exchange for qualified transportation fringe benefit, **Ben § 15:169**
Relationship of differing local transportation exclusion rules, **Ben § 15:176**
Residence and other work locations, expenses to travel between, **Ben § 15:17**
Unsafe conditions, transportation provided in, **Ben § 15:171 et seq.**
Unusual circumstances, transportation provided in, **Ben § 15:171 et seq.**
Vanpooling (this index)

COMPANY RULES
National LABOR Relations Board, orders eliminating, **Labor § 43:31**
No-Distribution Rules (this index)
No-Solicitation Rules (this index)
Unfair Labor Practices (this index)

COMPANY STORES
Personnel manual, types of benefits, **Pers M § 12:146 to 12:148**

COMPANY UNIONS
Unfair Labor Practices (this index)

COMPARABLE WORTH THEORY
Compensation, sex discrimination, **Emp P § 44:36**

COMPARISON OR COMPARISONS
Personnel Manual (this index)
Unions and Union Practices (this index)

COMPELLING NEED FOR ISSUANCE OF RULE OR REGULATION
Federal employment, scope of bargaining, **Labor § 39:300**

COMPEL OR COMPULSORY
Arbitration (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

COMPENSATION
See also specific states
Affirmative action plans, wages affected by, **Emp P § 44:30**
Age Discrimination (this index)
Airline cabin attendants, discrimination, **Emp P § 44:44**
At-will employment, **Emp P § 58:32**
Bank tellers, discrimination, **Emp P § 44:45**
Bank teller trainees, discrimination, **Emp P § 44:46**
Barbers, discrimination, **Emp P § 44:47**
Beauticians, discrimination, **Emp P § 44:47**
Bonds of Contractors (this index)
Bookbinders, discrimination, **Emp P § 44:48**
Bookkeepers, discrimination, **Emp P § 44:49**

COMPENSATION—Cont'd
Buyers, discrimination, **Emp P § 44:50**
Child Labor (this index)
Claims personnel, discrimination, **Emp P § 44:51**
Classification system, salaries established by, **Emp P § 44:39**
Clerical workers, discrimination, **Emp P § 44:52**
Coaches of school sports, discrimination, **Emp P § 44:53**
Collective Bargaining Agreements (this index)
Commissions [Compensation] (this index)
Comparable worth theory of sex discrimination, **Emp P § 44:36**
Controllers, discrimination, **Emp P § 44:49**
Cooks, discrimination, **Emp P § 44:69**
Custodial personnel, discrimination, **Emp P § 44:60**
Defenses, equal work standard, **Emp P § 44:13**
Disciplinary action, wage affected by, **Emp P § 44:28**
Discrimination
general discussion, **Emp P § 44:1 et seq.**
airline cabin attendants, **Emp P § 44:44**
bank tellers, **Emp P § 44:45**
bank teller trainees, **Emp P § 44:46**
barbers, **Emp P § 44:47**
beauticians, **Emp P § 44:47**
bookbinders, **Emp P § 44:48**
bookkeepers, **Emp P § 44:49**
buyers, **Emp P § 44:50**
claims personnel, **Emp P § 44:51**
classification system, salaries established by, **Emp P § 44:39**
clerical workers, **Emp P § 44:52**
coaches of school sports, **Emp P § 44:53**
comparable worth theory of sex discrimination, **Emp P § 44:36**
controllers, **Emp P § 44:49**
cooks, **Emp P § 44:69**
custodial personnel, **Emp P § 44:60**
dispatchers, **Emp P § 44:54**
drivers, **Emp P § 44:54**
editors, **Emp P § 44:78**
EEO representatives, **Emp P § 44:55**
Equal Pay Act, remedies for sex discrimination under, **Emp P § 44:43**
factory workers, **Emp P § 44:56**
federal laws prohibiting discrimination, **Emp P § 44:2**
federal laws prohibiting wage and salary discrimination, **Emp P § 44:2**
financial analysts, **Emp P § 44:57**
grocery store workers, **Emp P § 44:58**
inspectors, **Emp P § 44:59**
intentional pay discrimination prohibited by Title VII and Age Discrimination in Employment Act, **Emp P § 44:35**
janitors, **Emp P § 44:60**
library workers, **Emp P § 44:61**
machine operators, **Emp P § 44:62**
managers, **Ben § 44:64; Emp P § 44:63**
market rate justifications, **Emp P § 44:38**
nurses, **Emp P § 44:65**
nurses' aides, **Emp P § 44:66**
orderlies, **Emp P § 44:66**
performance, pay based on, **Emp P § 44:40**
pharmacists, **Emp P § 44:67**
radio and television performers, **Emp P § 44:68**
reduction of wages to comply with law, **Emp P § 44:42**

COMPENSATION—Cont'd
Discrimination—Cont'd
remedies, **Ben § 44:43; Emp P § 44:42**
restaurant cooks, **Emp P § 44:69**
salespersons, **Emp P § 44:70**
social workers, **Emp P § 44:71**
state law requirements, effect of, **Emp P § 44:4**
statistical claims of pay discrimination, **Emp P § 44:37**
stockroom workers, **Emp P § 44:72**
supervisors, **Ben § 44:64; Emp P § 44:63**
teachers, **Ben § 44:74; Emp P § 44:73**
telecommunications workers, **Emp P § 44:75**
Title VII, difference from Equal Pay Act, **Emp P § 44:3**
travel agents, **Emp P § 44:76**
warehouse workers, **Emp P § 44:77**
writers, **Emp P § 44:78**
Dispatchers, discrimination, **Emp P § 44:54**
Drivers, discrimination, **Emp P § 44:54**
Economic situation of employer, effect of, **Emp P § 44:22**
Editors, discrimination, **Emp P § 44:78**
EEO representatives, discrimination, **Emp P § 44:55**
Equal effort, defined, **Emp P § 44:10**
Equality of work, defined, **Emp P § 44:8**
Equal Pay Act (this index)
Equal responsibility, defined, **Emp P § 44:11**
Equal skill, defined, **Emp P § 44:9**
Equal work standard
general discussion, **Emp P § 44:5 et seq.**
affirmative action plans, wages affected by, **Emp P § 44:30**
defenses, **Emp P § 44:13**
disciplinary action, wage affected by, **Emp P § 44:28**
duties for higher paying job, **Emp P § 44:15**
economic situation of employer, effect of, **Emp P § 44:22**
equal effort, defined, **Emp P § 44:10**
equality of work, defined, **Emp P § 44:8**
equal responsibility, defined, **Emp P § 44:11**
equal skill, defined, **Emp P § 44:9**
establishment, requirement that employees work in same, **Emp P § 44:7**
freedom of religion, **Emp P § 44:34**
grandfathering, **Emp P § 44:21**
heads of households or other employee needs, increased pay for, **Emp P § 44:27**
incentive basis, wages paid on, **Emp P § 44:18**
intent to discriminate, lack of, **Emp P § 44:14**
longevity, pay as reward for, **Emp P § 44:31**
market rate, wages established by, **Emp P § 44:20**
merit system, wages paid under, **Emp P § 44:17**
military service status, increased pay based on, **Emp P § 44:26**
neutral evaluation and classification system, jobs paid under, **Emp P § 44:19**
potential of employee, increased pay for, **Emp P § 44:23**
previous pay of employee, salary based on, **Emp P § 44:21**
red circling pay for temporary assignments, **Emp P § 44:32**
reorganization of company, wages affected by, **Emp P § 44:29**
seniority system, wages set by, **Emp P § 44:16**
service, pay as reward for, **Emp P § 44:31**
shift differentials in pay, **Emp P § 44:33**

COMPENSATION—Cont'd
Equal work standard—Cont'd
similar working conditions, requirement of, **Emp P § 44:12**
single sex, increased cost of employing, **Emp P § 44:24**
temporary assignments, red circling pay for, **Emp P § 44:32**
Title VII, distinguished, **Emp P § 44:3**
trainees, increased pay for, **Emp P § 44:25**
veterans, increased pay for, **Emp P § 44:26**
wages, defined, **Emp P § 44:6**
Establishment, requirement that employees work in same, **Emp P § 44:7**
Executive Compensation (this index)
Factory workers, discrimination, **Emp P § 44:56**
Fair Labor Standards Act and Similar State Laws (this index)
Financial analysts, discrimination, **Emp P § 44:57**
Freedom of religion, equal work standard, **Emp P § 44:34**
Fringe Benefits (this index)
Golden Parachutes (this index)
Grandfathering, equal work standard, **Emp P § 44:21**
Grocery store workers, discrimination, **Emp P § 44:58**
Heads of households or other employee needs, increased pay for, **Emp P § 44:27**
Incentive basis, wages paid on, **Emp P § 44:18**
Incentive Compensation and Pay (this index)
Inspectors, discrimination, **Emp P § 44:59**
Intent to discriminate, lack of, **Emp P § 44:14**
International Employment (this index)
Janitors, discrimination, **Emp P § 44:60**
Job Training Partnership Act, **Emp P § 42:57**
Library workers, discrimination, **Emp P § 44:61**
Longevity, pay as reward for, **Emp P § 44:31**
Machine operators, discrimination, **Emp P § 44:62**
Managers, discrimination, **Ben § 44:64; Emp P § 44:63**
Market rate, wages established by, **Emp P § 44:20**
Market rate justifications, discrimination, **Emp P § 44:38**
Merit system, wages paid under, **Emp P § 44:17**
Military service status, increased pay based on, **Emp P § 44:26**
Minimum Wages (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Neutral evaluation and classification system, jobs paid under, **Emp P § 44:19**
Nonqualified Deferred Compensation (this index)
Notice (this index)
Nurses, discrimination, **Emp P § 44:65**
Nurses' aides, discrimination, **Emp P § 44:66**
Orderlies, discrimination, **Emp P § 44:66**
Overtime Pay (this index)
Payment or Payments (this index)
Personnel Manual (this index)
Pharmacists, discrimination, **Emp P § 44:67**
Potential of employee, increased pay for, **Emp P § 44:23**
Previous pay of employee, salary based on, **Emp P § 44:21**
Public Contracts (this index)
Public Employers and Employees (this index)
Radio and television performers, discrimination, **Emp P § 44:68**
Railway Labor Act (this index)
Records and Reports (this index)
Red circling pay for temporary assignments, **Emp P § 44:32**

COMPENSATION—Cont'd
Reorganization of company, wages affected by, **Emp P § 44:29**
Restaurant cooks, discrimination, **Emp P § 44:69**
Retirement and Retirement Plans (this index)
Salespersons, discrimination, **Emp P § 44:70**
Seniority system, wages set by, **Emp P § 44:16**
Service, pay as reward for, **Emp P § 44:31**
Sex discrimination. Discrimination, above
Shift differentials in pay, equal work standard, **Emp P § 44:33**
Similar working conditions, requirement of, **Emp P § 44:12**
Single sex, increased cost of employing, **Emp P § 44:24**
Social workers, discrimination, **Emp P § 44:71**
Statistical claims of pay discrimination, discrimination, **Emp P § 44:37**
Stock Options (this index)
Stockroom workers, discrimination, **Emp P § 44:72**
Supervisors, discrimination, **Ben § 44:64; Emp P § 44:63**
Teachers, discrimination, **Ben § 44:74; Emp P § 44:73**
Telecommunications workers, discrimination, **Emp P § 44:75**
Temporary assignments, red circling pay for, **Emp P § 44:32**
Title VII, difference from Equal Pay Act, **Emp P § 44:3**
Trainees, increased pay for, **Emp P § 44:25**
Travel agents, discrimination, **Emp P § 44:76**
Unemployment Compensation (this index)
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act (this index)
Veterans and Other Uniformed Service Members (this index)
Wages (this index)
Warehouse workers, discrimination, **Emp P § 44:77**
Workers' Compensation (this index)
Writers, discrimination, **Emp P § 44:78**

COMPENSATNLAINTS
Bonds of contractors, **Comp § 43:87**
Contract Work Hours and Safety Standards Act, substantial interest proceedings, **Comp § 40:162**
Service Contract Act, **Comp § 40:142**
Walsh-Healey Act, **Comp § 40:24**

COMPENSATNUTER SYSTEMS ANALYSTS AND PROGRAMMERS
White collar employees, **Comp § 3:75**

COMPENSATORY DAMAGES
Labor Management Relations Act (this index)

COMPENSATORY TIME
Personnel manual, overtime policies, **Pers M § 5:128**

COMPETITIVENESS
Personnel manual, compensation criteria, **Pers M § 8:12**

COMPETITORS
Unfair Labor Practices (this index)

COMPILING OR COMPILATION
Personnel manual, data or information, **Pers M § 1:4, 1:128 to 1:132**
Unfair labor practices, blacklists, **Labor § 38:143**
Workplaceplace safety, annual summary of injuries and illnesses, **Work S § 5:6**

COMPLAINTS
General discussion, **Emp P § 101:34**
Age Discrimination in Employment Act (this index)
Agricultural employees, **Emp P § 90:118, 90:122**
Allegations in Complaints (this index)
Americans with Disabilities Act, **Emp P § 85:2 et seq.**
Apprentices (this index)
Baldwin principles, **Emp P § 101:7**
Checklist of complaint elements, **Emp P § 101:5**
Contract Work Hours and Safety Standards Act, substantial interest proceedings, **Comp § 40:163**
Equal Employment Opportunity Commission actions, **Emp P § 101:20**
Executive Order 11246 (this index)
Factual averments, **Emp P § 101:14, 101:15**
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, unfair labor practice procedures, **Labor § 45:41 to 45:43**
Individual Complaints (this index)
Job Training Partnership Act, **Emp P § 88:299**
Joint Complaint Processing (this index)
Jurisdiction over defendant, allegation of, **Emp P § 101:9**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:98 to 50:102**
Parties, names of, **Emp P § 101:8**
Peonage cases, **Emp P § 101:32**
Personnel Manual (this index)
Pre-Complaint Matters (this index)
Pro se complaints, **Emp P § 101:4**
Relief, demand for, **Emp P § 101:18**
Retaliation, **Emp P § 10:31**
Right-to-sue letter, annexation to complaint, **Emp P § 101:19**
Right-to-sue notice, filing as complaint, **Emp P § 101:6**
Scope of discrimination alleged, **Emp P § 101:16, 101:17**
Section 1983, allegation of facts, **Emp P § 101:24**
Section 1981 (this index)
Section 1985 (this index)
Service Contract Act, **Comp § 40:144**
Specificity of factual averments, **Emp P § 101:15**
State court proceedings, **Emp P § 115:50**
Stating claim, **Emp P § 101:13**
Subject matter jurisdiction, allegation of, **Emp P § 101:10**
Timeliness and satisfaction of administrative prerequisites, allegation of, **Emp P § 101:11, 101:12**
Title VII cases, **Emp P § 101:33**
Title VI (this index)
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act cases, **Emp P § 101:31**
Workplace Safety (this index)

COMPLETED BUILDING
Unfair labor practices, picketing at neutral employer's premises, **Labor § 38:91**

COMPLEX MIXTURES
Workplaceplace safety, hazard communication program, **Work S § 5:255**

COMPLIANCE OR NONCOMPLIANCE
Federal Employment (this index)
LABOR Management Relations Act
breach of duty of fair representation, **Labor § 53:213.50**
remand to arbitrator, **Labor § 53:291, 53:292**
LABOR-Management Reporting and Disclosure Act, trusteeships, **Labor § 67:5**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, timely filing requirements for election objections, **Labor § 23:129**
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

COMPLIANCE REVIEWS
Apprentices (this index)
Executive Order 11246 (this index)
Title VII, alternative dispute resolution, **Emp P § 84:148, 84:149**
Veterans and other uniformed service members, **Emp P § 88:164**

COMPLICATIONS
Personnel manual, granting union business leave of absence, **Pers M § 14:45**

COMPLICITY IN DISCRIMINATION
General discussion, **Emp P § 12:1 et seq.**

COMPONENTS
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions, positive employee relations program, **Labor § 16:4 to 16:13**
Workplace Safety (this index)

COMPOSITION
Federal employment, administering agencies, **Labor § 45:2**
Labor Management Relations Act (this index)
Railway Labor Act (this index)
Unions, disputes over composition of bargaining unit, **Labor § 18:83**

COMPRESSED AIR
Workplace Safety (this index)

COMPRESSED GASES
Workplace Safety (this index)

COMPRESSED WORKWEEK
Personnel manual, alternative work schedules, **Pers M § 13:63, 13:64**

COMPROMISE
Settlements, Releases and Waivers of Claims (this index)

COMPULSORY
Compel or Compulsory (this index)

COMPUTATIONS
Calculations or Computations (this index)

COMPUTERS
Benefits, **Ben § 15:68**
Benefits, **Ben § 15:69**
Personnel Manual (this index)
Searches of employees' computers and computer files, **Emp P § 56:2.50**
Surveillance and monitoring of employees, **Emp P § 55:2, 55:5**
White Collar Employees (this index)

CONCEALMENT
Fraud and Deceit (this index)
National Labor Relations Board (this index)

CONCERNS
Personnel Manual (this index)

CONCERT ARTISTS
Retail or service establishment employees, **Comp § 12:32**

CONCERTED ACTIVITY
Collective bargaining agreements, health care industry bargaining dispute resolution, **Labor § 48:10**
Unfair Labor Practices (this index)

CONCESSION BARGAINING
Unfair labor practices, insistence, **Labor § 37:16**

CONCESSION CONTRACTS
Service Contract Act, **Comp § 15:65**

CONCESSIONS OPERATED BY EMPLOYER
Unfair labor practices, indirect contributions to unions, **Labor § 28:58**

CONCILIATION
Age Discrimination in Employment Act (this index)
Enforcement
general discussion, **Emp P § 94:99, 94:104 to 94:106**
Equal Employment Opportunity Commission, enforcement by, **Emp P § 94:104**
individuals, enforcement by, **Emp P § 94:105**
Office of Federal Contract Compliance Programs conciliation agreements, **Emp P § 94:106**
Equal Employment Opportunity Commission, **Emp P § 94:68, 94:104**
Executive Order 11246 (this index)
Job Training Partnership Act, **Emp P § 88:301**
Joint complaint processing, **Emp P § 88:254, 88:259**
Office of Federal Contract Compliance Programs conciliation agreements, **Emp P § 94:106**
Rehabilitation Act, **Emp P § 88:180**
Settlements, Releases and Waivers of Claims (this index)
Title VI, **Emp P § 88:206, 88:225**
Title VII (this index)
Veterans and other uniformed service members, **Emp P § 88:180**

CONCILIATORY OFFERS
Unfair labor practices, common situs picketing at construction sites, **Labor § 38:105**

CONCLUDING ACTIVITIES
Overtime Pay (this index)

CONCLUSIONS
LABOR Management Relations Act, arbitrator, **Labor § 53:249 to 53:252**
LABOR-Management Reporting and Disclosure Act, proposed conclusions in hearings on removal of union officers, **Labor § 66:119**

CONCRETE AND CONCRETE FORMS
Retail or service establishment employees, **Comp § 12:77, 12:177**
Slab manufacturers, retail or service establishment employees, **Comp § 12:77**
Suppliers, retail or service establishment employees, **Comp § 12:172**
Workplaceplace safety, excavations, trenching and shoring in construction industry, **Work S § 2:68**

CONCURRENT JURISDICTION
Labor Management Relations Act (this index)
National Labor Relations Board (this index)

CONDITIONAL PAYMENTS
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:57**
Retirement plans, taxation of employers under qualified plans, **Ben § 27:12**

CONDITIONS
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:5, 1:8**
Norris-LaGuardia Act, conditional injunctions in labor disputes, **Labor § 50:127**
Personnel Manual (this index)
Precedent conditions. **Conditions Precedent** (this index)
Railway Labor Act (this index)
Terms, Conditions and Privileges of Employment (this index)
Unconditional Matters (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Working Conditions (this index)

CONDITIONS PRECEDENT
LABOR Management Relations Act, exhaustion of private dispute settlement procedures in contract enforcement actions, **Labor § 53:89 to 53:117**
National LABOR Relations Board, finding unfair labor practice, **Labor § 42:10**
Workplace Safety (this index)

CONDUCT OF PERSONS
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Misconduct (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)

CONDUCT OF PERSONS—Cont'd
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CONDUCT OR CONDUCTING
Collective Bargaining Agreements (this index)
Elections
- Railway LABOR Act, judicial review of National Mediation Board actions in representation disputes, **Labor § 59:45**
- **Unions and Union Practices** (this index)

Federal Employment (this index)
Hearings
- federal employment, unfair labor practices, **Labor § 45:64**
- LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:237**
- National LABOR Relations Board, unfair labor practices, **Labor § 42:231**
- **Unions and Union Practices** (this index)

National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CONDUCTORS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:208**

CONFECTIONARY STORES
Retail or service establishment employees, **Comp § 12:78**

CONFERENCE CENTER EMPLOYEES
Camp or Conference Center Employees (this index)

CONFERENCES
Federal employment, pre-hearing conferences on unfair labor practices, **Labor § 45:55**
Workplace Safety (this index)

CONFIDENTIAL EMPLOYEES
At-will employment, **Emp P § 58:7.30**
Federal Employment (this index)
National LABOR Relations Act, coverage, **Labor § 5:3**
Unions and Union Practices (this index)

CONFIDENTIALITY
See also specific states
Age Discrimination in Employment Act, **Emp P § 87:3**
Apprentices, complaints, **Emp P § 88:279**
Background check, **Emp P § 54:5.50**
Collective bargaining agreements, employee assistance programs, **Labor § 47:87**
Consent decrees, **Emp P § 69:43**
Employees. **Confidential Employees** (this index)
Equal Employment Opportunity Commission, **Emp P § 93:36, 94:17**
Equal Pay Act, **Emp P § 86:3**
Executive Order 11246 (this index)
Joint complaint processing, **Emp P § 88:234**

CONFIDENTIALITY—Cont'd
National LABOR Relations Board documents, discovery in unfair labor practice cases, **Labor § 42:191**
Personnel Manual (this index)
Rehabilitation Act, contractor processing, **Emp P § 88:174**
Substance abuse and testing, **Emp P § 30:22, 30:74**
Title VII (this index)
Unfair Labor Practices (this index)
Veterans and other uniformed service members, **Emp P § 88:174**
Workplace Safety (this index)

CONFINED SPACES
Workplace Safety (this index)

CONFIRMATION
LABOR Management Relations Act, arbitration award, **Labor § 53:77**
Personnel manual, letter confirming job offer, **Pers M § 3:53**

CONFLICTS
Federal Employment (this index)
Interest. **Conflicts of Interest** (this index)
Labor Management Relations Act (this index)
Personnel Manual (this index)
Workplaceplace safety, special variances from standards under Iowa's plan for safety and health, **Work S § 4:373**

CONFLICTS OF INTEREST
National LABOR Relations Board, **Labor § 41:48, 41:49**
Unions, who may act as collective bargaining representative, **Labor § 18:34 et seq.**

CONGLOMERATES
Agricultural employees, **Comp § 4:10**

CONGRESS
Fair Labor Standards Act, oversight and enforcement of, **Comp § 1:7, 1:8**

CONGRESSIONAL ACCOUNTABILITY ACT
Federal employment, **Emp P § 88:380**

CONGRESSIONAL EMPLOYERS AND EMPLOYEES
Employment practices, **Emp P § 20:87, 20:88**
Religious or creed discrimination, **Emp P § 4:6**

CONGRESSIONAL LIMITATIONS
Workplaceplace safety, civil penalty assessment, **Work S § 7:60**

CONNECTICUT
Administrative sanctions and remedies, **Emp P § 82:28, 82:34, 82:81**
Administrative subpoena, enforcement of, **Emp P § 111:29**
Administrators, records and reports, **Comp § 37:96**
Affirmative action plans, **Emp P § 68:92, 68:108**
Age discrimination, **Emp P § 8:14, 8:20, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:8**
Agriculture, minimum wages for youths working in, **Comp § 18:39**
Ancestry discrimination, **Emp P § 7:14, 7:20**

CONNECTICUT—Cont'd
Annual reports, job discrimination agencies, **Emp P § 83:91**
Antiretaliation measures, compensation, **Comp § 39:24**
Appeals, **Emp P § 111:32**
Apprentices, minimum wages, **Comp § 18:38**
Arbitration of contract disputes, **Labor § 49:176**
Assignments, receipt for most debts, **Comp § 34:19**
At-will employment, exceptions to, **Emp P § 62:8**
Beauty shop employees, overtime pay, **Comp § 21:48**
Beginners, minimum wages, **Comp § 18:38**
Birth place, discrimination based on, **Emp P § 7:14, 7:20**
Blacklisting, **Emp P § 65:42, 65:48**
Bona fide occupational qualifications, **Emp P § 15:13, 15:18**
Certificates, child labor, **Comp § 26:24**
Child labor
  general discussion, **Comp § 25:14, 25:15**
  administrative procedures, **Comp § 28:92**
  certificates and permits, **Comp § 26:24**
  court proceedings, **Comp § 28:131**
  exemptions, **Comp § 25:14**
  minimum wages, **Comp § 18:38**
  notices, **Comp § 27:29**
  prohibitions, **Comp § 25:15**
  sanctions and remedies, **Comp § 28:30**
Citizenship discrimination, **Emp P § 7:14, 7:20**
Civil fines, records and reports, **Comp § 42:627**
Cleaning and dyeing employees, overtime pay, **Comp § 21:49**
Coerced discrimination, **Emp P § 11:3, 11:8**
Coin-operated machines, location of records when workplace houses, **Comp § 37:94**
Color discrimination, **Emp P § 3:17**
Compensation
  antiretaliation measures, **Comp § 39:24**
  assignments, receipt for most debts, **Comp § 34:19**
  child labor, above
  court proceedings, generally, **Comp § 42:11**
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:85**
  exemptions, **Comp § 36:7**
  garnishment, below
  minimum wages, below
  notices, **Comp § 37:97**
  overtime pay, below
  payment of compensation, below
  penalties for meal break violations, **Comp § 42:11**
  records and reports, below
  rules, **Comp § 39:21 to 39:24**
  support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:36**
Complicity in discrimination, **Emp P § 12:4, 12:8**
Conciliation, job discrimination proceedings, **Emp P § 89:41**
Conditions, deductions from compensation, **Comp § 32:33**
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:96**
Conversion privileges for health and life insurance, **Ben § 8:153**
Coordination of medical benefits, **Ben § 5:256**
Court enforcement of state labor relations statutes, **Labor § 62:32 to 62:34**

CONNECTICUT—Cont'd
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:28 to 111:33**
administrative subpoena, enforcement of, **Emp P § 111:29**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:32**
commission decisions, review and enforcement of, **Emp P § 111:30**
equal pay statute actions, **Emp P § 111:33**
fair employment practices statute, **Emp P § 111:28 et seq.**
privacy cases, **Emp P § 112:1, 112:4**
private rights, enforcement of, **Emp P § 111:31**
review of commission decisions, **Emp P § 111:30**
temporary equitable relief, **Emp P § 111:28**
time off cases, **Emp P § 117:1, 117:2**
Coverage of state statutes affecting labor relations, **Labor § 15:8**
Credits, minimum wages, **Comp § 18:41**
Criminal arrests and convictions, selection and retention of employees, **COMPENSATN 33:15; Emp P § 33:12**
Criminal penalties
general discussion, **Emp P § 82:100, 82:115 to 82:118**
employee privacy statute, **Emp P § 82:117**
equal pay statute, **Emp P § 82:116**
fair employment practices statute, **Emp P § 82:115**
minimum wages, **Comp § 42:105**
overtime pay, **Comp § 42:105**
payment of compensation, **Comp § 42:254 to 42:257**
time off statutes, **Emp P § 82:118**
Death of employee, payment of compensation, **Comp § 30:14**
Deductions from compensation
general discussion, **Comp § 32:32 to 32:38**
conditions, **Comp § 32:33**
employment promissory notes prohibited, **Comp § 32:36**
kickbacks prohibited, **Comp § 32:32**
losses, charges for, **Comp § 32:37**
notice of termination, charges for failure to give, **Comp § 32:35**
purchases from employer, **Comp § 32:34**
shortages, charges for, **Comp § 32:37**
tax deductions from vacation and regular pay, **Comp § 32:38**
Disabilities discrimination, **Emp P § 9:76, 9:83**
Disclosure
drug test information, **Emp P § 30:102**
employment practices, **Emp P § 92:83, 92:88**
Employment agencies, **Emp P § 20:215, 20:220, 67:16, 67:21**
Employment practices
general discussion, **Emp P § 2:1, 2:7**
administrative sanctions and remedies, **Emp P § 82:28, 82:34, 82:81**
affirmative action plans, **Emp P § 68:92, 68:108**
age discrimination, **Emp P § 8:14, 8:20**
at-will employment, exceptions to, **Emp P § 62:8**
blacklisting, **Emp P § 65:42, 65:48**
bona fide occupational qualifications, **Emp P § 15:13, 15:18**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:8**

CONNECTICUT—Cont'd
Employment practices—Cont'd
complicity in discrimination, **Emp P § 12:4, 12:8**
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:83**
disclosures, **Emp P § 92:83, 92:88**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:220**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:14**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:309**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:7**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:171**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:20**
notices, **Emp P § 92:83, 92:88**
persons protected, **Emp P § 21:18, 21:24**
privacy statute, proceedings under, **Emp P § 90:270**
private employers subject to discrimination laws, **Emp P § 20:28, 20:34**
public employers subject to discrimination laws, **Emp P § 20:93, 20:99**
race or color discrimination, **Emp P § 3:17**
religious or creed discrimination, **Emp P § 4:18, 4:24**
retaliation against opponents of discrimination, **Emp P § 10:48**
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:18**
sexual or affectional orientation discrimination, **Emp P § 6:9**
substance abuse and testing, below
terms, conditions and privileges of employment, below
time off statute, administrative sanctions and remedies, **Emp P § 82:81**
Equal pay
general discussion, **Emp P § 111:33**
criminal sanctions, **Emp P § 82:116**
job discrimination proceedings, **Emp P § 89:48**
Evidence, job discrimination proceedings, **Emp P § 89:44**
Executives, records and reports, **Comp § 37:96**
Exemptions
child labor, **Comp § 25:14**
compensation, **Comp § 36:7**
payment of compensation, **Comp § 14:6**
Family leave, **Ben § 12:80**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:18**
terminated employees, place for paying, **Comp § 33:18**
Garnishment
general discussion, **Comp § 34:154, 34:155, 42:463**
adverse employment actions, **Emp P § 63:7, 63:14**
amount of earnings subject to garnishment, **Comp § 34:154**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
judgment, entry required, **Comp § 34:155**

CONNECTICUT—Cont'd
Government contractors, **Emp P § 20:306, 20:309, 89:47**
Handicapped persons, minimum wages, **Comp § 18:40**
Harassment, **Emp P § 51:53**
Health, selection and retention of employees, **Emp P § 28:31, 28:34**
Health insurance, **Emp P § 46:16, 46:17**
Hearings, job discrimination proceedings, **Emp P § 89:43**
Hiring practices, **Emp P § 39:45, 39:51**
Holidays, **Ben § 10:10; Comp § 31:68**
Hospital employees, overtime pay, **Comp § 21:44**
Hotel restaurant employees, overtime pay, **Comp § 21:46, 21:47**
Inspections or records, criminal penalties for violations of compensation laws, **Comp § 42:106**
Interagency cooperation, job discrimination agencies, **Emp P § 83:89**
Investigations, job discrimination proceedings, **Emp P § 89:39**
Job assignments, **Emp P § 49:15, 49:17**
Job discrimination agencies
  general discussion, **Emp P § 83:61, 83:87 to 83:91**
  annual reports, **Emp P § 83:91**
  basic organization, powers and duties, **Emp P § 83:87**
  interagency cooperation, **Emp P § 83:89**
  research and education projects, **Emp P § 83:90**
  rule making, **Emp P § 83:88**
Job discrimination proceedings
  general discussion, **Emp P § 89:1, 89:36 to 89:48**
  basic fair employment practices statute procedures, **Emp P § 89:36**
  commission decision, **Emp P § 89:45**
  complaints, **Emp P § 89:36**
  conciliation, **Emp P § 89:41**
  equal pay proceedings, **Emp P § 89:48**
  evidence, procurement of, **Emp P § 89:44**
  government contractors, proceedings against, **Emp P § 89:47**
  hearings, **Emp P § 89:43**
  investigations, **Emp P § 89:39**
  reasonable cause determination, **Emp P § 89:40**
  recalcitrant workers, complaints against, **Emp P § 89:38**
  releases, **Emp P § 89:37**
  secrecy of proceedings, **Emp P § 89:42**
  state agencies, proceedings against, **Emp P § 89:46**
Judicial remedies, employment practices, **Emp P § 80:1, 80:7**
Jury duty, **Ben § 14:9**
Kickbacks prohibited, deductions from compensation, **Comp § 32:32**
Labor disputes, payment of compensation, **Comp § 30:13**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:171**
Laundry employees, overtime pay, **Comp § 21:50**
Layoffs, payment of compensation, **Comp § 30:13**
Learners, minimum wages, **Comp § 18:38**
Life insurance, **Ben § 8:96; Emp P § 8:153**
Losses, charges for, **Comp § 32:37**
Mandatory retirement, **Emp P § 52:35, 52:39**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:14**
Meal breaks, **Emp P § 45:32, 45:37**

CONNECTICUT—Cont'd
Medical benefits
  continuation of individual coverage in group insurance policies, **Ben § 8:96**
  conversion privileges, **Ben § 8:153**
  coordination of benefits, **Ben § 5:256**
  mandated provisions, **Ben § 5:197**
Medical insurance, **Emp P § 46:16, 46:17**
Minimum wages
  general discussion, **Comp § 18:1 et seq., 18:37 to 18:41, 39:21, 42:93, 42:103 to 42:105**
  agriculture, youths working in, **Comp § 18:39**
  contract, varying rules by, **Comp § 18:5**
  credits, **Comp § 18:41**
  criminal penalties, **Comp § 42:105**
  deductions not qualifying as credits against minimum wages, **Comp § 18:6**
  employee's or labor commissioner's suit for wages and attorney's fees, **Comp § 42:104**
  handicapped persons, **Comp § 18:40**
  inspections or records, criminal penalties for violations, **Comp § 42:106**
  learners, beginners, apprentices or minors, **Comp § 18:38**
  most employees, **Comp § 18:37**
National origin discrimination, **Emp P § 7:14, 7:20**
Nature of state statutes affecting labor relations, **Labor § 2:11**
New-hire reporting, compensation, **Comp § 37:205**
Nondiscriminatory preferences and conduct, **Emp P § 17:14.50**
Notice
  child labor, **Comp § 27:29**
  compensation, **Comp § 37:97**
  deductions from compensation, charges for failure to give notice of termination, **Comp § 32:35**
  employment practices, **Emp P § 92:83, 92:88**
  support withholding, **Comp § 42:500**
Older workers' benefits, **Emp P § 44:224, 44:228**
Overtime pay
  general discussion, **Comp § 21:1 et seq., 21:40 to 21:51, 39:21, 42:93, 42:103 to 42:105**
  beauty shop employees, **Comp § 21:48**
  cleaning and dyeing employees, **Comp § 21:49**
  constitutionality, **Comp § 21:6**
  contract, variance of rules by, **Comp § 21:5**
  criminal penalties, **Comp § 42:105**
  employee's or labor commissioner's suit for wages and attorney's fees, **Comp § 42:104**
  hospital employees, **Comp § 21:44**
  inspections or records, criminal penalties for violations, **Comp § 42:106**
  irregular hours, employees who work, **Comp § 21:41**
  laundry employees, **Comp § 21:50**
  maximum hours, **Comp § 21:40, 21:41, 21:44, 21:46**
  most employees, **Comp § 21:40**
  multiple rates, use of, **Comp § 21:43**
  other employees, **Comp § 21:51**
  piece rate agreements, **Comp § 21:42**
  restaurant or hotel restaurant employees, **Comp § 21:46, 21:47**
  time worked, **Comp § 21:45, 21:47 to 21:51**
Parental leave, **Ben § 12:80**

CONNECTICUT—Cont'd
Payment of compensation
general discussion, **Comp § 29:26 to 29:28, 30:13, 30:14, 39:23, 42:250 to 42:257**
benefit contributions, liability for failing to make, **Comp § 42:258**
criminal penalties, **Comp § 42:254 to 42:257**
death of employee, **Comp § 30:14**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:28**
employee's suit for double wages, costs and attorney's fees, **Comp § 42:251**
exemptions, **Comp § 14:6**
federal preemption regarding vacation pay, **Comp § 31:2**
holiday pay, payment upon termination, **Comp § 31:68**
labor commissioner's suit for double wages, costs and attorney's fees, **Comp § 42:251**
labor disputes, **Comp § 30:13**
labor organization's suit to enforce arbitration award, **Comp § 42:252**
layoffs, **Comp § 30:13**
merchandise overcharges and untimely deductions, civil fines, **Comp § 42:255**
refunds from employees' wages, criminal penalties for improper, **Comp § 42:257**
termination of employment, **Comp § 30:13, 31:13, 31:68**
time limit for filing suit, **Comp § 42:253**
untimely or improper payments, criminal penalties, **Comp § 42:254**
vacation pay, **Comp § 31:9, 31:10**
weekly wages, **Comp § 29:26**
welfare funds, contributions to, **Comp § 29:27**
withholding wages, fine for failing to give notice before leaving, **Comp § 42:256**
Penalties
criminal penalties, above
meal break violations, **Comp § 42:11**
records and reports, **Comp § 42:627**
Pension and retirement payments, **Emp P § 46:48, 46:50**
Permits, child labor, **Comp § 26:24**
Persons protected, employment practices, **Emp P § 21:18, 21:24**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:34**
Piece rate agreements, overtime pay, **Comp § 21:42**
Polygraph tests, **Emp P § 53:26, 53:29**
Pregnancy benefits, **Emp P § 44:178, 44:181**
Pregnancy discrimination, **Emp P § 5:12, 5:18**
Preselection practices, **Emp P § 39:45, 39:51**
Privacy, **Emp P § 82:117, 90:274, 112:1, 112:4**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:34**
Private rights, enforcement of, **Emp P § 111:31**
Professionals, records and reports, **Comp § 37:96**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:99**
Purchases from employer, deductions from compensation, **Comp § 32:34**
Race discrimination, **Emp P § 3:17**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:40**

CONNECTICUT—Cont'd
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:38**
Records and reports
general discussion, **Comp § 37:78 to 37:80, 37:93 to 37:96**
civil fines, **Comp § 42:627**
coin-operated machines, location of records when workplace houses, **Comp § 37:94**
employment and consumer records, access to, **Emp P § 54:11**
executives, administrators and professionals, **Comp § 37:96**
new-hire reporting, **Comp § 37:205**
place of business of employer, hours for employees away from, **Comp § 37:95**
Recruitment practices, **Emp P § 39:45, 39:51**
Refunds from employees' wages, criminal penalties for improper, **Comp § 42:257**
Regulation of internal union affairs and reporting requirements, **Labor § 70:9, 70:10**
Releases, job discrimination proceedings, **Emp P § 89:37**
Religious or creed discrimination, **Emp P § 4:18, 4:24**
Remedies, child labor, **Comp § 28:30**
Research and education projects, job discrimination agencies, **Emp P § 83:90**
Restaurant employees, overtime pay, **Comp § 21:46, 21:47**
Rest breaks, **Emp P § 45:32, 45:37**
Retaliation against opponents of discrimination, **Emp P § 10:48**
Review of commission decisions, **Emp P § 111:30**
Rule making, job discrimination agencies, **Emp P § 83:88**
Sanctions, child labor, **Comp § 28:30**
Secrecy of proceedings, job discrimination proceedings, **Emp P § 89:42**
Selection and retention of employees
criminal arrests and convictions, **COMPENSATN 33:15; Emp P § 33:12**
health and physical fitness, **Emp P § 28:31, 28:34**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:51**
marital status, **Emp P § 32:10, 32:14**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:7**
veterans and other uniformed service members, **Emp P § 40:49**
Selection of representative, **Labor § 24:51**
Seniority systems, **Emp P § 43:78, 43:81**
Sex discrimination, **Emp P § 5:12, 5:18**
Sexual or affectional orientation discrimination, **Emp P § 6:9**
Shortages, charges for, **Comp § 32:37**
Sick leave, **Ben § 11:25**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:7**
State statutes
arbitration of contract disputes, **Labor § 49:176**
court enforcement of state labor relations statutes, **Labor § 62:32 to 62:34**
coverage of state statutes affecting labor relations, **Labor § 15:8**
nature of state statutes affecting labor relations, **Labor § 2:11**

CONNECTICUT—Cont'd
State statutes—Cont'd
regulation of internal union affairs and reporting requirements, **Labor § 70:9, 70:10**
selection of representative, **Labor § 24:51**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:100 to 30:103**
administration of drug tests, **Emp P § 30:101**
authority of employer, effect on, **Emp P § 30:103**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug test information, **Emp P § 30:102**
use of drug tests, **Emp P § 30:100**
Support withholding
general discussion, **Comp § 34:427, 42:504 to 42:507, 42:519, 42:520**
employer's liability, **Comp § 42:520**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:519**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Tax deductions from vacation and regular pay, **Comp § 32:38**
Temporary equitable relief, **Emp P § 111:28**
Termination of employment
payment of compensation, **Comp § 33:18**
Termination of employment, payment of compensation, **Comp § 30:13, 31:10, 31:68**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:12**
employment and consumer records, access to, **Emp P § 54:11**
harassment, **Emp P § 51:53**
mandatory retirement, **Emp P § 52:35, 52:39**
medical and health insurance, **Emp P § 46:16, 46:17**
older workers' benefits, **Emp P § 44:224, 44:228**
pension and retirement payments, **Emp P § 46:48, 46:50**
polygraph tests, **Emp P § 53:26, 53:29**
pregnancy benefits, **Emp P § 44:178, 44:181**
rest and meal breaks, **Emp P § 45:32, 45:37**
seniority systems, **Emp P § 43:78, 43:81**
training programs, **Emp P § 48:30, 48:35**
transfers and job assignments, **Emp P § 49:15, 49:17**
wage and salary discrimination, **Emp P § 44:79, 44:85**
Time off, **Emp P § 82:81, 82:118, 117:1, 117:2**
Training programs, **Emp P § 48:30, 48:35**
Transfers, **Emp P § 49:15, 49:17**
Unemployment compensation, **Ben § 4:51**
Union practices, **Emp P § 66:12, 66:17**
Vacations, **Ben § 9:8; Comp § 31:9, 31:10**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:49**
Weekly wages, **Comp § 29:26**
Withholding wages, fine for failing to give notice before leaving, **Comp § 42:256**
Witness duty, **Ben § 14:9**
Workplace Safety (this index)

CONSENT, APPROVAL OR PERMISSION
Class actions, settlement, **Emp P § 99:67**
Collective bargaining agreements, permissibility of drug and alcohol testing, **Labor § 47:80**
Consent Findings, Orders and Decrees (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, free speech permitted during election campaign, **Labor § 24:42**
Group insurance, cancellation or modification, **Ben § 1:64**
LABOR-Management Reporting and Disclosure Act, refusal of union officer to disburse funds approved by membership as breach of fiduciary duties, **Labor § 65:25**
Leave of Court (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Retirement plans, consent of participant for distribution of vested accrued benefit with present value over $5,000 while immediately distributable, **Ben § 18:54**
Searches of employees, **Emp P § 56:4**
Substance Abuse and Testing (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CONSENT FINDINGS, ORDERS AND DECREES
General discussion, **Emp P § 69:40 to 69:47**
Affirmative action plans, **Emp P § 68:6**
Agricultural employees, **Emp P § 90:134**
Attorney's fees, **Emp P § 77:35**
Collateral attacks, **Emp P § 69:46**
Compliance with court approved settlement agreements and consent decrees, **Emp P § 94:108**
Confidentiality, **Emp P § 69:43**
Contract Work Hours and Safety Standards Act, substantial interest proceedings, **Comp § 40:164**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:85**
Dissolution, **Emp P § 69:47**
Enforcement
compliance with court approved settlement agreements and consent decrees, **Emp P § 94:108**
remedies for violations of consent decrees, **Emp P § 94:109**
standing to enforce court approved settlement agreements and consent decrees, **Emp P § 94:107**
Fair Labor Standards Act and Similar State Laws (this index)
Interpretation, **Emp P § 69:44**
Jurisdiction (this index)
Modification, **Emp P § 69:45**
Relationship between consent decrees and conflicting state laws, **Emp P § 69:42**
Service Contract Act, **Comp § 40:145**
Standards for court approval of consent decrees, **Emp P § 69:41**
Standing to enforce court approved settlement agreements and consent decrees, **Emp P § 94:107**

CONSERVATION
Personnel manual, resource conservation as reason to adopt sexual harassment policy, **Pers M § 5:53**
Workplaceplace safety, hearing conservation program, **Work S § 3:62**

CONSIDERATION
Settlements, releases and waivers of claims, **Emp P § 69:29**
Termination of employment, **Emp P § 59:5**

CONSISTENCY OR INCONSISTENCY
Personnel Manual (this index)
Retaliation, **Emp P § 10:38**
Unfair Labor Practices (this index)

CONSOLIDATED HEARINGS
Department of Labor supplemental hearing procedures, **Emp P § 90:246**
Title VI, **Emp P § 88:216**

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)
American Recovery and Reinvestment Act of 2009 (ARRA), temporary subsidy under, **Ben § 8:29.50**
ARRA (American Recovery and Reinvestment Act of 2009), temporary subsidy under, **Ben § 8:29.50**
Continuation coverage requirements
- Generally, **Ben § 8:1 et seq.**
- access. Portability, access and renewability requirements, below
- aggregation of employees, excise tax if no COBRA/continuation coverage rules, **Ben § 8:16**
- alternate continuation coverage, effect on period of coverage, **Ben § 8:47**
- American Recovery and Reinvestment Act of 2009 (ARRA), temporary subsidy under, **Ben § 8:29.50**
- ARRA (American Recovery and Reinvestment Act of 2009), temporary subsidy under, **Ben § 8:29.50**
- bankruptcy, **Ben § 8:23, 8:33**
- cafeteria plans, excise tax if no COBRA/continuation coverage rules, **Ben § 8:20**
- certification, **Ben § 8:84**
- changing coverage, **Ben § 8:40**
- collectively bargained group health plans, excise tax if no COBRA/continuation coverage rules, **Ben § 8:14**
- covered employee, defined, **Ben § 8:22**
- COVID-19, **Ben § 8:42.50**
- death as qualifying event, **Ben § 8:28**
- deductibles, **Ben § 8:38**
- department of Labor and IRS, division of regulatory authority between, **Ben § 8:2**
- dependent child changing status, **Ben § 8:32**
- disabled beneficiaries
  - extended period of coverage, **Ben § 8:44, 8:45**
  - notice requirement, **Ben § 8:70**
  - premiums, **Ben § 8:62**
- discrimination based on health status, **Ben § 8:81**
- divorce as qualifying event, **Ben § 8:30**
- election of coverage
  - general discussion, **Ben § 8:74 to 8:76**
  - core and noncore coverage, **Ben § 8:37**
  - coverage during period before election and after qualifying event, **Ben § 8:75**
  - period for election, **Ben § 8:74**
  - qualified beneficiaries, effect of election on other, **Ben § 8:76**
- eligibility for other coverage, effect of, **Ben § 8:51, 8:52**
- employees, notice requirement, **Ben § 8:69**

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)—Cont'd
Continuation coverage requirements—Cont'd
- employer, defined, **Ben § 8:16**
- employers, notice requirement, **Ben § 8:67**
- excise tax if no COBRA/continuation coverage rules
  - general discussion, **Ben § 8:10 to 8:20**
  - aggregation of employees, **Ben § 8:16**
  - cafeteria plans, **Ben § 8:20**
  - collectively bargained group health plans, **Ben § 8:14**
  - employer, defined, **Ben § 8:16**
  - exceptions from continuation coverage requirements, **Ben § 8:18, 8:19**
  - flexible benefit arrangements, **Ben § 8:20**
  - group health plan, defined, **Ben § 8:11**
  - health care, defined, **Ben § 8:17**
  - plan year, **Ben § 8:15**
  - separate group health plans, treatment as, **Ben § 8:13**
  - single group health plans, **Ben § 8:12**
  - small employers' plans, **Ben § 8:19**
- exclusions from coverage, limits on, **Ben § 8:80**
- extended period of coverage, **Ben § 8:44, 8:45**
- family and Medical Leave, **Ben § 8:9**
- financial institutions, obligation of successors to provide continuation coverage, **Ben § 8:5**
- flexible benefit arrangements, excise tax if no COBRA/continuation coverage rules, **Ben § 8:20**
- full premiums, **Ben § 8:49**
- government employer, unavailability of, **Ben § 8:55**
- group health plans
  - general discussion, **Ben § 8:4, 8:50**
  - defined, **Ben § 8:11**
  - notice requirement, **Ben § 8:66**
- health care, defined, **Ben § 8:17**
- health coverage that must be offered to beneficiary, **Ben § 8:35**
- Health Insurance Portability and Accountability Act, COBRA election after, **Ben § 8:87**
- insurability requirement, **Ben § 8:61, 8:62**
- IRS and Department of Labor, division of regulatory authority between, **Ben § 8:2**
- loss of coverage when identifying qualifying event, **Ben § 8:27**
- medicare entitlement, **Ben § 8:31, 8:43**
- model certificate of group health plan coverage, **Ben § 8:84**
- model description of enrollment rights, **Ben § 8:85**
- model notice of right to documentation of health coverage, **Ben § 8:86**
- multi-division employers, premiums, **Ben § 8:59**
- multi-employer plans
  - general discussion, **Ben § 8:6**
  - notice, **Ben § 8:68, 8:73**
  - portability, access and renewability requirements, **Ben § 8:82**
- multiple qualifying events, extended period of coverage for disabled beneficiaries, **Ben § 8:45**
- nonresident aliens, **Ben § 8:24**
- notice
  - general discussion, **Ben § 8:64 to 8:73**
  - disabled beneficiary's requirement, **Ben § 8:70**

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)—Cont'd
Continuation coverage requirements—Cont'd
notice—Cont'd
employee's requirement, **Ben § 8:69**
employer's requirement, **Ben § 8:67**
federal requirements, **Ben § 8:64**
group health plan's requirement, **Ben § 8:66**
multi-employer plans, **Ben § 8:68, 8:73**
plan administrator's requirement, **Ben § 8:71, 8:72**
qualified beneficiary's requirement, **Ben § 8:69**
state assistance, notice of availability of, **Ben § 8:65**
option for conversion, **Ben § 8:63**
period for election of coverage, **Ben § 8:74**
period of coverage
general discussion, **Ben § 8:41 to 8:48**
alternate continuation coverage, effect of, **Ben § 8:47**
disabled beneficiaries, extended period of coverage, **Ben § 8:44, 8:45**
end of plan, coverage not required beyond, **Ben § 8:48**
extended period of coverage, **Ben § 8:44, 8:45**
loss of coverage, continuation coverage and employer's notice period to begin from date of, **Ben § 8:46**
Medicare benefits, covered employee who becomes entitled to, **Ben § 8:43**
multiple qualifying events, extended period of coverage for disabled beneficiaries, **Ben § 8:45**
plan administrators, notice requirement, **Ben § 8:71, 8:72**
plan limits, **Ben § 8:39**
plans subject to COBRA/continuation rules under Employee Retirement Income Security Act
general discussion, **Ben § 8:4 to 8:9**
Family and Medical Leave, **Ben § 8:9**
financial institutions, obligation of successors to provide continuation coverage, **Ben § 8:5**
group health plans required to provide continuation coverage, **Ben § 8:4**
multi-employer plans, **Ben § 8:6**
plant closing laws, **Ben § 8:8**
relationship of insurer to plan's obligation to provide continuation coverage, **Ben § 8:7**
plant closing laws, **Ben § 8:8**
plan year, excise tax if no COBRA/continuation coverage rules, **Ben § 8:15**
portability, access and renewability requirements
general discussion, **Ben § 8:78 to 8:87**
certification, **Ben § 8:84**
discrimination based on health status, **Ben § 8:81**
exclusions from coverage, limits on, **Ben § 8:80**
Health Insurance Portability and Accountability Act, COBRA election after, **Ben § 8:87**
model certificate of group health plan coverage, **Ben § 8:84**
model description of enrollment rights, **Ben § 8:85**
model notice of right to documentation of health coverage, **Ben § 8:86**
multi-employer plans, **Ben § 8:82**
tax for failure to comply with portability requirements, **Ben § 8:79**

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)—Cont'd
Continuation coverage requirements—Cont'd
preexisting conditions, requirement of coverage by replacement plan for it to end coverage period, **Ben § 8:53**
premiums
general discussion, **Ben § 8:56 to 8:60**
applicable premium, **Ben § 8:57**
combinations of qualified beneficiaries, **Ben § 8:58**
disabled beneficiaries, **Ben § 8:62**
multi-division employers, **Ben § 8:59**
self-insured plans, **Ben § 8:60**
qualified beneficiaries
general discussion, **Ben § 8:21 to 8:24**
covered employee, defined, **Ben § 8:22**
nonresident aliens, **Ben § 8:24**
notice requirement, **Ben § 8:69**
retirees and surviving spouses in bankruptcy situations, **Ben § 8:23**
qualifying events
general discussion, **Ben § 8:25 to 8:24**
American Recovery and Reinvestment Act of 2009 (ARRA), temporary subsidy under, **Ben § 8:29.50**
ARRA (American Recovery and Reinvestment Act of 2009), temporary subsidy under, **Ben § 8:29.50**
bankruptcy of employer, **Ben § 8:33**
compliance chart for COBRA notice and election requirements, **Ben § 8:26**
death, **Ben § 8:28**
dependent child changing status, **Ben § 8:32**
divorce, **Ben § 8:30**
loss of coverage when identifying qualifying event, **Ben § 8:27**
Medicare entitlement, **Ben § 8:31**
reduction of hours, **Ben § 8:29**
reservists, call-up to active duty, **Ben § 8:34**
temporary subsidy under American Recovery and Reinvestment Act of 2009 (ARRA), **Ben § 8:29.50**
termination of employment, **Ben § 8:29**
reduction of hours as qualifying event, **Ben § 8:29**
renewability. Portability, access and renewability requirements, above
requirements, generally, **Ben § 8:35 et seq.**
reservists, call-up to active duty as qualifying event, **Ben § 8:34**
retirees in bankruptcy situations, **Ben § 8:23**
retirement plans, failure to provide notices, **Ben § 45:54**
self-insured plans, premiums, **Ben § 8:60**
similarly situated test, **Ben § 8:36**
single group health plans, excise tax if no COBRA/continuation coverage rules, **Ben § 8:12**
small employers' plans, excise tax if no COBRA/continuation coverage rules, **Ben § 8:19**
spousal coverage as other group health coverage ending COBRA entitlement, **Ben § 8:52**
surviving spouses in bankruptcy situations, **Ben § 8:23**
tax for failure to comply with portability requirements, **Ben § 8:79**
temporary subsidy under American Recovery and Reinvestment Act of 2009 (ARRA), **Ben § 8:29.50**

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)—Cont'd
Continuation coverage requirements—Cont'd
termination of coverage when beneficiary no longer disabled, **Ben § 8:54**
termination of employment as qualifying event, **Ben § 8:29**
time and date
coverage. Period of coverage, above
election of coverage, period for, **Ben § 8:74**
premiums, **Ben § 8:49**
types of benefit coverage requirements, **Ben § 8:36**
waiver of coverage, **Ben § 8:77**
Personnel manual, health insurance plans, **Pers M § 12:54 to 12:57**
Temporary subsidy under American Recovery and Reinvestment Act of 2009 (ARRA), **Ben § 8:29.50**

CONSOLIDATIONS
Attorney's fees, **Emp P § 77:48**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:194**
Davis-Bacon Act, Wage Appeals Board, **Comp § 40:95**
Federal government employees, **Emp P § 88:321**
National Labor Relations Board (this index)
Retirement and Retirement Plans (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, effect on determination of loss of employment, **Labor § 39:236**
Workplaceplace safety, administrative hearings, **Work S § 8:125**

CONSORTIUM CENTERS
Personnel manual, direct child care services and programs, **Pers M § 13:16, 13:17**

CONSPICUOUS DISCLAIMER STATEMENT
Personnel manual, handbooks for employees, **Pers M § 4:19**

CONSPIRACY
Section 1985, **Emp P § 101:26 to 101:28**
Termination of employment, wrongful, **Emp P § 61:21**

CONSPIRACY TO OBSTRUCT JUSTICE ACT
Employment practices, **Emp P § 12:4**

CONSTITUTIONAL LAW
See also specific states
Affirmative action plans, **Emp P § 68:8**
Age Discrimination in Employment Act, **Emp P § 1:20**
At-will employment, **Emp P § 58:7, 58:7.30, 58:7.50, 58:18**
Due Process (this index)
Employee Retirement Income Security Act preemption provision, **Ben § 1:99**
Employment practices, public employers subject to discrimination laws, **Emp P § 20:80**
Equal Employment Opportunity Commission Age Discrimination in Employment Act and EPA enforcement, **Emp P § 83:53**
Executive Order 11246, compliance reviews - nonconstruction contractors, **Emp P § 88:20**
Fair Labor Standards Act and Similar State Laws (this index)
First Amendment (this index)

CONSTITUTIONAL LAW—Cont'd
Jury trial, **Emp P § 105:2**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, federal regulation of internal union affairs, **Labor § 63:5**
Liberty interests, Due Process claims involving, **Emp P § 58:7.55**
Minimum wages, **Comp § 17:2**
National LABOR Relations Act, **Labor § 1:36**
National Labor Relations Board (this index)
Overtime Pay (this index)
Peonage prohibition, **Emp P § 42:46**
Polygraph tests, questioning by public employers, **Emp P § 53:21**
Records and reports, **Comp § 37:2**
Religious or creed discrimination, reasonable accommodation, **Emp P § 4:12**
Searches of Employees (this index)
Self Incrimination (this index)
Sexual orientation or gender identity discrimination, **Emp P § 6:2**
Substance Abuse and Testing (this index)
Workplace Safety (this index)

CONSTITUTION OF UNION
Unions and Union Practices (this index)

CONSTRUCTION AND INTERPRETATION
Fair Labor Standards Act and Similar State Laws (this index)
Group insurance, **Ben § 1:8, 1:9**

CONSTRUCTION INDUSTRY
Affirmative Action (this index)
Covered and noncovered projects, **Comp § 1:164 to 1:166**
Enterprise coverage, probability of, **Comp § 1:162**
Exclusive engagement in construction, **Comp § 1:163**
Existing production facilities, **Comp § 1:167**
Fair Labor Standards Act and similar state laws, generally, **Comp § 1:162 to 1:172**
Independent contractors, workers and other laborers as, **Comp § 1:45**
Instrumentalities of commerce, **Comp § 1:170**
Materials for construction, producers and suppliers of, **Comp § 1:172**
New production facilities, **Comp § 1:168**
Preparation for production, **Comp § 1:169**
Public Contracts (this index)
Retail or service establishment employees, **Comp § 12:79**
Utilities serving production facilities and instrumentalities of commerce, **Comp § 1:171**

CONSTRUCTION WORK
LABOR Management Relations Act, damages for breach of no-strike provisions, **Labor § 56:14**
National LABOR Relations Act, agricultural laborer coverage of construction workers on farms, **Labor § 6:20**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:29, 3:30**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CONSTRUCTIVE DISCHARGE
At-will employment, **Emp P § 58:3**
Employee Retirement Income Security Act, **Ben § 2:67**
Personnel manual, resignation, **Pers M § 21:74**
Termination of Employment (this index)
Unfair Labor Practices (this index)

CONSTRUCTIVE RECEIPT
Nonqualified deferred compensation, **Ben § 34:19; Comp § 34:20**
Title VII, notice, **Emp P § 100:35, 100:40**

CONSTRUCT VALIDATION
Selection and Retention of Employees (this index)

CONSULTANTS AND CONSULTATION
LABOR consultants
- National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:21**
- unfair labor practices, state statutory regulation of conduct, **Labor § 40:26**
- unions, conduct of employer in election campaigns, **Labor § 22:86**

LABOR relations consultants
- LABOR-Management Reporting and Disclosure Act, coverage parameters, **Labor § 63:12**
- state statutes, regulation of internal union affairs and reporting requirements in New York, **Labor § 70:31, 70:33**

National LABOR Relations Act, managerial employee coverage, **Labor § 5:110**
Personnel Manual (this index)
Workplace Safety (this index)

CONSUMER CREDIT PROTECTION ACT
Criminal sanctions, **Emp P § 82:96**

CONSUMER PRICE INDEX
Personnel manual, compensation planning and design, **Pers M § 8:42 to 8:55**

CONSUMERS
Unfair Labor Practices (this index)

CONTACT OR CONTACTING
Unfair Labor Practices (this index)

CONTAGIOUS DISEASES
Disabilities discrimination, **Emp P § 9:32, 9:50**

CONTAINER HANDLING
Workplaceplace safety, OSHA safety and health standards for hazardous waste operations, **Work S § 3:90**

CONTAMINATION
Workplace Safety (this index)

CONTEMPT
Civil Contempt (this index)
Costs of litigation, **Emp P § 78:14**
Fair Labor Standards Act and similar state laws, **Comp § 41:320 et seq.**
National Labor Relations Board (this index)

CONTEMPT—Cont'd
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:142 to 50:154**
Railway LABOR Act, enforcement of injunctions in judicial actions, **Labor § 59:69**
Workplace Safety (this index)

CONTENT VALIDATION
Selection and Retention of Employees (this index)

CONTINGENT MATTERS
Personnel Manual (this index)
Unfair labor practices, duty to bargain contingent on appropriate bargaining unit, **Labor § 33:27**

CONTINUANCES
Department of Labor supplemental hearing procedures, **Emp P § 90:245**
Unions, representation hearings, **Labor § 20:34**

CONTINUATION AND CONVERSION PRIVILEGES
General discussion, **Ben § 8:1 et seq.**
Application for conversion, sufficiency of, **Ben § 8:144**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Coverage during conversion period, **Ben § 8:141**
Death benefits, extension in case of disability or medical leave, **Ben § 8:91**
Disability of employee at time of termination, state continuation requirements, **Ben § 8:90**
Employee Retirement Income Security Act
- employee benefit plans, conversion policies as, **Ben § 8:139**
- preemption provision, applicability to state continuation requirements, **Ben § 8:89**

Grace period for payment of premiums, state conversion requirements, **Ben § 8:146**
Misconduct of employer or insurer, state conversion requirements, **Ben § 8:145**
Notice to employee, state conversion requirements, **Ben § 8:142, 8:143**
Premiums, grace period for payment of, **Ben § 8:146**
State continuation requirements
- general discussion, **Ben § 8:88 to 8:136**
- death benefits, extension in case of disability or medical leave, **Ben § 8:91**
- disability of employee at time of termination, **Ben § 8:90**
- Employee Retirement Income Security Act preemption provision, applicability of, **Ben § 8:89**

State conversion requirements
- general discussion, **Ben § 8:137 to 8:197**
- application for conversion, sufficiency of, **Ben § 8:144**
- coverage during conversion period, **Ben § 8:141**
- Employee Retirement Income Security Act employee benefit plans, conversion policies as, **Ben § 8:139**
- governing law, determination of, **Ben § 8:140**
- grace period for payment of premiums, **Ben § 8:146**
- misconduct of employer or insurer, **Ben § 8:145**
- notice to employee, failure to give, **Ben § 8:142, 8:143**
- operation of state conversion rules, **Ben § 8:140 to 8:146**
- premiums, grace period for payment of, **Ben § 8:146**

CONTINUATION COVERAGE
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)

CONTINUING OR CONTINUED
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, continuous membership as qualification of candidates for elections, **Labor § 66:10**
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Union decertification, continuing duty of employer to bargain, **Labor § 17:23**
Workplaceplace safety, continuing federal evaluation of state enforcement, **Work S § 4:21**

CONTINUING VIOLATIONS
Age Discrimination in Employment Act, commencement of filing period, **Emp P § 87:38**
Jurisdiction, **Emp P § 95:88**
Statutes of limitation, early civil rights laws, **Emp P § 100:45**
Title VII (this index)

CONTINUITY
Unfair Labor Practices (this index)

CONTRACEPTIVES
Medical and health insurance, **Emp P § 46:7.50**

CONTRACTING OUT WORK
Collective bargaining agreements, arbitrability of issues, **Labor § 49:27**
Unfair Labor Practices (this index)

CONTRACTORS
California, substance abuse and testing, **Emp P § 30:99**
Independent Contractors (this index)
National Labor Relations Act (this index)
Personnel Manual (this index)
Subcontracts and Subcontractors (this index)
Workplaceplace safety, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:149, 3:150**

CONTRACT POST OFFICES
Retail or service establishment employees, **Comp § 12:80**

CONTRACTS OR AGREEMENTS
Arbitration (this index)
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
LABOR relations, **Labor § 47:1 to 49:218**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:7, 1:10**
Personnel Manual (this index)
Railway Labor Act (this index)
Settlements, Releases and Waivers of Claims (this index)
State statutes regulating internal union affairs, internal union documents as enforceable contracts, **Labor § 70:16**

CONTRACTS OR AGREEMENTS—Cont'd
Term of Contract or Agreement (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

CONTRACT WORK HOURS AND SAFETY STANDARDS ACT
General discussion, **Comp § 15:35 et seq., 40:151 to 40:200**
Amendments to complaint or answer, substantial interest proceedings, **Comp § 40:163**
Amount of contract, **Comp § 15:36**
Answer, substantial interest proceedings, **Comp § 40:162, 40:163**
Appeal and review
  Board of Service Contract Appeals, below
  determinations regarding violations, **Comp § 40:157, 40:158**
Arm's length proceedings. Substantial variance and arm's length proceedings, below
Attorney's fees, Board of Service Contract Appeals, **Comp § 40:200**
Board of Service Contract Appeals
  general discussion, **Comp § 40:182 to 40:200**
  attorney's fees, **Comp § 40:200**
  consolidations, **Comp § 40:194**
  contents of petition regarding wage determination, **Comp § 40:185**
  counsel, **Comp § 40:193**
  decision, **Comp § 40:198**
  disclosure of papers, **Comp § 40:199**
  disposition by board, **Comp § 40:186, 40:188**
  extensions of time, **Comp § 40:196**
  filing of papers, **Comp § 40:189**
  interested persons, presentations of other, **Comp § 40:191**
  intervention or other participation, **Comp § 40:192**
  jurisdiction, **Comp § 40:182**
  motions, **Comp § 40:195**
  oral proceedings, **Comp § 40:197**
  persons who may file petition for review, **Comp § 40:183**
  petition for review on matters other than a wage determination, **Comp § 40:187**
  service of filed papers, **Comp § 40:190**
  time to file petition regarding wage determination, **Comp § 40:184**
Clarification of ineligible list, substantial interest proceedings, **Comp § 40:159**
Closing of record, substantial variance and arm's length proceedings, **Comp § 40:179**
COMPENSATNlaint, substantial interest proceedings, **Comp § 40:162**
Complaint, substantial interest proceedings, **Comp § 40:163**
Consent findings and order, substantial interest proceedings, **Comp § 40:164**
Consolidations, Board of Service Contract Appeals, **Comp § 40:194**
Contractors, suits by, **Comp § 43:25**
Counsel, Board of Service Contract Appeals, **Comp § 40:193**
Court proceedings
  general discussion, **Comp § 43:22 to 43:27**
  contractors, suits by, **Comp § 43:25**
  criminal penalty, **Comp § 43:23**

CONTRACT WORK HOURS AND SAFETY STANDARDS ACT—Cont'd
Court proceedings—Cont'd
employees, suits by, **Comp § 43:24**
liability for unpaid wages and liquidated damages, **Comp § 43:22**
standard of review, **Comp § 43:26**
time limit for bringing suit, **Comp § 43:27**
Criminal penalty, court proceedings, **Comp § 43:23**
Determinations regarding violations
general discussion, **Comp § 40:155 to 40:158**
hearing, **Comp § 40:156**
investigations and determinations by federal agency, **Comp § 40:155**
review by head of agency, **Comp § 40:157**
review by Secretary of Labor and Wage Appeals Board, **Comp § 40:158**
Disclosure of papers, Board of Service Contract Appeals, **Comp § 40:199**
Employees, suits by, **Comp § 43:24**
Exemption, method for obtaining, **Comp § 40:154**
Extensions of time, Board of Service Contract Appeals, **Comp § 40:196**
Federal involvement in contract, **Comp § 15:35**
Filing of papers, Board of Service Contract Appeals, **Comp § 40:189**
Geographic reach of act, **Comp § 15:38**
Hearings
determinations regarding violations, **Comp § 40:156**
substantial variance and arm's length proceedings, **Comp § 40:176, 40:178**
Ineligible list, substantial interest proceedings, **Comp § 40:159, 40:168**
Intervention or other participation, Board of Service Contract Appeals, **Comp § 40:192**
Investigations and determinations by federal agency, determinations regarding violations, **Comp § 40:155**
Jurisdiction, Board of Service Contract Appeals, **Comp § 40:182**
Laborers, employment of, **Comp § 15:37**
Mechanics, employment of, **Comp § 15:37**
Motions, Board of Service Contract Appeals, **Comp § 40:195**
Notice of prehearing conference and hearing, substantial variance and arm's length proceedings, **Comp § 40:176**
Open market purchases exemption, **Comp § 15:41**
Overtime pay, **Comp § 22:10**
Payment to employees, **Comp § 40:152**
Petition for review, substantial interest proceedings, **Comp § 40:167**
Prehearing conferences, substantial variance and arm's length proceedings, **Comp § 40:176, 40:177**
Records and reports, **Comp § 37:194**
Review. Appeal and review, above
Secretary of Labor, power to administer act, **Comp § 40:153**
Service of filed papers, Board of Service Contract Appeals, **Comp § 40:190**
Substantial interest proceedings
general discussion, **Comp § 40:159 to 40:168**
action by administrator, **Comp § 40:161**
amendments to complaint or answer, **Comp § 40:163**
clarification of ineligible list, **Comp § 40:159**
complaint and answer, **Comp § 40:162, 40:163**

CONTRACT WORK HOURS AND SAFETY STANDARDS ACT—Cont'd
Substantial interest proceedings—Cont'd
consent findings and order, **Comp § 40:164**
decision of administrative law judge, **Comp § 40:166**
ineligible list, **Comp § 40:159, 40:168**
petition for review, **Comp § 40:167**
proposed findings, conclusions and order, **Comp § 40:165**
request for determination, **Comp § 40:160**
Substantial variance and arm's length proceedings
general discussion, **Comp § 40:169 to 40:181**
administrator's actions on question of arm's-length negotiations, **Comp § 40:173**
closing of record, **Comp § 40:179**
content of request, **Comp § 40:171, 40:172**
decision of administrative law judge, **Comp § 40:180**
hearings, **Comp § 40:176, 40:178**
notice of prehearing conference and hearing, **Comp § 40:176**
petition for review, **Comp § 40:181**
prehearing conferences, **Comp § 40:176, 40:177**
purpose of proceedings, **Comp § 40:169**
referral to Board of Service Contracts Appeals, **Comp § 40:174**
request for hearing, **Comp § 40:170**
response to order of reference for hearing before administrative law judge, **Comp § 40:175**
Time and date
court proceedings, **Comp § 43:27**
petition regarding wage determination, Board of Service Contract Appeals, **Comp § 40:184**
Transportation exemption, **Comp § 15:39**
Walsh-Healey Act exemption, **Comp § 15:42**
Withholding from amount due on contract, **Comp § 40:151**

CONTRARY MATTERS
National LABOR Relations Board, independent suits in federal district court against NLRB, **Labor § 51:4**

CONTRIBUTIONS
403(b) annuities for employees of tax-exempt organizations or public schools, **Ben § 23:167, 23:168**
Funded Welfare Benefit Plans (this index)
Personnel Manual (this index)
Simplified Employee Pensions (this index)
Unfair Labor Practices (this index)

CONTROL EMPLOYEES
Airplane Use as Employee Benefit (this index)
Automobile use as employee benefit, commuting value method, **Ben § 15:43**

CONTROLLERS
Compensation, discrimination, **Emp P § 44:49**
Personnel manual, job descriptions, **Pers M § 8:114, 8:115**
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:205**

CONTROL OR CONTROLS
Collective bargaining agreements, existence as controlled by rules of contract law, **Labor § 47:8**
Common Control (this index)
Federal employment, control over union, **Labor § 39:265**

CONTROL OR CONTROLS—Cont'd
National Labor Relations Act (this index)
Personnel Manual (this index)
Railway LABOR Act, jurisdiction over company controlled by carrier, **Labor § 13:14**
Unfair Labor Practices (this index)
Unions, consent election agreements, **Labor § 20:12, 20:15**
Workplace Safety (this index)

CONVENIENCE STORE MANAGERS
White collar employees, **Comp § 3:67**

CONVENIENT OR CONVENIENCE
Unfair labor practices, interrogation concerning union sympathies, **Labor § 26:106**
Unions, election hours, **Labor § 23:16**

CONVENTIONS
Business Trips, Conventions and Related Expenses of Employees (this index)
Delegates at conventions
LABOR-Management Reporting and Disclosure Act, elections, **Labor § 66:29, 66:70 to 66:82**
unfair labor practices, supervisors' participation in union matters, **Labor § 28:32**
Labor-Management Reporting and Disclosure Act (this index)

CONVERSATIONS
National LABOR Relations Board, admissibility of telephone conversations in hearing on unfair labor practices, **Labor § 42:267**
Unions and Union Practices (this index)

CONVERSION
Unfair Labor Practices (this index)

CONVERSION PRIVILEGES
Continuation and Conversion Privileges (this index)

CONVICTIONS
Criminal Arrests and Convictions (this index)

CONVICT LABOR
Peonage, **Emp P § 42:49**

COOKS
Compensation, discrimination, **Emp P § 44:69**
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:95**

COOPERATION
Collective bargaining agreements, statement, **Labor § 47:23**
LABOR-Management Reporting and Disclosure Act, cooperation of Secretary of LABOR with other governmental agencies, **Labor § 63:20**
Personnel Manual (this index)

COOPERATIVES
Fair Labor Standards Act and similar state laws, members as employees, **Comp § 1:55**
Farms, Farmers and Farming (this index)

COORDINATION
See also specific states

COORDINATION—Cont'd
Disability benefits, **Ben § 6:16**
Medical Benefits (this index)
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:68**
Personnel manual, compensation administration, **Pers M § 8:28**
Retirement and Retirement Plans (this index)
Workplaceplace safety, coordination of activities between OSHA and NLRB, **Work S § 5:65**

COPELAND ACT
General discussion, **Comp § 15:33, 15:34, 15:38, 40:41 to 40:43**
Applications to make payroll deductions, **Comp § 40:41**
COMPENSATNletion, contract for, **Comp § 15:33**
Construction, contract for, **Comp § 15:33**
Court proceedings
general discussion, **Comp § 43:28 to 43:31**
additional liability, **Comp § 43:30**
fine or imprisonment, **Comp § 43:28**
United States, prosecution by, **Comp § 43:29**
Davis-Bacon Act, debarment under, **Comp § 40:50**
Fine or imprisonment, **Comp § 43:28**
Notice of decision, **Comp § 40:43**
Prosecution, contract for, **Comp § 15:33**
Public buildings, public works of buildings or works financed by federal loans or grants, **Comp § 15:34**
Records and reports, **Comp § 37:197**
Renewal applications, **Comp § 40:42**
Repair, contract for, **Comp § 15:33**
United States, prosecution by, **Comp § 43:29**

COPIES
National LABOR Relations Board, motions in unfair labor practice cases, **Labor § 42:214**
Unions, representation petition, **Labor § 18:46**

COPYING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:61**

CORE HOURS
Personnel manual, flextime policy, **Pers M § 13:68**

CORE MEMBERS
Unfair labor practices, compelling support of union activity, **Labor § 27:49**

CORONAVIRUS
Americans With Disabilities Act (ADA), **Ben § 6:17.30**
Consolidated omnibus budget reconciliation act (cobra), **Ben § 8:42.50**
401(k) plans, distributions, **Ben § 23:68.50**
Health insurance portability and accountability act, **Ben § 5:177.50**
High Deductible Health Plan, **Ben § 5:142.30**
Loans from retirement programs, **Ben § 15:158.50**
Medical benefits, coverage and eligibility, **Ben § 5:6.50**
Payroll tax credit, social security, **Ben § 4:7.50**
Single-employer pension funding rules, **Ben § 25:50.50**

CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
National and Community Service Act, **Emp P § 88:306**

CORPORATIONS
National Labor Relations Act (this index)
Parent and Subsidiary Companies and Corporations (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)

CORRECTIONAL INSTITUTIONS
Security personnel, exemption for, **Comp § 16:8**

CORRECTION OR CORRECTIONS
Action. **Corrective Action** (this index)
401(k) plans, excess contributions, **Ben § 23:57; Comp § 23:62**
National LABOR Relations Board, transcript of hearing, **Labor § 42:273**
Retirement and Retirement Plans (this index)
Social security, earnings records, **Ben § 4:11**
Unions, certification, **Labor § 23:198**
Workplace Safety (this index)

CORRECTIVE ACTION
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:105**
Personnel manual, sexual harassment policies, **Pers M § 5:59**

CORRUPTION
Labor Management Relations Act (this index)
National LABOR Relations Act, representatives, **Labor § 8:8**
National LABOR Relations Board, joint liability for reimbursement, **Labor § 43:137**
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:15, 59:24, 59:29**
Unions and Union Practices (this index)

COSMETIC SURGERY
Medical benefits, **Ben § 5:28**

COST-EFFECTIVENESS
Personnel Manual (this index)

COST OF EMIGRATING
California, **Comp § 32:19.50**

COST OF LIVING
Equal Access to Justice Act, **Emp P § 77:120**
Executive compensation, reasonableness of compensation, **Ben § 31:32**
Overtime pay, **Comp § 20:76**
Retirement plans, limitations on contributions and benefits, **Ben § 22:17, 22:23, 22:32, 22:33**
Social security, **Ben § 4:32, 4:33**

COSTS AND EXPENSES
General discussion, **Emp P § 70:9, 78:1 et seq.**
Actions. **Costs of Action** (this index)
Administrative sanctions and remedies, **Emp P § 82:27**
Bad faith, sanctions for acting in, **Emp P § 78:13**
Benefits, reimbursement or other expense allowance arrangement, **Ben § 15:267**
Bonds of contractors, court proceedings, **Comp § 43:104**
Business Trips, Conventions and Related Expenses of Employees (this index)
Class actions, certification procedures, **Emp P § 99:46**

COSTS AND EXPENSES—Cont'd
Collective bargaining agreements, arbitration, **Labor § 49:80**
Contempt proceedings, **Emp P § 78:14**
Cost of Living (this index)
Expert witness fees, **Emp P § 78:9**
Factors used in exercising discretion of court, **Emp P § 78:4**
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act, **Ben § 12:72.50**
Federal employment laws, costs authorized under, **Emp P § 78:6**
Federal government employees, **Emp P § 88:332, 88:342**
Financial considerations as affecting discretion of court, **Emp P § 78:5**
Frivolous litigation, sanctions for bringing, **Emp P § 78:13**
Individual retirement accounts, maintenance of IRA, **Ben § 23:90**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Moving and Relocation Assistance (this index)
National Labor Relations Board (this index)
Overtime pay, reimbursements, **Comp § 20:92**
Personnel Manual (this index)
Presumption for award of costs, **Emp P § 78:2, 78:3**
Railway Labor Act (this index)
Recoverable costs, **Emp P § 78:8**
Reductions to awards, **Emp P § 78:12**
Retirement and Retirement Plans (this index)
Settlements, releases and waivers of claims, **Emp P § 69:17**
Title VII, **Emp P § 78:7, 84:122**
Travel expenses of witnesses, **Emp P § 78:10**
Unfair Labor Practices (this index)
Unions, transportation costs, **Labor § 22:94**
Walsh-Healey Act, **Comp § 40:30**

COSTS OF ACTION
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:27**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Workplaceplace safety, administrative law judge decision review, **Work S § 8:191**

COTTON
Workplace Safety (this index)

COTTON EMPLOYEES
Overtime pay, records kept by employers, **Comp § 37:31**

COTTON GINNING
Agricultural Employees (this index)

COTTON SERVICES
Agricultural Employees (this index)

COUNCILS
National Labor Relations Act (this index)
Unfair labor practices, picketing by council where locals are recognized, **Labor § 39:14**

COUNSEL
Attorneys (this index)

COUNSELORS AND COUNSELING
Benefits, preretirement counseling, **Ben § 15:225 to 15:227**
Medical benefits, **Ben § 5:22**
National LABOR Relations Act, supervisor coverage of rehabilitation counselors in health care industry, **Labor § 5:93**
Personnel manual, financial counseling services, **Pers M § 12:111, 12:116, 12:117**

COUNTERCLAIMS
Answers, **Emp P § 101:37**
Bonds of contractors, **Comp § 43:88**
Fair Labor Standards Act and similar state laws, **Comp § 41:128**

COUNTIES
National LABOR Relations Act, employer coverage of governmental bodies, **Labor § 4:36**

COUNTRY CLUBS
General discussion, **Comp § 9:7**
Dues and membership fees as employee benefit, **Ben § 15:122, 15:123**

COUNTRY ELEVATORS
Agricultural Employees (this index)

COUNTRY MUSIC SHOW EMPLOYEES
General discussion, **Comp § 9:6**

COUPON REDEMPTION STORES
Retail or service establishment employees, **Comp § 12:189**

COURTS
Appellate courts. **Courts of Appeals** (this index)
Collective bargaining agreements, role in arbitration of contract disputes, **Labor § 49:5 to 49:14**
District Courts (this index)
Federal Courts (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
LABOR relations, **Labor § 50:1 to 62:252**
Leave of Court (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, court proceedings, **Labor § 50:72 to 50:154**
State labor relations statutes, court enforcement, **Labor § 62:1 to 62:252**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:1 to 60:11**
Workplace Safety (this index)

COURTS OF APPEALS
Federal Courts of Appeals (this index)
Workplaceplace safety, judicial review under Tennessee's plan for safety and health, **Work S § 4:904**

COVERAGE
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Employment Practices (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Group Insurance (this index)
Medical benefits, Genetic Information Nondiscrimination Act, **Ben § 5:15.50**
Medical Benefits (this index)

COVERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:22**

COVID-19
Americans With Disabilities Act (ADA), **Ben § 6:17.30**
Consolidated omnibus budget reconciliation act (cobra), **Ben § 8:42.50**
401(k) plans, distributions, **Ben § 23:68.50**
Health insurance portability and accountability act, **Ben § 5:177.50**
High Deductible Health Plan, **Ben § 5:142.30**
Loans from retirement programs, **Ben § 15:158.50**
Medical benefits, coverage and eligibility, **Ben § 5:6.50**
Payroll tax credit, social security, **Ben § 4:7.50**
Requirements, workplace safety, **Work S § 3:289.50**
Single-employer pension funding rules, **Ben § 25:50.50**

COWORKERS
Retaliation, **Emp P § 10:34.50**

CPI (CONSUMER PRICE INDEX)
Personnel manual, compensation planning and design, **Pers M § 8:42 to 8:55**

CRAFTSMEN
White collar employees, **Comp § 3:27**

CRAFT UNITS
Unions and Union Practices (this index)

CRANES
Workplace Safety (this index)

CRAWLER CRANES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**

CREATION
Establishment or Creation (this index)

CREATIVE FRINGE BENEFITS
Unions, nonunion employer's guide to union organizing, **Labor § 16:10**

CREDIBILITY
LABOR Management Relations Act, judicial review of credibility rulings of arbitrator, **Labor § 53:247**
National LABOR Relations Board, investigation of charges of unfair labor practices, **Labor § 42:45**

CREDIT BUREAUS AND CREDIT RATING AGENCIES
Retail or service establishment employees, **Comp § 12:81**

CREDIT MANAGERS
White collar employees, **Comp § 3:76**

CREDIT RECORD
Selection and retention of employees, **Emp P § 35:2, 35:3**

CREDITS
Handicapped workers, credits for room, board, or other services for patient workers, **Comp § 17:153**

CREDIT UNIONS
Benefits, **Ben § 15:70**
Benefits, **Ben § 15:71**
Personnel manual, types of benefits, **Pers M § 12:152**

CREED DISCRIMINATION
Religious or Creed Discrimination (this index)

CREMATORIES
Retail or service establishment employees, **Comp § 12:82**

CREWMEMBERS
Aliens, vessel or aircraft (D-visa), **Emp P § 42:36, 90:25**

CRIMES AND CRIMINAL MATTERS
Criminal Arrests and Convictions (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, criminal contempt, **Labor § 50:142 to 50:154**
Penalties. **Criminal Penalties** (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

CRIMINAL ARRESTS AND CONVICTIONS
General discussion, **Emp P § 33:1 et seq.**
Arrest record, absence of, **Emp P § 33:2**
Business necessity of no-conviction-record requirement, **Emp P § 33:8**
Criminal convictions, absence of, **Emp P § 33:6**
Indictments, absence of, **Emp P § 33:5**
Inquiries regarding arrest record, **Emp P § 33:3, 33:4**
Inquiries regarding conviction record, **Emp P § 33:9**
Job-relatedness of conviction as justifying no-conviction-record requirement, **Emp P § 33:7, 33:8**
LABOR Management Relations Act, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:257**
Labor-Management Reporting and Disclosure Act (this index)
Oklahoma, **Emp P § 33:25.50**
Personnel manual
  arrest record monitoring, **Pers M § 22:45**
  unlawful employment practices in banking industry, **Pers M § 22:45**
Retirement and Retirement Plans (this index)
Selection procedure guidelines, applicability of, **Emp P § 33:11**

CRIMINAL ARRESTS AND CONVICTIONS —Cont'd
Truthful response to arrest record inquiries, **Emp P § 33:4**
Truthful response to conviction record inquiries, **Emp P § 33:10**
Unfair labor practices, enforcement of no-solicitation rules, **Labor § 26:149**

CRIMINAL CONDUCT AND PROCEEDINGS
See also specific states
Arrests. **Criminal Arrests and Convictions** (this index)
Attorney's fees, **Emp P § 77:55**
Contract Work Hours and Safety Standards Act, court proceedings, **Comp § 43:23**
Convictions. **Criminal Arrests and Convictions** (this index)
Davis-Bacon Act, **Comp § 40:45**
Equal Pay Act, **Emp P § 86:11**
Fair Labor Standards Act and Similar State Laws (this index)
Medical benefits, treatment of injuries sustained in criminal enterprise or activity, **Ben § 5:32**
Penalties. **Criminal Penalties** (this index)
Retirement and Retirement Plans (this index)

CRIMINAL PENALTIES
General discussion, **Emp P § 82:89 et seq.**
Age Discrimination in Employment Act, **Emp P § 82:91**
Child support enforcement amendments of 1984, **Emp P § 82:97**
Civil Rights Act of 1968, **Emp P § 82:94**
Consumer Credit Protection Act, **Emp P § 82:96**
Equal Pay Act, **Emp P § 82:92**
Executive Order 11246, **Emp P § 82:93**
Export Administration Act, **Emp P § 82:99**
Federal Election Campaign Act, **Emp P § 82:95**
Immigration Act, **Emp P § 82:98**
Job Training Partnership Act, **Emp P § 42:63**
Labor-Management Reporting and Disclosure Act (this index)
Privacy Act, **Emp P § 93:49**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:93, 59:94**
Title VII, **Emp P § 82:90**
Workplace Safety (this index)

CRITERION-RELATED VALIDATION
Selection and Retention of Employees (this index)

CROP DUSTING, SPRAYING AND SEEDING FIRMS
Retail or service establishment employees, **Comp § 12:38**

CROPS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:8 to 6:14**

CROP SHARE ARRANGEMENTS
Keogh plans, **Ben § 23:158**

CROSS APPEALS
General discussion, **Emp P § 110:6**

CROSS-CULTURAL TRAINING
International employment, **Emp P § 41:26**

CROSS-EXAMINATION OF WITNESSES
Collective bargaining agreements, arbitration hearing, **Labor § 49:94**
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:240**
Unions, hearings on election objections and challenges, **Labor § 23:155**
Workplaceplace safety, administrative hearings, **Work S § 8:129**

CROSS EXCEPTIONS
Federal employment, hearing on unfair labor practices, **Labor § 45:69**
National LABOR Relations Board, decision of administrative law judge, **Labor § 42:280**

CROSS-PETITIONS
Unions, showing of interest required for representation petition, **Labor § 18:76**
Workplaceplace safety, discretionary review of administrative law judge decision, **Work S § 8:178**

CROSS-PLAN OFFSETTING
Medical benefits, **Ben § 5:247.50**

CROSS-TRADES
Retirement plans, **Ben § 39:5, 39:10**

CROSS-TRAINING PROGRAMS FOR EMPLOYEES
Personnel manual, **Pers M § 16:40 to 16:43**

CRYPTOCURRENCY
Investments, retirement and retirement plans, **Ben § 40:2.01**

CTDs (CUMULATIVE TRAUMA DISORDERS)
Personnel manual, video display terminals, **Pers M § 17:110**

CULPABILITY FOR THIRD PARTY CONDUCT
Unions, election rules, **Labor § 22:13**

CULTURAL INFLUENCES
Personnel manual, absenteeism and motivation to attend, **Pers M § 6:23**

CULTURE
International Employment (this index)

CUMULATIVE EFFECT TEST
Fair Labor Standards Act and similar state laws, employees engaged in commerce, **Comp § 1:77**

CUMULATIVE TRAUMA DISORDERS
Personnel manual, video display terminals, **Pers M § 17:110**

CURE
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:84, 66:87 to 66:107**
National LABOR Relations Board, deficiencies in complaint for unfair labor practices, **Labor § 42:92**
Workplaceplace safety, deficiencies in citations, **Work S § 7:7**

CURRENCY EXCHANGES
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:37**

CURRENT ATTENDANCE THEORY
Personnel manual, absenteeism, **Pers M § 6:12**

CURRENTLY CERTIFIED UNION REQUIREMENT
Unfair labor practices, recognitional and organizational picketing, **Labor § 39:6**

CURTAIL OR CURTAILMENT
Unfair labor practices, threats to curtail benefits or privileges, **Labor § 26:48**
Unions, business curtailment as consequence of union victory on employer's business, **Labor § 16:59**

CUSTODIAL AND MAINTENANCE UNITS AND EMPLOYEES
Compensation, discrimination, **Emp P § 44:60**
Public contracts, **Comp § 15:23**
Unions, schools, colleges and universities, **Labor § 19:121**

CUSTODY
Personnel manual, chain of custody in drug testing, **Pers M § 20:49**
Union elections, ballot box, **Labor § 23:88**

CUSTOM AND USAGE IN INDUSTRY
Collective bargaining agreements, relevance to interpretation, **Labor § 47:18**

CUSTOMERS
Personnel manual, conducting effective interview of customer service candidates, **Pers M § 3:31**
Unfair Labor Practices (this index)

CUTTING
Workplace Safety (this index)

CYBERSECURITY
Retirement and retirement plans, **Ben § 36:2.50**
trustees, **Ben § 38:12.50**

CYBERSTALKING
Surveillance and monitoring of employees, **Emp P § 55:5**

CYPRUS
International employment, tax treaties, **Emp P § 41:190, 41:191**

CZECH REPUBLIC
International employment, tax treaties, **Emp P § 41:192, 41:193**

DAILY RATE AGREEMENTS
Overtime Pay (this index)

DAIRIES
Agricultural Employees (this index)
National Labor Relations Act (this index)

DAMAGES
General discussion, **Emp P § 70:5 to 70:7, 74:1 et seq.**
Americans with Disabilities Act, availability under, **Emp P § 74:4, 74:5, 74:7, 74:8**

DAMAGES—Cont'd
Backpay (this index)
Collective Bargaining Agreements (this index)
Evidence of compensatory damages, **Emp P § 74:8**
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act, **Ben § 12:72**
Federal government, availability under Rehabilitation Act against, **Emp P § 74:10**
Front Pay (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:50**
Limits on compensatory damages, **Emp P § 74:5**
Liquidated Damages (this index)
National LABOR Relations Board, exception to deference to NLRB by federal courts, **Labor § 11:52**
Nominal Damages (this index)
Punitive Damages (this index)
Railway LABOR Act, judicial actions and remedies, **Labor § 59:87, 59:91**
Rehabilitation Act, availability under, **Emp P § 74:4, 74:5, 74:7, 74:8, 74:10**
Requirements to obtain compensatory damages, **Emp P § 74:12**
Retirement and Retirement Plans (this index)
Retroactivity of Civil Rights Act of 1991, **Emp P § 74:2**
Statutes allowing legal relief, availability under, **Emp P § 74:11**
Statutes that do not explicitly authorize that relief, availability under, **Emp P § 74:9**
Termination of Employment (this index)
Title VII, availability under, **Emp P § 74:3, 74:5, 74:7, 74:8**
Types of injuries compensable, **Emp P § 74:7**
Unfair Labor Practices (this index)

DAMAGE TO PROPERTY
Norris-LaGuardia Act, **Labor § 50:85, 50:115**

DANCE HALLS
Retail or service establishment employees, **Comp § 12:83**

DATA
Information (this index)
Personnel Manual (this index)

DATE
Time and Date (this index)

DAVIS-BACON ACT
General discussion, **Comp § 15:25 to 15:32, 40:44 to 40:112**
Agencies other than Department of Labor, effect of debarment by, **Comp § 40:53**
Allowances for new allegations,, determinations regarding violations, **Comp § 40:79**
Alteration, contract for, **Comp § 15:26**
Amendments to pleadings, determinations regarding violations, **Comp § 40:79**
Apprentices, **Comp § 15:29, 19:9**
Area, defined, **Comp § 40:62**
Attorney's fees, determinations regarding violations, **Comp § 40:84**
Bankruptcy, effect on debarment, **Comp § 40:51**
Cancellation of contract, **Comp § 40:46**

DAVIS-BACON ACT—Cont'd
Consent findings and order, determinations regarding violations, **Comp § 40:85**
Consolidations, Wage Appeals Board, **Comp § 40:95**
Construction, contract for, **Comp § 15:26**
Copeland Act, violation of, **Comp § 40:50**
Counsel, Wage Appeals Board, **Comp § 40:93**
Court proceedings
  general discussion, **Comp § 43:13, 43:14**
  contractors, suits by, **Comp § 43:14**
  employees, suits by, **Comp § 43:13**
Credit for contributions or costs of fringe benefits, minimum wages, **Comp § 19:14**
Criminal actions, **Comp § 40:45**
Debarment, generally, **Comp § 40:47 to 40:49, 40:52**
Decorating, contract for, **Comp § 15:26**
Determinations regarding violations
  general discussion, **Comp § 40:69 to 40:88**
  amendments to pleadings, supplemental pleadings and allowances for new allegations, **Comp § 40:79**
  attorney's fees, **Comp § 40:84**
  consent findings and order, **Comp § 40:85**
  decision of administrative law judge, **Comp § 40:87**
  discipline of noncooperative parties, **Comp § 40:81**
  disclosure of information, **Comp § 40:72**
  failure to appear at hearing, consequences of, **Comp § 40:82**
  filing of pleadings and other documents, **Comp § 40:77**
  investigations, **Comp § 40:69, 40:71**
  notice of dispute on question of fact, **Comp § 40:76**
  notification of contractor, **Comp § 40:73**
  parties, **Comp § 40:80**
  petition for review, **Comp § 40:88**
  production of documents and witnesses, **Comp § 40:83**
  proposed findings, conclusions and order, **Comp § 40:86**
  reports by contracting agencies, **Comp § 40:70**
  request for hearing, **Comp § 40:75**
  request for removal from debarment list, **Comp § 40:74**
  service of filed documents, **Comp § 40:78**
Determinations regarding wages
  general discussion, **Comp § 40:60 to 40:68**
  Administrator of Wage and Hour Division of Department of Labor, **Comp § 40:60**
  area, defined, **Comp § 40:62**
  obtaining and compiling wage rate information, **Comp § 40:63**
  prevailing wage, defined, **Comp § 40:61**
  reconsideration by administrator, **Comp § 40:67**
  request for wage determination, **Comp § 40:64**
  review by Wage Appeals Board, **Comp § 40:68**
  scope of consideration, **Comp § 40:66**
  use and effectiveness of wage determinations, **Comp § 40:65**
Discipline of noncooperative parties, determinations regarding violations, **Comp § 40:81**
Disclosure of information, determinations regarding violations, **Comp § 40:72**
Discretion as to debarment, **Comp § 40:52**
Exemption, method to obtain, **Comp § 40:59**
Extensions of time, Wage Appeals Board, **Comp § 40:100**

DAVIS-BACON ACT—Cont'd
Filing
determinations regarding violations, pleadings and other documents, **Comp § 40:77**
Wage Appeals Board, **Comp § 40:98, 40:105**
Geographic reach of act, **Comp § 15:31**
Good faith reliance plus defense, **Comp § 40:55**
Helpers, **Comp § 15:29, 19:11**
Intervention and other participation, Wage Appeals Board, **Comp § 40:94**
Investigations, determinations regarding violations, **Comp § 40:69, 40:71**
Laborers, employment of, **Comp § 15:28**
Materialmen, **Comp § 15:32**
Mechanics, employment of, **Comp § 15:28**
Minimum wages
general discussion, **Comp § 19:5 to 19:14**
apprentices, exceptions for, **Comp § 19:9**
changes in minimum wage obligations, **Comp § 19:12**
classes of employees not covered by wage determinations, **Comp § 19:7**
credit for contributions or costs of fringe benefits, **Comp § 19:14**
helpers, exception for, **Comp § 19:11**
multiple classifications, employees performing work in, **Comp § 19:8**
trainees, exception for, **Comp § 19:10**
wages, defined, **Comp § 19:6**
Motions, Wage Appeals Board, **Comp § 40:100**
Notice of dispute on question of fact, determinations regarding violations, **Comp § 40:76**
Notification of contractor, determinations regarding violations, **Comp § 40:73**
Official ruling and interpretation, method to obtain, **Comp § 40:58**
Overtime pay, **Comp § 22:7**
Painting, contract for, **Comp § 15:26**
Parties, determinations regarding violations, **Comp § 40:80**
Payment to employees, **Comp § 40:45**
Persons who may be debarred, **Comp § 40:54**
Poster, personnel manual, human resources planning, **Pers M § 1:64**
Prevailing wage, defined, **Comp § 40:61**
Production of documents and witnesses, determinations regarding violations, **Comp § 40:83**
Proposed findings, conclusions and order, determinations regarding violations, **Comp § 40:86**
Public buildings or public works, requirement of, **Comp § 15:27**
Public information, Wage Appeals Board, **Comp § 40:97**
Reconsideration by administrator, determinations regarding wages, **Comp § 40:67**
Records and reports, **Comp § 37:192, 37:193**
Repair, contract for, **Comp § 15:26**
Reports by contracting agencies, determinations regarding violations, **Comp § 40:70**
Secretary of Labor, power to administer act, **Comp § 40:56**
Service
determinations regarding violations, **Comp § 40:78**
Wage Appeals Board, **Comp § 40:98, 40:110**
Service Contract Act, exemption, **Comp § 15:56**
Service contracts - compensation, exemption, **Comp § 15:56**

DAVIS-BACON ACT—Cont'd
Site of work, employment directly upon, **Comp § 15:30**
Subcontractors, **Comp § 15:32**
Supplemental pleadings, determinations regarding violations, **Comp § 40:79**
Suspension of act by president, **Comp § 40:57**
Time to file, Wage Appeals Board, **Comp § 40:103**
Trainees, **Comp § 15:29, 19:10**
Unpaid wages, liability for, **Comp § 40:44**
Wage Appeals Board
general discussion, **Comp § 40:89 to 40:112**
appellate nature of board's authority, **Comp § 40:91**
consolidations, **Comp § 40:95**
contents of petition, **Comp § 40:104, 40:109**
counsel, **Comp § 40:93**
decision by board, **Comp § 40:90**
determinations regarding wages, **Comp § 40:68**
disposition by board, **Comp § 40:107, 40:112**
extensions of time, **Comp § 40:100**
filing, **Comp § 40:98, 40:105**
interested persons, presentations of other, **Comp § 40:106**
intervention and other participation, **Comp § 40:94**
location, **Comp § 40:92**
motions, **Comp § 40:100**
oral proceedings, **Comp § 40:96**
persons who may petition, **Comp § 40:101, 40:108**
place to file, **Comp § 40:102**
powers of board, **Comp § 40:89**
public information, **Comp § 40:97**
response from other parties, **Comp § 40:111**
service, **Comp § 40:98, 40:110**
time to file, **Comp § 40:103**
variations in procedures, **Comp § 40:99**
Wages, defined, **Comp § 19:6**
Withholding from amount due on contract, **Comp § 40:44**

DAY CARE
Personnel Manual (this index)

DAY CARE CENTERS AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:72 to 15:76**
Checklists, **Ben § 15:73, 15:74**
Deductible expenses for running day care center, **Ben § 15:74**
Employee Retirement Income Security Act reporting and disclosure requirements, exemption from, **Ben § 15:76**
Taxpayer identification numbers of employer supplied to employees, **Ben § 15:75**

DAYS OFF
Personnel Manual (this index)

DBCP (DIBROMOCHLOROPROPANE)
Workplaceplace safety, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:309**

DEAD HEADING
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:116**

DEADLINES
Workplace Safety (this index)

DEADLOCK ON ARBITRATION AWARD
Railway LABOR Act, National Railroad Adjustment Board, **Labor § 49:126**

DEALERS
National Labor Relations Act (this index)
National LABOR Relations Board, assertion of jurisdiction over automobile and truck dealers, **Labor § 3:47**

DEALING OR DEALINGS
Personnel Manual (this index)
Unfair Labor Practices (this index)

DEANS OF UNIVERSITIES
National LABOR Relations Act, supervisor coverage, **Labor § 5:80**

DEATH AND DEATH BENEFITS
General discussion, **Ben § 7:86 et seq.**
Accounting purposes, handling of payment of more than $5,000, **Ben § 7:126**
Annuity contracts, payment of up to $5,000, **Ben § 7:111, 7:112**
Bereavement (this index)
Closely held corporation, payment of more than $5,000 to surviving spouse of employee-stockholder, **Ben § 7:123**
COBRA continuation coverage requirements, qualifying events, **Ben § 8:28**
Collective Bargaining Agreements (this index)
Continuation and conversion privileges, extension in case of disability or medical leave, **Ben § 8:91**
Continued salary, reasonable period for, **Ben § 7:93**
Contract or agreement, defined, **Ben § 7:130**
Contractual obligation, **Ben § 7:92, 7:128**
Deduction of payments
- general discussion, **Ben § 7:91 to 7:97**
- continued salary, reasonable period for, **Ben § 7:93**
- contractual obligation does not ensure deduction of payments, **Ben § 7:92**
- dividend, payment as nondeductible, **Ben § 7:96**
- life insurance, payments funded with, **Ben § 7:95**
- limit on deductions for gratuitous payments in excess of $5,000, **Ben § 7:94**
- property purchase combined with death benefit, **Ben § 7:97**

Detached and disinterested generosity as overall gift test, payment of more than $5,000, **Ben § 7:116**
Dividend, payment as nondeductible, **Ben § 7:96**
Eligibility for benefits, **Ben § 7:87**
Employee Retirement Income Security Act
- general discussion, **Ben § 7:88 to 7:90**
- remembrance funds as welfare benefits, **Ben § 7:90**
- state laws, applicability of, **Ben § 7:89**
- welfare benefits subject to Employee Retirement Income Security Act, **Ben § 7:88**

Estate taxes
- general discussion, **Ben § 7:129 to 7:137**
- amount included in estate, **Ben § 7:133**
- contract or agreement, defined, **Ben § 7:130**
- retained interest, inclusion in estate as, **Ben § 7:135**
- retained powers, inclusion in estate as, **Ben § 7:136**
- separate nonqualified employee plans considered together, **Ben § 7:132**
- stock ownership by decedent, **Ben § 7:137**
- voluntary payments to beneficiary, **Ben § 7:131**

DEATH AND DEATH BENEFITS—Cont'd
Gift taxes, **Ben § 7:138**
Income in respect of decedent, **Ben § 7:139**
Individual retirement accounts, effect on deduction limits, **Ben § 23:81**
Installment payments of up to $5,000, **Ben § 7:110**
Interest, benefits left to earn, **Ben § 7:113**
Joint and survivor annuities, payment of up to $5,000, **Ben § 7:112**
Life insurance, payments funded with, **Ben § 7:95**
Need of surviving spouse, payment of more than $5,000, **Ben § 7:124**
Nonforfeitable right before death, existence of, **Ben § 7:106**
Payment of compensation, **Comp § 30:1 et seq.**
Payment of more than $5,000
- general discussion, **Ben § 7:114 to 7:128**
- accounting purposes, handling of payment for, **Ben § 7:126**
- benefit to corporation, **Ben § 7:119**
- closely held corporation, payments to surviving spouse of employee-stockholder, **Ben § 7:123**
- company plan or policy, effect of, **Ben § 7:122**
- contractual payments, **Ben § 7:128**
- detached and disinterested generosity as overall gift test, **Ben § 7:116**
- full compensation for employee's services, **Ben § 7:121**
- need of surviving spouse, **Ben § 7:124**
- obligation to pay additional compensation, **Ben § 7:118**
- payment to surviving spouse or estate, **Ben § 7:117**
- performance of services by surviving spouse, **Ben § 7:120**
- resolution of corporation determining benefit, **Ben § 7:125**
- tax purposes, handling of payment for, **Ben § 7:126**
- tests determining whether payment is gift or compensation, **Ben § 7:115**
- voluntary payment to surviving spouse of other beneficiary, **Ben § 7:114**
- voluntary payment to surviving spouse who is stockholder, **Ben § 7:127**

Payment of up to $5,000
- general discussion, **Ben § 7:103 to 7:113**
- annuity contracts, **Ben § 7:111, 7:112**
- employer, payment by, **Ben § 7:104**
- installment payments, **Ben § 7:110**
- interest, benefits left to earn, **Ben § 7:113**
- joint and survivor annuities, **Ben § 7:112**
- nonforfeitable right before death, existence of, **Ben § 7:106**
- payment by reason of death, **Ben § 7:105**
- revocable plan, payment under as forfeitable right, **Ben § 7:107**
- separate payments of benefits, **Ben § 7:109**
- termination of employment, forfeiture by, **Ben § 7:108**

Performance of services by surviving spouse, payment of more than $5,000, **Ben § 7:120**
Personnel Manual (this index)
Property purchase combined with death benefit, **Ben § 7:97**
Recipients, tax consequences to, **Ben § 7:101, 7:102**
Recordkeeping requirements, **Ben § 7:100**
Remembrance funds as welfare benefits under Employee Retirement Income Security Act, **Ben § 7:90**
Reporting requirements, **Ben § 7:100**
Resolution of corporation determining benefit, payment of more than $5,000, **Ben § 7:125**
Retained interest, inclusion in estate as, **Ben § 7:135**

DEATH AND DEATH BENEFITS—Cont'd
Retained powers, inclusion in estate as, **Ben § 7:136**
Retirement and Retirement Plans (this index)
Revocable plan, payment of up to $5,000 under as forfeitable right, **Ben § 7:107**
Social security taxes, **Ben § 7:99**
Stock ownership by decedent, **Ben § 7:137**
Taxation, **Ben § 7:91 et seq.**
Termination of employment, forfeiture by, **Ben § 7:108**
Unemployment taxes, **Ben § 7:99**
Voluntary payments to beneficiary, **Ben § 7:131**
Withholding requirements, **Ben § 7:98**
Workplace Safety (this index)

DEAUTHORIZATION
Unions and Union Practices (this index)

DEBARMENT
Davis-Bacon Act (this index)
Executive Order 11246 (this index)

DEBTOR-CREDITOR LAW
Preemption, **Ben § 1:114**

DECEIT
Fraud and Deceit (this index)

DECENTRALIZED VS. CENTRALIZED SYSTEMS
Personnel manual, compensation administration, **Pers M § 8:26**

DECERTIFICATION
Unions and Union Practices (this index)

DECISIONS
Determinations (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

DECLARATIONS
LABOR-Management Reporting and Disclosure Act, declaration of candidacy, **Labor § 66:22**
Workplaceplace safety, ordered out of service by driver, **Work S § 5:148**

DECLARATORY JUDGMENTS
Attorney's fees, **Emp P § 77:19**
Fair Labor Standards Act and Similar State Laws (this index)
LABOR Management Relations Act, relief in contract enforcement actions, **Labor § 56:50**

DECLARATORY ORDERS
National LABOR Relations Board, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:36**

DECLARATORY RULINGS ON STANDARDS
Workplace Safety (this index)

DECLINATION OF JURISDICTION
National Labor Relations Board (this index)

DECONTAMINATION
Workplace Safety (this index)

DECORATING
Davis-Bacon Act, **Comp § 15:26**

DECREASE
Reduction or Decrease (this index)

DECREES
Judgments and Decrees (this index)

DEDUCTIBLES
Personnel manual, health insurance plans, **Pers M § 12:35, 12:47**

DEDUCTIONS
Cobra continuation coverage requirements, **Ben § 8:38**
Death and Death Benefits (this index)
Federal employment, assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
401(k) plans, **Ben § 23:27**
Funded welfare benefit plans, contributions, **Ben § 3:45, 3:52 to 3:55, 3:72 to 3:74**
Incentive Compensation and Pay (this index)
Keogh plans, contributions, **Ben § 23:144, 23:145**
Legal services as employee benefit, payment of legal expenses by employer, **Ben § 15:149**
Life insurance premiums, **Ben § 7:38, 7:40, 7:72**
Moving and relocation assistance, **Ben § 15:208, 15:209**
National LABOR Relations Board, deduction of interim earnings from backpay amount, **Labor § 43:74**
Nonqualified deferred compensation, **Ben § 34:4**
Overtime Pay (this index)
Payment of compensation, **Comp § 32:1 et seq.**
Sick leave, taxation, **Ben § 11:4**
Simplified employee pensions, employer contributions, **Ben § 23:130**
Social security, **Ben § 4:23, 4:39, 4:40**

DEEMED IRAS
Individual retirement accounts, **Ben § 23:72**

DEFACING OF PROPERTY
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:151**

DEFAMATION
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:128**
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:31**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:7**
Personnel Manual (this index)
Postemployment conduct, **Emp P § 65:12, 65:13**
Unfair Labor Practices (this index)

DEFAULT JUDGMENT
Discovery, **Emp P § 104:45**

DEFEAT
Unions and Union Practices (this index)

DEFECTS OR IRREGULARITIES
LABOR Management Relations Act contract enforcement actions, defective complaints, **Labor § 53:154**
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure irregularities in election, **Labor § 66:84, 66:87 to 66:107**
National Labor Relations Board (this index)
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:40**
Unfair labor practices, unsatisfactory work as reason for discharge of employee, **Labor § 30:166**
Unions, checkoff provision in contract, **Labor § 18:164**

DEFENSE, NATIONAL
National Defense (this index)

DEFENSE DEPARTMENT
Substance abuse and testing, **Emp P § 30:15**

DEFENSES
Affirmative Defenses (this index)
Age Discrimination in Employment Act, instructions to jury, **Emp P § 109:7**
Aliens, unauthorized, **Emp P § 42:8**
Backpay (this index)
Bonds of contractors, court proceedings, **Comp § 43:90 to 43:93**
Compensation, equal work standard, **Emp P § 44:13**
Discipline (this index)
Dismissal motions, **Emp P § 101:46**
Evidence (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Hiring, Preselection and Recruitment Practices (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Race or color discrimination, **Emp P § 3:10.50**
Retaliation, **Emp P § 10:40**
State court proceedings, **Emp P § 115:60 to 115:62**
Surveillance and monitoring of employees, **Emp P § 55:11**
Termination of Employment (this index)
Unfair labor practices, free speech guarantee as defense, **Labor § 38:18**
Veterans and other uniformed service members, **Emp P § 40:41**
Workplace Safety (this index)

DEFERENCE OR DEFERRAL
Collective bargaining agreements, Federal Mediation and Conciliation Service to private procedures, **Labor § 48:21, 48:22**
Compensation income. **Stock Options** (this index)
National Labor Relations Board (this index)
Workplace Safety (this index)

DEFERRED COMMISSIONS
Overtime pay, **Comp § 20:132**

DEFERRED OR DEFERRING
Personnel manual, qualified deferred compensation subject to federal employment taxes, **Pers M § 9:10**
Unfair labor practices, deferring agreement as subject of bargaining, **Labor § 34:18**

DEFICIENCIES
National LABOR Relations Board, unfair labor practice complaint, **Labor § 42:92**
Workplaceplace safety, citations, **Work S § 7:7**

DEFINED BENEFIT PLANS
Personnel manual, retirement benefits, **Pers M § 12:59 to 12:65**
Retirement and Retirement Plans (this index)

DEFINED CONTRIBUTION PLANS
Personnel manual, retirement benefits, **Pers M § 12:66 to 12:71**
Retirement and Retirement Plans (this index)

DEFINITE AWARD REQUIREMENT
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:30**

DEFUNCTNESS OF UNION
Contract bar, **Labor § 18:175**

DEGREES
Personnel manual, job evaluation, **Pers M § 8:122**

DELAWARE
Administrative process, end of, **Emp P § 89:54**
Administrative sanctions and remedies, **Emp P § 82:28, 82:35, 82:82**
Affirmative action plans, **Emp P § 68:92, 68:109**
Age discrimination, **Emp P § 8:14, 8:21, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:9**
AIDS testing and disclosure of test results, selection and retention of employees, **Emp P § 29:7**
Ancestry discrimination, **Emp P § 7:14, 7:21**
Apprentices, minimum wages, **Comp § 18:44**
Arbitration of contract disputes, **Labor § 49:177**
Attorney general, civil action by, **Emp P § 111:35**
At-will employment, exceptions to, **Emp P § 62:9**
Birth place, discrimination based on, **Emp P § 7:14, 7:21**
Bona fide occupational qualifications, **Emp P § 15:13, 15:19**
Bond of employee required for impractical wage attachment, support withholding, **Comp § 42:522**
Certificates, child labor, **Comp § 26:25**
Charging party, civil action by, **Emp P § 111:35**
Charging process, job discrimination proceedings, **Emp P § 89:49**
Child labor
  general discussion, **Comp § 25:16, 25:17**
  administrative procedures, **Comp § 28:93**
  certificates and permits, **Comp § 26:25**
  court proceedings, **Comp § 28:132**
  exemptions, **Comp § 25:16**
  prohibitions, **Comp § 25:17**
  sanctions and remedies, **Comp § 28:31**
Citizenship discrimination, **Emp P § 7:14, 7:21**

DELAWARE—Cont'd
Civil actions
attorney general, civil action by, **Emp P § 111:35**
charging party, civil action by, **Emp P § 111:36**
commencement, **Emp P § 111:34**
remedies, election of, **Emp P § 111:36**
Civil fines for pay and records violations
compensation, **Comp § 42:108**
overtime pay, **Comp § 42:108**
Coerced discrimination, **Emp P § 11:3, 11:9**
Color discrimination, **Emp P § 3:18**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, receipt for criminal fines or related costs, **Comp § 34:20**
child labor, above
corporation court proceedings, generally, **Comp § 42:12 to 42:17**
discrimination, **Emp P § 44:79, 44:86**
employee's suit for unpaid wages, liquidated damages and costs (including attorney's fees), **Comp § 42:12, 42:13**
fines for retaliation, **Comp § 42:15**
form of payment, below
garnishment, below
insuperable interference as defense, **Comp § 42:17**
minimum wages, below
new-hire reporting, **Comp § 37:206**
notices, **Comp § 37:99**
overtime pay, below
payment of compensation, below
penalties for violations as to pay or record keeping, **Comp § 42:14**
records, **Comp § 37:98, 42:14**
retaliation, **Comp § 39:27, 42:15**
review of labor department's proceedings, **Comp § 42:16**
rules for various types of claims, **Comp § 39:25 to 39:27**
small employers, exception for, **Comp § 37:100**
support withholding, below
time limit for filing suit, **Comp § 42:13**
Conciliation, job discrimination proceedings, **Emp P § 89:52**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:96.50**
Conversion privileges for health and life insurance, **Ben § 8:154**
Coordination of medical benefits, **Ben § 5:257**
Court enforcement of state labor relations statutes, **Labor § 62:35, 62:36**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:32 to 111:36, 111:34 to 111:36**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
civil actions, **Emp P § 111:34 et seq.**
privacy cases, **Emp P § 112:1, 112:5**
Coverage of state statutes affecting labor relations, **Labor § 15:9**
Credits, minimum wages, **Comp § 18:45**
Criminal arrests and convictions, selection and retention of employees, **COMPENSATN 33:15.30**
Criminal penalties
general discussion, **Emp P § 82:100, 82:119 to 82:121**
compensation, improper payment by bank credit, **Comp § 42:259**

DELAWARE—Cont'd
Criminal penalties—Cont'd
employee privacy statute, **Emp P § 82:120**
fair employment practices statute, **Emp P § 82:119**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:121**
Death of employee, payment of compensation, **Comp § 30:16**
Direct deposit of compensation, **Comp § 33:19**
Disabilities discrimination, **Emp P § 9:76, 9:84**
Disclosures, employment practices, **Emp P § 92:83, 92:89**
Dispute, wages affected by, **Comp § 29:32**
Dissolution of attachment, garnishment, **Comp § 34:159**
Employee privacy statute, criminal sanctions, **Emp P § 82:120**
Employment agencies, **Emp P § 20:215, 20:221, 67:16, 67:22**
Employment practices
general discussion, **Emp P § 2:1, 2:8**
administrative sanctions and remedies, **Emp P § 82:28, 82:35, 82:82**
affirmative action plans, **Emp P § 68:92, 68:109**
age discrimination, **Emp P § 8:14, 8:21**
at-will employment, exceptions to, **Emp P § 62:9**
bona fide occupational qualifications, **Emp P § 15:13, 15:19**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:9**
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:84**
disclosures, **Emp P § 92:83, 92:89**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:221**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:15**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:310**
job discrimination agencies, **Emp P § 83:61, 83:92**
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:8**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:272**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:172**
meal break statute, administrative sanctions and remedies, **Emp P § 82:82**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:21**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:15**
notices, **Emp P § 92:83, 92:89**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:10**
persons protected, **Emp P § 21:18, 21:25**
private employers subject to discrimination laws, **Emp P § 20:28, 20:35**
public employers subject to discrimination laws, **Emp P § 20:93, 20:100**
race or color discrimination, **Emp P § 3:18**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:346**
records and reports, **Emp P § 92:45, 92:51**
reference check immunity, **Emp P § 65:14, 65:19**

DELAWARE—Cont'd
Employment practices—Cont'd
religious or creed discrimination, **Emp P § 4:18, 4:25**
retaliation against opponents of discrimination, **Emp P § 10:49**
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:19**
sexual or affectional orientation discrimination, **Emp P § 6:9**
substance abuse and testing, below
terms, conditions and privileges of employment, below
End of administrative process, **Emp P § 89:54**
Excuse for untimely payment of compensation, **Comp § 29:33**
Exemptions, child labor, **Comp § 25:16**
Family leave, **Ben § 12:81**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Fines for retaliation, compensation, **Comp § 42:15**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:18; Emp P § 33:19**
direct deposit, **Comp § 33:19**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated, suspended or laid off employees, payment by mail to, **Comp § 33:20**
Fringe benefits, **Emp P § 44:138, 44:142**
Garnishment
general discussion, **Comp § 34:156 to 34:160, 42:463**
adverse employment actions, **Emp P § 63:7, 63:15**
amount of earnings subject to garnishment, **Comp § 34:156**
dissolution of attachment, **Comp § 34:159**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
notice and employee's option to object, **Comp § 34:157**
preference of garnishments, **Comp § 34:160**
return of service by employer to court, **Comp § 34:158**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:310**
Handicapped persons, minimum wages, **Comp § 18:43**
Harassment, **Emp P § 51:53.50**
Health, selection and retention of employees, **Emp P § 28:31, 28:35**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:52**
Holidays, **Ben § 10:11; Comp § 31:69**
Investigations, job discrimination proceedings, **Emp P § 89:50**
Job discrimination agencies, **Emp P § 83:61, 83:92**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:49 to 89:54**
administrative process, end of, **Emp P § 89:54**
basic fair employment practices statute procedures, **Emp P § 89:49**
charging process, **Emp P § 89:49**
conciliation, **Emp P § 89:52**
end of administrative process, **Emp P § 89:54**
investigations, **Emp P § 89:50**
reasonable cause determination, **Emp P § 89:51**
review board, proceedings before, **Emp P § 89:53, 89:54**
Judicial remedies, employment practices, **Emp P § 80:1, 80:8**
Jury duty, **Ben § 14:10**

DELAWARE—Cont'd
Labor-management training committees, **Emp P § 20:268, 20:272, 67:67, 67:70**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:172**
Laid off employees, payment of compensation, **Comp § 30:15; Emp P § 33:19**
Learners, minimum wages, **Comp § 18:44**
Life insurance, **Ben § 8:96.50**
Life insurance, conversion privileges, **Ben § 8:154**
Mandatory retirement, **Emp P § 52:35, 52:40**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:15**
Meal breaks, **Emp P § 45:32, 45:38, 82:82**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:96.50**
conversion privileges for health and life insurance, **Ben § 8:154**
coordination of benefits, **Ben § 5:257**
mandated provisions, **Ben § 5:198**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:42 to 18:45, 39:26, 42:93, 42:106, 42:107**
civil fines for pay and records violations, **Comp § 42:108**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:45**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's or labor department's suit for wages, costs, and attorney's fees, **Comp § 42:107**
handicapped persons, **Comp § 18:43**
learners or apprentices, **Comp § 18:44**
most employees, **Comp § 18:42**
other matters, **Comp § 18:46**
Monthly wages, **Comp § 29:29**
National origin discrimination, **Emp P § 7:14, 7:21**
Nature of state statutes affecting labor relations, **Labor § 2:12**
New-hire reporting, compensation, **Comp § 37:206**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:15**
Notice
compensation, **Comp § 37:99**
employment practices, **Emp P § 92:83, 92:89**
garnishment, **Comp § 34:157**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 42:95, 42:106, 42:107**
civil fines for pay and records violations, **Comp § 42:108**
employee's or labor department's suit for wages, costs, and attorney's fees, **Comp § 42:107**
payment of compensation, **Comp § 29:30**
Parental leave, **Ben § 12:81**
Part time employees, payment of compensation, **Comp § 29:31**
Payment of compensation
general discussion, **Comp § 29:29 to 29:33, 30:15, 30:16, 42:258**
criminal penalties for improper payment by bank credit, **Comp § 42:259**
death of employee, **Comp § 30:16**
deductions from compensation, conditions, **Comp § 32:39**
dispute, wages affected by, **Comp § 29:32**

DELAWARE—Cont'd
Payment of compensation—Cont'd
excuse for untimely payment, **Comp § 29:33**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay as wages, **Comp § 31:69**
layoffs, **Comp § 30:15**
monthly wages, **Comp § 29:29**
overtime compensation, **Comp § 29:30**
recently hired, part time or temporary employees, **Comp § 29:31**
severance pay as wages, **Comp § 31:69**
support withholding, below
termination of employment, **Comp § 30:15**
vacation pay, **Comp § 31:2, 31:11**
Penalties for violations as to pay or record keeping, compensation, **Comp § 42:14**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:10**
Permits, child labor, **Comp § 26:25**
Persons protected, employment practices, **Emp P § 21:18, 21:25**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:35**
Polygraph tests, **Emp P § 53:26, 53:30**
Preference of garnishments, **Comp § 34:160**
Pregnancy discrimination, **Emp P § 5:12, 5:19**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:52**
Privacy cases, **Emp P § 112:1, 112:5**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:35**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:100**
Race discrimination, **Emp P § 3:18**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:51**
Recently hired employees, payment of compensation, **Comp § 29:31**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:346**
Records and reports
general discussion, **Emp P § 92:45, 92:51**
compensation, **Comp § 37:98, 42:14**
employment and consumer records, access to, **Emp P § 54:12**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:52**
Reference check immunity, **Emp P § 65:14, 65:19**
Religious or creed discrimination, **Emp P § 4:18, 4:25**
Remedies
child labor, **Comp § 28:31**
election of, **Emp P § 111:36**
Rest breaks, **Emp P § 45:32, 45:38**
Retaliation, **Comp § 39:27, 42:15; Emp P § 10:49**
Return of service by employer to court, garnishment, **Comp § 34:158**
Review board, **Emp P § 89:53, 89:54**
Review of labor department's compensation proceedings, **Comp § 42:16**
Sanctions, child labor, **Comp § 28:31**

DELAWARE—Cont'd
Selection and retention of employees
AIDS testing and disclosure of test results, **Emp P § 29:7**
health and physical fitness, **Emp P § 28:31, 28:35**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:52**
marital status, **Emp P § 32:10, 32:15**
veterans and other uniformed service members, **Emp P § 40:50**
Seniority systems, **Emp P § 43:78, 43:82**
Severance pay as wages, **Comp § 31:69**
Sex discrimination, **Emp P § 5:12, 5:19**
Sexual or affectional orientation discrimination, **Emp P § 6:9**
Sick leave, **Ben § 11:25.50**
Small employers, compensation, **Comp § 37:100**
State statutes
arbitration of contract disputes, **Labor § 49:177**
court enforcement of state labor relations statutes, **Labor § 62:35, 62:36**
coverage of state statutes affecting labor relations, **Labor § 15:9**
nature of state statutes affecting labor relations, **Labor § 2:12**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:104, 30:105**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
testing for drugs, **Emp P § 30:105**
use tobacco, alcohol and drugs, **Emp P § 30:104**
Support withholding
general discussion, **Comp § 34:428, 42:504 to 42:507, 42:521 to 42:523**
bond of employee required for impractical wage attachment, **Comp § 42:522**
employer's liability, **Comp § 42:521**
federal standard on expedited proceedings, **Comp § 42:499**
master's report and appeal of child support enforcement division decisions, **Comp § 42:523**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Suspended employees, payment of compensation by mail to, **Comp § 33:20**
Temporary employees, payment of compensation, **Comp § 29:31**
Termination of employment, payment of compensation, **Comp § 30:15; Emp P § 33:19**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:13**
employment and consumer records, access to, **Emp P § 54:12**
fringe benefits, **Emp P § 44:138, 44:142**
harassment, **Emp P § 51:53.50**
mandatory retirement, **Emp P § 52:35, 52:40**
polygraph tests, **Emp P § 53:26, 53:30**
rest and meal breaks, **Emp P § 45:32, 45:38**
seniority systems, **Emp P § 43:78, 43:82**
training programs, **Emp P § 48:30, 48:36**
wage and salary discrimination, **Emp P § 44:79, 44:86**
Training programs, **Emp P § 48:30, 48:36**

DELAWARE—Cont'd
Unemployment compensation, **Ben § 4:52**
Union practices, **Emp P § 66:12, 66:18**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:121**
Vacations, **Ben § 9:9; Comp § 31:2, 31:11**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:50**
Witness duty, **Ben § 14:10**
Workplace Safety (this index)

DELAY OR DELAYS
Attorney's fees, payment of, **Emp P § 77:74**
Collective bargaining agreements, delivery of notice in health care industry bargaining dispute resolution, **Labor § 48:13**
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, discovery in administrative proceedings, **Work S § 8:91**

DELEGATES
Conventions (this index)

DELEGATION OF AUTHORITY
Federal employment, administering agencies, **Labor § 45:12, 45:13**
National LABOR Relations Act, supervisor coverage, **Labor § 5:37**
Railway LABOR Act, National Mediation Board, **Labor § 44:13**
Unions and Union Practices (this index)
Workplaceplace safety, inspections, **Work S § 6:3**

DELEGATION OF DUTIES
Railway LABOR Act, National Mediation Board, **Labor § 44:13**
Unions, delegation of election supervision to Regional Directors, **Labor § 22:5**

DELEGATIONS
National LABOR Relations Act, nonunion groups of employees as representatives, **Labor § 8:16**

DELETIONS FROM RECORDS
Workplaceplace safety, medical and exposure records, **Work S § 5:35, 5:36**

DELIBERATIONS
National LABOR Relations Board, deference to arbitration, **Labor § 10:13, 10:52**

DELICATESSEN STORES
Retail or service establishment employees, **Comp § 12:84**

DELINQUENT DUES
Unions and Union Practices (this index)

DELIVERY
Collective bargaining agreements, notice in health care industry bargaining dispute resolution, **Labor § 48:13**
National LABOR Relations Act, independent contractor coverage of delivery drivers, **Labor § 7:12**
Newspaper employees, **Comp § 11:14**

DELIVERY—Cont'd
Personnel manual, method of delivering information programs on AIDS in workplace, **Pers M § 18:15**
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, notice, **Labor § 39:216**
Workplaceplace safety, holiday deliveries and motor carrier maximum hour safety restrictions, **Work S § 5:134**

DEMAND OR DEMANDS
Collective bargaining agreements, arbitration demand made after expiration of agreement, **Labor § 49:23**
LABOR-Management Reporting and Disclosure Act, securing examination of union books and records through litigation, **Labor § 68:24**
Unfair Labor Practices (this index)
Unions, response of employer to demand for recognition, **Labor § 16:38**

DE MINIMIS FRINGE BENEFITS
General discussion, **Ben § 15:77 to 15:81**
Cash and cash equivalents, **Ben § 15:81**
Defined, **Ben § 15:79**
Frequency with which benefits are given, evaluation of, **Ben § 15:80**
Legal services as employee benefit, **Ben § 15:150**
Meals provided to employees, **Ben § 15:197**
Prizes and awards as employee benefit, **Ben § 15:231**
Tax treatment, **Ben § 15:78**

DE MINIMIS RULE
Overtime pay, **Comp § 20:205**

DE MINIMIS VIOLATION
Workplace Safety (this index)

DEMOGRAPHIC CHANGE
Personnel manual, eldercare services, **Pers M § 13:38**

DEMOLITIONS
Child labor, **Comp § 24:47**
Workplaceplace safety, California's plan for safety and health, **Work S § 4:128**

DEMONSTRATION CARS
Automobile use as employee benefit, **Ben § 15:53**

DEMOTIONS
Collective bargaining agreements, arbitrability of issues, **Labor § 49:54**
Unfair Labor Practices (this index)

DENIAL
Approval or Denial (this index)

DENMARK
International employment, tax treaties, **Emp P § 41:194, 41:195**

DENTAL BENEFITS
Personnel manual, health insurance plans, **Pers M § 12:32**

DENTISTS AND DENTAL OFFICES
Medical benefits, **Ben § 5:43, 5:44**
Retail or service establishment employees, **Comp § 12:85, 12:89**

DENTISTS AND DENTAL OFFICES—Cont'd
White collar employees, **Comp § 3:77, 3:80**

DEPARTMENT OF LABOR
General discussion, **Emp P § 83:1 to 83:33**
Appeal and review
boards, **Emp P § 83:6**
department of Labor supplemental hearing procedures, **Emp P § 90:267**
Freedom of Information Act, **Emp P § 93:28**
Privacy Act, **Emp P § 93:53**
Assistant secretaries, **Emp P § 83:17**
Bureau of International Labor Affairs, **Emp P § 83:8**
Bureau of Labor Statistics, **Emp P § 83:32, 83:33**
Cobra continuation coverage requirements, **Ben § 8:2**
Employment and Training Administration, **Emp P § 83:25, 83:26**
Employment Standards Administration, **Emp P § 83:11**
Equal Access to Justice Act (this index)
Exemptions
Freedom of Information Act, **Emp P § 93:26**
Privacy Act, **Emp P § 93:51**
Fair Labor Standards Act and Similar State Laws (this index)
Freedom of Information Act
general discussion, **Emp P § 93:24 to 93:28**
appeals, **Emp P § 93:28**
exemptions from disclosure, **Emp P § 93:26**
information available, **Emp P § 93:25**
request procedures, **Emp P § 93:27**
Inspector General, **Emp P § 83:13, 83:14**
Intergovernmental Affairs, **Emp P § 83:9, 83:10**
Labor-Management Services Administration, **Emp P § 83:28**
Mine Safety and Health Administration, **Emp P § 83:29**
Occupational Safety and Health Administration, **Emp P § 83:24**
Office for Administration and Management, **Emp P § 83:18**
Office for Policy, **Emp P § 83:19**
Office of Administrative Law Judges, **Emp P § 83:5**
Office of Information and Public Affairs, **Emp P § 83:22, 83:23**
Organizational chart, **Emp P § 83:2**
Privacy Act
general discussion, **Emp P § 93:50 to 93:53**
appeals, **Emp P § 93:53**
exemptions, **Emp P § 93:51**
request procedures, **Emp P § 93:52**
Retirement and Retirement Plans (this index)
Sample affirmative action program, **Pers M § 1:110 et seq.**
Secretary of Labor, **Emp P § 83:3, 83:7**
Service in farm labor cases, **Emp P § 102:6**
Solicitor of Labor, **Emp P § 83:20, 83:21**
Succession to secretary's office, **Emp P § 83:4**
Supplemental hearings. **Department of Labor Supplemental Hearing Procedures** (this index)
United States Employment Service, **Emp P § 83:27**
Veterans' Employment and Training Service, **Emp P § 83:30, 83:31**
Women's Bureau, **Emp P § 83:15:83:16**

DEPARTMENT OF LABOR SUPPLEMENTAL HEARING PROCEDURES
General discussion, **Emp P § 90:208 et seq.**
Administrative law judge, **Emp P § 90:209**

DEPARTMENT OF LABOR SUPPLEMENTAL HEARING PROCEDURES—Cont'd
Admissions, requests for, **Emp P § 90:237**
Amendments to pleadings, **Emp P § 90:223**
Amicus curiae, **Emp P § 90:214**
Answers, **Emp P § 90:222**
Appeals, **Emp P § 90:267**
Arguments, hearings, **Emp P § 90:247**
Briefs, **Emp P § 90:247**
Compelling of discovery, motion for, **Emp P § 90:232**
Computation of time periods, **Emp P § 90:211**
Consolidated hearings, **Emp P § 90:246**
Continuances, hearings, **Emp P § 90:245**
Copies of documents, use of, **Emp P § 90:256**
Counsel, representation by, **Emp P § 90:216**
Decisions
general discussion, **Emp P § 90:262 et seq.**
appeals, **Emp P § 90:267**
default decisions, **Emp P § 90:263**
hearing, decisions after, **Emp P § 90:266**
hearing, decisions without, **Emp P § 90:264**
settlement agreement, decision on, **Emp P § 90:265**
summary decisions, **Emp P § 90:262**
Default decisions, **Emp P § 90:263**
Depositions, **Emp P § 90:234, 90:255, 90:256**
Discovery
general discussion, **Emp P § 90:230 et seq.**
admissions, requests for, **Emp P § 90:237**
compelling of discovery, motion for, **Emp P § 90:232**
depositions, **Emp P § 90:234**
examination, requests for, **Emp P § 90:236**
inspection, requests for, **Emp P § 90:236**
interrogatories, **Emp P § 90:235**
production, requests for, **Emp P § 90:236**
protective order, motion for, **Emp P § 90:231**
subpoenas, **Emp P § 90:233**
supplementation of discovery responses, **Emp P § 90:238**
Evidence
general discussion, **Emp P § 90:250 et seq.**
copies of documents, use of, **Emp P § 90:256**
depositions, use of, **Emp P § 90:251, 90:256**
exhibits, **Emp P § 90:253**
objections to evidence and offers of proof, **Emp P § 90:260**
official notice, **Emp P § 90:259**
portions of documents, use of, **Emp P § 90:255**
privilege, **Emp P § 90:261**
record of other proceedings, use of, **Emp P § 90:258**
stipulations, use of, **Emp P § 90:252**
submitting documents after hearing, **Emp P § 90:257**
Examination, requests for, **Emp P § 90:236**
Exhibits, **Emp P § 90:253**
Expedited proceedings, **Emp P § 90:210**
Filing of pleadings and other documents, **Emp P § 90:220**
Hearings
general discussion, **Emp P § 90:239 et seq.**
arguments, **Emp P § 90:247**
briefs, **Emp P § 90:247**
consolidated hearings, **Emp P § 90:246**
continuances, **Emp P § 90:245**

DEPARTMENT OF LABOR SUPPLEMENTAL HEARING PROCEDURES—Cont'd
Hearings—Cont'd
decisions with or without hearing, **Emp P § 90:264, 90:270**
duties of parties, **Emp P § 90:241**
notice of hearing, **Emp P § 90:242**
place of hearing, **Emp P § 90:244**
proposed findings and order, **Emp P § 90:249**
record, **Emp P § 90:248**
rights of parties and participants, **Emp P § 90:240**
time of hearing, **Emp P § 90:243**
Inspection, requests for, **Emp P § 90:236**
Interrogatories, **Emp P § 90:235**
Misbehavior of party, consequences of, **Emp P § 90:213**
Motions, **Emp P § 90:225**
Non-attorney, representation by, **Emp P § 90:217**
Notice of hearing, **Emp P § 90:242**
Objections to evidence and offers of proof, **Emp P § 90:260**
Official notice, **Emp P § 90:259**
Parties
general discussion, **Emp P § 90:212 et seq.**
amicus curiae, **Emp P § 90:214**
recalcitrance or misbehavior, consequences of, **Emp P § 90:213**
Place of hearing, **Emp P § 90:244**
Pleadings and other documents
general discussion, **Emp P § 90:219 et seq.**
amendments to pleadings, **Emp P § 90:223**
answers, **Emp P § 90:222**
filing requirements, **Emp P § 90:220**
form and content, **Emp P § 90:219**
motions, **Emp P § 90:225**
response to motions, **Emp P § 90:226**
service, **Emp P § 90:221**
supplemental pleadings, **Emp P § 90:224**
Prehearing procedures
general discussion, **Emp P § 90:227 et seq.**
prehearing conference, **Emp P § 90:228**
prehearing statement, **Emp P § 90:227**
settlement negotiations, **Emp P § 90:229**
Privilege, **Emp P § 90:261**
Production, requests for, **Emp P § 90:236**
Protective order, motion for, **Emp P § 90:231**
Recalcitrance of party, consequences of, **Emp P § 90:213**
Records
hearings, **Emp P § 90:248**
other proceedings, use of records of, **Emp P § 90:258**
Representation
general discussion, **Emp P § 90:215 et seq.**
counsel, representation by, **Emp P § 90:216**
denial of particular representation, **Emp P § 90:218**
non-attorney, representation by, **Emp P § 90:217**
Response to motions, **Emp P § 90:226**
Service of pleadings and other documents, **Emp P § 90:221**
Settlements, **Emp P § 90:229, 90:269**
Stipulations, use of, **Emp P § 90:252**
Subpoenas, **Emp P § 90:233**
Summary decisions, **Emp P § 90:262**
Supplemental pleadings, **Emp P § 90:224**
Supplementation of discovery responses, **Emp P § 90:238**

DEPARTMENT OF LABOR SUPPLEMENTAL HEARING PROCEDURES—Cont'd
Time of hearing, **Emp P § 90:243**

DEPARTMENTS
National Labor Relations Act (this index)
Personnel Manual (this index)

DEPARTMENT STORES
Retail or service establishment employees, **Comp § 12:87**
Unfair labor practices, no-solicitation rules, **Labor § 26:144**

DEPARTURE FROM PAST PRACTICE
Unfair labor practices, circumstantial evidence of intent to discriminate, **Labor § 30:33**

DEPENDENT CARE AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:82 to 15:92**
Aggregate dollar limitation on excludable benefits, **Ben § 15:87**
Cafeteria plans, **Ben § 3:19, 3:42**
Checklists, **Ben § 15:83 to 15:85**
Child care provided at onsite facility, value of, **Ben § 15:88**
Identifying information for provider, report of, **Ben § 15:91**
Persons who are qualifying individuals, **Ben § 15:86**
Qualification requirements for program, **Ben § 15:84**
Referral programs, **Ben § 15:92**
Tax credit of employee, **Ben § 15:89**
Types of assistance that qualify, **Ben § 15:85**
W-2, amount incurred reported on, **Ben § 15:90**

DEPENDENT PARTS
Unfair labor practices, hot cargo clauses, **Labor § 38:171**

DEPENDENTS
Dependent Care as Employee Benefit (this index)
Fringe benefits, **Emp P § 44:136**
Group Insurance (this index)
Medical benefits, **Ben § 5:7, 5:8**
Personnel Manual (this index)
Sex and pregnancy discrimination, **Emp P § 44:175**

DEPORTATION THREATS
Unions, statements by union during campaign, **Labor § 16:93**

DEPOSITIONS
General discussion, **Emp P § 104:32**
Agricultural employees, **Emp P § 90:132, 90:141**
Department of Labor supplemental hearing procedures, **Emp P § 90:234, 90:255, 90:256**
Executive Order 11246 (this index)
Fair Labor Standards Act and similar state laws, **Comp § 41:146, 41:147**
National Labor Relations Board (this index)
Walsh-Healey Act, **Comp § 40:30, 40:32**
Workplace Safety (this index)

DEPOSIT REQUIREMENTS
Personnel manual, federal employment taxes, **Pers M § 9:31 to 9:34, 9:36**

DEPOSITS
Stock Options (this index)

DEPUTIZING EMPLOYEES
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:39**

DERECOGNITION
Apprentices (this index)

DEREGISTRATION
Apprentices (this index)

DERRICKS
Workplaceplace safety, mechanized equipment in construction industry, **Work S § 2:57**

DESCRIPTION OR DESCRIPTIONS
Collective bargaining agreements, unit description clause, **Labor § 47:26**
Job Descriptions (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)
Workplaceplace safety, citations, **Work S § 7:6**

DESIGN
Personnel Manual (this index)
Workplace Safety (this index)

DESIGNATION
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unions, NLRB's role in processing representation petition, **Labor § 18:97**
Workplace Safety (this index)

DESIGNERS
White collar employees, **Comp § 3:78**

DESIGNING
Personnel Manual (this index)

DESK AUDITS
Executive Order 11246 (this index)

DESKS, FOOD AT
Personnel manual, work rules on breaks, **Pers M § 5:105**

DETAILS
Personnel manual, leave of absence policy, **Pers M § 14:3**

DETECTION
Personnel Manual (this index)
Workplaceplace safety, OSHA safety and health standards for fire detection systems, **Work S § 3:137**

DETECTIVE AGENCIES
Retail or service establishment employees, **Comp § 12:88**

DETERMINATION LETTERS
Retirement and Retirement Plans (this index)

DETERMINATIONS
Collective Bargaining Agreements (this index)
Decisions (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)

DETERMINATIONS—Cont'd
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

DEUNIONIZATION
Unions and Union Practices (this index)

DEVELOPMENT AND DEVELOPING
Personnel Manual (this index)
Workplace Safety (this index)

DEVICES
Nature of federal labor-management relations laws, devices employed in labor disputes, **Labor § 1:11 to 1:19**
Personal Sampling Devices (this index)
Personnel manual, personal sampling devices used during workplace inspections, **Pers M § 22:162**
Unfair Labor Practices (this index)
Workplace Safety (this index)

DIAGNOSTIC PROGRAMS
Personnel manual, wellness programs, **Pers M § 12:86 to 12:90**

DIBROMOCHLOROPROPANE (DBCP)
Workplaceplace safety, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:309**

DINERS
Retail or service establishment employees, **Comp § 12:68**

DINING ROOM AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:93 to 15:98**
Checklist of legal considerations, **Ben § 15:94**
Direct operating costs, **Ben § 15:96**
Discriminatory classifications, **Ben § 15:98**
Meals Provided to Employees (this index)
Qualifying employer-operated eating facility, **Ben § 15:95**
Valuation of meals that are not excludable, **Ben § 15:97**

DIPLOMATIC PERSONNEL
Fair Labor Standards Act and similar state laws, damage actions, **Comp § 41:36**

DIRECT AGENCY REVIEW OF AWARDS
Federal employment, grievance resolution, **Labor § 49:163 to 49:168**

DIRECT CHILD CARE SERVICES AND PROGRAMS
Personnel manual, lifestyle benefits, **Pers M § 13:5, 13:13 to 13:25**

DIRECTED VERDICTS
Fair Labor Standards Act and similar state laws, **Comp § 41:249**
Motions, **Emp P § 108:4**

DIRECT IMPACT
National LABOR Relations Board, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:12**

DIRECTIONAL LIGHTING
Workplaceplace safety, OSHA safety and health standards for powered industrial trucks, **Work S § 3:187**

DIRECTION OF ELECTION
Unions and Union Practices (this index)

DIRECTIVES OF OSHA INSPECTOR
Workplaceplace safety, discovery in administrative proceedings, **Work S § 8:95**

DIRECTORIES
National LABOR Relations Board, offices, **Labor § 41:10**
Workplaceplace safety, officials who administer plans, **Work S § 4:27**

DIRECTORS
Group insurance, **Ben § 1:31**
National Labor Relations Act (this index)
Retirement and Retirement Plans (this index)
Unfair labor practices, ally status of commonly owned entities, **Labor § 38:34**

DISABILITIES DISCRIMINATION
General discussion, **Emp P § 9:1 et seq.**
Age discrimination under Age Discrimination in Employment Act, **Emp P § 46:83**
AIDS and HIV-related conditions, individuals with, **Emp P § 9:33, 9:51**
Alcohol abuse, **Emp P § 9:36, 9:73**
Americans with Disabilities Act (this index)
Collective bargaining agreements, effect on reasonable accommodation, **Emp P § 9:68**
Contagious diseases, **Emp P § 9:32, 9:50**
Discipline, **Emp P § 57:56**
Drug users, **Emp P § 9:34, 9:35, 9:74**
Early civil rights acts, **Emp P § 9:21**
Equipment and devices as reasonable accommodations, **Emp P § 9:63**
Expense as undue hardship, reasonable accommodation, **Emp P § 9:72**
Family leave act, effect on statutes prohibiting disability discrimination, **Emp P § 9:3**
Federal employment policy against disability discrimination, **Emp P § 9:19**
Federal laws that prohibit disability discrimination in employment, **Emp P § 9:2**
Fringe benefits. Payments, below
Genetic Information Nondiscrimination Act, **Emp P § 9:3.50**
Hindering of employment prospects, **Emp P § 9:29**
Hiring, Preselection and Recruitment Practices (this index)
Hiv-related conditions, individuals with, **Emp P § 9:33, 9:51**
Home work, reasonable accommodation, **Emp P § 9:65**
Infertility, treatment of, **Emp P § 9:38**

DISABILITIES DISCRIMINATION—Cont'd
Intermittent conditions, **Emp P § 9:24**
Job analysis, use to determine essential functions of job, **Emp P § 9:48**
Job Training Partnership Act, **Emp P § 9:20**
Leave time, reasonable accommodation, **Emp P § 9:67**
Mental impairments, **Emp P § 9:23**
Modified work schedules as reasonable accommodations, **Emp P § 9:64**
Obesity, treatment of, **Emp P § 9:37**
Payments
- general discussion, **Emp P § 46:78 to 46:85**
- age discrimination under Age Discrimination in Employment Act, **Emp P § 46:83**
- Americans with Disabilities Act, **Emp P § 46:84**
- cost considerations, effect on pregnancy discrimination, **Emp P § 46:81**
- pregnancy and other disabilities, equal treatment for, **Emp P § 46:79 to 46:82**
- state laws, **Emp P § 46:82, 46:85**
- third parties, liability of employer for pregnancy discrimination in plan administered by, **Emp P § 46:80**

Persons who are individuals with disabilities, **Emp P § 9:22 et seq.**
Physical impairments, **Emp P § 9:23**
Pregnancy, treatment of, **Emp P § 9:38, 46:79 to 46:82**
Public entities, services and programs by, **Emp P § 1:33**
Qualified individuals with disabilities
- general discussion, **Emp P § 9:40 to 9:51**
- AIDS and HIV-related conditions, individuals with, **Emp P § 9:51**
- attendance as essential function, **Emp P § 9:47**
- contagious diseases, persons with, **Emp P § 9:50**
- defined, **Emp P § 9:40**
- essential functions of position, **Emp P § 9:46**
- job analysis, use to determine essential functions of job, **Emp P § 9:48**
- position relevant for determining qualification, **Emp P § 9:44**
- qualifications of disabled person, **Emp P § 9:45**
- reliance on medical advice on determining if individual is qualified, **Emp P § 9:43**
- risk to individual and others, **Emp P § 9:49**
- statements on applications for total disability benefits, **Emp P § 9:42**
- two-step process for determining whether individual is qualified, **Emp P § 9:41**

Reasonable accommodation
- general discussion, **Emp P § 9:52 to 9:75**
- affirmative action, relationship to, **Emp P § 9:69**
- alcoholism, employees with, **Emp P § 9:73**
- collective bargaining agreements, effect of, **Emp P § 9:68**
- defined, **Emp P § 9:53**
- determination whether accommodation is reasonable, **Emp P § 9:54**
- disabled, reasonable accommodation of persons regarded as, **Emp P § 9:75**
- drug users, reasonable accommodation of, **Emp P § 9:74**
- equipment and devices as reasonable accommodations, **Emp P § 9:63**
- expense as undue hardship, **Emp P § 9:72**
- failure to engage in interactive process, **Emp P § 9:58**

DISABILITIES DISCRIMINATION—Cont'd
Reasonable accommodation—Cont'd
home, work at, **Emp P § 9:65**
interactive process to identify and fashion reasonable accommodation, **Emp P § 9:57, 9:58**
leave time, **Emp P § 9:67**
modified work schedules as reasonable accommodations, **Emp P § 9:64**
reassignment as accommodation, **Emp P § 9:61**
rejection by employee of accommodation, **Emp P § 9:59**
request for reasonable accommodation, **Emp P § 9:55**
response of employer to request for reasonable accommodation, **Emp P § 9:56**
restructuring of job as reasonable accommodation, **Emp P § 9:62**
training as reasonable accommodation for learning disabled, **Emp P § 9:66**
types of accommodations enabling employees to perform essential functions, **Emp P § 9:60**
undue hardship limitation on duty to accommodate, **Emp P § 9:70 to 9:72**
Reassignment as accommodation, **Emp P § 9:61**
Record of impairment, **Emp P § 9:30**
Rehabilitation Act (this index)
Rejection by employee of accommodation, **Emp P § 9:59**
Reliance on medical advice on determining if individual is qualified, **Emp P § 9:43**
Restructuring of job as reasonable accommodation, **Emp P § 9:62**
Risk to individual and others, qualified individuals with disabilities, **Emp P § 9:49**
Sex and pregnancy discrimination, **Emp P § 5:4**
Sick leave, **Emp P § 45:26**
Substantially limited in life activity, **Emp P § 9:26 to 9:28**
Temporary conditions, **Emp P § 9:24**
Termination of employment, **Emp P § 57:56**
Training as reasonable accommodation for learning disabled, **Emp P § 9:66**
Two-step process for determining whether individual is qualified, **Emp P § 9:41**
Undue hardship limitation on duty to accommodate, **Emp P § 9:70 to 9:72**
Veterans' Reemployment Rights Act, **Emp P § 9:18**
Vietnam-Era Veterans' Readjustment Assistance Act, section 402 of, **Emp P § 9:17**
Wellness programs, **Emp P § 9:3.80**
Working as major life activity, **Emp P § 9:27**

DISABILITY AND DISABILITIES
General discussion, **Comp § 17:143 to 17:157**
Adjustment of wage rates, **Comp § 17:150**
Affirmative Action (this index)
Age, certificates based on, **Comp § 17:145**
Americans with Disabilities Act (this index)
Benefits.**Disability Benefits** (this index)
Certificates
general discussion, **Comp § 38:136 to 38:142**
investigations and hearings, **Comp § 38:138**
review of action, **Comp § 38:140**
special minimum wage, review of, **Comp § 38:141**
terms and conditions upon which certificate is issued, **Comp § 38:139**

DISABILITY AND DISABILITIES—Cont'd
Certificates—Cont'd
veterans' vocational rehabilitation programs, preliminary or temporary authority for, **Comp § 38:137**
Commensurate wage rates, **Comp § 17:147**
Credits for room, board, or other services for patient workers, **Comp § 17:153**
Criteria considered in issuance of certificate, **Comp § 17:155**
Disabilities Discrimination (this index)
Disability Benefits (this index)
Discrimination.**Disabilities Discrimination** (this index)
Eligible handicapped workers, **Comp § 17:144**
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:13**
Hearings, certificates, **Comp § 38:138**
Homeworkers, **Comp § 10:35**
Industrial homeworkers, additional certification for, **Comp § 17:156**
Investigations, certificates, **Comp § 38:138**
Modifications in work procedure, **Comp § 17:146**
National LABOR Relations Act, coverage of handicapped persons' workshops, **Labor § 4:12**
Notices, **Comp § 37:74**
Patient workers, credits for room, board or other services for, **Comp § 17:153**
Periodic review and adjustment of wage rates, **Comp § 17:150**
Personnel Manual (this index)
Piece rates, **Comp § 17:149**
Prevailing wage rates, **Comp § 17:148**
Public contracts, minimum wages, **Comp § 19:33**
Records and reports, **Comp § 37:40, 37:46, 37:47**
Rehabilitation services, time spent receiving, **Comp § 17:154**
Review of action, certificates, **Comp § 38:140**
Review of wage rates, **Comp § 17:150**
Two-year ban on reducing wages in effect on June 1, 1986, **Comp § 17:151**
Unfair labor practices, economic strike, **Labor § 30:106**
Veterans' vocational rehabilitation programs, preliminary or temporary authority for, **Comp § 38:137**
Wage and Hour Division of U.S. Department of Labor. Certificates, above
Work activities centers, continued operation of, **Comp § 17:152**
Workplaceplace safety, smoking restrictions, **Work S § 5:195**

DISABILITY BENEFITS
General discussion, **Ben § 6:1 et seq.**
ABLE Accounts, **Ben § 6:17.50**
Alternative employment, effect on plan's definition of disability, **Ben § 6:8**
Americans with Disabilities Act, interplay with Employee Retirement Income Security Act, **Ben § 6:17**
Attorney's fees, **Ben § 6:10**
Burden of establishing disability claim, **Ben § 6:9**
Compensation, determination of, **Ben § 6:15**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Continued disability, **Ben § 6:12**
Coordination of benefits, **Ben § 6:16**
Deductions to employer, **Ben § 6:35, 6:36**
Definition of disability in plan, application of, **Ben § 6:6**
Disclosure of preexisting conditions, duty of, **Ben § 6:19**
DOL rules on disability claims, **Ben § 6:11.50**

DISABILITY BENEFITS—Cont'd
Eligibility for benefits, **Ben § 6:11**
Employee Retirement Income Security Act
general discussion, **Ben § 6:5**
Americans with Disabilities Act, interplay with, **Ben § 6:17**
disability pay as covered welfare benefits, **Ben § 6:2**
exemption of plans maintained solely to comply with laws, **Ben § 2:14**
Fica obligations related to third party payors, **Ben § 6:42, 6:43**
Funded welfare benefit plans, qualified asset account limits, **Ben § 3:66**
Life insurance, **Ben § 7:15, 7:28**
Medical benefits, dependents, **Ben § 5:186**
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:53, 5:54**
Offsets, **Ben § 6:16**
Plan or system for purposes of certain exclusions from employment taxes, **Ben § 6:45**
Preexisting conditions
general discussion, **Ben § 6:18 to 6:20**
disclosure, duty of, **Ben § 6:19**
discovery, diagnosis or treatment during exclusionary period, **Ben § 6:20**
exclusion, **Ben § 6:18**
Qdros, taxation, **Ben § 6:34**
Rehabilitative employment, effect on plan's definition of disability, **Ben § 6:8**
Reporting and recordkeeping requirements, taxation, **Ben § 6:30**
Retirement plans, **Ben § 16:31**
Social security disability ruling, propriety of relying on, **Ben § 6:13**
Social security taxes on insurance coverage, benefits and payments, **Ben § 6:40, 6:41**
Statute of limitations, **Ben § 6:7**
Supplemental payments following return to work, **Ben § 6:3**
Supplementing workers' compensation payments, **Ben § 6:4**
Taxation
general discussion, **Ben § 6:29 to 6:46**
benefits taxable to employee, **Ben § 6:33**
cost of employer-provided insurance coverage not taxable to employee, **Ben § 6:32**
deductions to employer, **Ben § 6:35, 6:36**
employee, tax consequences of payments to, **Ben § 6:31**
employer, deductions to, **Ben § 6:35, 6:36**
FICA obligations related to third party payors, **Ben § 6:42, 6:43**
plan or system for purposes of certain exclusions from employment taxes, **Ben § 6:45**
QDROs, **Ben § 6:34**
reporting and recordkeeping requirements, **Ben § 6:30**
social security taxes on insurance coverage, benefits and payments, **Ben § 6:40, 6:41**
unemployment taxes on insurance coverage, benefits and payments, **Ben § 6:44**
withholding for income taxes, **Ben § 6:37 to 6:39**
workers' compensation laws, **Ben § 6:46**
Temporary disability laws, **Ben § 6:21 to 6:28**
Unemployment taxes on insurance coverage, benefits and payments, **Ben § 6:44**
Waiting period, effect of, **Ben § 6:14**
Withholding for income taxes, **Ben § 6:37 to 6:39**

DISABILITY BENEFITS—Cont'd
Workers' compensation
general discussion, **Ben § 6:46**
reliance on disability ruling, **Ben § 6:13**
supplementation of payments, **Ben § 6:4**

DISADVANTAGED POPULATIONS
Personnel manual, recruitment, **Pers M § 2:66 to 2:77**

DISADVANTAGED WORKERS
General discussion, **Emp P § 42:51 to 42:78**
Job Training Partnership Act (this index)
Targeted Jobs Tax Credit (this index)
Training, **Emp P § 48:4**
Work Opportunity Tax Credit (this index)

DISADVANTAGES
Advantages and Disadvantages (this index)

DISAGREEMENT
National Labor Relations Board (this index)

DISASTER DRILLS
Overtime pay, **Comp § 20:288**

DISASTERS
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements for natural disasters, **Labor § 39:242**
Workplaceplace safety, motor carrier maximum hour safety restrictions, **Work S § 5:147**

DISBURSEMENT
Labor-Management Reporting and Disclosure Act (this index)

DISCHARGE OF EMPLOYEES
Collective Bargaining Agreements (this index)
Constructive Discharge (this index)
Just cause discharge
collective bargaining agreements, arbitrability of issues, **Labor § 49:30**
personnel manual, **Pers M § 21:13 to 21:17**
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway LABOR Act, judicial actions and remedies, **Labor § 59:58 to 59:60, 59:87, 59:88**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Wrongful Discharge (this index)

DISCHARGE OF NATIONAL EMERGENCY INJUNCTIONS
LABOR Management Relations Act, **Labor § 50:168**

5DISCIPLINE
Statistical evidence of discriminatory intent, **Emp P § 57:36 et seq.**

DISCIPLINE
General discussion, **Emp P § 57:1 et seq.**
Age discrimination statutes, **Emp P § 57:55**
Attendance problems, **Emp P § 57:14**

DISCIPLINE—Cont'd
Attitude problems, **Emp P § 57:12**
Backpay, **Emp P § 57:51**
Burden of proof
disparate treatment cases, **Emp P § 57:25**
pretextual nature of employer's explanation, **Emp P § 57:29**
Circumstantial evidence of intent to discriminate, **Emp P § 57:32, 57:33**
Collective Bargaining Agreements (this index)
Comparative circumstantial evidence of intent to discriminate, **Emp P § 57:34**
Compensation, **Emp P § 44:28**
Conduct outside of work, **Emp P § 57:18**
Customers, mistreatment of, **Emp P § 57:17**
Davis-Bacon Act, noncooperative parties, **Comp § 40:81**
Defense of employer
general discussion, **Emp P § 57:25 to 57:28**
burden of proof in disparate treatment cases, **Emp P § 57:25**
legitimate nondiscriminatory explanation, articulation of, **Emp P § 57:27**
prima facie elements, rebuttal of, **Emp P § 57:26**
special concern for plaintiff, evidence of, **Emp P § 57:28**
Disability discrimination laws, **Emp P § 57:56**
Dishonest conduct, **Emp P § 57:15**
Elimination of position, **Emp P § 57:19**
Endangering health and safety, **Emp P § 57:16**
Evidence, **Emp P § 106:19**
Fair employment practice statutes, **Emp P § 57:54**
Fighting, **Emp P § 57:13**
Formal disciplinary procedures, existence of, **Emp P § 57:5**
Formal work standards, application of, **Emp P § 57:6**
Forum, good cause finding in another, **Emp P § 57:7**
Front pay, **Emp P § 57:51**
Garnishment (this index)
Good cause standard, **Emp P § 57:4**
Grievance Procedures (this index)
Harassment, corrective action, **Emp P § 51:41**
Illegal conduct, **Emp P § 57:15**
Inference of nondiscrimination when discharge follows hiring by same person, **Emp P § 57:33**
Injunctive orders, **Emp P § 57:52**
Insubordination, **Emp P § 57:11**
Intent to discriminate, establishment of, **Emp P § 57:24**
Iowa, substance abuse and testing, **Emp P § 30:127**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:253 to 53:257**
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:6, 64:21, 64:25 to 64:32**
Measurement of performance, **Emp P § 57:9**
Mistreatment of customers, **Emp P § 57:17**
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:35**
Performance standards, application of, **Emp P § 57:8, 57:9**
Personality problems, **Emp P § 57:12**
Personnel Manual (this index)
Presentation of plaintiff's case
general discussion, **Emp P § 57:20 to 57:24**
intent to discriminate, establishment of, **Emp P § 57:24**

DISCIPLINE—Cont'd
Presentation of plaintiff's case—Cont'd
prima facie disparate treatment case, establishment of, **Emp P § 57:20**
protected class membership requirement, **Emp P § 57:21**
replacement requirement, **Emp P § 57:23**
satisfactory performance requirement, **Emp P § 57:22**
Prima facie case, **Emp P § 57:20, 57:26**
Protected class membership requirement, **Emp P § 57:21**
Protective orders, **Emp P § 57:52**
Rebuttal of employer's explanation
general discussion, **Emp P § 57:29 et seq.**
burden of proving that employer's explanation is pretextual, **Emp P § 57:29**
circumstantial evidence of intent to discriminate, **Emp P § 57:32, 57:33**
comparative circumstantial evidence of intent to discriminate, **Emp P § 57:34**
credibility of employer's explanations based on employee performance, lack of, **Emp P § 57:31**
direct evidence of discriminatory animus, **Emp P § 57:35**
inference of nondiscrimination when discharge follows hiring by same person, **Emp P § 57:33**
unworthy of belief, employer's explanation as, **Emp P § 57:30**
Reinstatement in discrimination and polygraph cases, **Emp P § 57:50**
Remedies
general discussion, **Emp P § 57:48 et seq.**
backpay and front pay, **Emp P § 57:51**
checklist of judicial remedies, **Emp P § 57:49**
protective and injunctive orders, **Emp P § 57:52**
reinstatement in discrimination and polygraph cases, **Emp P § 57:50**
settlement of complaint through Equal Employment Opportunity Commission, **Emp P § 57:48**
Replacement requirement, **Emp P § 57:23**
Retaliation, **Emp P § 10:14**
Satisfactory performance requirement, **Emp P § 57:22**
Settlement of complaint through Equal Employment Opportunity Commission, **Emp P § 57:48**
Special concern for plaintiff, evidence of, **Emp P § 57:28**
State law
general discussion, **Emp P § 57:53 et seq.**
age discrimination statutes, **Emp P § 57:55**
disability discrimination laws, **Emp P § 57:56**
fair employment practice statutes, **Emp P § 57:54**
scope of state discriminatory discharge prohibitions, **Emp P § 57:53**
Statutory prohibitions, **Emp P § 57:2**
Termination of employment, **Emp P § 59:23 to 59:25**
Unfair Labor Practices (this index)
Uniformed service members, reemployment of, **Emp P § 64:1, 64:2**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 64:2**
Unworthy of belief, employer's explanation as, **Emp P § 57:30**
Work rules regulating on-the-job conduct, violation of, **Emp P § 57:10**

DISCLAIMERS
Personnel Manual (this index)

DISCLAIMERS—Cont'd
Termination of employment, **Emp P § 59:8**
Unions and Union Practices (this index)

DISCLOSURES
General discussion, **Emp P § 92:73 et seq.**
Advisory Opinions (this index)
Age Discrimination in Employment Act, **Emp P § 92:75**
Americans with Disabilities Act, **Emp P § 92:76**
Employee Polygraph Protection Act, **Emp P § 92:82**
Executive Order 11246, **Emp P § 92:77**
Freedom of Information Act (this index)
Individual retirement accounts, **Ben § 23:117, 23:118**
Investigative materials, **Emp P § 93:2 to 93:10**
Investigative Materials (this index)
Job Training Partnership Act, **Emp P § 92:80**
Labor-Management Reporting and Disclosure Act (this index)
Migrant farm workers' protection statute, **Emp P § 92:81**
National Labor Relations Board (this index)
Polygraph tests, records and opinions, **Emp P § 53:24**
Privacy Act (this index)
Rehabilitation Act, **Emp P § 92:79**
Retirement and Retirement Plans (this index)
Service Contract Act, **Comp § 40:120, 40:132**
Substance Abuse and Testing (this index)
Surveillance and monitoring of employees, **Emp P § 55:9**
Title VI, **Emp P § 92:78**
Title VII, **Emp P § 92:74**
Unfair Labor Practices (this index)
Wage and Hour Division of U.S. Department of Labor (this index)
Workplace Safety (this index)

DISCOMFORT
Personnel manual, video display terminals, **Pers M § 17:119**

DISCONNECTION
Workplaceplace safety, electrical disconnection requirements for farmstead equipment, **Work S § 2:90**

DISCONTENT OF EMPLOYEES
Unions, anticipation by employer, **Labor § 16:12**

DISCONTINUANCE OR DISCONTINUATION
Collective bargaining agreements, arbitrability of issues, **Labor § 49:26**
LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:47**
National LABOR Relations Board, remedial order for employer unfair labor practices, **Labor § 43:120**
Workplaceplace safety, simplified administrative proceedings, **Work S § 8:155**

DISCOUNTS
General discussion, **Ben § 15:99 to 15:117**
Collective bargaining agreements, arbitrability of issues, **Labor § 49:48**
Employee discounts, **Ben § 15:102**
Excise tax on excess fringe benefits, **Ben § 15:109, 15:110**
Gross profit percentage
general discussion, **Ben § 15:104 to 15:106**

DISCOUNTS—Cont'd
Gross profit percentage—Cont'd
classifications not based on line of business, calculation of percentage for, **Ben § 15:106**
rules for determination of percentage, **Ben § 15:105**
Highly compensated employees, defined, **Ben § 15:115**
Line of business limitation, **Ben § 15:108**
Multiple fringe benefit programs, application of nondiscrimination rules to, **Ben § 15:116**
No-additional-cost services, qualified employee discounts and meals at employer-provided facility, **Ben § 15:111**
Nondiscrimination rules
general discussion, **Ben § 15:111 to 15:117**
classification of employees as discriminatory, determination of, **Ben § 15:114**
highly compensated employees, defined, **Ben § 15:115**
multiple fringe benefit programs, application of rule to, **Ben § 15:116**
no-additional-cost services, qualified employee discounts and meals at employer-provided facility, **Ben § 15:111**
related employers and employers with more than one line of business, **Ben § 15:117**
substantially the same terms, receipt of benefits on, **Ben § 15:112, 15:113**
Personnel Manual (this index)
Price of property or services to nonemployee customers for purposes of determining employee discount, **Ben § 15:103**
Qualified property or services, defined, **Ben § 15:101**
Related employers and employers with more than one line of business, **Ben § 15:117**
Service discounts, percentage limitation on amount of exclusion, **Ben § 15:107**
Substantially the same terms, receipt of benefits on, **Ben § 15:112, 15:113**
Tax treatment of qualified employee discounts, **Ben § 15:100**
Unfair Labor Practices (this index)

DISCOURAGEMENT OR DISCOURAGING
Personnel Manual (this index)
Unfair Labor Practices (this index)

DISCOVERY
General discussion, **Emp P § 104:1 et seq.**
Academic evaluation privilege, **Emp P § 104:23**
Administrative agency material, privilege, **Emp P § 104:21, 104:22**
Affirmative action plans, privilege, **Emp P § 104:19**
Aliens, administrative law judge proceedings, **Emp P § 90:182**
Attorney-client privilege, **Emp P § 104:14**
Attorney's fees, **Emp P § 77:45, 77:97**
Burdensome, **Emp P § 104:11, 104:12**
Class actions, **Emp P § 99:47, 104:25, 104:26**
Compelling discovery, **Emp P § 104:43**
Confidential internal investigations, privilege, **Emp P § 104:20**
Default judgment as sanction, **Emp P § 104:45**
Department of Labor Supplemental Hearing Procedures (this index)
Depositions (this index)
Dismissal of action, **Emp P § 101:52, 104:45**
Executive Order 11246 (this index)
Executive privilege, **Emp P § 104:22**
Exhibits to be used at trial, **Emp P § 104:31**
Expert testimony, disclosure of, **Emp P § 104:30**

DISCOVERY—Cont'd
Fair Labor Standards Act and Similar State Laws (this index)
Federal government employees, **Emp P § 88:326, 88:357**
Geographic limitations, relevance, **Emp P § 104:5**
Government informer privilege, **Emp P § 104:18**
Inspection of premises, **Emp P § 104:37**
Interrogatories (this index)
Mandatory discovery
conference, **Emp P § 104:27**
disclosures, **Emp P § 104:28**
expert testimony, disclosure of, **Emp P § 104:30**
initial disclosures, **Emp P § 104:29**
witnesses and exhibits to be used at trial, **Emp P § 104:31**
Marital communications privilege, **Emp P § 104:17**
Medical evaluation privilege, **Emp P § 104:24**
Mental examinations, **Emp P § 104:38**
Names, relevance, **Emp P § 104:8**
National Labor Relations Board (this index)
Overall employment practices, information regarding, **Emp P § 104:4**
Past history of plaintiff, relevance, **Emp P § 104:9**
Privilege
general discussion, **Emp P § 104:13 to 104:24**
academic evaluation privilege, **Emp P § 104:23**
administrative agency material, **Emp P § 104:21, 104:22**
affirmative action plans, **Emp P § 104:19**
attorney-client privilege, **Emp P § 104:14**
confidential internal investigations, **Emp P § 104:20**
executive privilege, **Emp P § 104:22**
government informer privilege, **Emp P § 104:18**
marital communications privilege, **Emp P § 104:17**
medical evaluation privilege, **Emp P § 104:24**
psychotherapist-patient privilege, **Emp P § 104:16**
work product privilege, **Emp P § 104:15**
Production of business records as option, **Emp P § 104:12**
Production of computer data, **Emp P § 104:36**
Production of documents, **Emp P § 104:35**
Protective orders
general discussion, **Emp P § 104:39 to 104:42**
prevention of discovery, **Emp P § 104:40**
restricting use of materials to ongoing litigation, **Emp P § 104:41**
standards for issuance, **Emp P § 104:39**
Psychotherapist-patient privilege, **Emp P § 104:16**
Relevance
general discussion, **Emp P § 104:3 to 104:10**
geographic limitations, **Emp P § 104:5**
names, **Emp P § 104:8**
overall employment practices, information regarding, **Emp P § 104:4**
past history of plaintiff, **Emp P § 104:9**
relief, information pertaining to, **Emp P § 104:10**
statistical information, **Emp P § 104:7**
time limitations, **Emp P § 104:6**
Relief, information pertaining to, **Emp P § 104:10**
Request for admission, **Emp P § 104:38.50**
Sanctions for failure to comply with a discovery order, **Emp P § 104:44, 104:45**
Scope of discovery, **Emp P § 104:2**
State court proceedings
general discussion, **Emp P § 115:54, 115:55**

DISCOVERY—Cont'd
State court proceedings—Cont'd
defendants' discovery, **Emp P § 115:55**
plaintiffs' discovery, **Emp P § 115:54**
State secrets privilege, **Emp P § 104:24.50**
Statistical information, relevance, **Emp P § 104:7**
Time limitations, relevance, **Emp P § 104:6**
Witnesses to be used at trial, **Emp P § 104:31**
Workplace Safety (this index)
Work product privilege, **Emp P § 104:15**

DISCRETIONARY BONUSES
Overtime pay, **Comp § 20:67**

DISCRETIONARY MATTERS
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

DISCRIMINATION
Employment Practices (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
National Origin Discrimination (this index)
Personnel Manual (this index)
Race or Color Discrimination (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Wisconsin, **Emp P § 10:92**
Workplace Safety (this index)

DISCUSS OR DISCUSSIONS
National LABOR Relations Board, settlement of unfair labor practices, **Labor § 42:141**
Personnel Manual (this index)
Unfair Labor Practices (this index)

DISEASES
AIDS and HIV-Related Conditions (this index)
Personnel Manual (this index)
Workplace Safety (this index)

DISHONEST CONDUCT
Termination of employment, **Emp P § 57:15**

DISHONESTY
Unfair Labor Practices (this index)

DISLOYALTY
Unfair Labor Practices (this index)

DISMISSAL
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:47**
National LABOR Relations Act, enforcement of NLRA preemption, **Labor § 12:17**
National Labor Relations Board (this index)
Norris-LaGuardia Act, complaints, **Labor § 50:102**
Unfair labor practices, election petition, **Labor § 39:56**
Unions and Union Practices (this index)

DISMISSAL—Cont'd
Workplaceplace safety, administrative hearings, **Work S § 8:142**

DISMISSAL MOTIONS
General discussion, **Emp P § 101:46 to 101:53, 108:2, 108:3**
Age Discrimination in Employment Act, **Emp P § 87:19**
Arbitration, **Emp P § 95:71.80**
Claim on which relief can be granted, failure to state, **Emp P § 101:49**
Defenses, raising in preliminary motions, **Emp P § 101:46**
Discovery order, failure to comply with, **Emp P § 101:52**
Equal Access to Justice Act, substantial justification of government's position, **Emp P § 77:111**
Fair Labor Standards Act and similar state laws, **Comp § 41:133, 41:156 to 41:159**
Federal rules and court orders, failure to comply with, **Emp P § 101:51**
Prosecute, failure to, **Emp P § 101:50**
Reemployment rights of veterans and others in uniformed services, **Emp P § 101:53**
Shifting of order of proof on motion to dismiss, **Emp P § 108:3**
State court proceedings, **Emp P § 115:51**
Subject matter jurisdiction, lack of, **Emp P § 101:47, 101:48**

DISORDERLY CONDUCT
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:84**

DISPARAGEMENT
Unions and Union Practices (this index)

DISPARATE IMPACT
Evidence (this index)
Health and physical fitness, height and weight requirements, **Emp P § 28:17**
Rehabilitation Act, evidence, **Emp P § 107:15**
Selection and Retention of Employees (this index)
Statistical evidence, **Emp P § 107:114**

DISPARATE TREATMENT
Evidence (this index)
Health and physical fitness, height and weight requirements, **Emp P § 28:16**
LABOR Management Relations Act, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:256**
Layoffs and recalls, **Emp P § 50:6**
Rehabilitation Act, evidence, **Emp P § 107:15**
Selection and retention of employees, **Emp P § 23:22, 23:23**
Transfers and job assignments, **Emp P § 49:7**

DISPATCHERS
Compensation, discrimination, **Emp P § 44:54**
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:61**
White collar employees, **Comp § 3:79**
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:118, 5:128**

DISPERSED LOCATION EMPLOYERS
Workplaceplace safety, recordkeeping, **Work S § 5:9**

DISPLACED WORKERS
LABOR Management Relations Act, preemption of state law by contract enforcement provision, **Labor § 53:133**

DISPOSAL
Workplace Safety (this index)

DISPOSITION
Norris-LaGuardia Act, necessity of expeditious disposition on appeal, **Labor § 50:132**

DISPUTES AND RESOLUTION OF DISPUTES
Alternative Dispute Resolution (this index)
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Jurisdictional Disputes (this index)
Labor Disputes (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, effort to resolve dispute, **Labor § 50:101, 50:112**
Personnel Manual (this index)
Private Disputes (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

DISQUALIFICATION OR INELIGIBILITY
Collective bargaining agreements, arbitrators, **Labor § 49:67**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

DISREGARD
Unfair Labor Practices (this index)

DISRUPTIVE BEHAVIOR
Unfair labor practices, discharge of employees, **Labor § 30:179 to 30:185**

DISSEMINATION
Personnel Manual (this index)
Workplaceplace safety, education and training under California's plan for safety and health, **Work S § 4:270**

DISSIDENTS OF UNION
Unfair labor practices, discrimination in operation of hiring hall, **Labor § 30:55**

DISSIPATION OF MULTIEMPLOYER UNIT
Unfair labor practices, withdrawal from multiemployer bargaining, **Labor § 33:50**

DISSOLUTION
Consent decrees, **Emp P § 69:47**
Injunctions. **Norris-LaGuardia Act** (this index)
National LABOR Relations Board, temporary restraining orders, **Labor § 50:64**
Railway LABOR Act, system, group or regional board, **Labor § 44:29**
Unfair labor practices, changes in union's identity, **Labor § 33:31**

DISSOLVED EMPLOYERS
Fair Labor Standards Act and similar state laws, damage actions, **Comp § 41:30**

DISTILLING BUSINESSES
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:40**

DISTRESS
Intentional Infliction of Emotional Distress (this index)
Labor Management Relations Act (this index)

DISTRESS TERMINATIONS
Retirement and Retirement Plans (this index)

DISTRIBUTION RULES
Retirement and retirement plans, nonspouse beneficiaries, **Ben § 26:43.50**

DISTRIBUTIONS
Collective bargaining agreements, hours of work, **Labor § 47:37**
401(k) Plans (this index)
Individual Retirement Accounts (this index)
Keogh plans, **Ben § 23:146**
Labor-Management Reporting and Disclosure Act (this index)
Literature (this index)
Loans to employees, **Ben § 15:161, 15:162**
National LABOR Relations Act, independent contractor coverage of distribution workers, **Labor § 7:13 to 7:16**
No-Distribution Rules (this index)
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

DISTRIBUTORS OF CHEMICALS
Workplaceplace safety, hazard communication program, **Work S § 5:250, 5:257**

DISTRICT COUNCIL
National Labor Relations Act (this index)

DISTRICT COURTS
Federal District Courts (this index)
Workplace Safety (this index)

DISTRICT OF COLUMBIA
Administrative sanctions and remedies, **Emp P § 82:28, 82:36**
Affirmative action plans, **Emp P § 68:98**
Age discrimination, **Emp P § 8:14, 8:22, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Ancestry discrimination, **Emp P § 7:14, 7:22**
Annual reports, job discrimination agencies, **Emp P § 83:95**
Antiretaliation measures, compensation, **Comp § 39:30**
Arbitration of contract disputes, **Labor § 49:178**
Assessments, charges for, **Comp § 32:42**
Assignments, ban as to future earnings, **Comp § 34:21**
At-will employment, exceptions to, **Emp P § 62:10**
Birth place, discrimination based on, **Emp P § 7:14, 7:22**
Breakage, charges for, **Comp § 32:41**

DISTRICT OF COLUMBIA—Cont'd
Burden of employer to show employee's receipt of credits claim, minimum wages and overtime pay, **Comp § 42:112**
Business necessity as exception to prohibitions, **Emp P § 14:2, 14:3**
Car wash employees, overtime pay, **Comp § 21:54**
Certificates, child labor, **Comp § 26:26**
Child labor
- general discussion, **Comp § 25:18, 25:19**
- certificates and permits, **Comp § 26:26**
- court proceedings, **Comp § 28:133**
- exemptions, **Comp § 25:18**
- minimum wages, **Comp § 18:50**
- notices, **Comp § 27:30**
- prohibitions, **Comp § 25:19**
- records and reports, **Comp § 27:4**
- sanctions and remedies, **Comp § 28:32**

Citizenship discrimination, **Emp P § 7:14, 7:22**
Coerced discrimination, **Emp P § 11:3, 11:10**
Color discrimination, **Emp P § 3:19**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:30**
- assignments, ban as to future earnings, **Comp § 34:21**
- child labor, above
- court proceedings, generally, **Comp § 42:18**
- criminal penalties, **Comp § 42:18**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:87**
- exemptions, **Comp § 36:8**
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:207**
- notices, **Comp § 37:102**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:101**
- rules, **Comp § 39:28 to 39:30**
- support withholding, below

Complaint processing, job discrimination proceedings, **Emp P § 89:55**
Complicity in discrimination, **Emp P § 12:4, 12:9**
Conciliation, job discrimination proceedings, **Emp P § 89:58**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:97**
Conversion privileges for health and life insurance, **Ben § 8:155**
Court enforcement of labor relations statutes, **Labor § 62:37, 62:38**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:37 to 111:42**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- commission decision, review and enforcement of, **Emp P § 111:38, 111:39**
- criminal actions, **Emp P § 111:41**
- fair employment practices statute, **Emp P § 111:37 et seq.**
- garnishment cases, **Emp P § 116:1, 116:5**
- privacy cases, **Emp P § 112:1, 112:6**

DISTRICT OF COLUMBIA—Cont'd
Court proceedings—Cont'd
private rights, enforcement of, **Emp P § 111:40**
review of commission decision, **Emp P § 111:39**
smoking restriction statute, enforcement of, **Emp P § 111:42**
temporary equitable relief, **Emp P § 111:37**
Coverage of statutes affecting labor relations, **Labor § 15:10**
Credits, minimum wages, **Comp § 18:55, 18:58**
Criminal arrests and convictions, selection and retention of employees, **COMPENSATN 33:15.50**
Criminal prosecutions and penalties
general discussion, **Emp P § 82:100, 82:122, 82:123, 111:41**
compensation, generally, **Comp § 42:18**
employee privacy statute, **Emp P § 82:123**
fair employment practices statute, **Emp P § 82:122**
minimum wages, **Comp § 42:113**
overtime pay, **Comp § 42:113**
payment of compensation, **Comp § 42:262**
Deductions from compensation
general discussion, **Comp § 32:40 to 32:42**
assessments, charges for, **Comp § 32:42**
breakage, charges for, **Comp § 32:41**
fines, charges for, **Comp § 32:42**
mistakes, charges for, **Comp § 32:41**
union dues, **Comp § 32:40**
Disabilities discrimination, **Emp P § 9:76, 9:85**
Disclosures, employment practices, **Emp P § 92:83, 92:90**
District agencies, job discrimination proceedings against, **Emp P § 89:62**
Dress codes, **Emp P § 31:17**
Dry cleaning employees, minimum wages, **Comp § 18:57, 18:58**
Employee privacy statute, criminal sanctions, **Emp P § 82:123**
Employment agencies, **Emp P § 20:215, 20:222, 67:16, 67:23**
Employment practices
general discussion, **Emp P § 2:1, 2:9**
administrative sanctions and remedies, **Emp P § 82:28, 82:36**
affirmative action plans, **Emp P § 68:98**
age discrimination, **Emp P § 8:14, 8:22**
at-will employment, exceptions to, **Emp P § 62:10**
business necessity as exception to prohibitions, **Emp P § 14:2, 14:3**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:10**
complicity in discrimination, **Emp P § 12:4, 12:9**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal prosecutions and penalties, above
disabilities discrimination, **Emp P § 9:76, 9:85**
disclosures, **Emp P § 92:83, 92:90**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:222**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:16**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:9**

DISTRICT OF COLUMBIA—Cont'd
Employment practices—Cont'd
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:173**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:22**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:16**
notices, **Emp P § 92:83, 92:90**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:8**
persons protected, **Emp P § 21:18, 21:26**
private employers subject to discrimination laws, **Emp P § 20:28, 20:36**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:101**
race or color discrimination, **Emp P § 3:19**
records and reports, **Emp P § 92:45, 92:52**
religious or creed discrimination, **Emp P § 4:18, 4:26**
retaliation against opponents of discrimination, **Emp P § 10:50**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:20**
sexual or affectional orientation discrimination, **Emp P § 6:11**
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:60**
Exemptions
child labor, **Comp § 25:18**
compensation, **Comp § 36:8**
Family leave, **Ben § 12:82**
Fees of employer, garnishment, **Comp § 34:166**
Fines, charges for, **Comp § 32:42**
Fringe benefits, **Emp P § 44:138, 44:143**
Garnishment
general discussion, **Comp § 34:161 to 34:166, 42:463, 42:475; Emp P § 63:7, 63:16, 116:1, 116:5**
amount of earnings subject to garnishment, **Comp § 34:161**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:166**
judgment, entry required, **Comp § 34:162**
liability under garnishment order, **Comp § 42:470**
notice of exemption or motion to quash, filing of, **Comp § 34:163**
payments to creditors by employer, **Comp § 34:165**
preference, **Comp § 34:164**
Handicapped persons, minimum wages, **Comp § 18:48**
Harassment, **Emp P § 51:54**
Health, election and retention of employees, **Emp P § 28:31, 28:36**
Health insurance, **Emp P § 46:16, 46:18**
Hearings, job discrimination proceedings, **Emp P § 89:59**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:53**
Holidays, **Ben § 10:12**

DISTRICT OF COLUMBIA—Cont'd
Indigent employer's entitlement to free lawyer, payment of compensation, **Comp § 42:263**
Investigations, job discrimination proceedings, **Emp P § 89:56**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:93 to 83:95**
annual reports, **Emp P § 83:95**
basic organization, powers and duties, **Emp P § 83:93**
rule making, **Emp P § 83:94**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:55 to 89:63**
basic fair employment practices statute procedures, **Emp P § 89:55**
complaint processing, **Emp P § 89:55**
conciliation, **Emp P § 89:58**
decision of commission, **Emp P § 89:61**
district agencies, proceedings against, **Emp P § 89:62**
evidence, procurement of, **Emp P § 89:60**
hearings, **Emp P § 89:59**
investigations, **Emp P § 89:56**
license holders, proceedings against, **Emp P § 89:63**
reasonable cause determination, **Emp P § 89:57**
Job Training Partnership Act, minimum wages, **Comp § 18:53**
Judicial remedies, employment practices, **Emp P § 80:1, 80:9**
Jury duty, **Ben § 14:11**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:173**
Laundry employees, minimum wages, **Comp § 18:57, 18:58**
Learners, minimum wages, **Comp § 18:49**
License holders, job discrimination proceedings against, **Emp P § 89:63**
Life insurance, **Ben § 8:97; Emp P § 8:155**
Mandatory retirement, **Emp P § 52:35, 52:41**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:16**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:97**
conversion privileges, **Ben § 8:155**
mandated provisions, **Ben § 5:199**
Medical insurance, **Emp P § 46:16, 46:18**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:47 to 18:58, 42:108 to 42:112**
burden of employer to show employee's receipt of credits claim, **Comp § 42:112**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:55, 18:58**
criminal prosecution, **Comp § 42:113**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:109**
handicapped persons, **Comp § 18:48**
Job Training Partnership Act, employees under, **Comp § 18:53**
laundry and dry cleaning employees, **Comp § 18:57, 18:58**
learners, **Comp § 18:49**
mayor's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:109**
minors, **Comp § 18:50**
most employees, **Comp § 18:47**

DISTRICT OF COLUMBIA—Cont'd
Minimum wages—Cont'd
Older Americans Act, employees under, **Comp § 18:52**
students employed by higher education institutions, **Comp § 18:51**
time limit for filing suit, **Comp § 42:110**
tipped employees, **Comp § 18:49.50**
uniforms, travel and tools, **Comp § 18:56**
waiver by employee under supervised payment agreement, **Comp § 42:111**
Youth Employment Act, employees under, **Comp § 18:54**
Mistakes, charges for, **Comp § 32:41**
National origin discrimination, **Emp P § 7:14, 7:22**
Nature of statutes affecting labor relations, **Labor § 2:13**
New-hire reporting, compensation, **Comp § 37:207**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:16**
Notice
child labor, **Comp § 27:30**
compensation, **Comp § 37:102**
employment practices, **Emp P § 92:83, 92:90**
garnishment, exemption or motion to quash, **Comp § 34:163**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:8**
Older Americans Act, minimum wages, **Comp § 18:52**
Overtime pay
general discussion, **Comp § 42:109 to 42:113; Emp P § 21:1 et seq.**
burden of employer to show employee's receipt of credits claim, **Comp § 42:112**
car wash employees, **Comp § 21:54**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal prosecution, **Comp § 42:113**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:109**
maximum hours, **Comp § 21:53, 21:54**
mayor's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:109**
most employees, **Comp § 21:53**
split shifts or excessive spread of hours, **Comp § 21:56**
time limit for filing suit, **Comp § 42:110**
time worked, **Comp § 21:55**
waiver by employee under supervised payment agreement, **Comp § 42:111**
Parental leave, **Ben § 12:82**
Payment of compensation
general discussion, **Comp § 29:34, 30:17, 30:18, 39:29, 42:259 to 42:262**
administrative action on employee complaints, **Comp § 42:261**
criminal penalties, **Comp § 42:262**
deductions from compensation, above
employee's suit for wages and liquidated damages, **Comp § 42:260**
exemptions, **Comp § 14:7**
indigent employer's entitlement to free lawyer, **Comp § 42:263**
labor disputes, **Comp § 30:18**
other employees, **Comp § 13:28**

DISTRICT OF COLUMBIA—Cont'd
Payment of compensation—Cont'd
semi-monthly wages, **Comp § 29:34**
termination of employment, **Comp § 30:17**
Pension and retirement payments, **Emp P § 46:48, 46:51**
Permits, child labor, **Comp § 26:26**
Persons protected, employment practices, **Emp P § 21:18, 21:26**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:36**
Polygraph tests, **Emp P § 53:26, 53:31**
Preferences, garnishment, **Comp § 34:164**
Pregnancy benefits, **Emp P § 44:178, 44:182**
Pregnancy discrimination, **Emp P § 5:12, 5:20**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:53**
Privacy cases, **Emp P § 112:1, 112:6**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:36**
Private rights, enforcement of, **Emp P § 111:40**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:101**
Race discrimination, **Emp P § 3:19**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:57**
Records and reports
child labor, **Comp § 27:4**
compensation, generally, **Comp § 37:101**
employment practices, **Emp P § 92:45, 92:52**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:53**
Religious or creed discrimination, **Emp P § 4:18, 4:26**
Remedies, child labor, **Comp § 28:32**
Rest breaks, **Emp P § 45:32, 45:38.50**
Retaliation, **Comp § 42:263.50**
Retaliation against opponents of discrimination, **Emp P § 10:50**
Retention of employees. Selection and retention of employees, below
Review of commission decision, **Emp P § 111:39**
Right to disclose amount of wages, **Comp § 29:34.50**
Rule making, job discrimination agencies, **Emp P § 83:94**
Sanctions, child labor, **Comp § 28:32**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:36**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:53**
marital status, **Emp P § 32:10, 32:16**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:8**
Semi-monthly wages, **Comp § 29:34**
Seniority systems, **Emp P § 43:78, 43:83**
Sex discrimination, **Emp P § 5:12, 5:20**
Sexual or affectional orientation discrimination, **Emp P § 6:11**
Sick leave, **Ben § 11:26**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:8**
Smoking restriction statute, enforcement of, **Emp P § 111:42**
Split shifts or excessive spread of hours, overtime pay, **Comp § 21:56**

DISTRICT OF COLUMBIA—Cont'd
Students employed by higher education institutions, minimum wages, **Comp § 18:51**
Support withholding
general discussion, **Comp § 34:429, 42:504 to 42:507, 42:524 to 42:526**
employer's liability, **Comp § 42:525**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:524**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary equitable relief, **Emp P § 111:37**
Termination of employment, payment of compensation, **Comp § 30:17**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:14**
fringe benefits, **Emp P § 44:138, 44:143**
harassment, **Emp P § 51:54**
mandatory retirement, **Emp P § 52:35, 52:41**
medical and health insurance, **Emp P § 46:16, 46:18**
pension and retirement payments, **Emp P § 46:48, 46:51**
polygraph tests, **Emp P § 53:26, 53:31**
pregnancy benefits, **Emp P § 44:178, 44:182**
seniority systems, **Emp P § 43:78, 43:83**
wage and salary discrimination, **Emp P § 44:79, 44:87**
Tipped employees, **Comp § 18:49.50**
Tools, minimum wages, **Comp § 18:56**
Travel, minimum wages, **Comp § 18:56**
Unemployment compensation, **Ben § 4:53**
Uniforms, minimum wages, **Comp § 18:56**
Union dues, **Comp § 32:40**
Union practices, **Emp P § 66:12, 66:19**
Waiver by employee under supervised payment agreement, minimum wages and overtime pay, **Comp § 42:111**
Witness duty, **Ben § 14:11**
Workplaceplace safety, smoking restrictions, **Work S § 5:203**
Youth Employment Act, minimum wages, **Comp § 18:54**

DISTRICTS
National LABOR Relations Act, employer coverage of public entities or agencies, **Labor § 4:40 to 4:43**

DISTURBING THE PEACE
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:85**

DIVERSIFICATION
Employee stock ownership plans, investments for participants nearing retirement, **Ben § 23:174**
Retirement plans, investments, **Ben § 38:9**

DIVERSITY
Personnel Manual (this index)

DIVERSITY JURISDICTION
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:7**

DIVERSITY OF CITIZENSHIP
Bonds of contractors, **Comp § 43:69**

DIVERSITY OF CITIZENSHIP—Cont'd
Fair Labor Standards Act and similar state laws, federal jurisdiction, **Comp § 41:50**

DIVIDENDS
Death benefits, payment as nondeductible dividend, **Ben § 7:96**
Employee stock ownership plans, **Ben § 23:184**
Incentive compensation, **Ben § 33:24**
Stock options, **Ben § 35:30**

DIVISIONS OF NATIONAL RAILROAD ADJUSTMENT BOARD
Railway LABOR Act, **Labor § 13:7**

DIVORCE
Cobra continuation coverage requirements, qualifying events, **Ben § 8:30**
Individual retirement accounts, **Ben § 23:81, 23:115**

DOCKBOARDS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:40**

DOCKETING OF REPORT
Workplaceplace safety, administrative hearings, **Work S § 8:148**

DOCKWORKERS
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:63**

DOCTORS
Physicians and Surgeons (this index)

DOCUMENTARY EVIDENCE
General discussion, **Emp P § 106:24**
Child labor, **Comp § 26:8**
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:264**

DOCUMENTATION AND DOCUMENTING
Personnel Manual (this index)

DOCUMENTS
National Labor Relations Board (this index)
Personnel Manual (this index)
State statutes regulating internal union affairs, internal union documents as enforceable contracts, **Labor § 70:16**
Unions and Union Practices (this index)
Workplace Safety (this index)

DODD-FRANK WALL STREET REFORM ACT
Whistleblower protection, **Emp P § 58:79**

DO-IT-YOURSELF OPTION
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:72**

DOLLAR AMOUNT
National Labor Relations Board (this index)

DOMESTIC EMPLOYEES
General discussion, **Comp § 10:1 to 10:5**
Aged or Infirm Persons, Domestic Companions for (this index)

DOMESTIC EMPLOYEES—Cont'd
Aliens, applications, **Emp P § 90:54**
Babysitters (this index)
Children. **Institutionalized Children, Substitute Parents for** (this index)
Combined minimum wage and overtime pay exemption under state law, **Comp § 10:4**
Domestic service, defined, **Comp § 10:3**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1 to 10:5**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1 to 10:5**
Federal laws, applicability of, **Comp § 10:2**
Homeworkers (this index)
Infirm persons, domestic companions for. **Aged or Infirm Persons, Domestic Companions for** (this index)
Institutionalized Children, Substitute Parents for (this index)
Live-In Domestic Servants (this index)
Minimum wage exemption under state law, **Comp § 10:5**
North Carolina, **Comp § 21:134.50**
Personnel manual, individuals subject to federal employment taxes, **Pers M § 9:20**
Records and reports, **Comp § 37:38, 37:54**
State law exemptions, **Comp § 10:4, 10:5**
Substitute parents. **Institutionalized Children, Substitute Parents for** (this index)
Workplace Safety (this index)

DOMESTIC PARTNERS
Personnel Manual (this index)
Preemption, **Ben § 1:115**

DOMESTIC RESPONSIBILITIES
Selection and retention of employees, availability for work, **Emp P § 38:3, 38:4**

DOMESTIC VIOLENCE PREVENTION
Personnel manual, absenteeism, **Pers M § 6:41**

DOMICILE
Selection and retention of employees, **Emp P § 36:8**

DOMICILIARY CARE
Medical benefits, **Ben § 5:26**

DORMANT UNIONS
National LABOR Relations Act, representatives, **Labor § 8:13**

DOUBLE-BREASTED OPERATIONS
Personnel manual, labor relations in construction industry, **Pers M § 22:107**
Unfair Labor Practices (this index)

DOUBLE RECOVERY
Employment practices, **Emp P § 70:19**

DOUBLE TAXATION
International employment, tax treaties, **Emp P § 41:173**

DOUBT
Unions and Union Practices (this index)

DOWNSIZING
Personnel manual, separation from employment, **Pers M § 21:32 to 21:55**

DRAFTERS
Personnel manual, occupational pay data, **Pers M § 10:94 to 10:101**

DRAFT OR DRAFTING
LABOR Management Relations Act, drafting of opinion and award, **Labor § 53:241**
National LABOR Relations Board, draft settlement agreement, **Labor § 42:140**
Policies. **Personnel Manual** (this index)

DRAINS
Workplaceplace safety, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**

DRAPERY STORES
Retail or service establishment employees, **Comp § 12:89**

DREDGING OPERATIONS
Seamen, **Comp § 7:25**

DRESS CODES
General discussion, **Emp P § 31:12 to 31:14**
Colorado, **Emp P § 31:16**
District of Columbia, **Emp P § 31:17**
Maryland, **Emp P § 31:18**
Michigan, **Emp P § 31:19**
New York, **Emp P § 31:20**
Personnel manual, work rules, **Pers M § 5:141 to 5:144**
Utah, **Emp P § 31:21**

DRESS SUIT RENTALS
Retail or service establishment employees, **Comp § 12:74**

DRINKING WATER
Workplace Safety (this index)

DRIPPING AND COATING OPERATIONS
Workplaceplace safety, OSHA safety and health standards for hazardous materials, **Work S § 3:72**

DRIVE-IN THEATER EMPLOYEES
General discussion, **Comp § 9:8**

DRIVERS AND DRIVING
Compensation, discrimination, **Emp P § 44:54**
National Labor Relations Act (this index)
Personnel Manual (this index)
Trucks and Trucking (this index)
Unfair labor practices, hot cargo clauses, **Labor § 38:185**
Workplaceplace safety, motor carrier maximum hour safety restrictions, **Work S § 5:131 to Work S § 5:148**

DRUG-FREE WORKPLACE ACT
Personnel manual, sample memo to employees, **Pers M § 20:15**

DRUG MANUFACTURERS AND DISTRIBUTORS
Polygraph tests, **Emp P § 53:6**

DRUGS
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
Personnel Manual (this index)
Substance Abuse and Testing (this index)
Testing
collective bargaining agreement provisions, **Labor § 47:79 to 47:85**
LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:48**
National LABOR Relations Board orders restricting, **Labor § 43:32**
unfair labor practices, subjects of bargaining, **Labor § 34:24**

DRUG STORE PHARMACISTS
National LABOR Relations Act, supervisor coverage, **Labor § 5:101**

DRUGSTORES
Retail or service establishment employees, **Comp § 12:90, 12:94**
Supplies dealers, **Comp § 12:91**

DRUM HANDLING
Workplaceplace safety, OSHA safety and health standards for hazardous waste operations, **Work S § 3:90**

DRY CHEMICAL EXTINGUISHING SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:134**

DRYCLEANERS
Retail or service establishment employees, **Comp § 12:136**

DRYDOCK COMPANIES
Retail or service establishment employees, **Comp § 12:183**

DRY GOODS STORES
Retail or service establishment employees, **Comp § 12:92**

DUE PROCESS
Case evaluations, **Emp P § 58:7.60**
Liberty interests, Due Process claims involving, **Emp P § 58:7.55**
Punitive damages, **Emp P § 75:5**
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:14, 59:23, 59:28**
Substance abuse and testing, **Emp P § 30:78**
Unfair labor practices, changes in union's identity, **Labor § 33:33**

DUES AND MEMBERSHIP FEES
General discussion, **Ben § 15:118 to 15:123**
Business, professional, civic organizations, labor and trade associations, deductibility of fees in, **Ben § 15:121**
Checklist of legal considerations, **Ben § 15:119**
Country clubs and other social, athletic and sporting organizations, **Ben § 15:122, 15:123**
Unions and Union Practices (this index)

DUPLICATING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:61**

DUPLICATIVE WORK
Unfair labor practices, secondary boycotts, **Labor § 38:56**

DURATION
Collective bargaining agreements, arbitration resolving issues, **Labor § 49:12**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

DURESS
Retirement plans, multi-employer plans, **Ben § 25:12**
Settlements, releases and waivers of claims, **Emp P § 69:24**

DUST
Workplace Safety (this index)

DUSTING OF CROPS BY AIRPLANE
Retail or service establishment employees, **Comp § 12:38**

DUTIES AND RESPONSIBILITIES
Collective Bargaining Agreements (this index)
Delegation of Duties (this index)
Federal Employment (this index)
Fiduciaries and Fiduciary Duties (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

DYERS
Retail or service establishment employees, **Comp § 12:136**

EAPs
Employee Assistance Programs (this index)

EARLY MATTERS
Unions and Union Practices (this index)

EARLY RETIREMENT
Personnel manual, separation from employment, **Pers M § 21:56 to 21:70**

EARNED INCOME
Keogh plans, **Ben § 23:143, 23:152, 23:153**
Personnel manual, guide to payroll withholding for employers, **Pers M § 9:43**

EARNINGS
LABOR Management Relations Act, future lost earnings as damages in hybrid actions, **Labor § 56:18**
National LABOR Relations Board, interim earnings and backpay, **Labor § 43:74 to 43:76**
Unfair labor practices, wage data on incentive earnings, **Labor § 35:30**

EAVESDROPPING ON CONTRACT NEGOTIATIONS
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:25, 40:67**

ECONOMIC MATTERS
Norris-LaGuardia Act, economic interest test, **Labor § 50:95**
Personnel manual, payroll taxes, **Pers M § 9:62**
Strikes. **Economic Strikes** (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

ECONOMIC NECESSITY
Aliens, employment authorization proceedings, **Emp P § 90:83**
Mandatory retirement, **Emp P § 52:33**

ECONOMIC STRIKES
National LABOR Relations Act, retention of employee status, **Labor § 5:15, 5:16**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

EDITORS
Compensation, discrimination, **Emp P § 44:78**

EDITORS FOR NEWSPAPERS
National Labor Relations Act (this index)

EDUCATIONAL ASSISTANCE
General discussion, **Ben § 15:124 to 15:133**
Checklists, **Ben § 15:125, 15:128**
Children of employees, scholarships for, **Ben § 15:130**
Educational assistance programs, **Ben § 15:129**
Reimbursement or other expense allowance arrangement, **Ben § 15:127**
Relationship of education to employer's trade or business, **Ben § 15:126**
Trusts, educational benefit, **Ben § 15:131 to 15:133**

EDUCATION AND EDUCATIONAL MATTERS
General discussion, **Emp P § 27:1 et seq.**
Administrators, white collar employees, **Comp § 3:39**
Apprenticeship programs, educational requirements for, **Emp P § 27:12**
Backpay, school attendance, **Emp P § 72:29, 72:49**
Buses, child labor, **Comp § 24:39**
Collective bargaining agreements, educational leave of absence, **Labor § 47:73**
Colleges and Universities (this index)
Educational Assistance (this index)
Elementary Schools (this index)
Faculty of Schools (this index)
Fair Labor Standards Act and similar state laws, persons working for as employees, **Comp § 1:56**
Family and Medical Leave Act, **Ben § 12:18**
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
High school education, **Emp P § 27:9**
International Employment (this index)
Language and other job skills, **Emp P § 27:11**
National Labor Relations Act (this index)
National LABOR Relations Board jurisdiction, private schools, **Labor § 9:27**

EDUCATION AND EDUCATIONAL MATTERS —Cont'd
Personnel Manual (this index)
Prima facie case, overcoming, **Emp P § 27:3**
Proof of employee's case, **Emp P § 27:2**
Remedial Education (this index)
Retail or Service Establishments (this index)
Secondary Schools (this index)
Selection procedure guidelines, applicability of, **Emp P § 27:4**
Student Learners (this index)
Students in Institutions of Higher Education (this index)
Students (this index)
Student Workers (this index)
Teachers (this index)
Testimony, justifying requirements by, **Emp P § 27:5**
Title IX, **Emp P § 20:337**
Unions, bargaining units, **Labor § 19:121 to 19:125**
White collar employees, **Comp § 3:39, 3:118**
Workplace Safety (this index)

EEO
Equal Employment Opportunity (this index)

EEOC
Equal Employment Opportunity Commission (this index)

EFFECTIVE DATE
Collective bargaining agreements, arbitration clause applicability to grievances arising before effective date, **Labor § 49:22**
Unfair Labor Practices (this index)
Worker Adjustment and Retraining Notification Act, notice, **Labor § 39:214**
Workplace Safety (this index)

EFFECTIVE OR EFFECTIVENESS
Date. **Effective Date** (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

EFFECTS BARGAINING
Collective Bargaining (this index)

EGYPT
International employment, tax treaties, **Emp P § 41:196, 41:197**

ELAPSED TIME RULES
Retirement and Retirement Plans (this index)

ELDERCARE SERVICES
Personnel manual, lifestyle benefits, **Pers M § 13:10, 13:37 to 13:46**

ELDERLY PERSONS
Aged Persons (this index)

ELECTED OFFICIALS AND THEIR AIDES, LEGISLATIVE EMPLOYEES AND ARCHITECT OF THE CAPITOL EMPLOYEES
General discussion, **Comp § 16:21 to 16:25**
Age Discrimination in Employment Act, exemption from protection, **Emp P § 21:8**

ELECTED OFFICIALS AND THEIR AIDES, LEGISLATIVE EMPLOYEES AND ARCHITECT OF THE CAPITOL EMPLOYEES—Cont'd
Civil service laws, defined, **Comp § 16:24**
Employment practices, **Emp P § 21:8**
Exemption from coverage, **Comp § 16:22**
Fair Labor Standards Act, applicability, generally, **Comp § 16:21 et seq.**
Federal legislative employees, **Comp § 16:25**
Member of personal staff, defined, **Comp § 16:23**

ELECTION, OPTION OR CHOICE
Federal Employment (this index)
LABOR-Management Reporting and Disclosure Act, delegates for convention elections, **Labor § 66:76**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway LABOR Act, judicial enforcement of right of employee to choose representative, **Labor § 59:54**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ELECTIONEERING
Unions and Union Practices (this index)

ELECTIONS
Age Discrimination in Employment Act, administrative processing requirements for federal employee actions, **Emp P § 95:39**
Automobile use as employee benefit, **Ben § 15:29, 15:52**
Ballots (this index)
Cafeteria Plans (this index)
Conduct or Conducting (this index)
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Federal Employment (this index)
401(k) Plans (this index)
Health Maintenance Organizations (this index)
Life insurance, treatment of policies as separate, **Ben § 7:14**
National Labor Relations Board (this index)
Nonqualified deferred compensation, deferral of prospective earnings, **Ben § 34:29**
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Targeted jobs tax credit, **Emp P § 42:77**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Votes, Voters and Voting (this index)

ELECTIVE SURGERY
Medical benefits, **Ben § 5:28**

ELECTRICAL MATTERS
Personnel manual, video display terminals, **Pers M § 17:118**
Workplace Safety (this index)

ELECTRICIANS
Personnel manual, occupational pay data for maintenance electricians, **Pers M § 10:165, 10:170, 10:171**

ELECTRIC POWER LINES
Workplaceplace safety, OSHA safety and health standards for operation of cranes near electric power lines, **Work S § 3:234**

ELECTRIC SIGN ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:94**

ELECTRIC UTILITIES
Retail or service establishment employees, **Comp § 12:93**

ELECTRONICS
Personnel manual, occupational pay data for maintenance electronics technicians, **Pers M § 10:166 to 10:169**
Searches of employees, **Emp P § 56:2.70**

ELEMENTARY SCHOOLS
Family and Medical Leave Act, **Ben § 12:18**
Students, employment of, **Comp § 17:117**
Title VII, records and reports, **Emp P § 92:16**

ELEMENTARY-SECONDARY STAFF INFORMATION
Personnel manual, sample federal equal employment opportunity reporting form, **Pers M § 1:81**

ELEVATING WORK PLATFORMS MOUNTED ON VEHICLE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:51**

ELEVATORS
Agricultural Employees (this index)
Repair establishments, retail or service establishment employees, **Comp § 12:95**

ELIGIBILITY
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Medical Benefits (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ELIMINATION
National LABOR Relations Board orders, company rules, **Labor § 43:31**
Personnel manual, workplace safety programs for eliminating hazards, **Pers M § 17:70**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

E-MAIL
Personnel manual, human resources planning, **Pers M § 1:49, 1:54**

EMBEZZLEMENT
Retirement plans, **Ben § 46:39**
State statutes regulating internal union affairs, **Labor § 70:27**

EMBROIDERIES
Homeworkers, **Comp § 10:32**

EMERGENCY OR EMERGENCIES
Federal employment, scope of bargaining, **Labor § 39:295**
LABOR Management Relations Act, national emergency injunctions, **Labor § 50:155 to 50:168**
Personnel Manual (this index)
Public health emergency, leave, **Ben § 12.12.50**
Railway Labor Act (this index)
Workplace Safety (this index)

EMERGENCY PAID SICK LEAVE ACT
Generally, **Ben § 11:37**

EMIGRATION COST
California, **Comp § 32:19.50**

EMOTIONAL DISTRESS CLAIMS
Exclusivity of state remedies, **Emp P § 115:36**
Intentional Infliction of Emotional Distress (this index)

EMPIRICAL EVIDENCE
Selection and retention of employees, **Emp P § 23:75**

EMPLOYEE ASSISTANCE PLANS (EAPS)
Medical benefits, **Ben § 5:47**

EMPLOYEE ASSISTANCE PROGRAMS
Collective bargaining agreement provisions, **Labor § 47:86 to 47:88**
Personnel Manual (this index)

EMPLOYEE PLANS COMPLIANCE RESOLUTION SYSTEM (EPCRS)
Retirement and Retirement Plans (this index)

EMPLOYEE POLYGRAPH PROTECTION ACT
General discussion, **Emp P § 21:12**
Administrative sanctions and remedies, **Emp P § 82:18**
Attorney's fees, **Emp P § 77:9**
Civil actions, **Emp P § 94:95**
Disclosures, **Emp P § 92:82**
Evidence, **Emp P § 107:73**
Notice, **Emp P § 92:82**
Parties, **Emp P § 97:23**
Personnel manual, human resources planning, poster, **Pers M § 1:65**
Records and reports, **Emp P § 92:44**
Statutes of limitation, **Emp P § 100:27**
Venue, **Emp P § 96:16**
Waiver restrictions, **Emp P § 69:9**

EMPLOYEE RELATIONS PROGRAM POSITIONS
Personnel manual, Department of Human Resources staffing, **Pers M § 1:19**

EMPLOYEE RETIREMENT INCOME SECURITY ACT
General discussion, **Ben § 2:1 et seq.**
Advance rulings, termination of employee welfare benefit plans, **Ben § 2:82**
Amendments to plans, **Ben § 2:69**
Banking law, termination of plans sponsored by financial institutions, **Ben § 2:85**

EMPLOYEE RETIREMENT INCOME SECURITY ACT—Cont'd
BENEFITeficiaries, **Ben § 2:60 to 2:63**
Church plans, **Ben § 2:27**
hospital funding litigation, **Ben § 2:27.50**
Class actions, **Ben § 2:64; Emp P § 99:89**
Closings of plants, **Ben § 2:68**
Companies participating in bailout, limitations, **Ben § 32:21**
Completion of benefit payments, **Ben § 2:75**
Constructive discharge from employment, **Ben § 2:67**
Corporate officials as employers, **Ben § 2:45**
Death and Death Benefits (this index)
Defined benefit plans, **Ben § 2:18, 2:20**
Defined contribution or individual account plans, **Ben § 2:19, 2:20**
Disability Benefits (this index)
Disability insurance laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
Discharge from employment, **Ben § 2:66, 2:67**
Distribution of assets, termination of employee welfare benefit plans, **Ben § 2:78**
Employee benefit plan, defined, **Ben § 2:2**
Employee benefit plans subject to ERISA, **Ben § 2:1 et seq.**
Employee for purposes of determining whether benefit plan has no employees, **Ben § 2:57**
Employee-funded plans, **Ben § 2:28**
Employee organizations subject to ERISA, **Ben § 2:47, 2:48**
Employee pension benefit plans
general discussion, **Ben § 2:16 to 2:26**
defined benefit plans, **Ben § 2:18, 2:20**
defined contribution or individual account plans, **Ben § 2:19, 2:20**
definitions, **Ben § 2:16, 2:17**
employer or union involvement in IRAs, **Ben § 2:22**
gratuitous payments to pre-ERISA retirees, **Ben § 2:23**
individual retirement accounts (IRAs), **Ben § 2:21, 2:22**
supplemental payment plans, **Ben § 2:24**
tax sheltered annuities, **Ben § 2:25**
Employees, coverage of, **Ben § 2:6**
Employee welfare benefit plans
general discussion, **Ben § 2:7 to 2:15**
benefits do not have to be provided by insurance, **Ben § 2:9**
definitions, **Ben § 2:7, 2:8**
disability insurance laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
employer or union involvement, group plans, **Ben § 2:12, 2:13**
group or group-type insurance arrangements having no employer or union involvement, exclusion of, **Ben § 2:12, 2:13**
multiple employer welfare arrangements and multiple employer trusts, **Ben § 2:15**
payroll compensation for normal work day and extra duty, exclusion of, **Ben § 2:10**
pension plans, welfare benefit provisions included in, **Ben § 2:11**
termination of employee welfare benefit plans, below
unemployment compensation laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
welfare benefit, defined, **Ben § 2:8**

EMPLOYEE RETIREMENT INCOME SECURITY ACT—Cont'd
Employee welfare benefit plans—Cont'd
workers' compensation laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
Employer associations as employers, **Ben § 2:46**
Employers subject to ERISA
general discussion, **Ben § 2:43 to 2:46**
corporate officials as employers, **Ben § 2:45**
employer associations as employers, **Ben § 2:46**
establishment or maintenance of plan by employer, **Ben § 2:44**
Evidence of noninterference with protected rights, **Ben § 2:72**
Excess benefit plans, **Ben § 2:29**
Exempt plans
general discussion, **Ben § 2:27 to 2:42**
church plans, **Ben § 2:27**
employee-funded plans, **Ben § 2:28**
excess benefit plans, **Ben § 2:29**
foreign plans, **Ben § 2:30, 2:31**
fraternal organization plans, **Ben § 2:32**
governmental plans, below
highly compensated employees, unfunded plans for, **Ben § 2:40**
individual retirement accounts, **Ben § 2:37**
insurance contract plans, **Ben § 2:38**
management, unfunded plans for, **Ben § 2:40**
retired partner agreements, **Ben § 2:39**
retirees with forfeited benefits, unfunded plans for, **Ben § 2:41**
top-hat plans, **Ben § 2:40**
unfunded plans, **Ben § 2:40, 2:41**
voluntary employees' beneficiary associations, **Ben § 2:42**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:24**
Federal preemption, **Emp P § 115:26**
Foreign plans, **Ben § 2:30, 2:31**
Former employees, **Ben § 2:51, 2:76**
Former spouses of employees, **Ben § 2:52, 2:61**
Fraternal organization plans, **Ben § 2:32**
Golden parachutes, **Ben § 32:19, 32:20**
Governmental plans
general discussion, **Ben § 2:33 to 2:36**
international organizations, **Ben § 2:34**
private agencies with governmental connections, **Ben § 2:35**
state, local and regional agencies, **Ben § 2:36**
Gratuitous payments to pre-ERISA retirees, **Ben § 2:23**
Group Insurance (this index)
Health maintenance organizations, **Ben § 5:168, 5:170**
Highly compensated employees, unfunded plans for, **Ben § 2:40**
Holidays, **Ben § 10:2**
Independent contractors, **Ben § 2:53**
Individual retirement accounts, **Ben § 2:21, 2:22, 2:37**
Insurance agents, **Ben § 2:56**
Insurance contract plans, **Ben § 2:38**
Interference. Noninterference with protected rights, below
International organizations, **Ben § 2:34**
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:151**
Layoffs, **Ben § 2:68**

EMPLOYEE RETIREMENT INCOME SECURITY ACT—Cont'd
Legal services as employee benefit, effect on state laws relating to prepaid plans, **Ben § 15:151**
Life Insurance (this index)
Limitation, companies participating in bailout, **Ben § 32:21**
Local agencies, **Ben § 2:36**
Management, unfunded plans for, **Ben § 2:40**
Medical Benefits (this index)
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:75, 5:76**
Mortgage assistance as employee benefit, effect of prohibited transaction rules, **Ben § 15:203**
Multiple employer welfare arrangements and multiple employer trusts, **Ben § 2:15**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:30**
Noninterference with protected rights
general discussion, **Ben § 2:65 to 2:76**
amendments to plans, **Ben § 2:69**
closings of plants, **Ben § 2:68**
completion of benefit payments, **Ben § 2:75**
constructive discharge from employment, **Ben § 2:67**
discharge from employment, **Ben § 2:66, 2:67**
evidence of interference, **Ben § 2:72**
former employees, **Ben § 2:76**
layoffs, **Ben § 2:68**
protected rights, **Ben § 2:73, 2:74**
union activities, **Ben § 2:71**
vesting of protected rights, **Ben § 2:74**
Nonqualified deferred compensation, application to secular trusts, **Ben § 34:28**
Notice of termination of employee welfare benefit plans, **Ben § 2:80**
Owners, **Ben § 2:54**
Participant covered under an employee welfare benefit plan, defined, **Ben § 2:59**
Participant covered under a pension plan for purposes of determining whether benefit plan has no employees, **Ben § 2:58**
Partners, **Ben § 2:55, 2:62**
Payroll compensation for normal work day and extra duty, exclusion of, **Ben § 2:10**
Pension plans, welfare benefit provisions included in, **Ben § 2:11**
Personnel Manual (this index)
Persons protected
general discussion, **Ben § 2:49 to 2:64**
beneficiaries, **Ben § 2:60 to 2:63**
class actions, **Ben § 2:64**
employee for purposes of determining whether benefit plan has no employees, **Ben § 2:57**
former employees, **Ben § 2:51**
independent contractors, **Ben § 2:53**
insurance agents, **Ben § 2:56**
owners, **Ben § 2:54**
participant covered under an employee welfare benefit plan, defined, **Ben § 2:59**
participant covered under a pension plan for purposes of determining whether benefit plan has no employees, **Ben § 2:58**
participants protected by ERISA, **Ben § 2:50**

EMPLOYEE RETIREMENT INCOME SECURITY ACT—Cont'd
Persons protected—Cont'd
partners, **Ben § 2:55, 2:62**
service providers, **Ben § 2:63**
sole shareholders, **Ben § 2:54**
spouses and former spouses of employees, **Ben § 2:52, 2:61**
Plan, fund, or program, requirement of, **Ben § 2:3**
Preemption (this index)
Private agencies with governmental connections, **Ben § 2:35**
Purchase of insurance for employees by employer, effect of, **Ben § 2:5**
Regional agencies, **Ben § 2:36**
Reporting requirements, termination of employee welfare benefit plans, **Ben § 2:79**
Retired partner agreements, **Ben § 2:39**
Retirees with forfeited benefits, unfunded plans for, **Ben § 2:41**
Retirement and Retirement Plans (this index)
Retirement savings vehicles without employer sponsor, **Ben § 2:35.50**
Service providers, **Ben § 2:63**
Sick Leave (this index)
Sole shareholders, **Ben § 2:54**
Spouses of employees, **Ben § 2:52, 2:61**
State agencies, **Ben § 2:36**
Supplemental payment plans, **Ben § 2:24**
Tax sheltered annuities, **Ben § 2:25**
Termination of employee welfare benefit plans
general discussion, **Ben § 2:77 to 2:86**
advance rulings, **Ben § 2:82**
banking law, termination of plans sponsored by financial institutions, **Ben § 2:85**
decision to terminate, **Ben § 2:84 to 2:86**
distribution of assets, **Ben § 2:78**
notice of termination, **Ben § 2:80**
procedures, **Ben § 2:83**
reporting requirements, **Ben § 2:79**
time that plan in terminated, **Ben § 2:81**
Top-hat plans, **Ben § 2:40**
Unemployment compensation laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
Unfunded plans, **Ben § 2:40, 2:41**
Union activities, **Ben § 2:71**
Vacations, **Ben § 9:2**
Vesting of protected rights, **Ben § 2:74**
Voluntary employees' beneficiary associations, **Ben § 2:42**
Welfare benefit, defined, **Ben § 2:8**
Workers' compensation laws, exemption of plans maintained solely to comply with, **Ben § 2:14**
Written agreement or other formalities, lack of, **Ben § 2:4**

EMPLOYEE RIGHT TO DISCLOSE AMOUNT OF WAGES
Maine, **Comp § 29:60.50**

EMPLOYEE STOCK OWNERSHIP PLANS
General discussion, **Ben § 23:170 to 23:187**
Acquisition of employer securities, loan for, **Ben § 23:173**
Allocation to participants, **Ben § 23:178**
Defined, **Ben § 23:171**

EMPLOYEE STOCK OWNERSHIP PLANS —Cont'd
Diversification of investments for participants nearing retirement, **Ben § 23:174**
Dividends paid on stock held by ESOP, deduction for, **Ben § 23:184**
Excise tax, **Ben § 23:183, 23:185**
Five year distribution period, **Ben § 23:175**
Integration of plan, **Ben § 23:176**
Interest earned on loan to acquire employer securities, partial exclusion of, **Ben § 23:186**
Nonrecognition of gain on securities sold to ESOP, **Ben § 23:180**
Other investments by ESOP, **Ben § 23:172**
Overall contribution limits, **Ben § 23:177**
Prohibited transaction exemption for ESOP loans, **Ben § 23:187**
Qualified replacement property, defined, **Ben § 23:182**
Qualified securities, defined, **Ben § 23:181**
S corporation ESOPs, **Ben § 23:179**
Taxation, generally, **Ben § 23:179 et seq.**

EMPLOYMENT AGENCIES
General discussion, **Emp P § 20:213 et seq., 67:1 et seq.**
Age Discrimination in Employment Act, **Emp P § 67:4, 92:25**
Americans with Disabilities Act, liability under, **Emp P § 67:5**
Civil Rights Act of 1866, liability under, **Emp P § 67:3**
Employer, liability as, **Emp P § 67:8**
Equal Employment Opportunity Commission, **Emp P § 83:56**
Evidence of employment agency discrimination, **Emp P § 67:9**
Executive Order 11246, liability under, **Emp P § 67:6**
Fair Labor Standards Act and similar state laws, **Comp § 1:36**
Genetic Information Nondiscrimination Act, **Emp P § 67:7.50**
Hiring, preselection and recruitment practices, **Emp P § 39:32**
Immigration Act, liability under, **Emp P § 67:7**
National LABOR Relations Act, employer coverage of temporary employment agencies, **Labor § 4:33**
Personnel Manual (this index)
Processing of clients, **Emp P § 67:12**
Recruitment of clients, **Emp P § 67:11**
Referrals of clients, **Emp P § 67:13**
Retail or service establishment employees, **Comp § 12:96**
Settlement of case with Equal Employment Opportunity Commission, **Emp P § 67:10**
Testing of clients, **Emp P § 67:14**
Title VII, liability under, **Emp P § 67:2**
Unemployment benefits, denial to clients, **Emp P § 67:15**
Unfair labor practices, comparability of fees, **Labor § 27:78**

EMPLOYMENT AND CONSUMER RECORDS
New Jersey, **Emp P § 54:29.50**

EMPLOYMENT AND TRAINING ADMINISTRATION
Department of Labor, **Emp P § 83:25, 83:26**

EMPLOYMENT AUTHORIZATION PROCEEDINGS
Aliens (this index)

EMPLOYMENT PEACE ACT
State statutes, court enforcement of Wisconsin labor relations statutes, **Labor § 62:244**

EMPLOYMENT PRACTICES
General discussion, **Emp P § 1:1 et seq.**
Administrative Exemptions (this index)
Administrative Sanctions and Remedies (this index)
Advisory opinion from Equal Employment Opportunity Commission, **Emp P § 18:6**
Affectional orientation discrimination. **Sexual or Affectional Orientation Discrimination** (this index)
Affirmative Action (this index)
After-acquired evidence of victim misconduct, **Emp P § 70:23, 70:24**
Age Discrimination in Employment Act (this index)
Agents subject to discrimination laws
  general discussion, **Emp P § 20:9 to 20:11**
  IRCA, authorization and verification provisions of, **Emp P § 20:155**
  labor organization, **Emp P § 20:165**
  private employers, liability as, **Emp P § 20:9**
  state and local governments, liability of agents as employers, **Emp P § 20:10**
  subordinates, liability for acts of, **Emp P § 20:11**
Americans with Disabilities Act (this index)
Ancestry discrimination. **National Origin Discrimination** (this index)
Attorney's Fees (this index)
Backpay (this index)
Birth place discrimination. **National Origin Discrimination** (this index)
Blacklisting of employees, **Emp P § 113:1 et seq.**
Bona Fide Occupational Qualifications (this index)
Bumping of incumbent employee, effect on appropriateness of rightful place relief, **Emp P § 70:17**
Business necessity
  general discussion, **Emp P § 14:1 et seq.**
  rightful place relief, **Emp P § 70:18**
Campaign contributions, discrimination on basis of, **Emp P § 1:36**
Checklist of laws regulating employment practices, **Emp P § 1:40**
Citizenship Discrimination (this index)
Cobra continuation coverage requirements, **Ben § 8:81**
Coerced discrimination, **Emp P § 11:1 et seq.**
Color discrimination. **Race or Color Discrimination** (this index)
Commerce, work of employer must be in industry affecting, **Emp P § 20:15**
Communists, exemption for, **Emp P § 21:7**
Compensatory damages, tax consequences of, **Emp P § 79:7**
Complicity in discrimination, **Emp P § 12:1 et seq.**
Conditions of employment. **Terms, Conditions and Privileges of Employment** (this index)
Congressional employers and instrumentalities, **Emp P § 20:87, 20:88**
Conspiracy to Obstruct Justice Act, **Emp P § 12:4**
Coverage of discrimination laws
  agents subject to discrimination laws, above
  employers subject to discrimination laws, below
  employment agencies subject to discrimination laws, **Emp P § 20:213 et seq.**
  government contractors subject to discrimination laws, below

EMPLOYMENT PRACTICES—Cont'd
Coverage of discrimination laws—Cont'd
labor-management training committees subject to discrimination laws, **Emp P § 20:266 et seq.**
labor organizations subject to discrimination laws, below
persons protected by discrimination laws, below
private employers subject to discrimination laws, below
public employers subject to discrimination laws, below
recipients of government funds subject to discrimination laws, below
Creed discrimination. **Religious or Creed Discrimination** (this index)
Damages (this index)
Dining room as employee benefit, **Ben § 15:98**
Disabilities Discrimination (this index)
Double recovery, avoidance of, **Emp P § 70:19**
Early civil rights acts
general discussion, **Emp P § 1:7 et seq.**
qualified immunity, **Emp P § 20:89.30 et seq.**
state and local governments under, **Emp P § 20:89 et seq.**
Educational institutions and activities covered under Title IX, **Emp P § 20:337**
Elected officials, their staff, appointees and advisors, exemption for, **Emp P § 21:8**
Employee Polygraph Protection Act, **Emp P § 21:12**
Employers subject to discrimination laws
General discussion, **Emp P § 20:1 et seq.**
agents subject to discrimination laws, above
cat's paw theory, **Emp P § 20:2.50**
employment agency, use by employer does not lessen its responsibility to refrain from discrimination, **Emp P § 20:4**
joint employer liability, **Emp P § 20:6**
parent corporation, liability for discrimination by subsidiary, **Emp P § 20:7**
private employers subject to discrimination laws, below
public employers subject to discrimination laws, below
successor employer liability, **Emp P § 20:8**
supervisors, liability of employer for discrimination by, **Emp P § 20:2**
third-party involvement does not lessen employer's responsibility to refrain from discrimination, **Emp P § 20:5**
uniformed service members' law, **Emp P § 20:145 to 20:148**
union, liability of employer for participating in discriminatory acts by, **Emp P § 20:3**
Employment Agencies (this index)
Equal Pay Act (this index)
Equitable estoppel, reliance on administrative guidance, **Emp P § 18:7**
Exceptions
Bona Fide Occupational Qualifications (this index)
business necessity, **Emp P § 14:1 et seq.**
merit system, **Emp P § 16:1, 16:3**
national security, **Emp P § 16:1, 16:2**
nondiscriminatory preferences and conduct, below
performance and other exceptions related to qualifications, **Emp P § 16:1, 16:4 et seq.**
reliance on administrative guidance, below
Executive Order 11246 (this index)
Family and Medical Leave Act, **Ben § 12:67**

EMPLOYMENT PRACTICES—Cont'd
Federal constitution, public employers covered by, **Emp P § 20:80**
Federal contractors, authorization and verification provisions of IRCA, **Emp P § 20:157.50**
Federal employment, discrimination in, **Emp P § 1:32**
Federal job discrimination laws, public employers covered by, **Emp P § 20:80**
Federal Reserve Banks, **Emp P § 20:25**
Firefighters, exemption for, **Emp P § 21:9**
First Amendment, authorization and verification provisions of IRCA, **Emp P § 20:154**
Foreign boycott, discrimination in furtherance of, **Emp P § 1:34**
Foreign countries, employees based in, **Emp P § 20:24**
Former employees, **Emp P § 21:4**
Fringe benefits, tax consequences of monetary relief, **Emp P § 79:5**
Front Pay (this index)
Gender discrimination. **Sex and Pregnancy Discrimination** (this index)
Government contractors subject to discrimination laws
general discussion, **Emp P § 20:298 et seq.**
Americans with Disabilities Act coverage requirements, **Emp P § 20:303**
Executive Order 11246 coverage requirements, **Emp P § 20:300, 20:301**
government contractor, defined, **Emp P § 20:299**
indefinite quantities, contract for, **Emp P § 20:305**
Rehabilitation Act coverage requirements, **Emp P § 20:302**
state and local government contractors, **Emp P § 20:304**
Vietnam Era Veterans' Readjustment Assistance Act coverage requirements, **Emp P § 20:302**
Government Employee Rights Act, **Emp P § 20:84, 20:90**
Government parks and lands, discrimination in, **Emp P § 1:39**
Hiring of employees. **Selection and Retention of Employees** (this index)
Immigration laws
general discussion, **Emp P § 20:152 to 20:159**
agents of employers, authorization and verification provisions of IRCA, **Emp P § 20:155**
antidiscrimination provisions of IRCA, **Emp P § 20:158, 20:159**
authorization provisions of IRCA, **Emp P § 20:153 to 20:157**
federal contractors, authorization and verification provisions of IRCA, **Emp P § 20:157.50**
First Amendment, authorization and verification provisions of IRCA, **Emp P § 20:154**
independent contractors, authorization and verification provisions of IRCA, **Emp P § 20:156**
number of employees, antidiscrimination provisions of IRCA, **Emp P § 20:158, 20:159**
persons protected, **Emp P § 21:11**
private employers, authorization and verification provisions of IRCA, **Emp P § 20:153**
subdivisions of employer, authorization and verification provisions of IRCA, **Emp P § 20:157**
verification provisions of IRCA, **Emp P § 20:153 to 20:157**
Independent contractors, **Emp P § 20:156, 21:5**
Intentional discrimination, relief under Title VII not limited to, **Emp P § 70:20**

EMPLOYMENT PRACTICES—Cont'd
Interest, tax consequences of monetary relief, **Emp P § 79:10**
International Employment (this index)
Joint employer liability, **Emp P § 20:6**
Jurors, discrimination against, **Emp P § 1:37**
Ku Klux Klan Act, **Emp P § 12:2**
Labor-Management Training Committees (this index)
Labor organizations subject to discrimination laws
general discussion, **Emp P § 20:160 et seq.**
agents of labor organization, **Emp P § 20:165**
commerce, labor organization engaged in industry affecting, **Emp P § 20:163**
labor organization, defined, **Emp P § 20:162**
number of union members when union does not operate hiring hall, **Emp P § 20:164**
Law enforcement officers, exemption for, **Emp P § 21:9, 21:10**
Lie detector tests
Employee Polygraph Protection Act, **Emp P § 21:12**
employers subject to tests, **Emp P § 20:149 to 20:151**
Liquidated Damages (this index)
Local governments and elected officials, **Emp P § 20:89 to 20:91**
Merit system, **Emp P § 16:1, 16:3**
Migrant and Seasonal Agricultural Worker Protection Act (this index)
Military and other uniformed services, discrimination on basis of, **Emp P § 1:35**
Misconduct by victim, **Emp P § 70:22 to 70:24**
Mitigation of damages, **Emp P § 70:21**
Multiple establishments, employees at, **Emp P § 20:23**
National Origin Discrimination (this index)
National security, **Emp P § 16:1, 16:2**
Native Americans, **Emp P § 17:4, 20:27**
Nondiscriminatory preferences and conduct
general discussion, **Emp P § 17:1 et seq.**
employees who work in different locations, **Emp P § 17:3**
Native American preferences, **Emp P § 17:4**
Religious or Creed Discrimination (this index)
veterans' preference, **Emp P § 17:2**
Number of employees, **Emp P § 20:16, 20:158, 20:159**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:1 et seq.**
Opinion letters, reliance on administrative guidance, **Emp P § 18:5**
Parent corporation, liability for discrimination by subsidiary, **Emp P § 20:7**
Part-time employees counted in calculating employer coverage, **Emp P § 20:19**
Performance and other exceptions related to qualifications, **Emp P § 16:1, 16:4 et seq.**
Person, employer must be, **Emp P § 20:14**
Persons protected by discrimination laws
general discussion, **Emp P § 21:1 et seq.**
Communists, exemption for, **Emp P § 21:7**
elected officials, their staff, appointees and advisors, exemption for, **Emp P § 21:8**
employees and applicants for employment, **Emp P § 21:2**
employment relationship with employer, **Emp P § 21:3**
firefighters, exemption for, **Emp P § 21:9**
former employees, **Emp P § 21:4**
independent contractors, **Emp P § 21:5**

EMPLOYMENT PRACTICES—Cont'd
Persons protected by discrimination laws—Cont'd
law enforcement officers, exemption for, **Emp P § 21:9, 21:10**
third parties, persons denied access to job opportunities by, **Emp P § 21:6**
Uniformed Services Employment and Reemployment Rights Act (this index)
Pickering balancing test, **Emp P § 1:22.50**
Place of birth discrimination. **National Origin Discrimination** (this index)
Pregnancy discrimination. **Sex and Pregnancy Discrimination** (this index)
Presidential and Executive Office Accountability Act, **Emp P § 20:86**
Presumption of entitlement to relief, **Emp P § 70:12**
Privacy of employees, **Emp P § 112:1 et seq.**
Private employers subject to discrimination laws
general discussion, **Emp P § 20:12 et seq.**
Age Discrimination in Employment Act, who is employer under, **Emp P § 20:12**
Americans with Disabilities Act, who is employer under, **Emp P § 20:12**
commerce, work of employer must be in industry affecting, **Emp P § 20:15**
employees on payroll who do not appear at work, **Emp P § 20:20**
employment relationship, necessity of, **Emp P § 20:18**
Federal Reserve Banks, **Emp P § 20:25**
foreign countries, employees based in, **Emp P § 20:24**
liberal definition of employer, **Emp P § 20:13**
lie detector tests, employers subject to, **Emp P § 20:150**
multiple establishments, employees at, **Emp P § 20:23**
Native American tribes, **Emp P § 20:27**
number of employees, **Emp P § 20:16**
part-time employees counted in calculating employer coverage, **Emp P § 20:19**
payment of workers by another employer, **Emp P § 20:22**
person, employer must be, **Emp P § 20:14**
private membership clubs, **Emp P § 20:26**
time period employees must be employed for employer to be covered, **Emp P § 20:17**
Title VII, who is employer under, **Emp P § 20:12**
uniformed service members' law, **Emp P § 20:146**
unpaid workers counted in calculating employer coverage, **Emp P § 20:21**
Private membership clubs, **Emp P § 20:26**
Privileges of employment. **Terms, Conditions and Privileges of Employment** (this index)
Promotion or upgrade award necessary for rightful place relief, **Emp P § 70:15**
Public employers subject to discrimination laws
general discussion, **Emp P § 20:80 et seq.**
Age Discrimination in Employment Act, **Emp P § 20:82, 20:87, 20:91**
Americans with Disabilities Act
general discussion, **Emp P § 20:83, 20:87, 20:89**
state and local governments under, **Emp P § 20:89**
congressional employers and instrumentalities under CRA91, **Emp P § 20:88**

EMPLOYMENT PRACTICES—Cont'd
Public employers subject to discrimination laws—Cont'd
congressional employers and instrumentalities under Title VII, ADEA, the Rehabilitation Act, the ADA and USERRA, **Emp P § 20:87**
early civil rights acts, state and local governments under, **Emp P § 20:89**
federal constitution, public employers covered by, **Emp P § 20:80**
federal job discrimination laws, public employers covered by, **Emp P § 20:80**
Government Employee Rights Act, **Emp P § 20:84, 20:90**
lie detector tests, employers subject to, **Emp P § 20:151**
local governments and elected officials, **Emp P § 20:89 to 20:91**
Presidential and Executive Office Accountability Act, **Emp P § 20:86**
Rehabilitation Act, **Emp P § 20:83, 20:87**
Religious Freedom Restoration Act, **Emp P § 20:85, 20:92**
state governments and elected officials, **Emp P § 20:89 to 20:92**
Title VII, **Emp P § 20:81, 20:87, 20:89**
uniformed service members' law, **Emp P § 20:148**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 20:87**
USERRA, **Emp P § 20:92.50**
Punitive Damages (this index)
Race or Color Discrimination (this index)
Recipients of government funds subject to discrimination laws
general discussion, **Emp P § 20:335 et seq.**
educational institutions and activities covered under Title IX, **Emp P § 20:337**
exclusions from coverage, **Emp P § 20:341**
extension of coverage beyond specific program receiving assistance, **Emp P § 20:340**
federal financial assistance, defined, **Emp P § 20:338**
indirect funding, **Emp P § 20:339**
programs or activities covered, **Emp P § 20:336**
Rehabilitation Act (this index)
Reliance on administrative guidance
General discussion, **Emp P § 18:1 et seq.**
advisory opinion from Equal Employment Opportunity Commission, **Emp P § 18:6**
Age Discrimination in Employment Act, **Emp P § 18:3**
Equal Pay Act, **Emp P § 18:4**
equitable estoppel, **Emp P § 18:7**
opinion letters, **Emp P § 18:5**
Title VII, **Emp P § 18:2**
Religious or Creed Discrimination (this index)
Remedies
general discussion, **Emp P § 68:1 et seq.**
Affirmative Action (this index)
after-acquired evidence of victim misconduct, **Emp P § 70:23, 70:24**
Attorney's Fees (this index)
Backpay (this index)
bumping of incumbent employee, effect on appropriateness of rightful place relief, **Emp P § 70:17**
business necessity exception to rightful place relief, **Emp P § 70:18**
Damages (this index)

EMPLOYMENT PRACTICES—Cont'd
Remedies—Cont'd
discretion of trial court in fashioning equitable relief, **Emp P § 70:11**
double recovery, avoidance of, **Emp P § 70:19**
Front Pay (this index)
intentional discrimination, relief under Title VII not limited to, **Emp P § 70:20**
Liquidated Damages (this index)
misconduct by victim, **Emp P § 70:22 to 70:24**
mitigation of damages, **Emp P § 70:21**
presumption of entitlement to relief, **Emp P § 70:12**
promotion or upgrade award necessary for rightful place relief, **Emp P § 70:15**
Punitive Damages (this index)
retroactive seniority award necessary for rightful place relief, **Emp P § 70:16**
rightful place relief, **Emp P § 70:14 to 70:18**
tax consequences of monetary relief, below
whole, making victim, **Emp P § 70:13**
Retaliation (this index)
Retention of employees. **Selection and Retention of Employees** (this index)
Retirement plans, **Ben § 29:145**
Retroactive seniority award necessary for rightful place relief, **Emp P § 70:16**
Rightful place relief, **Emp P § 70:14 to 70:18**
Scientific fields, discrimination in, **Emp P § 1:38**
Section 1981 (this index)
Section 1983 (this index)
Section 1985 (this index)
Selection and Retention of Employees (this index)
Settlement agreement, tax consequences of relief obtained through, **Emp P § 79:12**
Sex and Pregnancy Discrimination (this index)
Sexual or Affectional Orientation Discrimination (this index)
Simplified employee pensions, contributions, **Ben § 23:122**
State and local government contractors, **Emp P § 20:304**
State governments and elected officials, **Emp P § 20:89 to 20:92**
Subdivisions of employer, authorization and verification provisions of IRCA, **Emp P § 20:157**
Subordinates, liability of agents for acts of, **Emp P § 20:11**
Successor employer liability, **Emp P § 20:8**
Supervisors, liability of employer for discrimination by, **Emp P § 20:2**
Tax consequences of monetary relief
general discussion, **Emp P § 79:1 et seq.**
attorney's fees, **Emp P § 79:11**
backpay, **Emp P § 79:4**
compensatory damages, **Emp P § 79:7**
fringe benefits, **Emp P § 79:5**
front pay, **Emp P § 79:6**
gross income, inclusion of monetary relief in, **Emp P § 79:2**
interest, **Emp P § 79:10**
liquidated damages, **Emp P § 79:9**
procedure for satisfying tax liability, **Emp P § 79:3**
punitive damages, **Emp P § 79:8**
settlement agreement, relief obtained through, **Emp P § 79:12**
Technological fields, discrimination in, **Emp P § 1:38**

EMPLOYMENT PRACTICES—Cont'd
Terms, Conditions and Privileges of Employment (this index)
Third parties, persons denied access to job opportunities by, **Emp P § 21:6**
Third party involvement does not lessen employer's responsibility to refrain from discrimination, **Emp P § 20:5**
Time period employees must be employed for employer to be covered, **Emp P § 20:17**
Title IX (this index)
Title VII (this index)
Title VI (this index)
Uniformed service members
general discussion, **Emp P § 20:145 to 20:148**
employers subject to laws, **Emp P § 20:145 to 20:148**
private employers subject to laws, **Emp P § 20:146**
public employers subject to laws, **Emp P § 20:148**
successors-in-interest as subject to laws, **Emp P § 20:147**
Uniformed Services Employment and Reemployment Rights Act (this index)
veterans' preference, **Emp P § 17:2**
veterans' reemployment, **Emp P § 114:1 et seq.**
Vietnam Era Veterans' Readjustment Assistance Act (this index)
Unions and Union Practices (this index)
Unpaid workers counted in calculating employer coverage, **Emp P § 20:21**
USERRA
Public employers subject to discrimination laws, **Emp P § 20:92.50**
Verification provisions of IRCA, **Emp P § 20:153 to 20:157**
Vietnam Era Veterans' Readjustment Assistance Act (this index)
Whole, making victim, **Emp P § 70:13**

EMPLOYMENT PRACTICES LIABILITY INSURANCE
Personnel manual, disciplinary discharge of employees, **Pers M § 21:21**

EMPLOYMENT RELATIONS ACT
State statutes, court enforcement of New York labor relations statutes, **Labor § 62:146**

EMPLOYMENT RELATIONSHIP
Retaliation, **Emp P § 10:20**

EMPLOYMENT STANDARDS ADMINISTRATION
Department of Labor, **Emp P § 83:11**

EMPLOYMENT TAXES
Sick Leave (this index)

ENABLING LEGISLATION
Workplace Safety (this index)

ENCLOSURES
Workplace Safety (this index)

ENCOURAGEMENT OR ENCOURAGING
Collective bargaining agreements, policy encouraging arbitration of disputes, **Labor § 49:2**
Personnel Manual (this index)

ENCOURAGEMENT OR ENCOURAGING —Cont'd
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

ENDOWMENT CONTRACTS
Retirement plans, taxation of employees, **Ben § 27:31**

END-STAGE RENAL DISEASE
Medicare and Medicaid-eligible employees, dependents and retirees, secondary payer rules, **Ben § 5:55**

ENERGY
National LABOR Relations Board, assertion of jurisdiction over energy utilities, **Labor § 3:31**
Unions, bargaining units, **Labor § 19:98 to 19:100**
Workplace Safety (this index)

ENFORCEMENT
Agricultural Employees (this index)
Aliens (this index)
Conciliation (this index)
Family and Medical Leave Act (this index)
Federal Employment (this index)
Health Maintenance Organizations (this index)
Job Training Partnership Act, **Emp P § 42:61, 88:297, 88:303**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Maryland, private rights, **Emp P § 111:95**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:10**
Personnel Manual (this index)
Railway Labor Act (this index)
Settlements, Releases and Waivers of Claims (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, notice requirements, **Labor § 60:1 to 60:11**
Workplace Safety (this index)

ENGAGE OR ENGAGING
LABOR-Management Reporting and Disclosure Act, rights of union members to engage in judicial or political activities, **Labor § 64:5**
Personnel manual, policy of Levi-Strauss for business partners' conduct, **Pers M § 5:46**
Unfair Labor Practices (this index)

ENGINEERS AND ENGINEERING
Controls. **Workplace Safety** (this index)
National Labor Relations Act (this index)
Personnel manual, occupational pay data, **Pers M § 10:106 to 10:117, 10:118 to 10:136**
Retail or service establishment employees, **Comp § 12:97**
White collar employees, **Comp § 3:81**

ENGINE SERVICE EMPLOYEES
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:114**

ENGLISH
Workplaceplace safety, conduct of hearings under California's plan for safety and health, **Work S § 4:234**

ENGLISH LANGUAGE RULES
Terms, conditions and privileges of employment, **Emp P § 65:82**

ENHANCEMENTS
Attorney's Fees (this index)

ENROLLMENT
Health maintenance organizations, **Ben § 5:156**
Personnel manual, health insurance plans, **Pers M § 12:52**

ENSURING
Personnel Manual (this index)

ENTERPRISE COVERAGE
Fair Labor Standards Act and Similar State Laws (this index)
Retail or service establishment employees, **Comp § 1:132, 1:146**

ENTERPRISES
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:1 to 3:53, 9:13**
Unions, real estate enterprise bargaining units, **Labor § 19:128**

ENTERTAINERS AND ENTERTAINMENT
International employment, tax treaties, **Emp P § 41:176**
National Labor Relations Act (this index)
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:42 to 3:44**
Overtime pay, arranging for fellow employees, **Comp § 20:285**
Personnel manual, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Unions, bargaining units, **Labor § 19:101 to 19:104**

ENTITIES
National Labor Relations Act (this index)
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:14**
Railway LABOR Act, jurisdiction over entities, **Labor § 13:13 to 13:24**

ENTITLEMENT TO BACKPAY
National LABOR Relations Board, **Labor § 43:79 to 43:81**

ENTRIES IN REGULAR COURSE OF BUSINESS
Collective bargaining agreements, evidence in arbitration hearing, **Labor § 49:100**

ENTRY-LEVEL RECRUITING
Personnel manual, schools, **Pers M § 2:27**

ENTRY OF DECREE
Workplaceplace safety, enforcement of orders of Occupational Safety and Health Review Commission, **Work S § 9:24**

ENTRY ON PROPERTY
Unfair labor practices, unlawful entry, **Labor § 40:90**
Workplace Safety (this index)

ENVIRONMENT
Unions and Union Practices (this index)

ENVIRONMENTAL MATTERS
At-will employment, **Emp P § 58:26**
Personnel manual, compensation planning and design, **Pers M § 8:84**
Workplace Safety (this index)

EPLI (EMPLOYMENT PRACTICES LIABILITY INSURANCE)
Personnel manual, disciplinary discharge of employees, **Pers M § 21:21**

EQUAL ACCESS TO JUSTICE ACT
General discussion, **Emp P § 77:101 to 77:144**
Administrative proceedings, **Emp P § 77:101**
Administrative review, Department of Labor proceedings, **Emp P § 77:143**
Amount of award, **Emp P § 77:118 to 77:120**
Answer to application, Department of Labor proceedings, **Emp P § 77:136 to 77:138**
Appeals of award determinations, **Emp P § 77:123**
Applications, Department of Labor proceedings, **Emp P § 77:128 to 77:135**
Authorization for award of fees, **Emp P § 77:11**
Award determinations, Department of Labor proceedings, **Emp P § 77:139 to 77:142**
Civil Rights Attorney's Fees Awards Act, relationship to, **Emp P § 77:14**
Clarity of governing law, substantial justification of government's position, **Emp P § 77:114**
Consistency of government's position, substantial justification of government's position, **Emp P § 77:116**
Cost of living adjustments, **Emp P § 77:120**
Delay of award determinations, Department of Labor proceedings, **Emp P § 77:126**
Department of Labor proceedings
- general discussion, **Emp P § 77:124 to 77:144**
- administrative review, **Emp P § 77:143**
- answer to application, **Emp P § 77:136 to 77:138**
- applications, **Emp P § 77:128 to 77:135**
- award determinations, **Emp P § 77:139 to 77:142**
- contents of answer to application, **Emp P § 77:136**
- contents of application, **Emp P § 77:130**
- decisions on fees, **Emp P § 77:141**
- delay of award determinations, **Emp P § 77:126**
- documentation of fees, **Emp P § 77:134**
- extension of time to settle, request for, **Emp P § 77:138**
- finality of fee determinations, **Emp P § 77:142**
- further proceedings, requests for, **Emp P § 77:140**
- judicial review, **Emp P § 77:144**
- net worth exhibit, **Emp P § 77:133**
- payment of awards, **Emp P § 77:127**
- place to file application, **Emp P § 77:129**
- service on parties of application, **Emp P § 77:135**
- settlements of fee requests, **Emp P § 77:139**
- standards for recovery, **Emp P § 77:125**
- statement of net worth, **Emp P § 77:132**
- time limitations for filing of answer to application, **Emp P § 77:137**
- time limitations for filing of application, **Emp P § 77:128**

EQUAL ACCESS TO JUSTICE ACT—Cont'd
Department of Labor proceedings—Cont'd
verification of application, **Emp P § 77:131**
verification of fees, **Emp P § 77:134**
Dismissal of action by government, substantial justification of government's position, **Emp P § 77:111**
Documentation of fees, Department of Labor proceedings, **Emp P § 77:134**
Exclusion of specific claims, **Emp P § 77:103**
Extension of time to settle, Department of Labor proceedings, **Emp P § 77:138**
Finality of fee determinations, Department of Labor proceedings, **Emp P § 77:142**
Foreseeable length and complexity of proceedings, substantial justification of government's position, **Emp P § 77:115**
Incurring of fees, **Emp P § 77:107**
Judicial proceedings, **Emp P § 77:102**
Judicial review, Department of Labor proceedings, **Emp P § 77:144**
Limitation on payment rates, **Emp P § 77:119**
National LABOR Relations Board, temporary injunctions in unfair labor practice proceedings, **Labor § 50:70**
Net worth, Department of Labor proceedings, **Emp P § 77:132, 77:133**
Parties, **Emp P § 77:105**
Payment of awards, Department of Labor proceedings, **Emp P § 77:127**
Place to file application, Department of Labor proceedings, **Emp P § 77:129**
Prevailing parties, **Emp P § 77:106**
Procedures for applications, **Emp P § 77:121 to 77:123**
Reasonableness of award, **Emp P § 77:118**
Service on parties of application, Department of Labor proceedings, **Emp P § 77:135**
Settlements of fee requests, Department of Labor proceedings, **Emp P § 77:139**
Statement of net worth, Department of Labor proceedings, **Emp P § 77:132**
Statement of rule, **Emp P § 77:104**
Substantial justification of government's position
general discussion, **Emp P § 77:108 to 77:117**
clarity of governing law, **Emp P § 77:114**
consistency of government's position, **Emp P § 77:116**
dismissal of action by government, **Emp P § 77:111**
foreseeable length and complexity of proceedings, **Emp P § 77:115**
loss of action by government, **Emp P § 77:112**
standards applicable to government's litigation posture, **Emp P § 77:113**
standards applicable to government's underlying action, **Emp P § 77:110**
sufficiency of evidence to establish substantial justification, **Emp P § 77:117**
Sufficiency of evidence to establish substantial justification, substantial justification of government's position, **Emp P § 77:117**
Time and date
fee applications, **Emp P § 77:121**
filing of answer to application, Department of Labor proceedings, **Emp P § 77:137**
filing of application, Department of Labor proceedings, **Emp P § 77:128**
Title VII, relationship to, **Emp P § 77:14**

EQUAL ACCESS TO JUSTICE ACT—Cont'd
Verification of application, Department of Labor proceedings, **Emp P § 77:131**

EQUAL EMPLOYMENT OPPORTUNITY
Commission. **Equal Employment Opportunity Commission** (this index)
Personnel Manual (this index)
Unfair labor practices, duty of employer to provide information to union, **Labor § 35:43**

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
General discussion, **Emp P § 83:45 to 83:60**
Advisory opinions, **Emp P § 18:6**
Affirmative Action (this index)
Age Discrimination in Employment Act (this index)
Age Discrimination (this index)
Americans with Disabilities Act, powers and duties, **Emp P § 83:51**
Annual reports, **Emp P § 83:60**
Appeals
Freedom of Information Act, **Emp P § 93:37**
Privacy Act, **Emp P § 93:57**
Burdensome, objections asserting that compliance with subpoena would be, **Emp P § 94:11**
Civil proceedings
general discussion, **Emp P § 94:62 to 94:68**
conciliation agreements, enforcement of, **Emp P § 94:68**
decision to sue, **Emp P § 94:64**
government, actions against, **Emp P § 94:63**
individual charges, actions on, **Emp P § 94:67**
pattern-or-practice actions, **Emp P § 94:66**
preliminary relief, actions for, **Emp P § 94:65**
Closed meetings, **Emp P § 83:59**
Commissioners, **Emp P § 83:46**
Complaints, **Emp P § 101:20**
Conciliation, **Emp P § 94:68, 94:104**
Confidential commercial information requests, Freedom of Information Act, **Emp P § 93:36**
Confidentiality, objections to subpoenas based on, **Emp P § 94:17**
Constitutional law, Age Discrimination in Employment Act and EPA enforcement, **Emp P § 83:53**
District, area and local offices, **Emp P § 83:50**
Employees and their attorneys, assistance to, **Emp P § 83:55**
Employers, assistance to, **Emp P § 83:56**
Employment agencies, assistance to, **Emp P § 83:56**
Equal Employment Opportunity Commission (this index)
Equal Pay Act
enforcement, **Emp P § 83:52, 83:53**
subpoenas, **Emp P § 94:18**
Evidence
conciliation proceedings, evidence obtained in, **Emp P § 106:8**
evidence solicited by commission, **Emp P § 106:10**
guidelines, **Emp P § 106:7**
Exemptions
Freedom of Information Act, **Emp P § 93:34**
Privacy Act, **Emp P § 93:55**
Exhaustion of state remedies, subpoenas, **Emp P § 94:7**
Federal Employment (this index)

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—Cont'd
Field office structure, **Emp P § 83:49**
Freedom of Information Act
general discussion, **Emp P § 93:32 to 93:37**
appeals, **Emp P § 93:37**
confidential commercial information requests, **Emp P § 93:36**
exemptions from disclosure, **Emp P § 93:34**
information available, **Emp P § 93:33**
request procedures, **Emp P § 93:35**
General counsel, **Emp P § 83:47**
Headquarters offices, **Emp P § 83:48**
Inter-agency cooperation, **Emp P § 83:57**
Joint Complaint Processing (this index)
Jurisdiction, **Emp P § 95:114 to 95:116**
Laches, objections to subpoenas based on, **Emp P § 94:16**
National LABOR Relations Board, overlapping jurisdiction with NLRB under Americans with Disabilities Act, **Labor § 41:41, 42:6**
Notice procedures, objections to subpoenas based on irregularities in, **Emp P § 94:8**
Objections. Subpoenas, below
Office of Federal Contract Compliance Programs, coordination with, **Emp P § 83:43**
Parties, **Emp P § 97:7, 97:23**
Pattern-or-practice actions, **Emp P § 94:66**
Personnel manual, sexual harassment, **Pers M § 5:49, 5:56**
Preliminary relief, actions for, **Emp P § 94:65**
Privacy Act
general discussion, **Emp P § 93:54 to 93:57**
appeals, **Emp P § 93:57**
exemptions, **Emp P § 93:55**
request procedures, **Emp P § 93:56**
Public meetings, **Emp P § 83:59**
Relevance of evidence, objections to subpoenas based on, **Emp P § 94:4**
Research and education projects, **Emp P § 83:58**
Rulemaking power, **Emp P § 83:54**
Searches and seizures, objections to subpoenas based on constitutional protection from unreasonable, **Emp P § 94:14**
Settlements, releases and waivers of claims, **Emp P § 69:14, 69:36**
Specificity of charge, objections to subpoenas based on lack of, **Emp P § 94:9**
Specificity of subpoena, objections based on lack of, **Emp P § 94:10**
Statutes of limitation, tolling of, **Emp P § 100:55**
Strike, motions to, **Emp P § 101:55**
Subpoenas
general discussion, **Emp P § 94:3 to 94:18**
Age Discrimination in Employment Act, **Emp P § 94:18**
burdensome, objections asserting that compliance would be, **Emp P § 94:11**
compilation or preparation of information, objections based on need for, **Emp P § 94:12**
confidentiality, objections based on, **Emp P § 94:17**
Equal Pay Act, **Emp P § 94:18**
exhaustion of state remedies, **Emp P § 94:7**
laches, objections based on, **Emp P § 94:16**
misconduct of Equal Employment Opportunity Commission, objections based on allegation of, **Emp P § 94:15**

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—Cont'd
Subpoenas—Cont'd
notice procedures, objections based on irregularities in, **Emp P § 94:8**
objections, **Emp P § 94:4 et seq.**
relevance of evidence, objections based on, **Emp P § 94:4**
searches and seizures, objections based on constitutional protection from unreasonable, **Emp P § 94:14**
specificity of charge, objections based on lack of, **Emp P § 94:9**
specificity of subpoena, objections based on lack of, **Emp P § 94:10**
state law, objections based on, **Emp P § 94:13**
time-barred, objections asserting that material sought is, **Emp P § 94:5**
timeliness of charge, objections asserting absence of, **Emp P § 94:6**
Title VII, **Emp P § 94:3**
Time-barred, objections to subpoenas asserting that material sought is, **Emp P § 94:5**
Timeliness of charge, objections to subpoenas asserting absence of, **Emp P § 94:6**
Title VII (this index)
Unfair labor practices, discipline of union members for filing charges, **Labor § 27:72**
Unions, assistance to, **Emp P § 83:56**

EQUAL PAY ACT
General discussion, **Emp P § 1:23, 86:1 et seq.**
Administrative closure, **Emp P § 86:6**
Administrative sanctions and remedies, **Emp P § 82:11**
Aged or infirm persons, domestic companions for, **Comp § 10:6**
Agricultural employees, **Comp § 4:3, 5:22**
Amusement or recreational establishment employees, **Comp § 9:2**
Attorney's fees, **Emp P § 77:4**
Babysitters, **Comp § 10:23**
Camp or conference center employees, **Comp § 9:16**
Civil actions, **Emp P § 94:79, 94:80**
Class actions, **Emp P § 99:87, 99:88**
Compensation, remedies for sex discrimination, **Emp P § 44:43**
Concurrent processing of charges under Title VII and Equal Pay Act, **Emp P § 86:2**
Confidentiality of complaints, **Emp P § 86:3**
Criminal sanctions, **Emp P § 82:92**
Criminal violations, processing of, **Emp P § 86:11**
Equal Employment Opportunity Commission (this index)
Evidence
defenses, **Emp P § 107:92**
order and burden of proof, **Emp P § 107:28, 107:31**
prima facie case, **Emp P § 107:66**
Exhaustion of remedies, **Emp P § 95:61**
Filing of complaint, **Emp P § 86:5**
Fishing or aquatic products employees, **Comp § 7:2**
Fringe benefits, **Emp P § 44:132**
Intervention, **Emp P § 97:49**
Investigations, **Emp P § 86:8**
Jurisdiction, **Emp P § 95:116**
Jury and jury trial, **Emp P § 105:9**
Parties, **Emp P § 97:17, 97:30**
Pre-complaint counseling, **Emp P § 86:4**

EQUAL PAY ACT—Cont'd
Proceedings, **Emp P § 86:1 et seq.**
Records and reports, **Emp P § 92:33**
Reliance on administrative guidance, **Emp P § 18:4**
Retaliation, **Emp P § 10:6**
Seamen, **Comp § 7:20**
Selection and retention of employees, **Emp P § 22:4**
Settlement attempts, **Emp P § 86:10**
Statistical evidence, **Emp P § 107:109**
Statutes of limitation
general discussion, **Emp P § 100:16, 100:17**
commencement of filing period, **Emp P § 100:46**
willful vs. nonwillful violations, **Emp P § 100:17**
Subpoenas, **Emp P § 86:9**
Unions and union practices, **Emp P § 66:7**
Venue, **Emp P § 96:11**
Willful vs. nonwillful violations, statutes of limitation, **Emp P § 100:17**
Withdrawal of complaints, **Emp P § 86:7**

EQUAL WORK STANDARD
Compensation (this index)

EQUIPMENT
Machinery and Equipment (this index)

EQUITABLE ESTOPPEL
Employment practices, reliance on administrative guidance, **Emp P § 18:7**
Retirement plans, payment of benefits, **Ben § 26:29**

EQUITABLE RELIEF
Injunctions (this index)
Preemption, **Ben § 1:113**
Retirement plans, **Ben § 45:16, 45:20, 45:58, 45:59, 46:13**

EQUITY AND EQUITABLE MATTERS
Injunctions (this index)
National Labor Relations Board (this index)
Personnel manual, compensation criteria, **Pers M § 8:10, 8:11**

EQUIVALENT STANDARD
Workplaceplace safety, applications for variances from OSHA safety and health standards, **Work S § 3:327**

ERGONOMICS
Workplace Safety (this index)

ERISA
Employee Retirement Income Security Act (this index)

ERRORS OR MISTAKES
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:244**
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, record of administrative hearing, **Work S § 8:147**

ESCALATOR CLAUSES
Personnel manual, Consumer Price Index use, **Pers M § 8:45 et seq.**

ESCALATOR PRINCIPLE AND REASONABLE CERTAINTY TEST
Veterans and other uniformed service members, **Emp P § 44:245**

ESCHEAT
Retirement plans, **Ben § 18:57**

ESCROW
LABOR-Management Reporting and Disclosure Act, union officials' salaries during appeal procedure, **Labor § 65:7**
National LABOR Relations Board, backpay in escrow account for discriminatee who cannot be located, **Labor § 43:77**
Nonqualified deferred compensation, **Ben § 34:17**

ESCROW CLOSERS
White collar employees, **Comp § 3:82**

ESOPS
Employee Stock Ownership Plans (this index)

ESSENTIAL FUNCTIONS
Personnel manual, job descriptions, **Pers M § 8:113**

ESTABLISHMENT OR CREATION
Collective Bargaining Agreements (this index)
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Act, employer coverage of public entities or agencies created by government, **Labor § 4:38 to 4:46**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ESTATE TAXES
Death and Death Benefits (this index)
Life Insurance (this index)

ESTIMATORS
White collar employees, **Comp § 3:83**

ESTOPPEL
Waiver or Estoppel (this index)

ETHICAL CODES
At-will employment, **Emp P § 58:16, 58:27**

ETHICS
Personnel manual, ethical business conduct and behavior, **Pers M § 5:1 to 5:47**
Unfair labor practices, subjects of bargaining, **Labor § 34:26**

ETHNIC DATA
Personnel manual, filling out federal equal employment opportunity reporting forms, **Pers M § 1:71**

ETHYLENE OXIDE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:311**

EVALUATION OR EVALUATIONS
Collective Bargaining Agreements (this index)
Job Evaluation (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

EVERGREEN WREATHS
Homeworkers, **Comp § 10:31**

EVIDENCE
General discussion, **Emp P § 106:1 et seq., 107:1 et seq.**
Accommodation of disability, inability as to, **Emp P § 107:88**
Admissibility, generally, **Emp P § 106:2 to 106:19**
Admissibility of Evidence (this index)
Admissions (this index)
Affirmative action plans, **Emp P § 106:17, 106:18, 107:80**
Age Discrimination in Employment Act (this index)
Agency determinations or decisions, **Emp P § 106:5**
Agency investigative analyses, **Emp P § 106:4**
Agricultural employees, **Emp P § 90:137 et seq.**
Aliens, administrative law judge proceedings, **Emp P § 90:183**
Americans with Disabilities Act (this index)
Arbitration decisions, **Emp P § 106:11**
Bona fide occupational qualifications defense, **Emp P § 107:81 et seq.**
Bonds of contractors, court proceedings, **Comp § 43:94**
Burden of proof. **Presumptions and Burden of Proof** (this index)
Burden of Proof (this index)
Business necessity, **Emp P § 107:79, 107:84, 107:86**
Causation (this index)
Child labor, administrative proceedings, **Comp § 28:81**
Circumstantial Evidence (this index)
Citizenship discrimination, **Emp P § 7:12**
Class actions, **Emp P § 99:49, 107:2, 107:25 to 107:27**
Collective Bargaining Agreements (this index)
Compromise, agreements to, **Emp P § 106:9**
Credibility of employer, pretext, **Emp P § 107:99**
Damages, **Emp P § 74:8**
Defenses
- general discussion, **Emp P § 107:77 et seq.**
- affirmative action plans, reliance on, **Emp P § 107:86**
- bona fide occupational qualifications defense, **Emp P § 107:81 et seq.**
- burden of defendant in proving bona fide occupation qualifications defense, **Emp P § 107:82**
- burden of employer in articulating legitimate nondiscriminatory reason, **Emp P § 107:78**
- burden of employer in proving Age Discrimination in Employment Act defenses, **Emp P § 107:91**
- business necessity, **Emp P § 107:79, 107:84, 107:86**
- Equal Pay Act defenses, **Emp P § 107:92**
- legitimate, nondiscriminatory reason for action taken, articulation of, **Emp P § 107:77 et seq.**
- legitimate reason, defined, **Emp P § 107:79**
- state law, reliance on, **Emp P § 107:87**

Department of Labor Supplemental Hearing Procedures (this index)
Disciplinary proceedings, **Emp P § 106:19**

EVIDENCE—Cont'd
Discovery (this index)
Disparate treatment and disparate impact
- general discussion, **Emp P § 107:6 to 107:17**
- Age Discrimination in Employment cases, applicability to, **Emp P § 107:12, 107:13**
- alternative theories of recovery, pursuit of, **Emp P § 107:7**
- Americans with Disabilities Act cases, applicability to, **Emp P § 107:14**
- comparison of disparate treatment and disparate impact, **Emp P § 107:6, 107:8**
- early civil rights cases, applicability to, **Emp P § 107:16**
- nature of disparate impact theory, **Emp P § 107:10**
- prima facie case, **Emp P § 107:41 et seq.**
- Rehabilitation Act cases, applicability to, **Emp P § 107:15**
- Title VI cases, applicability to, **Emp P § 107:17**

Documentary evidence, **Emp P § 106:24**
Education, job skills and experience, **Emp P § 27:2**
Employee Polygraph Protection Act, **Emp P § 107:73**
Employee Retirement Income Security Act, noninterference with protected rights, **Ben § 2:72**
Employment agency, discrimination by, **Emp P § 67:9**
Employment decision would have been same in absence of discriminatory motive, rebuttal of showing that, **Emp P § 107:94**
Equal Employment Opportunity Commission (this index)
Equal Pay Act (this index)
Executive Order 11246, hearings, **Emp P § 88:125**
Executive Orders, evidence of compliance with, **Emp P § 106:12**
Expert opinion evidence, **Emp P § 106:16.50**
Expert Witnesses (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act (this index)
Federal Employment (this index)
Group insurance, individual insurability, **Ben § 1:45**
Group insurance, individual insurability under state law, **Ben § 1:44**
Hearsay Evidence (this index)
Hiring, Preselection and Recruitment Practices (this index)
Individual actions, **Emp P § 107:2**
Inferences (this index)
Intent (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Legitimate, nondiscriminatory reason for action taken, articulation of, **Emp P § 107:77 et seq.**
Local administrative decisions, **Emp P § 106:6**
Messengers, certificates, **Comp § 38:121**
Mixed motive cases, **Emp P § 107:48, 107:68**
National Labor Relations Board (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:104 to 50:106, 50:110 to 50:117, 50:115 to 50:117**
Order of proof
- general discussion, **Emp P § 107:19 to 107:40**
- Age Discrimination in Employment Act, **Emp P § 107:30, 107:30 et seq., 107:84**
- bona fide occupation qualifications defense, burden of defendant in proving, **Emp P § 107:82**

EVIDENCE—Cont'd
Order of proof—Cont'd
class actions under Title VII, **Emp P § 107:24 to 107:27**
direct evidence of discriminatory intent, individual Title VII disparate treatment cases involving, **Emp P § 107:21**
disparate treatment cases under Title VII, generally, **Emp P § 107:19 et seq.**
employer with history of discrimination, individual Title VII disparate treatment cases involving, **Emp P § 107:23**
Equal Pay Act, **Emp P § 107:29, 107:31**
individual Title VII disparate treatment cases, generally, **Emp P § 107:19 et seq.**
legitimate nondiscriminatory reason, burden of employer in articulating, **Emp P § 107:78**
pretext stage of proof, individual Title VII disparate treatment cases, **Emp P § 107:20**
Rehabilitation Act cases, **Emp P § 107:32 to 107:36**
Section 1981 cases, **Emp P § 107:37**
sex-wage disparate treatment cases, Title VII, **Emp P § 107:24, 107:28**
state court proceedings, **Emp P § 115:59**
Title VI cases, **Emp P § 107:38**
Uniformed Services Employment and Reemployment Rights Act of 1994 cases, **Emp P § 107:40**
USERRA cases, **Emp P § 107:40**
Veterans' Act cases, **Emp P § 107:39**
Other acts of defendant, **Emp P § 106:22**
Pattern and practice cases, pretext, **Emp P § 107:100**
Personnel Manual (this index)
Plaintiff
evidence comparing to similarly situated employees, **Emp P § 106:20**
evidence of prior discrimination suit, **Emp P § 106:21**
Post-termination evidence, **Emp P § 106:23**
Pre-Act or time-barred discrimination, **Emp P § 106:13**
Presumptions and Burden of Proof (this index)
Pretext
general discussion, **Emp P § 107:96 et seq.**
comparison with similarly situated individuals, **Emp P § 107:97**
credibility of employer, attack on, **Emp P § 107:99**
direct evidence of discriminatory intent, **Emp P § 107:98**
individual Title VII disparate treatment cases, **Emp P § 107:20**
pattern and practice cases, **Emp P § 107:100**
standard in individual disparate treatment case, **Emp P § 107:96**
Prima facie case
general discussion, **Emp P § 107:41 et seq.**
Age Discrimination in Employment cases, **Emp P § 107:52 to 107:59**
Americans with Disabilities Act cases, **Emp P § 107:63 et seq.**
attack on prima facie case, **Emp P § 107:74 et seq.**
disparate impact cases under Title VII, **Emp P § 107:41, 107:41.50**
disparate treatment cases under Title VII, **Emp P § 107:40, 107:41**
Employee Polygraph Protection Act, **Emp P § 107:73**
Equal Pay Act cases, **Emp P § 107:66**

EVIDENCE—Cont'd
Prima facie case—Cont'd
Rehabilitation Act cases, **Emp P § 107:50, 107:60 et seq.**
Section 1981 cases, **Emp P § 107:68**
Section 1983 cases, **Emp P § 107:71**
Section 1985 cases, **Emp P § 107:72**
Title VI cases, **Emp P § 107:67**
Prior discrimination suit, evidence of plaintiff's, **Emp P § 106:21**
Qualifications of plaintiff, lack of, **Emp P § 107:75**
Race or color discrimination, reverse discrimination, **Emp P § 3:9**
Railway LABOR Act, compulsory arbitration of minor contract disputes in railroad industry, **Labor § 49:134**
Rebuttal of defendant's case, **Emp P § 107:93 to 107:95**
Records and reports of agencies, **Emp P § 106:3**
Rehabilitation Act (this index)
Retaliation, **Emp P § 10:32 et seq.**
Scheduling and case management, **Emp P § 103:5**
Section 1983 cases, **Emp P § 107:71**
Section 1981 (this index)
Section 1985 (this index)
Selection and Retention of Employees (this index)
Sex-wage disparate treatment cases, order and burden of proof, **Emp P § 107:24, 107:28**
Similarly situated employees, evidence comparing plaintiff to, **Emp P § 106:20**
Sources of proof, **Emp P § 107:4**
State administrative decisions, **Emp P § 106:6**
State law, reliance on, **Emp P § 107:87**
Statistical Evidence (this index)
Subpoenas (this index)
Termination of Employment (this index)
Testimonial evidence, **Emp P § 106:15**
Time period relevant, **Emp P § 107:3**
Title VII, intent and causation, **Emp P § 107:46 et seq., 107:54**
Title VI (this index)
Types of evidence, **Emp P § 107:5**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act of 1994 cases, **Emp P § 107:40**
Unions and union practices, apprenticeship, **Emp P § 66:84**
Unions and Union Practices (this index)
USERRA cases, **Emp P § 107:40**
Veterans' Act, order and burden of proof, **Emp P § 107:39**
Veterans and Other Uniformed Service Members (this index)
Walsh-Healey Act, **Comp § 40:16 to 40:18, 40:30, 40:35, 40:36**
Weight, generally, **Emp P § 106:2 to 106:19**
Witness duty, **Ben § 14:1 et seq.**
Witnesses (this index)
Workplace Safety (this index)

EXAMINATION
Federal employment, examination of employee in connection with investigation, **Labor § 39:258**
LABOR Management Relations Act, authority of court to examine arbitrator, **Labor § 53:207**
LABOR-Management Reporting and Disclosure Act, securing examination of union books and records through litigation, **Labor § 68:23 to 68:27**
National Labor Relations Board (this index)

EXAMINATION—Cont'd
Personnel Manual (this index)
Witnesses (this index)
Workplace Safety (this index)

EXCAVATING AND EXCAVATIONS
Child labor, **Comp § 24:48**
Workplace Safety (this index)

EXCEPTIONS [OBJECTIONS]
Cross Exceptions (this index)
Federal Employment (this index)
National Labor Relations Board (this index)
Unions, reports on election objections and challenges, **Labor § 23:156, 23:162, 23:163, 23:183 to 23:185**
Workplace Safety (this index)

EXCESS BENEFIT PLANS
Employee Retirement Income Security Act, **Ben § 2:29**

EXCESS CONTRIBUTIONS
401(k) Plans (this index)
Individual Retirement Accounts (this index)

EXCHANGE RATES
International employment, **Emp P § 41:100**

EXCISE TAXES
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Discounts for employees, excess fringe benefits, **Ben § 15:109, 15:110**
Employee stock ownership plans, **Ben § 23:183, 23:185**
Fair Labor Standards Act and similar state laws, retail level, **Comp § 1:149**
Funded welfare benefit plans, **Ben § 3:77, 3:78**
Individual retirement accounts, excess contributions and withdrawal of contributions, **Ben § 23:98**
Retirement plans, **Ben § 38:23, 44:21**

EXCLUSIONS OR EXEMPTIONS
Federal Employment (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, full notice requirements, **Labor § 39:239 to 39:245**
Workplace Safety (this index)

EXCLUSIVE BENEFIT RULE
Collectively bargained retirement plans, **Ben § 23:202**

EXCLUSIVE MATTERS
Federal Employment (this index)
National Labor Relations Board (this index)
Unfair labor practices, use of employer's time or premises, **Labor § 28:41**

EXCLUSIVE MATTERS—Cont'd
Unions and Union Practices (this index)

EXCLUSIVITY
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:19**
Unions, scope of selected representative's role, **Labor § 18:11**
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:8**

EXCLUSIVITY OF STATE REMEDIES
General discussion, **Emp P § 115:31 to 115:36**
Emotional distress claims and scope of workers' compensation laws, relationship between, **Emp P § 115:36**
Implied contract claims, effect of state statutory remedies on, **Emp P § 115:34**
Public policy claims, effect of state statutory remedies on, **Emp P § 115:32**
Retaliatory discharge claims, effect of state statutory remedies on, **Emp P § 115:33**
Tort claims, effect of state statutory remedies on, **Emp P § 115:35**
Workers' compensation, **Ben § 4:104**

EXCULPATORY CLAUSES
Workplaceplace safety, settlement agreements in administrative proceedings, **Work S § 8:105**

EXCUSAL
National LABOR Relations Board, failure to raise issues at earlier stage, **Labor § 52:66**
Personnel manual, excused absences, **Pers M § 6:4**
Workplaceplace safety, untimely filing of notice of contest, **Work S § 8:26, 8:27**

EXECUTION
Collective Bargaining Agreements (this index)
Workplaceplace safety, inspection warrants, **Work S § 4:775**

EXECUTIVE ASSISTANTS
White collar employees, **Comp § 3:59**

EXECUTIVE BENEFITS
Qualified domestic relations orders (QDROs), **Ben § 26:8**

EXECUTIVE COMPENSATION
General discussion, **Ben § 31:1 et seq.**
Audit guidelines, **Ben § 31:36**
Business expense, compensation as, **Ben § 31:14**
Capital expenditure, compensation as, **Ben § 31:15**
Comparison of salaries paid for similar positions in similar businesses under corresponding conditions, **Ben § 31:26 et seq.**
Cost of living as consideration, reasonableness of compensation, **Ben § 31:32**
Elements of compensation package, **Ben § 31:2**
Factor-comparison method of job evaluation, **Ben § 31:10**
Golden Parachutes (this index)
Guideline method of job evaluation, **Ben § 31:8**
Incentive Compensation and Pay (this index)
Inflation as consideration, reasonableness of compensation, **Ben § 31:32**
Job evaluation systems, use of, **Ben § 31:7 to 31:12**
Levels of compensation
general discussion, **Ben § 31:3 to 31:12**

EXECUTIVE COMPENSATION—Cont'd
Levels of compensation—Cont'd
factor-comparison method of job evaluation, **Ben § 31:10**
guideline method of job evaluation, **Ben § 31:8**
indirect uses of surveys, **Ben § 31:5**
job evaluation systems, use of, **Ben § 31:7 to 31:12**
participative job evaluation, **Ben § 31:12**
point method of job evaluation, **Ben § 31:9**
surveys, use of, **Ben § 31:3 to 31:6**
time-span of discretion and equitable pay, **Ben § 31:11**
Like circumstances, defined, **Ben § 31:29**
Like enterprises, defined, **Ben § 31:27**
Like services, measurement of, **Ben § 31:28**
Nonqualified Deferred Compensation (this index)
Offers to executives by comparable companies, reasonableness of compensation, **Ben § 31:30**
Participative job evaluation, **Ben § 31:12**
Point method of job evaluation, **Ben § 31:9**
Reasonableness of compensation
general discussion, **Ben § 31:18 to 31:35**
alternative tests, **Ben § 31:33**
benefits to executive considered, **Ben § 31:23**
checklists, **Ben § 31:25; Comp § 31:34**
comparison of salaries paid for similar positions in similar businesses under corresponding conditions, **Ben § 31:26 et seq.**
consequences of determination that compensation is unreasonable, **Ben § 31:21**
each executive's compensation must be unreasonable, **Ben § 31:22**
inflation and cost of living as considerations, **Ben § 31:32**
like circumstances, defined, **Ben § 31:29**
like enterprises, defined, **Ben § 31:27**
like services, measurement of, **Ben § 31:28**
methods to establish reasonableness, **Ben § 31:24**
offers to executives by comparable companies, **Ben § 31:30**
purpose of reasonableness test, **Ben § 31:19**
SEC rules, **Ben § 31:35**
sources to use to determine comparability, **Ben § 31:31**
unrelated parties, **Ben § 31:20**
Sec rules, reasonableness of compensation, **Ben § 31:35**
Stock Options (this index)
Surveys, use of, **Ben § 31:3 to 31:6**
Tax deductions
general discussion, **Ben § 31:13 to 31:17**
business expense, compensation as, **Ben § 31:14**
capital expenditure, compensation as, **Ben § 31:15**
personal services actually rendered, compensation for, **Ben § 31:16**
time to deduct compensation, **Ben § 31:17**
Time to deduct compensation, **Ben § 31:17**

EXECUTIVE OFFICE EMPLOYEES
Presidential and Executive Office Employees (this index)

EXECUTIVE ORDER 11141
Private actions, **Emp P § 94:83**

EXECUTIVE ORDER 11246
General discussion, **Emp P § 1:25, 88:1 et seq.**
Administrative complaint, expedited hearings, **Emp P § 88:146**

EXECUTIVE ORDER 11246—Cont'd
Administrative exemptions
general discussion, **Emp P § 91:10, 91:11**
reporting exemptions, **Emp P § 91:10**
revocation of exemptions, **Emp P § 91:11**
Administrative law judges, **Emp P § 88:75, 88:76**
Administrative sanctions and remedies, **Emp P § 82:3**
Admissions, request for, **Emp P § 88:110**
Admissions or adverse decisions, answers, **Emp P § 88:87**
Affirmative action plans
compliance, effect in defending affirmative action plan, **Emp P § 68:15**
construction contractors, action required under Executive Order 11246, above
nonconstruction contractors, action required under Executive Order 11246, above
Affirmative action plan summary, **Emp P § 92:27**
Affirmative action requirement reviews
general discussion, **Emp P § 88:12 to 88:14**
hearing, right to, **Emp P § 88:13**
non-responsible contractors, **Emp P § 88:12**
request for hearing, **Emp P § 88:14**
Amendment of complaints, **Emp P § 88:83, 88:89**
Amendments to answers, **Emp P § 88:88**
Amicus curiae, **Emp P § 88:102, 88:103**
Answers
general discussion, **Emp P § 88:84 to 88:89**
admissions or adverse decisions, **Emp P § 88:87**
amended complaints, **Emp P § 88:89**
amendments to answers, **Emp P § 88:88**
contents of answer, **Emp P § 88:85**
expedited hearings, **Emp P § 88:147, 88:148**
failure to answer, **Emp P § 88:87**
filing and service, **Emp P § 88:84**
hearing, request for, **Emp P § 88:86**
Appearance, failure of party to make, **Emp P § 88:124**
Bidders, records and reports, **Emp P § 92:29**
Briefs
general discussion, **Emp P § 88:133 to 88:136**
expedited hearings, **Emp P § 88:152**
reply briefs, **Emp P § 88:136**
requesting more time to file briefs, **Emp P § 88:135**
right to file briefs, **Emp P § 88:133**
service of briefs, **Emp P § 88:134**
Cancellation and debarment proceedings
general discussion, **Emp P § 88:157 to 88:161**
duration of debarment, **Emp P § 88:158**
final order, failure to comply with, **Emp P § 88:157**
reinstatement, **Emp P § 88:159 to 88:161**
request for reinstatement, **Emp P § 88:159**
Certification requirements, depositions, **Emp P § 88:120**
Civil actions, **Emp P § 94:81, 94:82**
Class allegations, individual complaint proceedings, **Emp P § 88:53**
Complaints
general discussion, **Emp P § 88:81 to 88:83**
amendment of complaints, **Emp P § 88:83**
contents of complaint, **Emp P § 88:82**
issuance, **Emp P § 88:81**
Compliance reviews - construction contractors
general discussion, **Emp P § 88:44 to 88:48, 88:57, 88:73**

EXECUTIVE ORDER 11246—Cont'd
Compliance reviews - construction contractors—Cont'd
conciliation, **Emp P § 88:46**
conciliation agreement, violation of, **Emp P § 88:48**
information requested, **Emp P § 88:44**
procedure followed in conducting review, **Emp P § 88:45**
show cause notice, **Emp P § 88:47**
Compliance reviews - nonconstruction contractors, **Emp P § 88:15**
general discussion, **Emp P § 88:15 to 88:43, 88:57, 88:73**
absence of deficiencies, on-site and off-site reviews, **Emp P § 88:37**
conciliation of deficiencies
general discussion, **Emp P § 88:38 to 88:43**
contest of deficiencies after conciliation, **Emp P § 88:41**
enforcement, conciliation or letters of commitment prior to, **Emp P § 88:39**
exit conference, **Emp P § 88:38**
termination of conciliation, **Emp P § 88:40**
violation of conciliation agreement, **Emp P § 88:43**
written commitment violations, **Emp P § 88:42**
confidential information, protection of, **Emp P § 88:22**
constitutional questions concerning contractor selection, **Emp P § 88:20**
contest of deficiencies after conciliation, **Emp P § 88:41**
counsel, right of employer to, **Emp P § 88:35**
desk audits
general discussion, **Emp P § 88:24 to 88:29**
failure to make reasonable efforts, **Emp P § 88:27**
failure to submit information, **Emp P § 88:26**
information requested, **Emp P § 88:24**
omission of desk audit, **Emp P § 88:29**
reasonable effort, defined, **Emp P § 88:28**
time limits on submitting information, **Emp P § 88:25**
employee interviews, on-site and off-site reviews, **Emp P § 88:34**
enforcement, conciliation or letters of commitment prior to, **Emp P § 88:39**
entrance conference, on-site and off-site reviews, **Emp P § 88:32**
exit conference, conciliation of deficiencies, **Emp P § 88:38**
frequency of compliance reviews, **Emp P § 88:19**
information gathering
general discussion, **Emp P § 88:21 to 88:23**
confidential information, protection of, **Emp P § 88:22**
duty of contractor to provide information, **Emp P § 88:21**
relevancy of information, contest of, **Emp P § 88:23**
omission of desk audit, **Emp P § 88:29**
omission of on-site and off-site reviews, **Emp P § 88:31**
on-site and off-site reviews
general discussion, **Emp P § 88:30 to 88:37**
absence of deficiencies, **Emp P § 88:37**
counsel, right of employer to, **Emp P § 88:35**
employee interviews, **Emp P § 88:34**
entrance conference, **Emp P § 88:32**
information requested, **Emp P § 88:33**
off-site analysis, **Emp P § 88:36**
omission of review, **Emp P § 88:31**

EXECUTIVE ORDER 11246—Cont'd
Compliance reviews - nonconstruction contractors, **Emp P § 88:15**—Cont'd
on-site and off-site reviews—Cont'd
schedule of review, **Emp P § 88:30**
relevancy of information, contest of, **Emp P § 88:23**
schedule of on-site and off-site reviews, **Emp P § 88:30**
selection of contractors for review, **Emp P § 88:18 to 88:20**
special reports and reviews, request for, **Emp P § 88:17**
termination of conciliation, **Emp P § 88:40**
time limits on submitting information, desk audits, **Emp P § 88:25**
time schedule for review, **Emp P § 88:16**
violation of conciliation agreement, **Emp P § 88:43**
written commitment violations, conciliation of deficiencies, **Emp P § 88:42**
Computation of time periods for enforcement, **Emp P § 88:3**
Conciliation
compliance reviews - construction contractors, **Emp P § 88:46, 88:48**
compliance reviews - nonconstruction contractors, above
preaward reviews, **Emp P § 88:10**
Confidential information
compliance reviews - nonconstruction contractors, **Emp P § 88:22**
pleadings, **Emp P § 88:80**
Constitutional questions concerning contractor selection, compliance reviews - nonconstruction contractors, **Emp P § 88:20**
Contest of violations, preaward reviews, **Emp P § 88:11**
Counsel, representation by, **Emp P § 88:35, 88:59, 88:123**
Criminal sanctions, **Emp P § 82:93**
Debarment proceedings. Cancellation and debarment proceedings, above
Depositions
general discussion, **Emp P § 88:114 to 88:121**
certification requirements, **Emp P § 88:120**
distribution of transcripts, **Emp P § 88:121**
examination procedures, **Emp P § 88:118**
failure to answer, effect of, **Emp P § 88:119**
notice requirement, **Emp P § 88:115**
objections by parties and witnesses, **Emp P § 88:116**
presiding officer and location, **Emp P § 88:117**
use of depositions, **Emp P § 88:128**
Desk audits. Compliance reviews - nonconstruction contractors, above
Disclosures, **Emp P § 92:77**
Discovery
general discussion, **Emp P § 88:108 to 88:121**
admissions, request for, **Emp P § 88:110**
authority of Office of Federal Contract Compliance Programs to require discovery, **Emp P § 88:108**
depositions, above
entry on land for inspection, **Emp P § 88:113**
expedited hearings, **Emp P § 88:149**
failure to comply with discovery, consequences of, **Emp P § 88:109**
interrogatories, **Emp P § 88:111**
production of documents, request for, **Emp P § 88:112**
Distribution of transcripts, depositions, **Emp P § 88:121**

EXECUTIVE ORDER 11246—Cont'd
Employee interviews, on-site and off-site reviews, **Emp P § 88:34**
Employment agencies, **Emp P § 67:6**
Enforcement responsibilities of other contracting agencies, **Emp P § 88:2**
Entrance conference, on-site and off-site reviews, **Emp P § 88:32**
Entry on land for inspection, **Emp P § 88:113**
Equal opportunity clause violations, show cause notices, **Emp P § 88:66**
Evidence, hearings, **Emp P § 88:125**
Examination procedures, depositions, **Emp P § 88:118**
Exceptions to recommendations, **Emp P § 88:139**
Exhaustion of remedies, **Emp P § 94:22, 95:62**
Exit conferences, **Emp P § 88:38, 88:60**
Ex parte communications with administrative law judges, **Emp P § 88:76**
Expedited hearings
general discussion, **Emp P § 88:145 to 88:156**
administrative complaint, **Emp P § 88:146**
answer to complaint, **Emp P § 88:147, 88:148**
briefs, time limits on, **Emp P § 88:152**
discovery, **Emp P § 88:149**
exceptions to recommendations, **Emp P § 88:154, 88:155**
failure to answer or request hearing, **Emp P § 88:148**
final administrative orders, **Emp P § 88:156**
procedures, **Emp P § 88:151**
recommended decisions, time limits on, **Emp P § 88:153**
responses to exceptions to recommendations, **Emp P § 88:155**
time limits, **Emp P § 88:150**
Filing of answers, **Emp P § 88:84**
Formal proceedings
general discussion, **Emp P § 88:71 to 88:74**
compliance reviews, violations after, **Emp P § 88:73**
hearing, right to, **Emp P § 88:74**
individual complaint investigations, violations after, **Emp P § 88:72**
Fringe benefits, **Emp P § 44:133**
Government contractors, **Emp P § 20:300, 20:301, 92:28**
Hearings
general discussion, **Emp P § 88:122 to 88:132**
affirmative action requirement reviews, **Emp P § 88:13**
answers, **Emp P § 88:86**
appearance, failure of party to make, **Emp P § 88:124**
counsel, representation by, **Emp P § 88:123**
depositions, use of, **Emp P § 88:128**
evidence admissible, **Emp P § 88:125**
expedited hearings, above
formal proceedings, **Emp P § 88:74**
objections to evidence, **Emp P § 88:126**
offers of proof, **Emp P § 88:127**
oral arguments, **Emp P § 88:132**
postinvestigation procedures, **Emp P § 88:64**
production of witnesses and documents, **Emp P § 88:129**
rules applicable, **Emp P § 88:122**
subpoenas, **Emp P § 88:130**
witnesses, examination of, **Emp P § 88:131**
Hiring, preselection and recruitment practices, federal contractor's duty to recruit protected class members, **Emp P § 39:30**

EXECUTIVE ORDER 11246—Cont'd
Individual complaint proceedings
general discussion, **Emp P § 88:49 to 88:55**
class allegations, **Emp P § 88:53**
contents of complaints, **Emp P § 88:52**
persons who may file complaint, **Emp P § 88:49**
place to file, **Emp P § 88:51**
referral to Equal Employment Opportunity Commission, **Emp P § 88:55**
service of complaint, **Emp P § 88:54**
time limits for filing, **Emp P § 88:50**
Information gathering. Compliance reviews - nonconstruction contractors, above
Injunctions pending review, Office of Federal Contract Compliance Programs actions, **Emp P § 94:21**
Interrogatories, **Emp P § 88:111**
Intervention, **Emp P § 88:100, 88:101**
Interviewing employees, investigations, **Emp P § 88:59**
Investigations
general discussion, **Emp P § 88:56 to 88:60**
compliance review, inclusion of, **Emp P § 88:57**
counsel, right of employer to, **Emp P § 88:59**
exit conference, **Emp P § 88:60**
interviewing employees, **Emp P § 88:59**
opening conference, **Emp P § 88:58**
time limits, **Emp P § 88:56**
Labor-management training committees, **Emp P § 67:65**
Letters of violation, preaward reviews, **Emp P § 88:9**
Location or place
depositions, **Emp P § 88:117**
individual complaint proceedings, filing of, **Emp P § 88:51**
pleadings, filing of, **Emp P § 88:77**
Motions
general discussion, **Emp P § 88:90 to 88:97**
form and content, **Emp P § 88:90**
responses, **Emp P § 88:91**
rulings, **Emp P § 88:92**
summary judgment, below
Nonsegregated employee facilities, certification as to, **Emp P § 92:30**
Notice
General discussion, **Emp P § 92:77**
depositions, **Emp P § 88:115**
postinvestigation procedures, **Emp P § 88:61**
prehearing procedures, **Emp P § 88:105**
show cause notices, below
Objections
depositions, **Emp P § 88:116**
evidence, **Emp P § 88:126**
Offers of proof, **Emp P § 88:127**
Office of Federal Contract Compliance Programs actions
general discussion, **Emp P § 94:19 to 94:23**
contractors, review actions by, **Emp P § 94:19**
employees and applicants, review actions by, **Emp P § 94:20**
exhaustion of remedies, **Emp P § 94:22**
postjudgment intervention by nonparty contractors, **Emp P § 94:23**
powers and authority, **Emp P § 83:36**
stays and injunctions pending review, **Emp P § 94:21**
On-site and off-site reviews. Compliance reviews - nonconstruction contractors, above

EXECUTIVE ORDER 11246—Cont'd
Oral arguments, **Emp P § 88:132**
Partial summary judgment, **Emp P § 88:97**
Parties
general discussion, **Emp P § 88:98 to 88:103**
amicus curiae, **Emp P § 88:102, 88:103**
intervention, **Emp P § 88:100, 88:101**
labor organizations, **Emp P § 88:99**
Office of Federal Contract Compliance Programs and contractor, **Emp P § 88:98**
Place. Location or place, above
Pleadings
general discussion, **Emp P § 88:77 to 88:80**
answers, above
complaints, above
confidentiality, **Emp P § 88:80**
contents of pleadings, **Emp P § 88:78**
place to file pleadings, **Emp P § 88:77**
service of pleadings, **Emp P § 88:79**
Postinvestigation procedures
general discussion, **Emp P § 88:61 to 88:65**
hearing, request for, **Emp P § 88:64**
notice of results and right to reconsideration, **Emp P § 88:61**
reconsideration by director, **Emp P § 88:62**
record of case, **Emp P § 88:65**
violation of conciliation, **Emp P § 88:63**
Preaward reviews
general discussion, **Emp P § 88:4 to 88:11**
conciliation attempts, **Emp P § 88:10**
conduct of preaward reviews, **Emp P § 88:8**
contest of violations, **Emp P § 88:11**
grant of preaward clearance, **Emp P § 88:6**
initiation of preaward review, **Emp P § 88:5**
letters of violation, **Emp P § 88:9**
persons subject to preaward reviews, **Emp P § 88:4**
time limits on preaward reviews, **Emp P § 88:7**
Prehearing procedures
general discussion, **Emp P § 88:104 to 88:107**
force and effect of negotiated agreements, **Emp P § 88:107**
notice of conference, **Emp P § 88:105**
opportunity to negotiate agreements, **Emp P § 88:106**
prehearing conferences, **Emp P § 88:104**
Presiding officer, depositions, **Emp P § 88:117**
Private actions, **Emp P § 94:82**
Production of witnesses and documents, **Emp P § 88:112, 88:129**
Prospective contractors, records and reports, **Emp P § 92:29**
Recommended findings and decisions
general discussion, **Emp P § 88:137 to 88:144**
exceptions to recommendations, **Emp P § 88:139**
final order, procedure for, **Emp P § 88:144**
record, **Emp P § 88:143**
requesting more time to file exceptions, **Emp P § 88:140**
requesting more time to respond to exceptions, **Emp P § 88:142**
responses to exceptions, **Emp P § 88:141, 88:142**
service of recommended findings and decisions, **Emp P § 88:138**
time recommendations are made, **Emp P § 88:137, 88:140**
Reconsideration by director, postinvestigation procedures, **Emp P § 88:62**

EXECUTIVE ORDER 11246—Cont'd
Records and reports
general discussion, **Emp P § 92:26 to 92:32**
affirmative action plan summary, **Emp P § 92:27**
bidders, requirements for, **Emp P § 92:29**
construction contract awards, **Emp P § 92:31**
construction contractors, recordkeeping requirements for, **Emp P § 92:32**
exemptions, **Emp P § 91:10**
government contractor's EEO-1 report, **Emp P § 92:28**
nonsegregated employee facilities, certification as to, **Emp P § 92:30**
postinvestigation procedures, **Emp P § 88:65**
prospective contractors, requirements for, **Emp P § 92:29**
recommended findings and decisions, **Emp P § 88:143**
Referral to Equal Employment Opportunity Commission, individual complaint proceedings, **Emp P § 88:55**
Rehabilitation Act, **Emp P § 88:185**
Reinstatement, cancellation and debarment proceedings, **Emp P § 88:159 to 88:161**
Religious or creed discrimination, **Emp P § 4:3**
Reply briefs, **Emp P § 88:136**
Rescission of show cause notices, **Emp P § 88:69**
Revocation of administrative exemptions, **Emp P § 91:11**
Service of process and papers
general discussion, **Emp P § 88:79**
answers, **Emp P § 88:84**
briefs, **Emp P § 88:134**
complaint, individual complaint proceedings, **Emp P § 88:54**
recommended findings and decisions, **Emp P § 88:138**
summary judgment, motion for, **Emp P § 88:94**
Show cause notices
general discussion, **Emp P § 88:66 to 88:70**
compliance reviews - construction contractors, **Emp P § 88:47**
contents of notice, **Emp P § 88:67**
equal opportunity clause violations, **Emp P § 88:66**
necessity of notices, **Emp P § 88:70**
rescission of notices, **Emp P § 88:69**
show cause proceedings, **Emp P § 88:68**
Special reports and reviews, compliance reviews - nonconstruction contractors, **Emp P § 88:17**
Stays pending review, Office of Federal Contract Compliance Programs actions, **Emp P § 94:21**
Subpoenas, **Emp P § 88:130**
Summary judgment
partial relief, grant of, **Emp P § 88:97**
persons who can request summary judgment, **Emp P § 88:93**
response to motion, **Emp P § 88:95**
rulings for and against motion, **Emp P § 88:96**
service and content of motion, **Emp P § 88:94**
time to request summary judgment, **Emp P § 88:93**
Termination of conciliation, compliance reviews - nonconstruction contractors, **Emp P § 88:40**
Time and date
expedited hearings, **Emp P § 88:150**
individual complaint proceedings, **Emp P § 88:50**
investigations, **Emp P § 88:56**
preaward reviews, **Emp P § 88:7**

EXECUTIVE ORDER 11246—Cont'd
Time and date—Cont'd
recommended findings and decisions, **Emp P § 88:137, 88:140**
summary judgment, request for, **Emp P § 88:93**
Unions and union practices, **Emp P § 66:8**
Veterans and other uniformed service members, **Emp P § 88:185**
Witnesses, examination of, **Emp P § 88:131**

EXECUTIVE ORDERS
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:16**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:37**

EXECUTIVE PRIVILEGE
Discovery, **Emp P § 104:22**

EXECUTIVES
Aliens (L visa), **Emp P § 42:34, 90:23**
Mandatory Retirement (this index)
Personnel Manual (this index)
Records and reports, **Comp § 37:37**
White Collar Employees (this index)

EXECUTIVE SECRETARY
National LABOR Relations Board, **Labor § 41:6**

EXEMPLARY DAMAGES
Punitive Damages (this index)

EXEMPTIONS
General discussion, **Comp § 2:1 et seq., 13:1 et seq.**
Contract Work Hours and Safety Standards Act, **Comp § 40:154**
Davis-Bacon Act, **Comp § 40:59**
Department of Labor (this index)
Elected officials and their aides, legislative employees and architect of the capitol employees, **Comp § 16:22**
Employee Retirement Income Security Act (this index)
Equal Employment Opportunity Commission (this index)
Exclusions or Exemptions (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Funded welfare benefit plans, deduction limitations, **Ben § 3:72 to 3:74**
Individual retirement accounts, **Ben § 23:78**
Migrant and Seasonal Agricultural Worker Protection Act (this index)
Payment of compensation, **Comp § 36:1 et seq.**
Records and reports, **Comp § 37:39, 37:65**
Service Contract Act, **Comp § 40:119**
Walsh-Healey Act, **Comp § 40:10**

EXERCISE
Authority or power
Federal Employment (this index)
National Labor Relations Act (this index)
National LABOR Relations Board, subpoena power, **Labor § 41:24**
workplace safety, preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:9**
National Labor Relations Act (this index)

EXERCISE—Cont'd
National Labor Relations Board (this index)
Unfair Labor Practices (this index)

EXERCISING
Personnel manual, fitness programs, **Pers M § 12:91 to 12:93**

EXHAUSTION
Labor Management Relations Act (this index)
Remedies. **Exhaustion of Remedies** (this index)

EXHAUSTION OF REMEDIES
General discussion, **Emp P § 95:57 to 95:70**
Age discrimination cases, **Emp P § 95:59**
Age Discrimination in Employment Act (this index)
Agricultural employees, Freedom of Information Act, **Emp P § 94:48**
Americans with Disabilities Act cases, **Emp P § 95:60**
Bonds of contractors, **Comp § 43:36**
Class actions, Title VII federal employment actions, **Emp P § 99:62**
Equal Employment Opportunity Commission subpoenas, **Emp P § 94:7**
Equal pay cases, **Emp P § 95:61**
Executive Order 11246, **Emp P § 94:22, 95:62**
Fair Labor Standards Act and similar state laws, **Comp § 41:72, 41:73**
Federal employment, cases involving disability discrimination in, **Emp P § 95:65**
Federally funded programs, cases involving disability discrimination in, **Emp P § 95:64**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Railway LABOR Act, judicial actions and remedies, **Labor § 59:2 to 59:5**
Recipients of federal aid, **Emp P § 94:28**
Rehabilitation Act, **Emp P § 95:69**
Retirement and Retirement Plans (this index)
Section 1981 cases, **Emp P § 95:66**
Sections 1983 and 1985(3), **Emp P § 95:67**
Title VI cases, **Emp P § 95:63**
Title VII cases, **Emp P § 95:58**
Title VII (this index)
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 95:68**
Workplace Safety (this index)

EXHIBITS
Department of Labor supplemental hearing procedures, **Emp P § 90:253**
Workplaceplace safety, administrative hearings, **Work S § 8:137**

EXISTENCE
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
Norris-LaGuardia Act (this index)
Unfair labor practices, hot cargo agreements, **Labor § 38:175**
Unions and Union Practices (this index)

EXIT CONFERENCES
Executive Order 11246, **Emp P § 88:38, 88:60**

EXIT INTERVIEWS
Personnel manual, termination procedures, **Pers M § 21:93 to 21:109**

EXITS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:42 to Work S § 3:49**

EX PARTE COMMUNICATIONS
Executive Order 11246, administrative law judges, **Emp P § 88:76**

EX PARTE MATTERS
Federal employment, communications with administering agencies, **Labor § 45:22 to 45:26**
National LABOR Relations Board, issuance of temporary restraining orders, **Labor § 50:63**
Workplace Safety (this index)

EXPATRIATE SUPERVISOR
Personnel manual, performance appraisal, **Pers M § 15:63**

EXPECTATION
Unfair labor practices, reasonable expectation of discipline from investigatory interview, **Labor § 26:110 to 26:122**
Unions, voter eligibility of laid-off employees, **Labor § 22:117**

EXPEDITED MATTERS
Collective bargaining agreements, arbitration, **Labor § 49:78, 49:111**
Federal employment, negotiability dispute resolution appeals, **Labor § 48:37**
National LABOR Relations Board, appeal of dismissal of charges of unfair labor practices, **Labor § 42:73**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, hearings, **Work S § 8:41, 8:126**

EXPEDITED PROCEEDINGS
Department of Labor supplemental hearing procedures, **Emp P § 90:210**
Executive Order 11246 (this index)

EXPEDITERS
White collar employees, **Comp § 3:84**

EXPENSES
Costs and Expenses (this index)

EXPERIENCE
Job Skills and Experience (this index)
Personnel Manual (this index)

EXPERIENCE GAINS AND LOSSES
Retirement plans, minimum funding requirements, **Ben § 25:60**

EXPERIMENTAL PROCEDURES
Medical benefits, **Ben § 5:29**

EXPERIMENTAL VARIANCES FROM STANDARDS
Workplace Safety (this index)

EXPERTS
Selection and retention of employees, **Emp P § 23:9**

EXPERT WITNESSES
Generally, **Emp P § 106:16.50**
Costs of litigation, **Emp P § 78:9**
Discovery, **Emp P § 104:30**
Fair Labor Standards Act and similar state laws, **Comp § 41:215**

EXPIRATION
Collective Bargaining Agreements (this index)
Personnel manual, federal equal employment opportunity reporting forms, **Pers M § 1:72**

EXPLANATIONS
Personnel manual, promotions policy, **Pers M § 15:102**
Unfair labor practices, bargaining to impasse, **Labor § 36:6**
Unions, bargaining unit determination, **Labor § 19:4**

EXPLORING ALTERNATIVES
Personnel manual, layoffs and furloughs, **Pers M § 21:33**

EXPLOSIVES
Child labor, **Comp § 24:49, 24:50**
Workplace Safety (this index)

EXPORT ADMINISTRATION ACT
Administrative sanctions and remedies, **Emp P § 82:19**
Civil actions, **Emp P § 94:96**
Criminal sanctions, **Emp P § 82:99**

EXPOSURE
Personnel Manual (this index)
Workplace Safety (this index)

EXPRESS INTENT
Unfair labor practices, establishing multiemployer bargaining obligation, **Labor § 33:36**

EXPRESSION OR EXPRESSIONS
Unions and Union Practices (this index)

EXPULSION OF UNION MEMBERS
Unfair labor practices, interference with employee rights by union, **Labor § 27:54**

EXPUNGEMENT
National Labor Relations Board (this index)

EXTENDED OR EXTENDING
Personnel Manual (this index)

EXTENSION LAMPS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:209**

EXTENSION OF TIME
Appeal and review, filing of, **Emp P § 110:5**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:196**
Davis-Bacon Act, Wage Appeals Board, **Comp § 40:100**
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:138**
Federal government employees, counseling or filing complaint, **Emp P § 88:315**
National Labor Relations Board (this index)

EXTENSION OF TIME—Cont'd
Retirement and Retirement Plans (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

EXTENSIONS
Time. **Extension of Time** (this index)
Worker Adjustment and Retraining Notification Act, effect of layoff extensions on determination of loss of employment, **Labor § 39:237**

EXTENSIVE BUSINESS DEALINGS
Unfair labor practices, ally status of commonly owned entities, **Labor § 38:32**

EXTENT
Federal employment, powers of administering agencies, **Labor § 45:8**
LABOR Management Relations Act, extent of arbitrator's remedial discretion, **Labor § 53:280**
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions, prior union organization, **Labor § 19:14**

EXTERIOR BUILDING MAINTENANCE
Workplaceplace safety, OSHA safety and health standards for powered platforms, **Work S § 3:50**

EXTERNAL LAW CONSIDERED BY ARBITRATOR
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:212**

EXTERNAL MATTERS
Personnel Manual (this index)

EXTINGUISHING SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:133 to Work S § 3:136**

EXTORTION BY UNIONS
National LABOR Relations Board, antitrust, **Labor § 11:20**

EXTRACTION BUSINESSES
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:22 to 3:28**

EXTRAMURAL EDUCATIONAL ACTIVITIES
At-will employment, **Emp P § 58:68**

EXTRAORDINARY CIRCUMSTANCES
National LABOR Relations Board, excusing failure to raise issues at earlier stage, **Labor § 52:66**
Workplaceplace safety, expanding scope of judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:11**

EXTRATERRITORIAL APPLICATION
LABOR-Management Reporting and Disclosure Act, **Labor § 63:13**

EXTREME FINANCIAL HARDSHIP
Unfair labor practices, withdrawal from multiemployer bargaining, **Labor § 33:49**

EXTRINSIC EVIDENCE
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:160, 53:161**

EXTRINSIC REWARDS
Personnel manual, compensation planning and design, **Pers M § 8:16**

EYE PROTECTION
Workplaceplace safety, personal protective equipment, **Work S § 2:21, 3:98**

FACE PROTECTION
Workplaceplace safety, personal protective equipment, **Work S § 2:21, 3:98**

FACE-TO-FACE BARGAINING
Unfair labor practices, refusal to engage in, **Labor § 37:13**

FACIAL HAIR
Appearance and grooming, **Emp P § 31:8 to 31:10**

FACILITY OR FACILITIES
Personnel Manual (this index)
Unfair Labor Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

FACSIMILES
Unions, partisan use of facsimile of NLRB ballot, **Labor § 22:23**
Workplaceplace safety, posting of informational notices, **Work S § 5:69**

FACTOR-COMPARISON METHOD
Executive compensation, job evaluation, **Ben § 31:10**

FACT OR FACTS
Findings of Fact (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

FACTORIES OR FACTORY OUTLETS
Compensation, discrimination, **Emp P § 44:56**
Retail or service establishment employees, **Comp § 12:98**

FACTORS
Federal employment, appropriate bargaining units, **Labor § 24:36**
LABOR Management Relations Act, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:111, 53:115**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Retail or service establishment employees, **Comp § 12:99**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

FACULTY OF SCHOOLS
National Labor Relations Act (this index)
Unions, bargaining units, **Labor § 19:124, 19:125**

FAILURE TO APPEAR AT HEARING
Workplace Safety (this index)

FAILURE TO FILE
Federal employment, unfair labor practice procedures, **Labor § 45:51**
National LABOR Relations Board, unfair labor practices, **Labor § 42:119**
National Labor Relations Board (this index)
Workplaceplace safety, discretionary review of administrative law judge decision, **Work S § 8:176**

FAILURE TO PROVIDE CERTIFICATION
Family and Medical Leave Act, **Ben § 12:43**

FAIR DEALING
At-will employment, **Emp P § 60:2**
Termination of Employment (this index)

FAIR HEARING
LABOR Management Relations Act, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:114, 53:115**
LABOR-Management Reporting and Disclosure Act, safeguards against improper discipline of union members, **Labor § 64:31, 64:32**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS
General discussion, **Comp § 1:1 et seq.**
Accrual of cause of action, **Comp § 41:82**
Actual controversy requirement, declaratory judgments, **Comp § 41:68**
Administrative practice or enforcement policy, reliance on government policy or action, **Comp § 41:184**
Administrative sanctions and remedies, child labor sanctions, **Emp P § 82:10**
Admissions against interest, **Comp § 41:216**
Admissions of noncompliance, injunctive or equitable relief, **Comp § 41:312**
Affirmative defenses
  answers, below
  motion to dismiss, raising in, **Comp § 41:157**
Aged or Infirm Persons, Domestic Companions for (this index)
Aides to elected officials. **Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees** (this index)
Aircraft, Boat and Trailer Salesmen (this index)
Amendments to pleadings
  general discussion, **Comp § 41:129 to 41:136**
  dismissal, amendment upon, **Comp § 41:133**
  leave to amend, **Comp § 41:129 to 41:131**
  material allegations, failure of complaint to allege, **Comp § 41:130**
  parties, addition of substitution of, **Comp § 41:131, 41:136**
  relation back, **Comp § 41:135, 41:136**
  retrial, amendment upon, **Comp § 41:134**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Amendments to pleadings—Cont'd
  supplemental pleadings in lieu of amendment, **Comp § 41:132**
American Samoa (this index)
Amusement or Recreational Establishment Employees (this index)
Annual gross volume of sales made or business done, defined, **Comp § 1:147**
Answers
  general discussion, **Comp § 41:121 to 41:128**
  affirmative defenses, **Comp § 41:123 et seq.**
  amendments to pleadings, above
  counterclaims, **Comp § 41:128**
  denials of FLSA coverage, **Comp § 41:122**
  exemptions, **Comp § 41:127**
  failure to raise affirmative defenses, **Comp § 41:125**
  statute of limitations, **Comp § 41:126**
  time to raise affirmative defenses, **Comp § 41:124**
Anticipation of defenses, complaints, **Comp § 41:111**
Appeals
  general discussion, **Comp § 41:335 to 41:352**
  acceptance of lower court's decision, effect of, **Comp § 41:341**
  attorney's fees, **Comp § 41:295, 41:349**
  changed circumstances, effect of, **Comp § 41:342**
  contempt, findings of fact, **Comp § 41:350**
  evidentiary rulings, **Comp § 41:348**
  final orders, **Comp § 41:338, 41:339**
  findings of fact, **Comp § 41:346, 41:347, 41:350**
  in forma pauperis appeal, **Comp § 41:337**
  injunctive or equitable relief, below
  interlocutory orders, **Comp § 41:340**
  liquidated damages, **Comp § 41:349**
  multiple claims or parties, final orders involving, **Comp § 41:339**
  persons who may appeal, **Comp § 41:336**
  questions of law, **Comp § 41:345**
  range of questions on appeal, **Comp § 41:344**
  remand to trial court, **Comp § 41:352**
  stay of judgment while on appeal, **Comp § 41:343**
  summary dispositions, **Comp § 41:351**
Applicability of FLSA, **Comp § 1:3**
Apprentices
  general discussion, **Comp § 1:52 to 1:54**
  exemptions from coverage, **Comp § 13:15**
Approval. Consent or approval, below
Aquatic products employees. **Fishing or Aquatic Products Employees** (this index)
Arbitration agreements, **Comp § 1:14, 41:72, 41:203**
Architect of the Capitol employees. **Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees** (this index)
Assignments, **Comp § 42:458 et seq.**
Attorney's fees
  general discussion, **Comp § 41:281 to 41:296**
  agreement between employee and attorney, effect of, **Comp § 41:292**
  agreement between opposing parties, **Comp § 41:292.50**
  all claims, employee not entitled to attorney's fees on, **Comp § 41:288**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Attorney's fees—Cont'd
appeals, **Comp § 41:295, 41:349**
civil rights cases, determination of attorney's fees in same manner as in, **Comp § 41:286**
comparison of amount of attorney's fees to amount of judgment, **Comp § 41:291**
conditions for employee to receive award, **Comp § 41:283**
costs, distinguished, **Comp § 41:297**
DOL suits, **Comp § 41:281**
duty of court to fix attorney's fees, **Comp § 41:285**
employee suits, **Comp § 41:282 to 41:284**
factors for determining reasonable attorney's fee, **Comp § 41:287**
reasonable expenditure of hours, **Comp § 41:290**
reasonable hourly rate, **Comp § 41:289**
second trial, effect of, **Comp § 41:294**
settlement, **Comp § 41:104, 41:296**
successive employment of two attorneys, **Comp § 41:293**
Attorney work product privilege, **Comp § 41:143**
Automobile, Truck and Farm Implement Dealer Employees (this index)
Automobile transporters as independent contractors, **Comp § 1:46**
Babysitters (this index)
Bad faith. Good faith, below
Bankruptcy
defense, **Comp § 41:201**
federal jurisdiction, **Comp § 41:51**
injunctive or equitable relief, **Comp § 41:306**
Beginners as employees, **Comp § 1:52 to 1:54**
Boat salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
Burden of proof
general discussion, **Comp § 41:222 to 41:237**
class and representative actions, showing of similarity, **Comp § 41:19**
coverage of FLSA, **Comp § 41:223**
credibility of testimony and records, **Comp § 41:235, 41:236**
credit, entitlement of employer to, **Comp § 41:229**
employment records, production of, **Comp § 41:232**
exemptions, **Comp § 2:7, 41:225**
injunction, need for, **Comp § 41:237**
interstate activities, **Comp § 41:224**
jurisdiction, **Comp § 41:222**
liquidated damages, **Comp § 41:193**
prima facie case, rebuttal of, **Comp § 41:231**
records, failure of employer to keep, **Comp § 41:233**
records of employer, unreliability of, **Comp § 41:234**
regulations, invalidity of, **Comp § 41:226**
retaliation, **Comp § 41:230**
unidentified employees, unpaid compensation for, **Comp § 41:228**
unpaid compensation, **Comp § 41:227, 41:228**
Buying and selling, individual employee coverage, **Comp § 1:184**
Camp or Conference Center Employees (this index)
Carriers
Air Carriers (this index)
Interstate Motor Carriers (this index)

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Carriers—Cont'd
Local Drivers and Drivers' Helpers (this index)
Taxi Drivers and Taxicabs (this index)
Casual employees, exemptions from coverage, **Comp § 13:19**
Changed circumstances, effect on appeals, **Comp § 41:342**
Channels of commerce, **Comp § 1:79, 1:80**
Children and minors
Child Labor (this index)
exemptions from coverage, **Comp § 13:11**
Civil rights cases, determination of attorney's fees in same manner as in, **Comp § 41:286**
Class and representative actions
general discussion, **Comp § 41:13 to 41:24**
burden to show similarity, **Comp § 41:19**
complaints, **Comp § 41:114**
consent as prerequisite, **Comp § 41:14 to 41:16**
deadline for filing consents, **Comp § 41:15**
dismissal of action, **Comp § 41:159**
fair notice to defendant by joinder request, **Comp § 41:18**
form of consent, **Comp § 41:16**
nonemployee representative, actions by, **Comp § 41:20**
notice to potential class members, **Comp § 41:22, 41:23**
other class actions, **Comp § 41:24**
Rule 23 of the Federal Rules of Civil Procedure, comparison to action under, **Comp § 41:13**
Secretary of Labor, effect of action by, **Comp § 41:21**
similarly situated, plaintiffs must be, **Comp § 41:17, 41:19**
union, notice to potential class members by, **Comp § 41:23**
Closely related, defined, **Comp § 1:103**
Collateral estoppel, **Comp § 41:208**
Collective bargaining agreements, effect of FLSA on, **Comp § 1:13**
Commerce, employees engaged in
general discussion, **Comp § 1:72 to 1:89**
actual movement of commerce, **Comp § 1:79 to 1:83**
channels of commerce, **Comp § 1:79, 1:80**
commerce, defined, **Comp § 1:75**
communication across state lines, **Comp § 1:81**
competition between intrastate and interstate businesses, effect of, **Comp § 1:78**
construction of instrumentalities of commerce, **Comp § 1:85**
crossing of state lines, **Comp § 1:88**
cumulative effect test, **Comp § 1:77**
direct tests, **Comp § 1:76**
export of goods, **Comp § 1:89**
facilities used by instrumentalities of commerce, provision of, **Comp § 1:86**
free flow of commerce, maintenance of, **Comp § 1:87**
goods used by instrumentalities of commerce, provision of, **Comp § 1:86**
importation of goods, **Comp § 1:89**
improvement of instrumentalities of commerce, **Comp § 1:85**
instrumentalities of commerce, functioning of, **Comp § 1:84 to 1:86**
liberal construction, **Comp § 1:73**
maintenance of instrumentalities of commerce, **Comp § 1:85**
repair of instrumentalities of commerce, **Comp § 1:85**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Commerce, employees engaged in—Cont'd
termination of interstate movement, **Comp § 1:83**
Commerce, production of goods for
general discussion, **Comp § 1:90 to 1:115**
altered form, goods moved interstate in, **Comp § 1:94**
categories of production, **Comp § 1:96**
closely related, defined, **Comp § 1:103**
common carriers, employees of, **Comp § 1:98**
component of something else, goods moves interstate as, **Comp § 1:94**
directly essential, defined, **Comp § 1:104**
direct production, **Comp § 1:97, 1:100**
employees of producers, **Comp § 1:105**
for commerce, defined, **Comp § 1:91**
goods, defined, **Comp § 1:108 to 1:115**
independent firms, employees of, **Comp § 1:106, 1:107**
indirect production, **Comp § 1:102**
in furtherance of commerce, **Comp § 1:95**
ingredients, **Comp § 1:110**
intangibles, **Comp § 1:109**
nonmanual labor, **Comp § 1:101**
other persons, goods moved interstate by, **Comp § 1:93**
parts, **Comp § 1:110**
processor, defined, **Comp § 1:115**
production, defined, **Comp § 1:96 to 1:107**
time of production, controlling effect of facts at, **Comp § 1:92**
transportation of goods as production, **Comp § 1:99**
ultimate consumer, goods already delivered to, **Comp § 1:112 to 1:114**
Common business purpose, enterprise coverage, **Comp § 1:133 to 1:135**
Common control and unified operation, enterprise coverage, **Comp § 1:128 to 1:35**
Common law, effect of FLSA on, **Comp § 1:11**
Common ownership, enterprise coverage, **Comp § 1:124**
Communication across state lines, employees engaged in commerce, **Comp § 1:81**
Communications workers, individual employee coverage, **Comp § 1:173, 1:174**
COMPENSATNetition between intrastate and interstate businesses, effect of, **Comp § 1:78**
COMPENSATNlaints
general discussion, **Comp § 41:107 to 41:120**
anticipation of defenses, **Comp § 41:111**
basis of claim, **Comp § 41:110**
basis of FLSA coverage, **Comp § 41:108**
class action, **Comp § 41:114**
coverage, allegation of, **Comp § 41:108**
damages claimed, **Comp § 41:116**
declaratory judgment, action for, **Comp § 41:119**
employment relationship, **Comp § 41:113**
fraud, action for, **Comp § 41:120**
hours worked, **Comp § 41:115**
injunction, action for, **Comp § 41:118**
jurisdiction, **Comp § 41:107**
names of employees, **Comp § 41:112**
preliminary and postliminary wages, action for, **Comp § 41:117**
sufficiency of coverage allegation, **Comp § 41:109**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
COMPENSATNlex businesses organizations, enterprise coverage, **Comp § 1:122**
Complaints
amendments to pleadings, above
coverage, allegation of, **Comp § 41:109**
Conclusiveness of stipulation, **Comp § 41:247**
Conference center employees. **Camp or Conference Center Employees** (this index)
Conformity, defined, **Comp § 41:189**
Congress, oversight and enforcement of FLSA, **Comp § 1:7, 1:8**
Consent decrees
general discussion, **Comp § 41:246 to 41:248**
binding effect, **Comp § 41:248**
conclusiveness of stipulation, **Comp § 41:247**
injunctive or equitable relief, **Comp § 41:356**
Consent or approval
class and representative actions, prerequisites to, **Comp § 41:14 to 41:16**
commencement of action, **Comp § 41:86**
consent decree, above
Constitutionality
construction and interpretation of FLSA, **Comp § 1:15, 1:16**
reliance on government policy or action as defense, **Comp § 41:182**
Construction and interpretation of FLSA
general discussion, **Comp § 1:15 to 1:19**
constitutionality, **Comp § 1:15, 1:16**
language, importance of, **Comp § 1:17**
legislative history, importance of, **Comp § 1:18**
liberal construction, **Comp § 1:19**
Construction Industry (this index)
Contempt proceedings, **Comp § 41:320 et seq.**
Contractual claims, federal jurisdiction, **Comp § 41:52**
Cooperatives, members as employees, **Comp § 1:55**
Correction of record, post-trial dispositions, **Comp § 41:257**
Costs
general discussion, **Comp § 41:297 to 41:300**
attorney's fees, distinguished, **Comp § 41:297**
employee suits, **Comp § 41:298, 41:299**
government suits, **Comp § 41:300**
Counterclaims, **Comp § 41:128**
Court proceedings
general discussion, **Comp § 41:1 et seq.**
amendments to pleadings, above
answers, above
appeals, above
arbitration agreements, **Comp § 41:72**
assignments, **Comp § 42:458 et seq.**
attorney's fees, above
burden of proof, above
class and representative actions, above
complaints, above
consent decrees, above
costs, above
criminal prosecutions, below
damages, below
declaratory judgments, below
defenses, below

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Court proceedings—Cont'd
demand for payment not required, **Comp § 41:70, 41:71**
discovery, below
disposition of actions, below
equitable relief. Injunctive or equitable relief, below
evidence, below
exhaustion of agency or state proceedings, **Comp § 41:73**
exhaustion of grievance procedures, **Comp § 41:72**
garnishments, **Comp § 42:458 et seq.**
injunctive or equitable relief, below
instructions to jury, below
interest on judgment, below
internal complaints, retaliation, **Comp § 41:369**
jurisdiction, below
jury trial, below
liquidated damages, below
minimum wage actions, **Comp § 42:95 et seq.**
notices, **Comp § 42:624 et seq.**
overtime pay actions, **Comp § 42:95 et seq.**
parties to court proceedings, below
payment of compensation, **Comp § 42:210 et seq.**
pleadings, below
post-trial dispositions, below
pretrial injunctions, below
pretrial motions, below
questions of law and fact, below
records and reports, **Comp § 42:624 et seq.**
releases and settlements, below
reliance on government policy or action, below
representative actions. Class and representative actions, above
retaliation, **Comp § 41:368, 41:369**
settlements. Releases and settlements, below
statute of limitations, below
summary judgment, below
support withholding, **Comp § 42:499 et seq.**
trial, generally, **Comp § 41:164 et seq.**
venue, below
Coverage
general discussion, **Comp § 1:20 to 1:71**
Aged or Infirm Persons, Domestic Companions for (this index)
Agricultural Employees (this index)
Air Carriers (this index)
Aircraft, Boat and Trailer Salesmen (this index)
American Samoa (this index)
Amusement or Recreational Establishment Employees (this index)
aquatic products employees. **Fishing or Aquatic Products Employees** (this index)
Automobile, Truck and Farm Implement Dealer Employees (this index)
Babysitters (this index)
boat salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
burden of proof, **Comp § 41:223**
Camp or Conference Center Employees (this index)
children. **Institutionalized Children, Substitute Parents for** (this index)
commerce, employees engaged in, above

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Coverage—Cont'd
commerce, production of goods for, above
conference center employees. **Camp or Conference Center Employees** (this index)
Domestic Employees (this index)
employ, defined, below
employee, defined, below
employer, defined, below
employer-employee relationship, **Comp § 1:25**
enterprise coverage, below
exemptions from coverage, below
farm implement dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
Fishing or Aquatic Products Employees (this index)
geographical limits, **Comp § 1:24**
Homeworkers (this index)
individual employee coverage, below
infirm persons, domestic companions for **Aged or Infirm Persons, Domestic Companions for** (this index)
Institutionalized Children, Substitute Parents for (this index)
Interstate Motor Carriers (this index)
Live-In Domestic Servants (this index)
Local Drivers and Drivers' Helpers (this index)
method of compensation, **Comp § 1:22**
Motion Picture Theater Employees (this index)
Newspaper Employees (this index)
Panama Canal Zone (this index)
place of work, **Comp § 1:23**
Puerto Rico (this index)
Radio or Television Employees (this index)
Railroad Employees (this index)
recreational establishment employees. **Amusement or Recreational Establishment Employees** (this index)
relation between the FLSA and other federal laws using terms such as employer and employee., **Comp § 1:26**
Retail or Service Establishments (this index)
Seamen (this index)
service establishment employees. **Retail or Service Establishments** (this index)
substitute parents. **Institutionalized Children, Substitute Parents for** (this index)
Taxi Drivers and Taxicabs (this index)
television employees. **Radio or Television Employees** (this index)
three-part test, **Comp § 1:21**
trailer salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
truck dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
Virgin Islands (this index)
White Collar Employees (this index)
Credibility of testimony and records, burden of proof, **Comp § 41:235, 41:236**
Credit, entitlement of employer to, **Comp § 41:229**
Criminal prosecutions
general discussion, **Comp § 41:358 to 41:367**
evidence, **Comp § 41:362, 41:363**
fine, imprisonment to enforce, **Comp § 41:367**
imprisonment, **Comp § 41:366, 41:367**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Criminal prosecutions—Cont'd
indictments, **Comp § 41:361**
instructions to jury, **Comp § 41:364**
persons who may be prosecuted, **Comp § 41:360**
previous conviction, imprisonment after, **Comp § 41:366**
punishments, **Comp § 41:365 to 41:367**
types of violations, **Comp § 41:359**
Cumulative effect test, employees engaged in commerce, **Comp § 1:77**
Damages
general discussion, **Comp § 41:259 to 41:275**
calculation of compensatory damages, **Comp § 41:268**
compensation paid in form other than money, effect of, **Comp § 41:264**
compensatory damages, defined, **Comp § 41:260**
complaints, **Comp § 41:116**
difficulty in assessment no bar to recovery, **Comp § 41:262**
diplomatic personnel, action against, **Comp § 41:36**
dissolved employers, action against, **Comp § 41:30**
employer, action against, **Comp § 41:25**
evidence of compensatory damages, **Comp § 41:261**
excess payments, credit for, **Comp § 41:266**
government officials, action against, **Comp § 41:35**
interest on judgment, below
labor unions, action against, **Comp § 41:33**
liquidated damages, below
live-in domestic servants, setoffs for expenses of, **Comp § 41:265**
multiple employers, action against, **Comp § 41:26**
officers of corporate employer, action against, **Comp § 41:27**
partnerships or partners, action against, **Comp § 41:29**
persons who may be sued for damages
general discussion, **Comp § 41:25 to 41:36**
diplomatic personnel, **Comp § 41:36**
dissolved employers, **Comp § 41:30**
employer, **Comp § 41:25**
government officials, **Comp § 41:35**
labor unions, **Comp § 41:33**
multiple employers, **Comp § 41:26**
officers of corporate employer, **Comp § 41:27**
partnerships or partners, **Comp § 41:29**
public agencies, **Comp § 41:34**
successors of employer, **Comp § 41:31**
trustees of bankrupt employer, **Comp § 41:32**
voluntary cooperative or mutual association, **Comp § 41:28**
public agencies, action against, **Comp § 41:34**
Secretary of Labor, commencement of action by, **Comp § 41:87**
setoff for payments made under severance agreements, **Comp § 41:264.50**
successors of employer, action against, **Comp § 41:31**
time period affected, **Comp § 41:267**
trustees of bankrupt employer, action against, **Comp § 41:32**
unidentified employees or unclaimed damages, **Comp § 41:263**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Damages—Cont'd
voluntary cooperative or mutual association, action against, **Comp § 41:28**
Date. Time and date, below
Declaratory judgments
general discussion, **Comp § 41:119**
actual controversy requirement, **Comp § 41:68**
disposition of actions, **Comp § 41:252**
persons who may be sued, **Comp § 41:44 to 41:46**
time to bring action, **Comp § 41:69**
Defenses
general discussion, **Comp § 41:198 to 41:209**
arbitration provisions, **Comp § 41:203**
bankruptcy, **Comp § 41:201**
collateral estoppel, **Comp § 41:208**
compromise and settlement, **Comp § 41:199**
employment contracts or collective bargaining agreements, **Comp § 41:202**
inability to pay, **Comp § 41:200**
misconduct of government agency, **Comp § 41:205**
misconduct or agreement of employee, **Comp § 41:204**
pendency of another action, **Comp § 41:206**
res judicata, **Comp § 41:207**
statute of limitations, **Comp § 41:198**
Demand for payment not required, court proceedings, **Comp § 41:70, 41:71**
Department of Labor
attorney's fees, **Comp § 41:281**
compliance officers, testimony of, **Comp § 41:214**
oversight and enforcement of FLSA, **Comp § 1:5**
Depositions, **Comp § 41:146, 41:147**
Diplomatic personnel, damage actions against, **Comp § 41:36**
Directed verdicts, **Comp § 41:249**
Directly essential, defined, **Comp § 1:104**
Disabled persons in supportive programs, exemptions from coverage, **Comp § 13:13**
Discovery
general discussion, **Comp § 41:137 to 41:155**
attorney work product privilege, **Comp § 41:143**
depositions, **Comp § 41:146, 41:147**
government officials, documents prepared or kept by, **Comp § 41:152**
informer's privilege, **Comp § 41:141, 41:142**
interrogatories, **Comp § 41:145**
lists of potential plaintiffs, **Comp § 41:151**
nonemployees and other persons not directly involved in action, documents regarding, **Comp § 41:153**
pretrial examinations, **Comp § 41:146**
production of documents and records, **Comp § 41:148 to 41:150**
relevant, nonprivileged matters may be discovered, **Comp § 41:138**
requests for admissions, **Comp § 41:154**
restriction of discovery, **Comp § 41:139**
sanctions for failure to allow discovery, **Comp § 41:155**
specificity of document or record request, **Comp § 41:150**
statute of limitations, effect on discovery, **Comp § 41:144**
witness names and statements, **Comp § 41:140**
Discretion of court
injunctive or equitable relief, **Comp § 41:305**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Discretion of court—Cont'd
liquidated damages, **Comp § 41:272**
Dismissal motion, **Comp § 41:133, 41:156 to 41:159**
Disposition of actions
general discussion, **Comp § 41:242 to 41:258**
consent decrees, above
declaratory judgment, **Comp § 41:252**
directed verdicts, **Comp § 41:249**
jury verdict, **Comp § 41:250**
nonjury trials, **Comp § 41:251**
post-trial dispositions, below
summary judgment, below
Dissolved employers, damage actions against, **Comp § 41:30**
Diversity of citizenship not required for federal jurisdiction, **Comp § 41:50**
Domestic Employees (this index)
Elderly persons, exemptions from coverage, **Comp § 13:12**
Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees (this index)
Employ, defined
general discussion, **Comp § 1:61 to 1:63**
suffer or permit to work, **Comp § 1:62, 1:63**
Employee, defined
general discussion, **Comp § 1:38 to 1:50**
apprentices, **Comp § 1:52 to 1:54**
automobile transporters as independent contractors, **Comp § 1:46**
beginners, **Comp § 1:52 to 1:54**
construction workers and other laborers as independent contractors, **Comp § 1:45**
cooperatives, members of, **Comp § 1:55**
factors determining employee or independent contractor status, **Comp § 1:43, 1:44**
food production workers as independent contractors, **Comp § 1:47, 1:48**
illegal aliens, **Comp § 1:40**
independent contractors, **Comp § 1:41 et seq.**
joint ventures, **Comp § 1:57**
learners, **Comp § 1:52 to 1:54**
nonprofit organizations, persons working for, **Comp § 1:56**
partners, **Comp § 1:57**
patient workers, **Comp § 1:58**
persons working for independent contractors, **Comp § 1:51**
prisoners, **Comp § 1:59**
repairmen laborers as independent contractors, **Ben § 1:46; Comp § 1:45**
schools, persons working for, **Comp § 1:56**
simultaneous status as employee and an independent contractor, **Comp § 1:50**
students, **Comp § 1:52 to 1:54**
trainees, **Comp § 1:52 to 1:54**
truckers as independent contractors, **Comp § 1:46**
welfare recipients, **Comp § 1:60**
Employer, defined
general discussion, **Comp § 1:27 to 1:37**
employment agencies, **Comp § 1:36**
farm or migrant workers, joint employers of, **Comp § 1:31**
joint employers, **Comp § 1:29 to 1:33**
labor organizations, **Comp § 1:37**
parent and subsidiary companies, **Comp § 1:30**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Employer, defined—Cont'd
persons acting in the interest of an employer, **Comp § 1:28**
public agencies, **Comp § 1:35**
related companies, **Comp § 1:30**
successor employers, **Comp § 1:34**
Employer-employee relationship, **Comp § 1:25**
Employment agencies as employers, **Comp § 1:36**
Employment contracts, effect of FLSA on, **Comp § 1:12 to 1:14**
Employment records, production of, **Comp § 41:232**
Enterprise, defined, **Comp § 1:118**
Enterprise coverage
general discussion, **Comp § 1:116 to 1:149**
annual gross volume of sales made or business done, **Comp § 1:147**
commerce, enterprise engaged in, **Comp § 1:136 to 1:139**
common business purpose, **Comp § 1:133 to 1:135**
common control and unified operation, **Comp § 1:128 to 1:35**
common ownership, **Comp § 1:124**
complex businesses organizations, **Comp § 1:122**
contact of employee with commerce, **Comp § 1:140 to 1:44**
distinctions, **Comp § 1:119**
enterprise, defined, **Comp § 1:118**
excise taxes at retail level, separate statement of, **Comp § 1:149**
franchises and similar arrangements, **Comp § 1:131**
handling goods or material moved in or produced for commerce, **Comp § 1:141 to 1:143**
independent contractor, activities performed by, **Comp § 1:127**
leasing arrangements, activities performed through, **Comp § 1:126**
materials, defined, **Comp § 1:142**
minimum volume standards, **Comp § 1:145**
mom and pop exception, **Comp § 1:139**
multiple employees requirement, **Comp § 1:138**
multiunit businesses, **Comp § 1:121**
nature of business as dispositive, **Comp § 1:117**
production of goods for commerce, enterprise engaged in, **Comp § 1:136 to 1:139**
public agencies, employees of, **Comp § 1:144**
related activities, **Comp § 1:123, 1:125**
retail establishments, **Comp § 1:132, 1:146**
selling goods or material moved in or produced for commerce, **Comp § 1:141 to 1:143**
service establishments, **Comp § 1:132, 1:146**
single establishment businesses, **Comp § 1:120**
time period for determination of volume of business, **Comp § 1:148**
unified operation and common control, **Comp § 1:128 to 1:35**
volume of business, **Comp § 1:145 to 1:149**
Estoppel. Waiver or estoppel, below
Evidence
general discussion, **Comp § 41:210 to 41:221**
admissions against interest, **Comp § 41:216**
appeals, **Comp § 41:348**
burden of proof, above
compensatory damages, **Comp § 41:261**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Evidence—Cont'd
contempt, **Comp § 41:326**
criminal prosecutions, **Comp § 41:362, 41:363**
DOL compliance officers, testimony of, **Comp § 41:214**
employee testimony and records, **Comp § 41:212, 41:213**
expert witness testimony, **Comp § 41:215**
good faith, liquidated damages, **Comp § 41:197**
injunctive actions, **Comp § 41:217**
judicial notice, **Comp § 41:218**
nonjudicial determinations of FLSA applicability, **Comp § 41:220**
presumption as to employee's work on particular goods, **Comp § 41:221**
questions of law and fact, below
refreshing recollection with employee records, **Comp § 41:213**
reliance on government policy or action, **Comp § 41:181**
settlement, **Comp § 41:211**
standard of proof, **Comp § 41:219**
Excise taxes at retail level, separate statement of, **Comp § 1:149**
Executive office employees. **Presidential and Executive Office Employees** (this index)
Exemptions from coverage
general discussion, **Ben § 13:1 et seq.; Comp § 2:1 et seq.**
Aged or Infirm Persons, Domestic Companions for (this index)
Agricultural Employees (this index)
Air Carriers (this index)
Aircraft, Boat and Trailer Salesmen (this index)
Amusement or Recreational Establishment Employees (this index)
answers, **Comp § 41:127**
apprentices, **Comp § 13:15**
aquatic products employees. **Fishing or Aquatic Products Employees** (this index)
Automobile, Truck and Farm Implement Dealer Employees (this index)
Babysitters (this index)
boat salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
burden of proof, **Comp § 41:225**
burden to distinguish exempt from nonexempt work, **Comp § 2:7**
Camp or Conference Center Employees (this index)
casual employees, **Comp § 13:19**
children. **Institutionalized Children, Substitute Parents for** (this index)
conference center employees. **Camp or Conference Center Employees** (this index)
disabled persons in supportive programs, **Comp § 13:13**
Domestic Employees (this index)
elderly persons, **Comp § 13:12**
exempt and nonexempt work, employees who perform, **Comp § 2:4**
family members, **Comp § 13:8**
farm implement dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
federal rules, persons subject to, **Comp § 13:10**
firefighters, **Comp § 13:5**
Fishing or Aquatic Products Employees (this index)

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Exemptions from coverage—Cont'd
foreign country, employment in, **Comp § 13:2**
gender, exemptions whose terms imply coverage of only one, **Comp § 2:8**
government employees, **Comp § 13:4**
Homeworkers (this index)
infirm persons, domestic companions for **Aged or Infirm Persons, Domestic Companions for** (this index)
Institutionalized Children, Substitute Parents for (this index)
interpretation of exemptions, **Comp § 2:6**
Interstate Motor Carriers (this index)
learners, **Comp § 13:15**
Live-In Domestic Servants (this index)
Local Drivers and Drivers' Helpers (this index)
minors, **Comp § 13:11**
Motion Picture Theater Employees (this index)
multiple exemptions, combination of, **Comp § 2:5**
Newspaper Employees (this index)
nonprofit groups, employees of, **Comp § 13:7**
nonprofit groups, volunteers for, **Comp § 13:6**
parking attendants, **Comp § 13:20**
police, **Comp § 13:5**
Radio or Television Employees (this index)
Railroad Employees (this index)
recreational establishment employees. **Amusement or Recreational Establishment Employees** (this index)
religious officers, **Comp § 13:16**
resident employees, **Comp § 13:18**
Retail or Service Establishments (this index)
Seamen (this index)
seasonal employees, **Comp § 13:17**
service establishment employees. **Retail or Service Establishments** (this index)
sex, exemptions whose terms imply coverage of only one, **Comp § 2:8**
small firms, employees of, **Comp § 13:9**
state law exemptions, **Comp § 13:24, 14:1 et seq.**
students, **Comp § 13:14**
substitute parents. **Institutionalized Children, Substitute Parents for** (this index)
switchboard operators, **Comp § 13:21 to 13:24**
table of exemptions, **Comp § 2:2**
Taxi Drivers and Taxicabs (this index)
telephone station, defined, **Comp § 13:22**
television employees. **Radio or Television Employees** (this index)
temporary employees, **Comp § 13:19**
territories under United States jurisdiction, employment in, **Comp § 13:3**
trailer salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
trainees, **Comp § 13:15**
truck dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
volunteers for nonprofit groups, **Comp § 13:6**
White Collar Employees (this index)
workweek as time period for determining eligibility, **Comp § 2:3**
Exhaustion of agency or state proceedings, **Comp § 41:73**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Exhaustion of grievance procedures, **Comp § 41:72**
Expert witness testimony, **Comp § 41:215**
Export of goods, employees engaged in commerce, **Comp § 1:89**
Falsified records, injunctive or equitable relief, **Comp § 41:314**
Family members, exemptions from coverage, **Comp § 13:8**
Farm implement dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
Farm or migrant workers, joint employers of, **Comp § 1:31**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:22**
Federal law, effect of FLSA on other, **Comp § 1:9**
Findings of fact, appeals, **Comp § 41:346, 41:347, 41:350**
Fine, imprisonment to enforce, **Comp § 41:367**
Fire Protection or Law Enforcement Employees (this index)
Fishing or Aquatic Products Employees (this index)
Food production workers as independent contractors, **Comp § 1:47, 1:48**
Food service employees, individual employee coverage, **Comp § 1:185**
For commerce, defined, **Comp § 1:91**
Foreign country, employment in, **Comp § 13:2**
Franchises and similar arrangements, enterprise coverage, **Comp § 1:131**
Fraud, complaints, **Comp § 41:120**
Free flow of commerce, maintenance of, **Comp § 1:87**
Garnishments, **Comp § 42:458 et seq.**
Gender, exemptions whose terms imply coverage of only one, **Comp § 2:8**
Geographical limits of coverage, **Comp § 1:24**
Good faith
  defined, **Comp § 41:188**
  interest on judgment, effect on, **Comp § 41:279**
  liquidated damages, **Comp § 41:177, 41:196**
  reliance on governmental rules or policy, questions of law and fact, **Comp § 41:176**
Goods, defined, **Comp § 1:108 to 1:115**
Government employees, exemptions from coverage, **Comp § 13:4**
Government officials, **Comp § 41:35, 41:152**
Guard services, individual employee coverage, **Comp § 1:178, 1:179**
Homeworkers (this index)
Hot goods violations, injunctive or equitable relief, **Comp § 41:315, 41:316**
Illegal aliens as employees, **Comp § 1:40**
Importation of goods, employees engaged in commerce, **Comp § 1:89**
Imprisonment, **Comp § 41:333, 41:366, 41:367**
Improvement of instrumentalities of commerce, **Comp § 1:85**
Inability to pay of employer, **Comp § 41:200, 41:306, 41:328**
Independent contractors, **Comp § 1:41 et seq., 1:127**
Independent firms, employees of, **Comp § 1:106, 1:107**
Indictments, **Comp § 41:361**
Individual employee coverage
  general discussion, **Comp § 1:64 to 1:71, 1:161 to 1:185**
  amount of interstate activity, **Comp § 1:67**
  buying and selling, **Comp § 1:184**
  communications workers, **Comp § 1:173, 1:174**
  Construction Industry (this index)

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Individual employee coverage—Cont'd
  covered and noncovered work, separation of, **Comp § 1:71**
  distinctions, **Comp § 1:65**
  food service employees, **Comp § 1:185**
  guard services, **Comp § 1:178, 1:179**
  interstate transportation of goods or workers, **Comp § 1:175**
  intrastate transportation of goods or workers, **Comp § 1:176**
  janitorial services, **Comp § 1:180, 1:181**
  loading activities, **Comp § 1:183**
  maintenance services, **Comp § 1:180, 1:181**
  office workers, **Comp § 1:182**
  protective services, **Comp § 1:178, 1:179**
  receipt of communications, **Comp § 1:173**
  regularity of interstate activity, **Comp § 1:68**
  repair services, **Comp § 1:180, 1:181**
  selling and buying, **Comp § 1:184**
  shipping activities, **Comp § 1:183**
  significance of employee's activities relative to employer's, **Comp § 1:66**
  substantiality requirement and regularity requirement, relationship between, **Comp § 1:69**
  transmission of communications, **Comp § 1:173**
  transportation workers, **Comp § 1:175 to 1:177**
  unloading activities, **Comp § 1:183**
  warehousing activities, **Comp § 1:183**
  white collar workers, **Comp § 1:182**
  workweek, **Comp § 1:70**
Individual employment contracts, effect of FLSA on, **Comp § 1:12**
Infirm persons, domestic companions for **Aged or Infirm Persons, Domestic Companions for** (this index)
In forma pauperis appeal, **Comp § 41:337**
Informer's privilege, **Comp § 41:141, 41:142**
In furtherance of commerce, **Comp § 1:95**
Ingredients, production of goods for commerce, **Comp § 1:110**
Injunctive or equitable relief
  general discussion, **Comp § 41:301 to 41:334**
  admissions of noncompliance, **Comp § 41:312**
  any person, defined, **Comp § 41:37**
  appeals
    general discussion, **Comp § 41:334, 41:353 to 41:357**
    abuse of discretion in determining whether to grant or deny an injunction, **Comp § 41:353**
    consent decrees, **Comp § 41:356**
    findings of facts, **Comp § 41:354**
    remand of case, **Comp § 41:357**
    rulings subject to appeal, **Comp § 41:355**
  bankruptcy of employer, **Comp § 41:306**
  burden of proof, **Comp § 41:237**
  civil and criminal contempt, distinguished, **Comp § 41:322**
  commencement of action by Secretary of Labor, **Comp § 41:88**
  complaints, **Comp § 41:118**
  consent decrees, appeals, **Comp § 41:356**
  contempt proceedings, **Comp § 41:320 et seq.**
  discretion of court, **Comp § 41:305**
  enforcement, **Comp § 41:320 to 41:334**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Injunctive or equitable relief—Cont'd
evidence, **Comp § 41:217, 41:326**
factors reviewed by courts when issuing injunctions, **Comp § 41:304**
falsified records, **Comp § 41:314**
findings of facts, appeals, **Comp § 41:354**
government officials, actions against, **Comp § 41:43**
hot goods violations, **Comp § 41:315, 41:316**
imprisonment for contempt, **Comp § 41:333**
inability to pay of employer, **Comp § 41:306, 41:328**
jurisdiction, actions in federal court, **Comp § 41:49**
jury trial, right to, **Comp § 41:166, 41:167**
knowledge of employer regarding violations, **Comp § 41:329**
labor unions, actions against, **Comp § 41:41**
long period, violations over, **Comp § 41:311**
managers, employees or agents, actions against, **Comp § 41:38**
nature and function of injunctive actions, **Comp § 41:302**
operations covered by injunction, **Comp § 41:308**
partners, subsidiaries or affiliates, actions against, **Comp § 41:39**
persons dealing in hot goods, actions against, **Comp § 41:42**
persons who can be cited for contempt, **Comp § 41:323**
persons who may be sued for damages
general discussion, **Comp § 41:37 to 41:43**
any person, defined, **Comp § 41:37**
government officials, **Comp § 41:43**
labor unions, **Comp § 41:41**
managers, employees or agents, **Comp § 41:38**
partners, subsidiaries or affiliates, **Comp § 41:39**
persons dealing in hot goods., **Comp § 41:42**
successors of employer, **Comp § 41:40**
postponement of entry of injunctive decree, **Comp § 41:309**
pretrial injunctions, below
remand of case, appeals, **Comp § 41:357**
remedies for contempt, **Comp § 41:331, 41:332**
repeated violations, **Comp § 41:310**
show cause orders, **Comp § 41:324**
slipshod records, **Comp § 41:313**
standards by which injunctions are granted or denied, **Comp § 41:303**
successors of employer, actions against, **Comp § 41:40**
time limits governing contempt citations, **Comp § 41:321**
time to seek injunction, **Comp § 41:74**
types of injunctive decrees, **Comp § 41:307**
unclaimed wages, **Comp § 41:318**
unclear or uncertain contempt charge, **Comp § 41:327**
vacation of injunction, **Comp § 41:319**
waiver of rights by employee, **Comp § 41:330**
work force covered by injunction, **Comp § 41:308**
Institutionalized Children, Substitute Parents for (this index)
Instructions to jury
general discussion, **Comp § 41:238 to 41:241**
criminal prosecutions, **Comp § 41:364**
interstate commerce, connection with, **Comp § 41:239**
time worked, **Comp § 41:241**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Instructions to jury—Cont'd
wage rates, **Comp § 41:240**
Intangibles, production of goods for commerce, **Comp § 1:109**
Interest on judgment
general discussion, **Comp § 41:276 to 41:280**
good faith of employer, effect of, **Comp § 41:279**
liquidated damages, award of, **Comp § 41:276, 41:277**
post-judgment interest, **Comp § 41:280**
rate of prejudgment interest, **Comp § 41:278**
Interlocutory orders, appeals, **Comp § 41:340**
Internal complaints, retaliation, **Comp § 41:369**
International Employment (this index)
Interpretation of exemptions from coverage, **Comp § 2:6**
Interrogatories, **Comp § 41:145**
Interstate activities, burden of proof, **Comp § 41:224**
Interstate agency employees and volunteers. **State, Local or Interstate Agency Employees and Volunteers** (this index)
Interstate Motor Carriers (this index)
Interstate transportation of goods or workers, individual employee coverage, **Comp § 1:175**
Intrastate transportation of goods or workers, individual employee coverage, **Comp § 1:176**
Janitorial services, individual employee coverage, **Comp § 1:180, 1:181**
Joint employers, **Comp § 1:29 to 1:33**
Joint ventures, **Comp § 1:57**
Judgment notwithstanding the verdict, **Comp § 41:254**
Judicial notice, **Comp § 41:218**
Jurisdiction
general discussion, **Comp § 41:47 to 41:58**
bankrupt employer, federal jurisdiction, **Comp § 41:51**
burden of proof, **Comp § 41:222**
complaints, **Comp § 41:107**
contractual claims, federal jurisdiction, **Comp § 41:52**
diversity of citizenship not required for federal jurisdiction, **Comp § 41:50**
injunctive relief, actions in federal court, **Comp § 41:49**
noninjunctive relief, actions in state or federal court, **Comp § 41:48**
related claims, federal jurisdiction, **Comp § 41:53**
requirement that jurisdiction be shown, **Comp § 41:55**
state court, governing law, **Comp § 41:56, 41:57**
state courts, effect of federal case law, **Comp § 41:58**
statute of limitations in state court, governing law, **Comp § 41:57**
United States, federal jurisdiction over claims against, **Comp § 41:54**
Jury trial
general discussion, **Comp § 41:165 to 41:170**
injunctive actions, right to jury trial, **Comp § 41:166, 41:167**
instructions to jury, above
liquidated damages sought in injunctive actions, right to jury trial, **Comp § 41:167**
minimum wage actions, right to jury trial, **Comp § 41:165**
overtime pay actions, right to jury trial, **Comp § 41:165**
right to jury, **Comp § 41:165 to 41:168**
verdict, **Comp § 41:250**
waiver of jury trial, **Comp § 41:170**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Knowledge
injunctive or equitable relief, **Comp § 41:329**
willfulness of employer, significance in determining, **Comp § 41:81**
Labor organizations. Unions and labor organizations, below
Law enforcement employees. **Fire Protection or Law Enforcement Employees** (this index)
Learners, **Comp § 1:52 to 1:54, 13:15**
Leasing arrangements, activities performed through, **Comp § 1:126**
Leave to amend pleadings, **Comp § 41:129 to 41:131**
Legislative employees. **Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees** (this index)
Legislative history, construction and interpretation of FLSA, **Comp § 1:18**
Liquidated damages
general discussion, **Comp § 41:193 to 41:197, 41:269 to 41:275**
action to ascertain compliance, **Comp § 41:195**
appeals, **Comp § 41:349**
burden of proof, **Comp § 41:193**
calculation of liquidated damages, **Comp § 41:275**
defined, **Comp § 41:269**
delay in FLSA payments, **Comp § 41:273**
discretion of court, standard for, **Comp § 41:272**
evidence of good faith, **Comp § 41:197**
finding of trial court, **Comp § 41:194**
good-faith belief in compliance, **Comp § 41:196**
injunctive actions, right to jury trial, **Comp § 41:167**
interest on judgment, **Comp § 41:276, 41:277**
loss of job, **Comp § 41:274**
persons who may claim liquidated damages, **Comp § 41:271**
punitive damages, distinguished, **Comp § 41:270**
settlement, **Comp § 41:103**
Live-In Domestic Servants (this index)
Loading activities, individual employee coverage, **Comp § 1:183**
Local Drivers and Drivers' Helpers (this index)
Local employees and volunteers. **State, Local or Interstate Agency Employees and Volunteers** (this index)
Maintenance of instrumentalities of commerce, **Comp § 1:85**
Maintenance services, individual employee coverage, **Comp § 1:180, 1:181**
Materials, defined, **Comp § 1:142**
Meeting of minds, necessity for valid settlement, **Comp § 41:101**
Method of compensation, **Comp § 1:22**
Minimum contacts with forum, venue, **Comp § 41:62**
Minimum volume standards, enterprise coverage, **Comp § 1:145**
Minimum Wages (this index)
Minors. Children and minors, above
Misconduct of government agency as defense, **Comp § 41:205**
Misconduct or agreement of employee as defense, **Comp § 41:204**
Mom and pop exception, enterprise coverage, **Comp § 1:139**
More definite statement, motion for, **Comp § 41:160**
Motion Picture Theater Employees (this index)

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Multiple claims or parties, final orders involving, **Comp § 41:339**
Multiple employees requirement, enterprise coverage, **Comp § 1:138**
Multiple employers, damage actions against, **Comp § 41:26**
Multiunit businesses, enterprise coverage, **Comp § 1:121**
Mutual association, damage actions against, **Comp § 41:28**
Names of employees, complaints, **Comp § 41:112**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:28**
Newspaper Employees (this index)
New trial, **Comp § 41:255**
Nonemployee representative, class actions by, **Comp § 41:20**
Nonjury trials, disposition of actions, **Comp § 41:251**
Nonprofit organizations, **Comp § 1:56, 13:6, 13:7**
Notice
general discussion, **Comp § 42:624 et seq.**
class members, **Comp § 41:22, 41:23**
Office workers, individual employee coverage, **Comp § 1:182**
Oversight and enforcement of FLSA
general discussion, **Comp § 1:5 to 1:8**
Congress, **Comp § 1:7, 1:8**
courts, **Comp § 1:6**
Department of Labor, **Comp § 1:5**
Minimum Wage Study Commission, **Comp § 1:8**
report of Secretary of Labor, **Comp § 1:7**
Overtime pay actions, **Comp § 42:95 et seq.**
Panama Canal Zone (this index)
Parent and subsidiary companies as employers, **Comp § 1:30**
Parking attendants, exemptions from coverage, **Comp § 13:20**
Parties to court proceedings
general discussion, **Comp § 41:2 to 41:12**
acceptance by employee of employer's payment under DOL supervision, **Comp § 41:8**
amendments to pleadings to add or substitute parties, **Comp § 41:131, 41:136**
declaratory judgment, persons who may be sued for, **Comp § 41:44 to 41:46**
employee, **Comp § 41:5 to 41:8**
employees, declaratory judgment action against, **Comp § 41:46**
employer, **Comp § 41:4**
former employees and applicants for employment, **Comp § 41:11**
identity of plaintiff, protection from disclosure, **Comp § 41:12**
labor union, **Comp § 41:9**
Secretary of Labor, **Comp § 41:2, 41:5 to 41:7, 41:44**
state agency, **Comp § 41:3**
survivors of deceased employee, **Comp § 41:10**
U.S. attorney, declaratory judgment action against, **Comp § 41:45**
Partners and partnerships, **Comp § 1:57, 41:29**
Parts, production of goods for commerce, **Comp § 1:110**
Patient workers as employees, **Comp § 1:58**
Payment of compensation, **Comp § 42:210 et seq.**
Pendency of another action as defense, **Comp § 41:206**
Personnel Manual (this index)
Place of work, coverage, **Comp § 1:23**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Pleadings
general discussion, **Comp § 41:106 to 41:136**
amendments to pleadings, above
answers, above
complaints, above
reliance on government policy or action, **Comp § 41:181**
Police, exemptions from coverage, **Comp § 13:5**
Post-judgment interest, **Comp § 41:280**
Postponement of entry of injunctive decree, **Comp § 41:309**
Post-trial dispositions
general discussion, **Comp § 41:253 to 41:258**
correction of record, **Comp § 41:257**
judgment notwithstanding the verdict, **Comp § 41:254**
new trial, **Comp § 41:255**
post-judgment settlements, **Comp § 41:258**
reduction of jury verdict award, **Comp § 41:253**
relief from judgment, **Comp § 41:256**
Preliminary and postliminary wages, complaints, **Comp § 41:117**
Presidential and Executive Office Employees (this index)
Presumption as to employee's work on particular goods, **Comp § 41:221**
Pretrial examinations, **Comp § 41:146**
Pretrial injunctions
general discussion, **Comp § 41:94 to 41:98**
federal law, injunction to establish that employer or employee is subject to, **Comp § 41:95**
monetary relief, availability when an injunction is sought, **Comp § 41:98**
status of employee or other person, injunction to restore, **Comp § 41:96**
wages, injunction to secure, **Comp § 41:97**
Pretrial motions
general discussion, **Comp § 41:156 to 41:163**
affirmative defenses, raising in motion to dismiss, **Comp § 41:157**
class action, dismissal of, **Comp § 41:159**
dismissal motion, **Comp § 41:156 to 41:159**
more definite statement, motion for, **Comp § 41:160**
stay pending agency action, **Comp § 41:162**
strike, motion to, **Comp § 41:161**
summary judgment, motion for, **Comp § 41:163**
Previous conviction, imprisonment after, **Comp § 41:366**
Prima facie case, rebuttal of, **Comp § 41:231**
Prisoners as employees, **Comp § 1:59**
Production of documents and records, **Comp § 41:148 to 41:150**
Production of goods for commerce, enterprise engaged in, **Comp § 1:136 to 1:139**
Protective services, individual employee coverage, **Comp § 1:178, 1:179**
Public agencies, **Comp § 1:35, 1:144, 16:2, 41:34**
Public employees
general discussion, **Comp § 16:1 et seq.**
Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees (this index)
Fire Protection or Law Enforcement Employees (this index)
Presidential and Executive Office Employees (this index)

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Public employees—Cont'd
public agency, defined, **Comp § 16:2**
salary basis requirement exception, **Comp § 16:3**
State, Local or Interstate Agency Employees and Volunteers (this index)
Puerto Rico (this index)
Punishments, criminal prosecutions, **Comp § 41:365 to 41:367**
Punitive damages and liquidated damages, distinguished, **Comp § 41:270**
Questions of law and fact
general discussion, **Comp § 41:171 to 41:179**
appeals, **Comp § 41:345**
employer or employee, status as, **Comp § 41:173**
exempt or nonexempt status of employee, **Comp § 41:174**
good faith of employer in relying on governmental rules or policy, **Comp § 41:176**
good faith of employer regarding liquidated damages, **Comp § 41:177**
interstate commerce, relation of work to, **Comp § 41:175**
special master, use of, **Comp § 41:172**
summary judgment, **Comp § 41:245**
time worked, **Comp § 41:178**
Radio or Television Employees (this index)
Railroad Employees (this index)
Rate of prejudgment interest, **Comp § 41:278**
Receipt of communications, individual employee coverage, **Comp § 1:173**
Records and reports
general discussion, **Comp § 42:624 et seq.**
failure of employer to keep records, **Comp § 41:233**
unreliability of records of employer, **Comp § 41:234**
Recreational establishment employees. **Amusement or Recreational Establishment Employees** (this index)
Reduction of jury verdict award, **Comp § 41:253**
Refreshing recollection with employee records, **Comp § 41:213**
Regulations, invalidity of, **Comp § 41:226**
Related activities, enterprise coverage, **Comp § 1:123, 1:125**
Related claims, federal jurisdiction, **Comp § 41:53**
Related companies as employers, **Comp § 1:30**
Relation back of amendments to pleadings, **Comp § 41:135, 41:136**
Releases and settlements
general discussion, **Comp § 41:99 to 41:105, 41:199**
attorney's fees, **Comp § 41:104, 41:296**
dispute as to liability, necessity for valid settlement, **Comp § 41:100**
evidence, **Comp § 41:211**
liquidated damages settlement, **Comp § 41:103**
meeting of minds, necessity for valid settlement, **Comp § 41:101**
settlement with government, **Comp § 41:105**
wage claim settlement, **Comp § 41:102**
waiver by employee of FLSA rights, **Comp § 41:99**
Reliance on advice of counsel as factor in willfulness, **Comp § 41:80**
Reliance on government policy or action
general discussion, **Comp § 41:180 to 41:192**
administrative practice or enforcement policy, **Comp § 41:184**
conformity, defined, **Comp § 41:189**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Reliance on government policy or action—Cont'd
constitutionality of defense, **Comp § 41:182**
contradiction of interpretation by FLSA regulations, **Comp § 41:192**
good faith, defined, **Comp § 41:188**
government interpretation must specifically address employer's situation, **Comp § 41:191**
knowledge of DOL policy or action prior to employer action, **Comp § 41:190**
persons who can issue rule or policy, **Comp § 41:185**
pleading and proof of defense, **Comp § 41:181**
regulation, order, ruling, approval or interpretation, **Comp § 41:183**
rule or policy must result from affirmative agency action, **Comp § 41:186**
time to raise defense, **Comp § 41:180**
willfulness, reliance on government advice as factor in, **Comp § 41:78**
written rule or policy, requirement of, **Comp § 41:187**
Relief from judgment, **Comp § 41:256**
Religious officers, exemptions from coverage, **Comp § 13:16**
Remand to state court, **Comp § 41:66**
Remand to trial court, **Comp § 41:352**
Removal from state to federal court, **Comp § 41:64, 41:65**
Repairs and repairmen
independent contractors, **Comp § 1:45, 1:46**
individual employee coverage, **Comp § 1:180, 1:181**
instrumentalities of commerce, **Comp § 1:85**
Repeated violations, injunctive or equitable relief, **Comp § 41:310**
Reports. Records and reports, above
Requests for admissions, **Comp § 41:154**
Resident employees, exemptions from coverage, **Comp § 13:18**
Res judicata as defense, **Comp § 41:207**
Retail or Service Establishments (this index)
Retaliation, **Comp § 41:230, 41:368, 41:369**
Retrial, amendments to pleadings upon, **Comp § 41:134**
Sanctions for failure to allow discovery, **Comp § 41:155**
Schools, persons working for as employees, **Comp § 1:56**
Seamen (this index)
Seasonal employees, exemptions from coverage, **Comp § 13:17**
Secretary of Labor, parties to court proceedings, **Comp § 41:2, 41:5 to 41:7, 41:44**
Selling and buying, individual employee coverage, **Comp § 1:184**
Service establishment employees. **Retail or Service Establishments** (this index)
Settlements. Releases and settlements, above
Sex, exemptions whose terms imply coverage of only one, **Comp § 2:8**
Shipping activities, individual employee coverage, **Comp § 1:183**
Show cause orders, injunctive or equitable relief, **Comp § 41:324**
Similarly situated plaintiffs, class and representative actions, **Comp § 41:17, 41:19**
Simultaneous status as employee and an independent contractor, **Comp § 1:50**
Slipshod records, injunctive or equitable relief, **Comp § 41:313**
Small firms, employees of, **Comp § 13:9**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Special master, questions of law and fact, **Comp § 41:172**
Specificity of document or record request, **Comp § 41:150**
Standard of proof, **Comp § 41:219**
State, Local or Interstate Agency Employees and Volunteers (this index)
State law exemptions, **Comp § 13:24, 14:1 et seq.**
Statute of limitations
general discussion, **Comp § 41:67, 41:75 to 41:93, 41:126, 41:198**
accrual of cause of action, **Comp § 41:82**
acknowledgment of debt by employer, tolling of statute of limitations, **Comp § 41:90**
commencement of actions, **Comp § 41:85 to 41:88**
consent in employee actions, commencement of action, **Comp § 41:86**
damage actions by Secretary of Labor, commencement of, **Comp § 41:87**
disability of employee, tolling of statute of limitations, **Comp § 41:92**
discovery, effect on, **Comp § 41:144**
employee actions, commencement of, **Comp § 41:85, 41:86**
Fair Labor Standards Act, **Comp § 41:75**
filing suit, tolling of statute of limitations, **Comp § 41:89**
government conduct, tolling of statute of limitations, **Comp § 41:93**
injunctive relief, commencement of action by Secretary of Labor for, **Comp § 41:88**
knowledge of employer, significance in determining willfulness, **Comp § 41:81**
misrepresentation by employer, tolling of statute of limitations, **Comp § 41:91**
prior DOL investigation as factor in willfulness, **Comp § 41:79**
reliance on advice of counsel as factor in willfulness, **Comp § 41:80**
reliance on governmental advice as factor in willfulness, **Comp § 41:78**
sanctions for bringing suit outside of limitations period, **Comp § 41:84**
state court, governing law, **Comp § 41:57**
state law, **Comp § 41:76**
tolling of statute of limitations
general discussion, **Comp § 41:89 to 41:93**
acknowledgment of debt by employer, **Comp § 41:90**
disability of employee, **Comp § 41:92**
filing suit, **Comp § 41:89**
government conduct, **Comp § 41:93**
misrepresentation by employer, **Comp § 41:91**
willful violations, **Comp § 41:77 et seq.**
Stay of judgment while on appeal, **Comp § 41:343**
Stay pending agency action, **Comp § 41:162**
Strike, motion to, **Comp § 41:161**
Students, **Comp § 1:52 to 1:54, 13:14**
Substitute parents. **Institutionalized Children, Substitute Parents for** (this index)
Successive employment of two attorneys, attorney's fees, **Comp § 41:293**
Successor employers, **Comp § 1:34, 41:31**
Suffer or permit to work, **Comp § 1:62, 1:63**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Summary dispositions, appeals, **Comp § 41:351**
Summary judgment
general discussion, **Comp § 41:163, 41:243 to 41:245**
absence of genuine issues of fact, necessity for, **Comp § 41:243**
factual issues, determination of, **Comp § 41:244**
questions of law, determination of, **Comp § 41:245**
Supplemental pleadings in lieu of amendment, **Comp § 41:132**
Support withholding, **Comp § 42:499 et seq.**
Survivors of deceased employee, parties to court proceedings, **Comp § 41:10**
Switchboard operators, exemptions from coverage, **Comp § 13:21 to 13:24**
Taxi Drivers and Taxicabs (this index)
Telephone station, defined, **Comp § 13:22**
Television employees. **Radio or Television Employees** (this index)
Temporary employees, exemptions from coverage, **Comp § 13:19**
Termination of interstate movement, **Comp § 1:83**
Time and date
affirmative defenses, raising of, **Comp § 41:124**
contempt citations, **Comp § 41:321**
declaratory judgments, **Comp § 41:69**
injunctions, **Comp § 41:74**
reliance on government policy or action, raising of defense, **Comp § 41:180**
statute of limitations, above
Trailer salesmen. **Aircraft, Boat and Trailer Salesmen** (this index)
Trainees, **Comp § 1:52 to 1:54, 13:15**
Transmission of communications, individual employee coverage, **Comp § 1:173**
Transportation of goods as production of goods for commerce, **Comp § 1:99**
Transportation workers, individual employee coverage, **Comp § 1:175 to 1:177**
Trial, generally, **Comp § 41:164 et seq.**
Truck dealer employees. **Automobile, Truck and Farm Implement Dealer Employees** (this index)
Truckers as independent contractors, **Comp § 1:46**
Trustees of bankrupt employer, damage actions against, **Comp § 41:32**
Types of state laws, **Comp § 1:4**
Ultimate consumer, goods already delivered to, **Comp § 1:112 to 1:114**
Unclaimed wages, injunctive or equitable relief, **Comp § 41:318**
Unidentified employees, unpaid compensation for, **Comp § 41:228**
Unified operation and common control, enterprise coverage, **Comp § 1:128 et seq.**
Unions and labor organizations
general discussion, **Comp § 1:37**
class members, notice to potential, **Comp § 41:23**
damage actions, **Comp § 41:33**
parties to court proceedings, **Comp § 41:9**
United States, federal jurisdiction over claims against, **Comp § 41:54**

FAIR LABOR STANDARDS ACT AND SIMILAR STATE LAWS—Cont'd
Unloading activities, individual employee coverage, **Comp § 1:183**
Unpaid compensation, burden of proof, **Comp § 41:227, 41:228**
U.S. attorney, declaratory judgment action against, **Comp § 41:45**
Vacation of injunction, **Comp § 41:319**
Venue
general discussion, **Comp § 41:59 to 41:66**
improper venue, court's option, **Comp § 41:60**
minimum contacts with forum required, **Comp § 41:62**
proper in more than one district, court's option, **Comp § 41:61**
remand of an improvidently removed case, **Comp § 41:66**
removal from state to federal court, **Comp § 41:64**
removal of pendent state claims, **Comp § 41:65**
state district, **Comp § 41:63**
Virgin Islands (this index)
Volume of business, enterprise coverage, **Comp § 1:145 to 1:149**
Voluntary cooperative, damage actions against, **Comp § 41:28**
Volunteers
nonprofit groups, exemptions from coverage, **Comp § 13:6**
State, Local or Interstate Agency Employees and Volunteers (this index)
Waiver or estoppel
FLSA, rights under, **Comp § 41:99**
injunctive or equitable relief, **Comp § 41:330**
jury trial, **Comp § 41:170**
Warehousing activities, individual employee coverage, **Comp § 1:183**
Welfare recipients as employees, **Comp § 1:60**
White Collar Employees (this index)
Willful violations, statute of limitations, **Comp § 41:77 et seq.**
Witness names and statements, discovery, **Comp § 41:140**
Workweek, **Comp § 1:70, 2:3**

FAIR MARKET VALUE
Automobile use as employee benefit, maximum for which cents-per-mile valuation method may be used, **Ben § 15:37**

FAIR OR FAIRNESS
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, relationship of federal sector labor relations laws to fair employment statutes, **Labor § 14:20**
Hearings. **Fair Hearing** (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Representation. **Fair Representation** (this index)
Unfair labor practices, hot cargo clauses, **Labor § 38:182**
Unions, scope of selected representative's role, **Labor § 18:12**
Workplaceplace safety, defending against citations when fair notice lacking, **Work S § 7:75**

FAIR REPRESENTATION
Duty of fair representation. **Unions and Union Practices** (this index)
National Labor Relations Board (this index)

FAIRS
Personnel manual, career fairs as external recruitment sources, **Pers M § 2:32, 2:33**

FALL PROTECTION REQUIREMENTS
Workplaceplace safety, personal protective and lifesaving equipment in construction industry, **Work S § 2:23, 2:24**

FALSE CLAIMS ACT
Whistleblowing, **Emp P § 58:75 et seq.**

FALSE EVIDENCE
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:270**

FALSE IMPRISONMENT
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:126**

FALSE STATEMENTS
Fraud and Deceit (this index)
Workplaceplace safety, criminal penalties, **Work S § 4:225, 7:64**

FALSIFICATION OR FALSIFIED
Personnel Manual (this index)
Unfair labor practices, dishonesty as reason for discharge of employee, **Labor § 30:188**

FAMILY AND MEDICAL LEAVE
Personnel Manual (this index)

FAMILY AND MEDICAL LEAVE ACT
General discussion, **Ben § 12:1 et seq.**
Accrued benefits, loss of, **Ben § 12:54**
Actions by Department of Labor, **Ben § 12:71**
Actions by employees, **Ben § 12:69 et seq.**
Active duty of family member, leave due to, **Ben § 12:11**
Airline flight crews, **Ben § 12:20.50**
Benefits. Reemployment and benefit rights, below
Birth or placement of children
- general discussion, **Ben § 12:26 to 12:30**
- intermittent leave or leave on reduced schedule, **Ben § 12:30**
- more than one parent, leave taken by, **Ben § 12:28**
- notice requirements and certification, **Ben § 12:29**
- time leave may be taken, **Ben § 12:27**

Burden of proof, **Ben § 12:69.50**
Cafeteria Plans (this index)
Care for family member, **Ben § 12:39**
Certification requirements, **Ben § 12:39, 12:41**
Cobra continuation coverage requirements, **Ben § 8:9**
Damages, **Ben § 12:72**
Designation of paid or other leave as FMLA leave, **Ben § 12:8**
Disabilities discrimination, **Emp P § 9:3**
Discrimination, **Ben § 12:67**
Effective date of act, **Ben § 12:4**
Elementary schools, **Ben § 12:18**
Employees covered
- general discussion, **Ben § 12:21 to 12:25**
- 50 employees, worksites with fewer than, **Ben § 12:24**
- part-time and seasonal employees, **Ben § 12:23**

FAMILY AND MEDICAL LEAVE ACT—Cont'd
Employees covered—Cont'd
- person employed as employee, **Ben § 12:22**
- teachers, **Ben § 12:25**

Employers covered
- general discussion, **Ben § 12:13 to 12:20**
- airline flight crews, **Ben § 12:20.50**
- allocation of employer responsibilities in joint employer relationship, **Ben § 12:16**
- elementary and secondary schools, **Ben § 12:18**
- federal government, **Ben § 12:20**
- 50 employees, determining whether employer has, **Ben § 12:14**
- joint or related employers, **Ben § 12:15; Comp § 12:13**
- state and local governments, **Ben § 12:19**
- subsidiaries, **Ben § 12:15**
- successive employers, **Ben § 12:17**

Enforcement
- general discussion, **Ben § 12:63 to 12:75**
- actions by Department of Labor, **Ben § 12:71**
- actions by employees, **Ben § 12:69 et seq.**
- damages, **Ben § 12:72**
- evidence of claim or defense, **Ben § 12:70**
- individual liability for violations, **Ben § 12:73**
- individual's right to qualified immunity, **Ben § 12:74**
- interference, discrimination and other prohibited acts, **Ben § 12:67**
- investigative authority, **Ben § 12:68**
- notice requirements, **Ben § 12:64 to 12:66**
- penalty for violation of notice-posting requirement, **Ben § 12:66**
- posting of notices, requirement, **Ben § 12:62, 12:65**
- recordkeeping requirements, **Ben § 12:63**
- statute of limitations, **Ben § 12:75**

Equivalent pay, benefits, and terms and conditions of employment as former position, **Ben § 12:51**
Evidence
- general discussion, **Ben § 12:70 et seq.**
- compliance, **Ben § 12:70.50**
- retaliatory motive of defendant, **Ben § 12:70.30**

Evidence of claim or defense, **Ben § 12:70**
Existing employer obligations, relationship to, **Ben § 12:6**
Failure to provide certification, **Ben § 12:43**
Family member, leave due to active duty of, **Ben § 12:11**
Family servicemember, leave to take care of, **Ben § 12:12**
Federal government, **Ben § 12:20**
Fees and costs, **Ben § 12:72.50**
50 employees, employer with, **Ben § 12:14, 12:21**
Group health plan, defined, **Ben § 12:58**
Health benefits, maintenance while on leave, **Ben § 12:55 et seq.**
Health care provider treating person with serious health condition, **Ben § 12:33**
Highest paid salaried employees, exclusion from restoration, **Ben § 12:52**
Immunity, qualified, **Ben § 12:74**
Individual liability for violations, **Ben § 12:73**
Individual's right to qualified immunity, **Ben § 12:74**
Interference with rights, **Ben § 12:67**
Intermittent leave or leave on reduced schedule
- general discussion, **Ben § 12:30, 12:41 to 12:45**
- birth or placement of children, **Ben § 12:30**

FAMILY AND MEDICAL LEAVE ACT—Cont'd
Intermittent leave or leave on reduced schedule—Cont'd
overtime, relationship to, **Ben § 12:47**
part-time employees and variable-hour employees, **Ben § 12:46**
teachers, **Ben § 12:49**
transfer of employee who requests intermittent leave or leave on reduced schedule, **Ben § 12:48**
International employment, **Emp P § 41:63**
Investigative authority, **Ben § 12:68**
Joint employers, **Ben § 12:15; Comp § 12:13**
Leave due to active duty of family member, **Ben § 12:11**
Leave to take care of family servicemember, **Ben § 12:12**
Local governments, **Ben § 12:19**
Maternity leave, effect on nondiscrimination rules, **Emp P § 45:13**
Members of family that may take leave, **Ben § 12:37**
Multiemployer plan, maintenance of health benefits, **Ben § 12:61**
Multiple persons, leave taken by, **Ben § 12:28, 12:35**
Notice requirements, **Ben § 12:29, 12:37, 12:60 to 12:62**
Other federal laws, relationship to, **Ben § 12:5**
Overtime, relationship to, **Ben § 12:47**
Own serious health condition, **Ben § 12:30.50**
Paid leave, relationship to, **Ben § 12:7**
Part-time employees, **Ben § 12:46**
Penalty for violation of notice-posting requirement, **Ben § 12:66**
Personnel Manual (this index)
Placement of children. Birth or placement of children, above
Posting of notices, requirement, **Ben § 12:62, 12:65**
Premiums for health care, payment while on leave, **Ben § 12:53, 12:56**
Prohibited acts, **Ben § 12:67**
Public health emergency, **Ben § 12:12.50**
Qualified immunity, individual's right to, **Ben § 12:74**
Qualifying exigency leave, **Ben § 12:11**
Recordkeeping requirements, **Ben § 12:63**
Recouping premiums if employee does not return from leave, **Ben § 12:60**
Reduced schedule. Intermittent leave or leave on reduced schedule, above
Reemployment and benefit rights
general discussion, **Ben § 12:50 to 12:62**
accrued benefits, loss of, **Ben § 12:54**
equivalent pay, benefits, and terms and conditions of employment as former position, **Ben § 12:51**
group health plan, defined, **Ben § 12:58**
health benefits, maintenance while on leave, **Ben § 12:55 et seq.**
highest paid salaried employees, exclusion from restoration, **Ben § 12:52**
multiemployer plan, maintenance of health benefits, **Ben § 12:61**
premiums for health care, payment while on leave, **Ben § 12:53, 12:56**
recouping premiums if employee does not return from leave, **Ben § 12:60**
reports to employer while on leave, **Ben § 12:53**
restoration rights, **Ben § 12:50**
Section 125, **Ben § 12:59**
seniority and other rights, accrual while on leave, **Ben § 12:62**

FAMILY AND MEDICAL LEAVE ACT—Cont'd
Related employers, **Ben § 12:15; Comp § 12:13**
Reports to employer while on leave, **Ben § 12:53**
Restoration rights, **Ben § 12:50**
Scheduling treatment to avoid disruption, **Ben § 12:44**
Schools, **Ben § 12:18**
Seasonal employees, **Ben § 12:23**
Secondary schools, **Ben § 12:18**
Section 125, reemployment and benefit rights, **Ben § 12:59**
Seniority and other rights, accrual while on leave, **Ben § 12:62**
Serious health condition, **Ben § 12:31 to 12:34**
Servicemember family leave
generally, **Ben § 12:10**
leave due to active duty of family member, **Ben § 12:11**
leave to take care of family servicemember, **Ben § 12:12**
qualifying exigency leave, **Ben § 12:11**
Short term conditions, **Ben § 12:36**
State governments, **Ben § 12:19**
State laws, relationship to leaves provided in accordance with, **Ben § 12:9**
Statute of limitations, **Ben § 12:75**
Subsidiaries, **Ben § 12:15**
Substance abuse, **Ben § 12:35**
Successive employers, **Ben § 12:17**
Teachers, **Ben § 12:25, 12:45**
Time leave may be taken, birth or placement of children, **Ben § 12:27**
Transfer of employee who requests intermittent leave or leave on reduced schedule, **Ben § 12:48**
12 month period in which maximum leave entitlement may occur, determination of, **Ben § 12:3**
Variable-hour employees, **Ben § 12:46**

FAMILY AND RELATIVES
Airplane use as employee benefit, control employees, **Ben § 15:17**
Children and Minors (this index)
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:8**
Husband and Wife (this index)
LABOR Management Relations Act, familial relationship of arbitrator with party, **Labor § 53:278**
National LABOR Relations Act, relatives as agents of employer, **Labor § 8:32, 8:35**
National LABOR Relations Board jurisdiction, multifamily residential housing, **Labor § 9:28**
Personnel Manual (this index)
Retirement plans, parties in interest, **Ben § 37:36**
Selection and retention of employees, **Emp P § 36:4**
Unions and Union Practices (this index)

FAMILY BUSINESSES
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:101**

FAMILY LAW
Preemption, **Ben § 1:116**

FARM EMPLOYEES
Agricultural Employees (this index)

FARM IMPLEMENT DEALER EMPLOYEES
Automobile, Truck and Farm Implement Dealer Employees (this index)

FARMS, FARMERS AND FARMING
Cooperatives
National LABOR Relations Act coverage, **Labor § 4:20, 6:14**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:52**
Farmstead equipment, workplace safety in agricultural industry, **Work S § 2:88 to Work S § 2:90**
Field equipment, workplace safety in agricultural industry, **Work S § 2:82, 2:86, 2:87**
National Labor Relations Act (this index)
Workplaceplace safety, federal law, **Work S § 1:15, 1:35**

FARM VEHICLES
Automobile use as employee benefit, **Ben § 15:54, 15:55**

FASHION MODELS
Aliens, temporary employment of nonimmigrant aliens (H-1b visa), **Emp P § 42:30**

FAULT
Unfair labor practices, refusal to reinstate economic strikers due to employee's fault, **Labor § 25:60**

FAVORITISM
Unfair labor practices, active support of particular union, **Labor § 28:61 to 28:64**

FEASIBILITY OF STANDARD
Workplaceplace safety, promulgation of OSHA safety and health standards, **Work S § 3:9**

FEATHERBEDDING
Unfair Labor Practices (this index)

FEDERAL ARBITRATION ACT
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:214**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:35**

FEDERAL AVIATION ACT
Civil actions, **Emp P § 94:90**

FEDERAL AVIATION ADMINISTRATION
Workplaceplace safety, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**

FEDERAL COMMUNICATIONS ACT
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:42**
Unfair labor practices, featherbedding, **Labor § 29:37**

FEDERAL CONTRACTORS
Employment practices, **Emp P § 20:157.50**

FEDERAL COURTS
Courts of appeals. **Federal Courts of Appeals** (this index)
District courts. **Federal District Courts** (this index)

FEDERAL COURTS—Cont'd
Involvement with common law, nature of federal labor-management relations laws, **Labor § 1:3**
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Supreme Court (this index)

FEDERAL COURTS OF APPEALS
National LABOR Relations Act, decisions as precedent, **Labor § 1:41**
National Labor Relations Board (this index)
Railway LABOR Act, review/enforcement of arbitration awards, **Labor § 59:37**

FEDERAL DISTRICT COURTS
National LABOR Relations Act, decisions as precedent, **Labor § 1:42**
National Labor Relations Board (this index)
Railway LABOR Act, judicial actions and remedies, **Labor § 59:1 to 59:94**
Unions, NLRB authority in representation proceedings, **Labor § 18:9**

FEDERAL ELECTION CAMPAIGN ACT
Criminal sanctions, **Emp P § 82:95**

FEDERAL EMPLOYMENT
General discussion, **Emp P § 88:308 et seq.**
Accommodations, grievance resolution, **Labor § 49:156**
Acknowledgment of complaint, **Emp P § 88:319**
Actions and proceedings
administrative proceedings, below
appeal and review, below
judicial actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
Additional matters
evidence, judicial review/enforcement of agency decisions/orders, **Labor § 61:18**
submissions, negotiability dispute resolution, **Labor § 48:44**
Adherence to administrative procedures, hearing on unfair labor practices, **Labor § 45:60**
Administering agencies
general discussion, **Labor § 45:2 to 45:30**
injunctions, judicial actions and remedies, **Labor § 61:20, 61:24**
judicial actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
Administrative judge, powers and duties of, **Emp P § 88:325**
Administrative law judge, hearing on unfair labor practices, **Labor § 45:56 to 45:69**
Administrative proceedings
agencies, below
enforcement proceedings before assistant secretary, internal union regulation, **Labor § 69:9**
hearings, below
Administrative Sanctions and Remedies (this index)
Adverse personnel actions
arbitration awards, judicial review/enforcement of agency decisions/orders, **Labor § 61:9**
grievance resolution, **Labor § 49:160**
Age Discrimination in Employment Act (this index)

FEDERAL EMPLOYMENT—Cont'd
Agencies
general discussion, **Labor § 45:1 to 45:72**
administering agencies, above
appropriate bargaining unit establishment, **Labor § 24:35**
direct agency review of awards, grievance resolution, **Labor § 49:163 to 49:168**
duty to direct elections, selection of exclusive representative, **Labor § 24:41**
filing of representation petitions, **Labor § 24:29**
government agencies as employers, coverage of labor relations law, **Labor § 14:7 to 14:9**
jurisdiction of agencies, **Labor § 14:2 to 14:6**
negotiability dispute resolution, **Labor § 48:36 to 48:53**
processing representation petitions, **Labor § 24:33**
response of agency to labor organization views or recommendations, national consultation rights, **Labor § 39:302**
Agency actions
general discussion, **Emp P § 94:31 to 94:33**
Equal Employment Opportunity Commission, decisions on complaints appealable to, **Emp P § 94:31**
General Accounting Office Personnel Appeals Board decisions, review of, **Emp P § 94:33**
Merit Systems Protection Board, decisions on complaints appealable to, **Emp P § 94:32**
Allowances, subpoenas of administering agencies, **Labor § 45:19**
Amendment
answer to complaint, unfair labor practice procedures, **Labor § 45:49**
charges, unfair labor practice procedures, **Labor § 45:34**
complaint, unfair labor practice procedures, **Labor § 45:43**
Answer to complaint, unfair labor practice procedures, **Labor § 45:48 to 45:51**
Appeal and review
administrative law judge's decision in hearing on unfair labor practices, **Labor § 45:70**
delegated authority, administering agencies, **Labor § 45:13**
direct agency review of awards, grievance resolution, **Labor § 49:163 to 49:168**
judicial actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
negotiability dispute resolution, **Labor § 48:36 to 48:47**
refusal to issue complaint, unfair labor practice procedures, **Labor § 45:40**
scope of review
direct agency review of awards, grievance resolution, **Labor § 49:167**
judicial review/enforcement of agency decisions/orders, **Labor § 61:17**
Appeal of individual complaints to Equal Employment Opportunity Commission
attorney's fees and costs, **Emp P § 88:342**
consolidation and joint processing of appeals, **Emp P § 88:338**
dismissal of untimely appeal, **Emp P § 88:336**
EEOC decision, **Emp P § 88:340**
enforcement of final EEOC decisions, **Emp P § 88:343**
Merit Systems Protection Board decisions
general discussion, **Emp P § 88:377 to 88:381**
application for interim relief, **Emp P § 88:380**

FEDERAL EMPLOYMENT—Cont'd
Appeal of individual complaints to Equal Employment Opportunity Commission—Cont'd
Merit Systems Protection Board decisions—Cont'd
contents of appeal petition, **Emp P § 88:379**
decision of EEOC, **Emp P § 88:381**
time to file appeal, **Emp P § 88:378**
reopening and reconsideration of EEOC decision, **Emp P § 88:341**
review and supplementation of appellate record, **Emp P § 88:339**
supporting statements and briefs, **Emp P § 88:337**
time to file appeal, **Emp P § 88:335, 88:378**
voluntary settlement agreements, appeal of noncompliance with, **Emp P § 88:344**
Appeal of individual complaints to Merit Systems Protection Board
general discussion, **Emp P § 88:369 to 88:383**
action on Equal Employment Opportunity Commission decision, **Emp P § 88:382**
appeal of individual complaints to Equal Employment Opportunity Commission, above
certification to special MSPB panel, **Emp P § 88:383**
decision of MSPB, **Emp P § 88:376**
discrimination allegations not previously raised, handling of, **Emp P § 88:374**
mixed cases, processing of, **Emp P § 88:369**
petition for appeal to MSPB, **Emp P § 88:372**
remand to agency, **Emp P § 88:375**
time limits for processing appeals, **Emp P § 88:371**
time to file appeal, **Emp P § 88:373**
wrong agency, filing with, **Emp P § 88:370**
Applicability, judicial review/enforcement of agency decisions/orders, **Labor § 61:11**
Appointment selections, scope of bargaining, **Labor § 39:293**
Appropriate bargaining units, **Labor § 24:35 to 24:40**
Arbitration
awards, judicial review/enforcement of agency decisions/orders, **Labor § 61:7 to 61:9**
bargaining impasse resolution, Federal Service Impasses Panel, **Labor § 48:51**
Assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
Assignment to administrative judge, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:352**
Assistance of Federal Service Impasses Panel, resolution of bargaining impasses, **Labor § 48:48**
Assistant secretary, internal union regulation, **Labor § 69:2, 69:9, 69:10**
Attorney's fees, **Emp P § 88:332, 88:342**
Attorney's fees, unfair labor practice procedures, **Labor § 45:72**
Authority or power
administering agencies, **Labor § 45:8 to 45:15**
exercise of authority or power, below
Federal LABOR Relations Authority, decide national consultation rights disputes, **Labor § 24:48**
issuance of subpoenas, administering agencies, **Labor § 45:15**
President, government agencies as employers, **Labor § 14:7, 14:8**

FEDERAL EMPLOYMENT—Cont'd
Authority or power—Cont'd
scope of Federal Service Impasses Panel authority, resolution of bargaining impasses, **Labor § 48:50**
Availability
judicial review/enforcement of agency decisions/orders, **Labor § 61:2 to 61:10**
options available before seeking assistance of Federal Service Impasses Panel, resolution of bargaining impasses, **Labor § 48:48**
remedies, judicial review/enforcement of agency decisions/orders, **Labor § 61:15**
Awards
arbitration awards, judicial review/enforcement of agency decisions/orders, **Labor § 61:7 to 61:9**
Foreign Service Grievance Board, judicial review/enforcement of agency decisions/orders, **Labor § 61:10**
grievance resolution, **Labor § 49:163 to 49:168**
Backpay specification hearing, unfair labor practices, **Labor § 45:71**
Bargaining impasse
duty to bargain, **Labor § 39:286**
resolution, **Labor § 48:48 to 48:53**
Bargaining unit determinations, **Labor § 24:35 to 24:40**
Bars to filing representation petitions, **Labor § 24:34**
Binding arbitration, bargaining impasse resolution, **Labor § 48:51**
Bonding of union officials, internal union regulation, **Labor § 69:4**
Breach of duty of fair representation, unfair labor practices, **Labor § 39:279**
Briefs, hearing on unfair labor practices, **Labor § 45:65**
Campaigns, elections, **Labor § 24:42**
Cancellation of complaint, **Emp P § 88:320, 88:353**
Certification of exclusive representative, **Labor § 24:44, 24:45**
Certification to special MSPB panel, **Emp P § 88:383**
Charges, unfair labor practice procedures, **Labor § 45:31 to 45:38**
Choice. Option or election, below
Class complaints appealable to Equal Employment Opportunity Commission
general discussion, **Emp P § 88:345 to 88:368**
appeal to EEOC, **Emp P § 88:365**
assignment to administrative judge, **Emp P § 88:352**
cancellation of complaint, **Emp P § 88:353**
case preparation period, **Emp P § 88:356**
class agent, **Emp P § 88:346**
complaint resolution agreements, **Emp P § 88:358**
consultation with employer's EEO counselor, **Emp P § 88:348**
contents of complaint, **Emp P § 88:351**
discovery, **Emp P § 88:357**
findings and recommendations, **Emp P § 88:360**
hearings, **Emp P § 88:359**
individual class members' claims, submission of, **Emp P § 88:363**
issuance of agency decision, **Emp P § 88:361**
notice of decision to class members, **Emp P § 88:362**
notification to class, **Emp P § 88:355**
opting out of class, **Emp P § 88:355**
proper class, **Emp P § 88:345**
rejection of complaint, **Emp P § 88:353**

FEDERAL EMPLOYMENT—Cont'd
Class complaints appealable to Equal Employment Opportunity Commission—Cont'd
relief for class agent or individual class members, **Emp P § 88:364**
representation, right to, **Emp P § 88:347**
request to reopen EEOC decision, **Emp P § 88:368**
review by EEOC, **Emp P § 88:367**
time and date
complaint processing, **Emp P § 88:354**
filing appeal, **Emp P § 88:366**
filing complaint, **Emp P § 88:349**
time off to present complaint, **Emp P § 88:350**
Coercion
by employer, unfair labor practices, **Labor § 39:264**
by union, unfair labor practices, **Labor § 39:273, 39:274**
Collective bargaining
general discussion, **Labor § 39:281 to 39:300**
agreements. Collective bargaining agreements, below
duty to bargain, **Labor § 39:281 to 39:287**
impasse. Bargaining impasse, above
rights, **Labor § 39:249**
scope of bargaining, **Labor § 39:288 to 39:300**
unit determinations, **Labor § 24:35 to 24:40**
Collective bargaining agreements
approval by employer, **Labor § 39:287**
contract dispute resolution, **Labor § 49:153 to 49:168**
enforcement of rule or regulation in conflict with agreement, interference with employee rights by employer, **Labor § 39:270**
negotiability dispute resolution, **Labor § 48:36 to 48:53**
negotiations
official time, **Labor § 39:283, 39:284**
union's right to representation at employer-employee meetings, **Labor § 39:256**
Compelling need for issuance of rule or regulation, scope of bargaining, **Labor § 39:300**
Complaint resolution agreements, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:358**
Complaints, unfair labor practice procedures, **Labor § 45:41 to 45:43**
Compliance
election standards, internal union regulation, **Labor § 69:5**
trusteeship provisions, internal union regulation, **Labor § 69:6**
Composition of administering agencies, **Labor § 45:2**
Conduct or conducting
hearing on unfair labor practices, **Labor § 45:64**
judicial review/enforcement of agency decisions/orders, **Labor § 61:11 to 61:19**
Confidential employees
coverage of labor relations law, **Labor § 14:14**
exclusion from appropriate bargaining unit, **Labor § 24:38**
Conflict
enforcement of rule or regulation in conflict with collective bargaining agreement, interference with employee rights by employer, **Labor § 39:270**
interests, internal union regulation, **Labor § 69:8**
Congressional Accountability Act, **Emp P § 88:380**

FEDERAL EMPLOYMENT—Cont'd
Consolidation of appeals, appeal of individual complaints to Equal Employment Opportunity Commission, **Emp P § 88:338**
Consolidation of complaints, **Emp P § 88:321**
Consolidation of existing bargaining units, **Labor § 24:40**
Contents
answer to complaint, unfair labor practice procedures, **Labor § 45:50**
charges, unfair labor practice procedures, **Labor § 45:32**
complaint, unfair labor practice procedures, **Labor § 45:42**
petition for review, negotiability dispute resolution, **Labor § 48:41**
pleadings, direct agency review of awards in grievance resolution, **Labor § 49:164**
request for policy statements or guidance, administering agencies, **Labor § 45:28**
Contents of complaint, **Emp P § 88:318**
Control over union, interference with employee rights by employer, **Labor § 39:265**
Corruption, eligibility of union for recognition as exclusive representative, **Labor § 24:26**
Costs, **Emp P § 88:332, 88:342**
Courts, actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
Coverage of labor relations law governing federal employment, **Labor § 14:1 to 14:25**
Cross exceptions to decision of administrative law judge, hearing on unfair labor practices, **Labor § 45:69**
Date. Time or date, below
Decisions
administrative law judge, hearing on unfair labor practices, **Labor § 45:66, 45:68 to 45:70**
assistant secretary, enforcement of internal union regulation, **Labor § 69:10**
enforcement, below
Federal Labor Relations Authority, below
finality of judicial decision, judicial review/enforcement of agency decisions/orders, **Labor § 61:19**
Foreign Service Grievance Board, resolution of grievances, **Labor § 49:162**
Foreign Service LABOR Relations Board, **Labor § 45:14**
grievance resolution, **Labor § 49:162, 49:168**
judicial actions and remedies for enforcement and review of agency decisions, **Labor § 61:1 to 61:24**
negotiability dispute resolution, **Labor § 48:46**
reviewing administrative agency, unfair labor practices, **Labor § 45:70**
Decisions by administrative judges, **Emp P § 88:329**
Delegation of authority, administering agencies, **Labor § 45:12, 45:13**
Determinations
bargaining unit determinations, **Labor § 24:35 to 24:40**
duty for determining exclusive representative, **Labor § 24:23**
Direct agency review of awards, grievance resolution, **Labor § 49:163 to 49:168**
Direction of elections, duty of agency, **Labor § 24:41**
Disclosures, unfair labor practice procedures, **Labor § 45:54**
Discovery, **Emp P § 88:326, 88:357**
Discrimination, unfair labor practices, **Labor § 39:266 to 39:269, 39:275 to 39:277**

FEDERAL EMPLOYMENT—Cont'd
Discrimination allegations not previously raised, appeal of individual complaints to Merit Systems Protection Board, **Emp P § 88:374**
Dismissal of untimely appeal of individual complaint to Equal Employment Opportunity Commission, **Emp P § 88:336**
Disputes and resolution of disputes
arbitration, above
contract dispute resolution, **Labor § 49:153 to 49:168**
Foreign Service Impasse Disputes Panel, jurisdiction, **Labor § 14:6**
national consultation rights, selection of exclusive representative, **Labor § 24:48**
negotiability dispute resolution, **Labor § 48:36 to 48:53**
Dues deductions, assignment to union representatives, **Labor § 39:259 to 39:262**
Duties
administering agencies, **Labor § 45:8 to 45:14**
bargaining duty, **Labor § 39:281 to 39:287**
breach of duty of fair representation, unfair labor practices, **Labor § 39:279**
determining exclusive representative, **Labor § 24:23**
direction of elections, **Labor § 24:41**
Election or option. Option or election, below
Elections
compliance with election standards, internal union regulation, **Labor § 69:5**
selection of exclusive representative, **Labor § 24:31, 24:41 to 24:43**
Eligibility
national consultation rights, selection of exclusive representative, **Labor § 24:46**
union subject to corrupt or undemocratic principles, eligibility for recognition as exclusive representative, **Labor § 24:26**
Emergency procedures, scope of bargaining, **Labor § 39:295**
Employee Retirement Income Security Act, relationship of federal sector labor relations laws to, **Labor § 14:24**
Enforcement
assistant secretary's decisions and orders, internal union regulation, **Labor § 69:10**
decisions
agency decisions, judicial actions and remedies, **Labor § 61:1 to 61:24**
assistant secretary's decisions, internal union regulation, **Labor § 69:10**
grievance resolution, **Labor § 49:168**
orders
agency orders, judicial actions and remedies, **Labor § 61:1 to 61:24**
assistant secretary's orders, internal union regulation, **Labor § 69:10**
negotiability dispute resolution, **Labor § 48:47**
proceedings before assistant secretary, internal union regulation, **Labor § 69:9**
rule or regulation in conflict with collective bargaining agreement, interference with employee rights by employer, **Labor § 39:270**
subpoenas, administering agencies, **Labor § 45:20**
Equal Employment Opportunity Commission
appeal of individual complaints to Equal Employment Opportunity Commission, above

FEDERAL EMPLOYMENT—Cont'd
Equal Employment Opportunity Commission—Cont'd
class complaints appealable to Equal Employment Opportunity Commission, above
regulations governing federal employee complaints, applicability of, **Emp P § 88:310**
Equitable grounds, excusing noncompliance with time limits to file complaint, **Emp P § 88:316, 88:317**
Evidence
furnished by union to establish its freedom from illegal influences, **Labor § 24:27**
hearing on unfair labor practices, **Labor § 45:62**
subpoenas, administering agencies, **Labor § 45:15 to 45:21**
Examination of employee in connection with investigation, union's right to representation at employer-employee meetings, **Labor § 39:258**
Exceptions
decision of administrative law judge, hearing on unfair labor practices, **Labor § 45:68, 45:69**
direct agency review of awards, grievance resolution, **Labor § 49:165**
opposition to exceptions, below
Exclusions
appropriate bargaining units, **Labor § 24:37 to 24:39**
President's authority to exclude government agency employers from coverage of labor relations law, **Labor § 14:7**
Exclusive representative
reply to agency response, negotiability dispute resolution, **Labor § 48:43**
selection, **Labor § 24:22 to 24:48**
Executive Orders, relationship of federal sector labor relations laws to, **Labor § 14:16**
Exercise of authority or power
administering agencies, **Labor § 45:11**
nonforeign service, **Labor § 24:24**
Existing bargaining unit consolidation, **Labor § 24:40**
Ex parte communications prohibited, administering agencies, **Labor § 45:22 to 45:26**
Expedited appeal, negotiability dispute resolution, **Labor § 48:37**
Extension of time limits for counseling or filing complaint, **Emp P § 88:315**
Extent of powers, administering agencies, **Labor § 45:8**
Factors, appropriate bargaining units, **Labor § 24:36**
Failure to file answer, unfair labor practice procedures, **Labor § 45:51**
Failure to raise objections with agency, judicial review/enforcement of agency decisions/orders, **Labor § 61:14**
Fair employment statutes, relationship of federal sector labor relations laws to, **Labor § 14:20**
Fair LABOR Standards Act, relationship of federal sector labor relations laws to, **Labor § 14:22**
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:4**
Federal LABOR Relations Authority
authority to decide national consultation rights disputes, **Labor § 24:48**
decisions
general discussion, **Labor § 45:14**
national consultation rights disputes, **Labor § 24:48**

FEDERAL EMPLOYMENT—Cont'd
Federal LABOR Relations Authority—Cont'd
General Counsel, **Labor § 45:7, 45:9**
judicial review/enforcement of agency decisions/orders, **Labor § 61:11**
jurisdiction, **Labor § 14:2**
Federal Service Impasses Panel
judicial review/enforcement of agency decisions/orders, **Labor § 61:6**
jurisdiction, **Labor § 14:3**
resolution of bargaining impasses, **Labor § 48:48 to 48:53**
Fees
attorney's fees, unfair labor practice procedures, **Labor § 45:72**
witness fees, subpoenas, **Labor § 45:19**
Filing
additional submissions, negotiability dispute resolution, **Labor § 48:44**
charges, unfair labor practice procedures, **Labor § 45:31 to 45:35**
motion to intervene, unfair labor practice procedures, **Labor § 45:52**
petitions
representation petitions, **Labor § 24:28 to 24:30, 24:34**
review, negotiability dispute resolution, **Labor § 48:40**
reports, internal union regulation, **Labor § 69:3**
Filing of complaint, **Emp P § 88:313**
Final action by agency, **Emp P § 88:330, 88:331**
Final action by Federal Service Impasses Panel, bargaining impasse resolution, **Labor § 48:53**
Finality of judicial decision, judicial review/enforcement of agency decisions/orders, **Labor § 61:19**
Final orders, judicial review/enforcement of agency decisions/orders, **Labor § 61:2, 61:3**
Findings, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:360**
Findings of fact
bargaining impasse resolution by Federal Service Impasses Panel, **Labor § 48:52**
standard of review, judicial review/enforcement of agency decisions/orders, **Labor § 61:16**
Firefighters, coverage of labor relations law, **Labor § 14:12**
Flra. Federal Labor Relations Authority, above
Foreign service
election of procedures, grievance resolution, **Labor § 49:159**
Foreign Service Grievance Board, below
Foreign Service Impasse Disputes Panel, jurisdiction, **Labor § 14:6**
Foreign Service Labor Relations Board, below
Foreign Service Grievance Board
judicial review/enforcement of agency decisions/orders, **Labor § 61:10**
jurisdiction, **Labor § 14:5**
resolution of grievances, **Labor § 49:161, 49:162**
Foreign Service Impasse Disputes Panel, jurisdiction, **Labor § 14:6**
Foreign Service LABOR Relations Board
decisions, **Labor § 45:14**
judicial review/enforcement of agency decisions/orders, **Labor § 61:11**
jurisdiction, **Labor § 14:4**

FEDERAL EMPLOYMENT—Cont'd
Freedom from undemocratic influences, internal union regulation, **Labor § 69:7**
Free speech permitted during election campaign, selection of exclusive representative, **Labor § 24:42**
Fsip. Federal Service Impasses Panel, above
Functions of General Counsel, Federal LABOR Relations Authority, **Labor § 45:9**
General Accounting Office Personnel Act, **Emp P § 88:309, 94:33**
General Counsel, Federal LABOR Relations Authority, **Labor § 45:7, 45:9**
Government Employee Rights Act, **Emp P § 88:379**
Government Employee Rights Act (this index)
Grievances
contract dispute resolution, **Labor § 49:153 to 49:168**
Foreign Service Grievance Board, above
union's right to representation at employer-employee meetings, **Labor § 39:257**
Guidance, administering agencies, **Labor § 45:27 to 45:30**
Hearings
attendance, limitation of, **Emp P § 88:327**
backpay specification hearing, unfair labor practices, **Labor § 45:71**
class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:359**
final decision, complainant's right to hearing before, **Emp P § 88:324**
negotiability dispute resolution, **Labor § 48:45**
unfair labor practices, **Labor § 45:56 to 45:72**
Immediate final decision without hearing, complainant's right to, **Emp P § 88:323**
Impact of bargaining, **Labor § 39:297, 39:298**
Impasse
bargaining impasse, above
Federal Service Impasses Panel, above
Foreign Service Impasse Disputes Panel, jurisdiction, **Labor § 14:6**
Implementation of bargaining, **Labor § 39:297, 39:298**
Injunctions, judicial actions and remedies, **Labor § 61:20 to 61:24**
Inquiries, administering agencies, **Labor § 45:10**
Interested parties, policy statements or guidance from administering agencies, **Labor § 45:29**
Interference with employee rights, unfair labor practices, **Labor § 39:263 to 39:280**
Internal union regulation, **Labor § 69:1 to 69:10**
Intervention
representation petition, **Labor § 24:32**
unfair labor practice procedures, **Labor § 45:52, 45:57**
Investigations, **Emp P § 88:322**
Investigations, charges of unfair labor practices, **Labor § 45:36 to 45:38**
Issuance
compelling need for issuance of rule or regulation, scope of bargaining, **Labor § 39:300**
complaint, unfair labor practice procedures, **Labor § 45:41**
injunctions, judicial actions and remedies, **Labor § 61:23**
policy statements or guidance, administering agencies, **Labor § 45:30**
regulations
assistant secretary, **Labor § 69:2**

FEDERAL EMPLOYMENT—Cont'd
Issuance—Cont'd
regulations—Cont'd
compelling need for issuance, scope of bargaining, **Labor § 39:300**
standards for issuance
injunctions, judicial actions, **Labor § 61:23**
policy statements or guidance, administering agencies, **Labor § 45:30**
subpoenas, administering agencies, **Labor § 45:17**
subpoenas, administering agencies, **Labor § 45:15, 45:17**
Issues, negotiability dispute resolution, **Labor § 48:36 to 48:47**
Joint processing of appeals, appeal of individual complaints to Equal Employment Opportunity Commission, **Emp P § 88:338**
Joint processing of complaints, **Emp P § 88:321**
Judicial actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
Jurisdiction
coverage of labor relations law governing federal employment, **Labor § 14:2 to 14:25**
Foreign Service Grievance Board, resolution of grievances, **Labor § 49:161**
judicial review/enforcement of agency decisions/orders, **Labor § 61:7**
LABOR-Management Reporting and Disclosure Act, relationship of federal sector labor relations laws to, **Labor § 14:19**
LABOR relations, generally, **Labor § 1:54, 1:55**
Management officials, coverage of labor relations law, **Labor § 14:13**
Meetings, union's right to representation at employer-employee meetings, **Labor § 39:256 to 39:258**
Members
administering agencies, **Labor § 45:3 to 45:6**
unions, below
Merit Systems Protection Board
appeal of individual complaints to Equal Employment Opportunity Commission, above
appeal of individual complaints to Merit Systems Protection Board, above
decisions on complaints appealable to MSPB, **Emp P § 94:32**
Mileage allowance for witness, subpoenas of administering agencies, **Labor § 45:19**
Minimal impact of bargaining, scope of bargaining, **Labor § 39:298**
Motions, unfair labor practice procedures, **Labor § 45:52, 45:53, 45:63**
National consultation rights
securing national consultation rights, selection of exclusive representative, **Labor § 24:46 to 24:48**
unfair labor practices, **Labor § 39:301, 39:302**
National LABOR Relations Act, relationship of federal sector labor relations laws to, **Labor § 14:18**
Nature
exclusive representation, **Labor § 24:25**
inquiries, administering agencies, **Labor § 45:10**
investigations of charges, unfair labor practice procedures, **Labor § 45:37**
labor-management relations laws, **Labor § 1:54, 1:55**
Negotiations
collective bargaining agreements, above

FEDERAL EMPLOYMENT—Cont'd
Negotiations—Cont'd
duty to bargain, **Labor § 39:283 to 39:285**
resolution of negotiability disputes, **Labor § 48:36 to 48:53**
Nonforeign service, exercise of authority, **Labor § 24:24**
Nonnegotiable or nonnegotiability
agency rights, scope of bargaining, **Labor § 39:289**
issue in negotiability dispute resolution, **Labor § 48:36 to 48:47**
Norris-LaGuardia Act, relationship of federal sector labor relations laws to, **Labor § 14:25**
Notice
injunctions, judicial actions and remedies, **Labor § 61:22**
judicial review/enforcement of agency decisions/orders, **Labor § 61:12**
Notice to class members, **Emp P § 88:355, 88:362**
Number of employees, securing national consultation rights, **Labor § 24:47**
Objections
conduct of hearing on unfair labor practices, **Labor § 45:64**
failure to raise objections with agency, judicial review/enforcement of agency decisions/orders, **Labor § 61:14**
Occupational Safety and Health Act, relationship of federal sector labor relations laws to, **Labor § 14:23**
Officials
bonding of union officials, internal union regulation, **Labor § 69:4**
management officials, coverage of labor relations law, **Labor § 14:13**
Official time
negotiating collective bargaining agreements, **Labor § 39:283, 39:284**
use, rights of employees, **Labor § 39:250, 39:251**
Opposition to exceptions
administrative law judge's decision, hearing on unfair labor practices, **Labor § 45:69**
direct agency review of awards, grievance resolution, **Labor § 49:165**
Opting out of class, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:355**
Option or election
bargaining impasse resolution, options available before seeking assistance of Federal Service Impasses Panel, **Labor § 48:48**
grievance resolution, election of procedures, **Labor § 49:157 to 49:159**
negotiability dispute resolution, election of appropriate procedure, **Labor § 48:38**
Orders
agencies, judicial actions and remedies for enforcement and review, **Labor § 61:1 to 61:24**
assistant secretary, internal union regulation, **Labor § 69:10**
enforcement, above
Executive Orders, relationship of federal sector labor relations laws to, **Labor § 14:16**
negotiability dispute resolution, **Labor § 48:47**
remedial orders of administrative law judge, hearing on unfair labor practices, **Labor § 45:67**
Organization of administering agencies, **Labor § 45:2 to 45:7**

FEDERAL EMPLOYMENT—Cont'd
Other civil service laws, relationship of federal sector labor relations laws to, **Labor § 14:17**
Panels
Federal Service Impasses Panel, above
Foreign Service Impasse Disputes Panel, jurisdiction, **Labor § 14:6**
Parties
hearing on unfair labor practices, **Labor § 45:56**
interested parties, policy statements or guidance from administering agencies, **Labor § 45:29**
intervention, above
Penalties for violations, prohibited ex parte communications, **Labor § 45:26**
Petition for appeal to MSPB, **Emp P § 88:372**
Petitions
filing, above
representation petitions, **Labor § 24:28 to 24:34**
review, negotiability dispute resolution, **Labor § 48:40, 48:41**
revocation of subpoenas, administering agencies, **Labor § 45:21**
Picketing, interference with employee rights by union, **Labor § 39:278**
Pleadings
answers, unfair labor practice procedures, **Labor § 45:48 to 45:51**
complaints, unfair labor practice procedures, **Labor § 45:41 to 45:43**
direct agency review of awards, grievance resolution, **Labor § 49:164**
Policy or policies
administering agencies, policy statements, **Labor § 45:27 to 45:30**
uniform personnel policies, scope of bargaining, **Labor § 39:294**
Post-complaint settlements, unfair labor practice procedures, **Labor § 45:46**
Post-hearing matters, unfair labor practice procedures, **Labor § 45:47, 45:65 to 45:72**
Power. Authority or power, above
Pre-charge settlements, unfair labor practice procedures, **Labor § 45:44**
Pre-complaint matters, unfair labor practice procedures, **Labor § 45:36 to 45:40, 45:45**
Precomplaint processing period, **Emp P § 88:311**
Pre-hearing matters, unfair labor practice procedures, **Labor § 45:48 to 45:55**
Presidential and Executive Office Accountability Act, **Emp P § 88:381**
President of United States
authority, government agencies as employers, **Labor § 14:7, 14:8**
Executive Orders, relationship of federal sector labor relations laws to, **Labor § 14:16**
Prior Executive Orders, relationship of federal sector labor relations laws to, **Labor § 14:16**
Private parties, injunctions in judicial actions, **Labor § 61:21**
Procedure or procedures
grievance resolution, **Labor § 49:155, 49:157 to 49:159**
negotiability dispute resolution, **Labor § 48:38**
Proceedings. Actions and proceedings, above

FEDERAL EMPLOYMENT—Cont'd
Processing of representation petitions, **Labor § 24:33**
Production of documentary and testimonial evidence, **Emp P § 88:328**
Professional employees, exclusion from appropriate bargaining unit, **Labor § 24:39**
Prohibition
ex parte communications, administering agencies, **Labor § 45:22 to 45:26**
leadership with conflict of interest, internal union regulation, **Labor § 69:8**
Proof. Evidence, above
Protection
grievance resolution, **Labor § 49:156**
influencing of employer by union to discriminate against employee exercising protected rights, **Labor § 39:277**
rights of employees, **Labor § 39:247 to 39:255**
Public employers and employees, **Comp § 23:1.50**
Purpose of federal labor-management relations laws, **Labor § 1:54**
Railway LABOR Act, relationship of federal sector labor relations laws to, **Labor § 14:21**
Reasons for refusing to issue complaint, statement of, **Labor § 45:39**
Recognition as exclusive representative, eligibility of union subject to corrupt or undemocratic principles, **Labor § 24:26**
Recommendations, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:360**
Recommendations of union, national consultation rights, **Labor § 39:302**
Record, judicial review/enforcement of agency decisions/orders, **Labor § 61:12**
Refusal to issue complaint, unfair labor practice procedures, **Labor § 45:39, 45:40**
Regulation, internal union regulation, **Labor § 69:1 to 69:10**
Regulations
enforcement of regulation in conflict with collective bargaining agreement, interference with employee rights by employer, **Labor § 39:270**
issuance, above
scope of bargaining, **Labor § 39:299, 39:300**
Rejection of complaint, **Emp P § 88:320, 88:353**
Remand to agency, appeal of individual complaints to Merit Systems Protection Board, **Emp P § 88:375**
Remedies
hearing on unfair labor practices, **Labor § 45:67**
judicial actions and remedies for review/enforcement of agency decisions/orders, **Labor § 61:1 to 61:24**
Removal from office, members of administering agencies, **Labor § 45:6**
Reopening and reconsideration of Equal Employment Opportunity Commission decision, **Emp P § 88:341**
Reply by exclusive representative to agency response, negotiability dispute resolution, **Labor § 48:43**
Reports and reporting
filing of reports, internal union regulation, **Labor § 69:3**
prohibited ex parte communications, administering agencies, **Labor § 45:24**
Representation
breach of duty of fair representation, unfair labor practices, **Labor § 39:279**
effect of union representation on other rights of employees, **Labor § 39:252**

FEDERAL EMPLOYMENT—Cont'd
Representation—Cont'd
exclusive representation, **Labor § 24:22 to 24:48**
orders, judicial review/enforcement of agency decisions/orders, **Labor § 61:5**
petitions, **Labor § 24:28 to 24:34**
union's right to representation at employer-employee meetings, **Labor § 39:256 to 39:258**
Representation, right to, **Emp P § 88:312**
Representatives
assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
exclusive representative, above
right to act as representative of labor organization, **Labor § 39:248**
Requests
injunctions, judicial actions and remedies, **Labor § 61:22**
policy statements or guidance, administering agencies, **Labor § 45:27 to 45:30**
resolution of bargaining impasses, request for Federal Service Impasses Panel consideration, **Labor § 48:49**
subpoenas, administering agencies, **Labor § 45:16**
Resolution of disputes. Disputes and resolution of disputes, above
Response or responses
labor organization views or recommendations, response of agency, **Labor § 39:302**
petition for review, negotiability dispute resolution, **Labor § 48:42**
pre-hearing motions, unfair labor practice procedures, **Labor § 45:53**
prohibited ex parte communications, administering agencies, **Labor § 45:25**
Responsibilities. Duties, above
Restraint of employee rights, unfair labor practices, **Labor § 39:264, 39:273**
Retaliation, participation in administrative process as basis for discrimination, **Labor § 39:267**
Review. Appeal and review, above
Review and supplementation of appellate record, appeal of individual complaints to Equal Employment Opportunity Commission, **Emp P § 88:339**
Revocation
certification of exclusive representative, **Labor § 24:45**
subpoenas, administering agencies, **Labor § 45:21**
Rights
agency right to establish appropriate bargaining unit, **Labor § 24:35**
collective bargaining rights, **Labor § 39:249**
filing motion to intervene, unfair labor practice procedures, **Labor § 45:52**
injunctions, judicial actions, **Labor § 61:20, 61:21, 61:24**
intervenor in hearing on unfair labor practices, **Labor § 45:57**
judicial review/enforcement of agency decisions/orders, **Labor § 61:2, 61:4**
national consultation rights, above
nonnegotiable agency rights, scope of bargaining, **Labor § 39:289**
parties in hearing on unfair labor practices, **Labor § 45:56**
selection of exclusive representative, **Labor § 24:32**
unfair labor practices, **Labor § 39:247 to 39:255, 39:263 to 39:280**

FEDERAL EMPLOYMENT—Cont'd
Rights—Cont'd
union's right to representation at employer-employee meetings, **Labor § 39:256 to 39:258**
Role
administrative law judge, hearing on unfair labor practices, **Labor § 45:58**
agency's role in processing representation petitions, **Labor § 24:33**
subpoenas, administering agencies, **Labor § 45:15 to 45:21**
Rules
enforcement of rule in conflict with collective bargaining agreement, interference with employee rights by employer, **Labor § 39:270**
scope of bargaining, **Labor § 39:299, 39:300**
Runoff elections, selection of exclusive representative, **Labor § 24:43**
Scope
appeal and review, above
bargaining, **Labor § 39:288 to 39:300**
Federal Service Impasses Panel authority, resolution of bargaining impasses, **Labor § 48:50**
Securing national consultation rights, selection of exclusive representative, **Labor § 24:46 to 24:48**
Selection
appointments, scope of bargaining, **Labor § 39:293**
exclusive representative, **Labor § 24:22 to 24:48**
members of administering agencies, **Labor § 45:3**
Self-organization, rights of employees, **Labor § 39:247**
Service
charges, unfair labor practice procedures, **Labor § 45:33**
complaint, unfair labor practice procedures, **Labor § 45:41**
subpoenas, administering agencies, **Labor § 45:18**
Settlements, unfair labor practice procedures, **Labor § 45:44 to 45:47**
Showing of support required for election, selection of exclusive representative, **Labor § 24:31**
Slowdowns, interference with employee rights by union, **Labor § 39:278**
Standards
compliance with election standards, internal union regulation, **Labor § 69:5**
Fair LABOR Standards Act, relationship of federal sector labor relations laws to, **Labor § 14:22**
issuance, above
judicial review/enforcement of agency decisions/orders, **Labor § 61:16**
Statements
nonnegotiability, negotiability dispute resolution, **Labor § 48:39**
policy statements, administering agencies, **Labor § 45:27 to 45:30**
reasons for refusing to issue complaint, unfair labor practice procedures, **Labor § 45:39**
Statements of costs and attorney's fees, **Emp P § 88:332**
Statute of limitations, filing unfair labor practice charges, **Labor § 45:35**
Stays
agency orders, judicial review/enforcement of agency decisions/orders, **Labor § 61:13**
awards, direct agency review in grievance resolution, **Labor § 49:166**

FEDERAL EMPLOYMENT—Cont'd
Strikes
participation in strikes, unfair labor practices, **Labor § 39:278**
rights of employees, **Labor § 39:253 to 39:255**
Submissions from interested parties, policy statements or guidance from administering agencies, **Labor § 45:29**
Subpoenas, administering agencies, **Labor § 45:15 to 45:21**
Substantial number of employees, securing national consultation rights, **Labor § 24:47**
Supervisors, coverage of labor relations law, **Labor § 14:11**
Supporting statements and briefs, appeal of individual complaints to Equal Employment Opportunity Commission, **Emp P § 88:337**
Suspension of coverage provisions, President's authority, **Labor § 14:8**
Termination of assignment of dues deductions to union representatives, **Labor § 39:261**
Term of office, administering agencies, **Labor § 45:4**
Time and date
appeal of individual complaints to Equal Employment Opportunity Commission, filing of, **Emp P § 88:335, 88:378**
appeal of individual complaints to Merit Systems Protection Board, **Emp P § 88:371, 88:373**
class complaints appealable to Equal Employment Opportunity Commission, above
complaint, filing of, **Emp P § 88:313 to 88:317**
Time off to present complaint, **Emp P § 88:314, 88:350**
Time or date
hearing on unfair labor practices, **Labor § 45:59**
official time, above
statute of limitations, filing unfair labor practice charges, **Labor § 45:35**
Title VII (this index)
Transcript of hearing on unfair labor practices, **Labor § 45:61**
Trusteeship provisions, compliance, **Labor § 69:6**
Uncertified unions, voluntary dues deductions with, **Labor § 39:262**
Undemocratic matters
eligibility of union subject to undemocratic principles for recognition as exclusive representative, **Labor § 24:26**
freedom from undemocratic influences, internal union regulation, **Labor § 69:7**
Unfair labor practices
general discussion, **Labor § 39:246 to 39:302**
arbitration awards, judicial review/enforcement of agency decisions/orders, **Labor § 61:8**
injunctions, judicial actions, **Labor § 61:20, 61:21**
procedures, **Labor § 45:31 to 45:72**
Uniform personnel policies and procedures, scope of bargaining, **Labor § 39:294**
Unions
assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
breach of duty of fair representation, unfair labor practices, **Labor § 39:279**
collective bargaining, above
control over union, interference with employee rights by employer, **Labor § 39:265**
coverage of labor relations law, **Labor § 14:15**

FEDERAL EMPLOYMENT—Cont'd
Unions—Cont'd
interference with employee rights by union, unfair labor practices, **Labor § 39:272 to 39:280**
internal union regulation, **Labor § 69:1 to 69:10**
members of union
discrimination based on membership in union, **Labor § 39:266, 39:276**
improper coercion or discipline of union members, **Labor § 39:274**
national consultation rights, **Labor § 39:301, 39:302**
negotiability dispute resolution, **Labor § 48:36 to 48:53**
representation at employer-employee meetings, **Labor § 39:256 to 39:258**
rights of employees, **Labor § 39:247 to 39:252**
selection of representatives, **Labor § 24:22 to 24:48**
Unlawful ex parte communications, administering agencies, **Labor § 45:22 to 45:26**
Use of official time, rights of employees, **Labor § 39:250, 39:251**
Vacancies in office, administering agencies, **Labor § 45:5**
Views of union, national consultation rights, **Labor § 39:302**
Violations, ex parte communications with administering agencies, **Labor § 45:26**
Voluntary dues deductions with uncertified unions, **Labor § 39:262**
Voluntary settlement agreements, appeal of individual complaints to Equal Employment Opportunity Commission, **Emp P § 88:344**
Witness fees and mileage allowance, subpoenas of administering agencies, **Labor § 45:19**
Work assignments, scope of bargaining, **Labor § 39:292**
Work stoppages, interference with employee rights by union, **Labor § 39:278**

FEDERAL JOB DISCRIMINATION LAWS
Public employers subject to discrimination laws, **Emp P § 20:80**

FEDERAL LABOR RELATIONS AUTHORITY
Federal Employment (this index)

FEDERAL MATTERS
Americans with Disabilities Act (this index)
Breach of contractual obligations, nature of federal labor-management relations laws, **Labor § 1:10**
Closing business, nature of federal labor-management relations laws, **Labor § 1:18**
Coercion of third parties, nature of federal labor-management relations laws, **Labor § 1:19**
Collective bargaining objectives, nature of federal labor-management relations laws, **Labor § 1:6**
Common law, nature of federal labor-management relations laws, **Labor § 1:2 to 1:4**
Conditions, nature of federal labor-management relations laws, **Labor § 1:5, 1:8**
Contracts, nature of federal labor-management relations laws, **Labor § 1:7, 1:10**
Courts. **Federal Courts** (this index)
Devices employed in labor disputes, nature of federal labor-management relations laws, **Labor § 1:11 to 1:19**
Employee Retirement Income Security Act (this index)
Employment. **Federal Employment** (this index)

FEDERAL MATTERS—Cont'd
Enforcement of contractual obligations, nature of federal labor-management relations laws, **Labor § 1:10**
Fair Labor Standards Act and Similar State Laws (this index)
Federal Arbitration Act (this index)
Federal Communications Act (this index)
Furthering union interests, nature of federal labor-management relations laws, **Labor § 1:5**
Hobbs Act (this index)
Hours, nature of federal labor-management relations laws, **Labor § 1:8**
Improvement of employee conditions, nature of federal labor-management relations laws, **Labor § 1:5**
Interstate Commerce Act (this index)
LABOR disputes, nature of federal labor-management relations laws, **Labor § 1:11 to 1:19**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
LABOR relations, nature of federal labor-management relations laws, **Labor § 1:1 to 1:55**
Leafletting, nature of federal labor-management relations laws, **Labor § 1:13**
Legal objectives, nature of federal labor-management relations laws, **Labor § 1:5**
Legitimate labor activities, nature of federal labor-management relations laws, **Labor § 1:5 to 1:10**
Lockouts, nature of federal labor-management relations laws, **Labor § 1:17**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:1 to 1:55**
Norris-LaGuardia Act (this index)
Occupational Safety and Health Act (this index)
Organizational objectives, nature of federal labor-management relations laws, **Labor § 1:6**
Parades, nature of federal labor-management relations laws, **Labor § 1:15**
Personnel Manual (this index)
Picketing, nature of federal labor-management relations laws, **Labor § 1:12**
Protection, nature of federal labor-management relations laws, **Labor § 1:9**
Railway Labor Act (this index)
Recognitional objectives, nature of federal labor-management relations laws, **Labor § 1:6**
Refusals, nature of federal labor-management relations laws, **Labor § 1:14, 1:16**
Relevancy today of common law, nature of federal labor-management relations laws, **Labor § 1:4**
Secondary boycotts, nature of federal labor-management relations laws, **Labor § 1:11**
Secretary of Labor (this index)
Social Security (this index)
Third party coercion, nature of federal labor-management relations laws, **Labor § 1:19**
Unions, nature of federal labor-management relations laws, **Labor § 1:5, 1:7**
Wages, nature of federal labor-management relations laws, **Labor § 1:8**

FEDERAL MATTERS—Cont'd
Worker Adjustment and Retraining Notification Act (this index)
Working conditions, nature of federal labor-management relations laws, **Labor § 1:8**
Workplace Safety (this index)

FEDERAL MEDIATION AND CONCILIATION SERVICE
Collective Bargaining Agreements (this index)

FEDERAL PREEMPTION
Preemption (this index)

FEDERAL QUESTION
Jurisdiction, removal to federal court, **Emp P § 95:117**

FEDERAL RESERVE BANKS
Employment practices, **Emp P § 20:25**

FEDERAL RULES OF APPELLATE PROCEDURE
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:7**

FEDERAL RULES OF CIVIL PROCEDURE
Workplaceplace safety, administrative proceedings, **Work S § 8:27, 8:142**

FEDERAL SERVICE IMPASSES PANEL
Federal Employment (this index)

FEDERATIONS
National LABOR Relations Act, unions, **Labor § 8:9**

FEEDBACK
Personnel manual, performance appraisals, **Pers M § 15:1 to 15:13**

FEED MILLERS AND DEALERS
Retail or service establishment employees, **Comp § 12:100**

FEES
Attorney's Fees (this index)
Collective bargaining agreements, arbitration services, **Labor § 49:107, 49:108**
Family and Medical Leave Act, **Ben § 12:72.50**
Federal Employment (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Walsh-Healey Act, **Comp § 40:30**
Workplace Safety (this index)

FELLOW EMPLOYEES
Unfair labor practices, employee access during working hours, **Labor § 25:30**

FERRYBOATS
Seamen, **Comp § 7:26**

FIBER
Workplaceplace safety, OSHA safety and health standards for natural and synthetic fiber rope slings, **Work S § 3:256**

FICA (FEDERAL INSURANCE CONTRIBUTIONS ACT) TAXES
Personnel Manual (this index)
Sick Leave (this index)

FICTITIOUS GUARANTIES
Overtime pay, hourly rate agreements, **Comp § 20:114**

FIDUCIARIES AND FIDUCIARY DUTIES
LABOR-Management Reporting and Disclosure Act, persons involved with labor organizations, **Labor § 65:21 to 65:41**
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Simple savings plans, protection from liability, **Ben § 23:222**
State statutes regulating internal union affairs, duties of union officers and agents, **Labor § 70:32, 70:33**

FIELD
Workplace Safety (this index)

FIELD REPRESENTATIVES
White collar employees, **Comp § 3:85**

FIGHTING
Discipline, **Emp P § 57:13**
Personnel manual, work rules, **Pers M § 5:148, 5:149**
Termination of employment, **Emp P § 57:13**
Unfair labor practices, disruptive behavior as reason for discharge of employee, **Labor § 30:184**

FILES
Personnel manual, human resources planning, **Pers M § 1:46, 1:47**

FILING
Davis-Bacon Act (this index)
Failure to File (this index)
Federal Employment (this index)
Health maintenance organizations, complaints, **Ben § 5:163**
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Act, motion for dismissal of action, **Labor § 12:17**
National Labor Relations Board (this index)
Norris-LaGuardia Act, bond, **Labor § 50:118**
Personnel Manual (this index)
Railway LABOR Act, voluntary arbitration of contract disputes, **Labor § 49:149**
Retirement and Retirement Plans (this index)
Title VII (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

FILLING OUT FEDERAL REPORTING FORMS
Personnel manual, human resources planning, **Pers M § 1:70 to 1:82**

FILLING VACANCIES
Collective bargaining agreements, arbitrability of issues, **Labor § 49:53**
Railway LABOR Act, National Railroad Adjustment Board, **Labor § 44:18**

FILMS
Motion Pictures (this index)

FINAL ACTION
Federal employment, Federal Service Impasses Panel, **Labor § 48:53**

FINAL AND BINDING ARBITRATION
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:21**

FINAL APPROVAL
Workplaceplace safety, state plans for safety and health, **Work S § 4:8**

FINAL AWARD
Labor Management Relations Act (this index)

FINAL DECISION
LABOR Management Relations Act, appeals of contract enforcement decisions, **Labor § 57:2, 57:3**

FINAL DETERMINATION
Unfair labor practices, refusal to accept, **Labor § 40:45, 40:92**

FINAL INTERVIEWS
Personnel manual, tools for selecting employees, **Pers M § 3:34**

FINALITY
Appeal and review, **Emp P § 110:3, 110:13, 110:14**
Collective bargaining agreements, arbitration awards, **Labor § 49:72**
Federal employment, judicial review/enforcement of agency decisions/orders, **Labor § 61:19**
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:46**
Railway LABOR Act, compulsory arbitration of minor contract disputes in airline industry, **Labor § 49:141**
Workplace Safety (this index)

FINAL ORDERS
Federal employment, judicial review/enforcement of agency decisions/orders, **Labor § 61:2, 61:3**
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:41**
Workplaceplace safety, Minnesota's plan for safety and health, **Work S § 4:611**

FINANCE BUSINESSES
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:36 to 3:38**

FINANCIAL ANALYSTS
Compensation, discrimination, **Emp P § 44:57**

FINANCIAL CONDITION
Selection and Retention of Employees (this index)

FINANCIAL CONSULTANTS
White collar employees, **Comp § 3:86**

FINANCIAL COUNSELING
Benefits, **Ben § 15:138, 15:139**

FINANCIAL DATA REPORTING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:190**

FINANCIAL INSTITUTIONS REFORM, RECOVERY, AND ENFORCEMENT ACT
Whistelblower protection, **Emp P § 58:78**

FINANCIAL MATTERS
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, obligations of members, **Labor § 16:52**

FINANCING OR FUNDING
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Unions, impact of deunionization on pension plan financing, **Labor § 17:4**
Workplaceplace safety, state plans for safety and health, **Work S § 4:17**

FINDINGS
Facts. **Findings of Fact** (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Railway LABOR Act, judicial review of National Mediation Board actions, **Labor § 59:48**
Workplaceplace safety, proposed findings of hearings, **Work S § 3:352, 8:140**

FINDINGS OF FACT
Appeal and review, **Emp P § 110:7, 110:8**
Collective bargaining agreements, health care industry bargaining dispute resolution, **Labor § 48:21**
Fair Labor Standards Act and similar state laws, appeals, **Comp § 41:346, 41:347, 41:350**
Federal Employment (this index)
Federal government employees, class complaints appealable to Equal Employment Opportunity Commission, **Emp P § 88:360**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:244 to 53:247**
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:124, 50:135**

FINES
Copeland Act, **Comp § 43:28**
Fair Labor Standards Act and similar state laws, **Comp § 41:367**
National LABOR Relations Board, remedial order for refund, **Labor § 43:128**
Unfair Labor Practices (this index)

FINISH OR FINISHING
Workplace Safety (this index)

FINLAND
International employment, tax treaties, **Emp P § 41:200, 41:201**

FIRE DRILLS
Overtime pay, **Comp § 20:288**

FIRE PROTECTION OR LAW ENFORCEMENT EMPLOYEES
General discussion, **Comp § 16:4 to 16:11**
Age Discrimination in Employment Act, exemption from protection, **Emp P § 21:9**
Ambulance service employees, **Comp § 16:6**
Balancing hours of work over work period, overtime pay, **Comp § 23:5**
Correctional institutions, exemption for security personnel, **Comp § 16:8**
Early relief, overtime pay, **Comp § 23:12**
Employment practices, **Emp P § 21:9, 21:10**
Exemptions from coverage, **Comp § 13:5**
Fair Labor Standards Act, applicability, generally, **Comp § 16:4 et seq.**
Federal employment, coverage of labor relations law, **Labor § 14:12**
Fire protection activities, defined, **Comp § 16:5**
Law enforcement activities, defined, **Comp § 16:7**
Limit on nonexempt work, **Comp § 16:9**
Mandatory retirement, **Emp P § 52:31, 52:32**
Meal time, overtime pay, **Comp § 23:11**
Overtime pay
  general discussion, **Comp § 23:2 to 23:12**
  balancing hours of work over work period, **Comp § 23:5**
  compensable hours of work, **Comp § 23:7**
  early relief, **Comp § 23:12**
  exemption, **Comp § 16:4**
  meal time, **Comp § 23:11**
  records kept by public agencies, **Comp § 37:34**
  sleep time, **Comp § 23:10**
  special detail work, **Comp § 23:9**
  time worked, **Comp § 23:6 to 23:12**
  tour of duty, defined, **Comp § 23:4**
  training, **Comp § 23:8**
  28 days, work period as long as, **Comp § 23:2**
  work period, defined, **Comp § 23:3**
Public contracts, overtime pay, **Comp § 22:12**
Public safety officers, **Comp § 16:10**
Records and reports, **Comp § 37:34, 37:38**
Rescue service employees, **Comp § 16:6**
Security personnel in correctional institutions exemption, **Comp § 16:8**
Sleep time, overtime pay, **Comp § 23:10**
Special detail work, overtime pay, **Comp § 23:9**
Tour of duty, defined, **Comp § 23:4**
Trainees, **Comp § 16:11**
Training, overtime pay, **Comp § 23:8**
White collar employees, **Comp § 3:87**
Work period, defined, **Comp § 23:3**

FIRES
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:87**
Workplace Safety (this index)

FIRST AID
Workplace Safety (this index)

FIRST AMENDMENT
Child labor, **Comp § 24:5**
Employment practices, authorization and verification provisions of IRCA, **Emp P § 20:154**
Federal preemption, **Emp P § 115:19**
Retaliation claims, **Emp P § 10:29.50**
Section 1983, **Emp P § 1:16**

FIRST AMENDMENT RIGHTS
At-will employment, **Emp P § 58:7**

FISH FARMING WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:19**

FISHING
National LABOR Relations Act, independent contractor coverage of fishing boat captains, **Labor § 7:7**
Workplaceplace safety, recreational fishing, **Work S § 1:39**

FISHING OR AQUATIC PRODUCTS EMPLOYEES
General discussion, **Comp § 7:1 to 7:19**
At sea, defined, **Comp § 7:10**
Canning, defined, **Comp § 7:6**
Clerical workers, **Comp § 7:14**
Combined minimum wage and overtime pay exemption under state law, **Comp § 7:17**
Commodities containing both aquatic and nonaquatic products, **Comp § 7:9**
Crews of fishing vessels, **Comp § 7:13**
Employed in, defined, **Comp § 7:3**
Equal pay exemption, **Comp § 7:2**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 7:1 to 7:19**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 7:1 to 7:19**
First processing, defined, **Comp § 7:5**
Fishing operations, defined, **Comp § 7:4**
Going to and returning from work, defined, **Comp § 7:11**
Loading and unloading, defined, **Comp § 7:12**
Marine products, defined, **Comp § 7:8**
Minimum wage exemption, **Comp § 7:2, 7:18**
Office workers, **Comp § 7:14**
Off-season operations, **Comp § 7:16**
Overtime pay exemption, **Comp § 7:2, 7:19**
Packing, defined, **Comp § 7:7**
State law exemptions, **Comp § 7:17 to 7:19**
Supply operations, **Comp § 7:15**

FITNESS
Personnel manual, wellness programs, **Pers M § 12:78, 12:91 to 12:93**

FLAGMEN
Workplaceplace safety, construction industry, **Work S § 2:32**

FLAMMABLE LIQUIDS
Workplace Safety (this index)

FLAT-DOLLAR LIFE INSURANCE
Personnel manual, **Pers M § 12:4**

FLEET-AVERAGE VALUATION METHOD
Automobile use as employee benefit, fair market value, **Ben § 15:33**

FLEXIBLE BENEFIT ARRANGEMENTS
Excise tax if no COBRA/continuation coverage rules, **Ben § 8:20**

FLEXIBLE OR FLEXIBILITY
Personnel Manual (this index)
Unions, newly-found units, **Labor § 19:11**

FLEXIBLE SPENDING ARRANGEMENTS
Cafeteria Plans (this index)

FLEXTIME
Personnel manual, alternative work schedules, **Pers M § 13:8, 13:52 to 13:55, 13:67 to 13:69**

FLIGHT ENGINEERS
Mandatory retirement, bona fide occupational qualifications, **Emp P § 52:28**

FLOOR-COVERING STORES
Retail or service establishment employees, **Comp § 12:101**

FLOOR OPENINGS
Workplace Safety (this index)

FLOORS
Workplace Safety (this index)

FLOOR SELLERS
National LABOR Relations Act, supervisor coverage in retail sales industry, **Labor § 5:99**

FLORIDA
Administrative sanctions and remedies, **Emp P § 82:28, 82:37**
Administrative subpoena, enforcement of, **Emp P § 111:43**
Age discrimination, **Emp P § 8:14, 8:23, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:8**
Ancestry discrimination, **Emp P § 7:14, 7:23**
Annual reports, job discrimination agencies, **Emp P § 83:101**
Arbitration of contract disputes, **Labor § 49:179**
Assignments, receipt for secured consumer loans, **Comp § 34:22**
At-will employment, exceptions to, **Emp P § 62:11**
Birth place, discrimination based on, **Emp P § 7:14, 7:23**
Blacklisting, **Emp P § 65:42, 65:49**
Bona fide occupational qualifications, **Emp P § 15:13, 15:20**
Business necessity as exception to prohibitions, employment practices, **Emp P § 14:2, 14:4**

FLORIDA—Cont'd
Child labor
- general discussion, **Comp § 25:20, 25:21**
- administrative procedures, **Comp § 28:94**
- court proceedings, **Comp § 28:134**
- exemptions, **Comp § 25:20**
- notices, **Comp § 27:31**
- prohibitions, **Comp § 25:21**
- records and reports, **Comp § 27:5**
- sanctions and remedies, **Comp § 28:33**

Citizenship discrimination, **Emp P § 7:14, 7:23**
Coerced discrimination, **Emp P § 11:3, 11:11**
Color discrimination, **Emp P § 3:20**
Compensation
- assignments, receipt for secured consumer loans, **Comp § 34:22**
- child labor, above
- court proceedings, generally, **Comp § 42:19**
- discrimination, **Emp P § 44:79, 44:88**
- garnishment, below
- new-hire reporting, **Comp § 37:208**
- overtime pay, below
- payment of compensation, below
- rules, **Comp § 39:31**
- support withholding, below
- time limit for filing suit, **Comp § 42:19**

Complaints, job discrimination proceedings, **Emp P § 89:64**
Conciliation, job discrimination proceedings, **Emp P § 89:66**
Conditions of employment. Terms, conditions and privileges of employment, below
Confidentiality of records, substance abuse and testing, **Emp P § 30:112**
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:98**
Conversion privileges for health and life insurance, **Ben § 8:156**
Coordination of medical benefits, **Ben § 5:258**
Court enforcement of state labor relations statutes, **Labor § 62:39 to 62:43**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:43 to 111:45**
- administrative subpoena, enforcement of, **Emp P § 111:43**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- equal pay statute actions, **Emp P § 111:45**
- fair employment practices statute, **Emp P § 111:43, 111:44**
- garnishment cases, **Emp P § 116:1, 116:6**
- private rights, enforcement of, **Emp P § 111:44**
- veterans' reemployment cases, **Emp P § 114:1, 114:5**

Coverage of state statutes affecting labor relations, **Labor § 15:11**
Creed discrimination, **Emp P § 4:18, 4:27**
Death of employee, payment of compensation, **Comp § 30:19**
Direct deposit of compensation, **Comp § 33:21, 42:263**
Disabilities discrimination, **Emp P § 9:76, 9:86**
Disclosures, employment practices, **Emp P § 92:83, 92:91**
Employment agencies, **Emp P § 20:215, 20:223, 67:16, 67:24**
Employment practices
- general discussion, **Emp P § 2:1, 2:10**
- administrative sanctions and remedies, **Emp P § 82:28, 82:37**

FLORIDA—Cont'd
Employment practices—Cont'd
age discrimination, **Emp P § 8:14, 8:23**
at-will employment, exceptions to, **Emp P § 62:11**
blacklisting, **Emp P § 65:42, 65:49**
bona fide occupational qualifications, **Emp P § 15:13, 15:20**
business necessity as exception to prohibitions, **Emp P § 14:2, 14:4**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:11**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
disabilities discrimination, **Emp P § 9:76, 9:86**
disclosures, **Emp P § 92:83, 92:91**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:223**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:17**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:10**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:273**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:174**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:23**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:17**
notices, **Emp P § 92:83, 92:91**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:11**
persons protected, **Emp P § 21:18, 21:27**
private employers subject to discrimination laws, **Emp P § 20:28, 20:37**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:102**
race or color discrimination, **Emp P § 3:20**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:347**
reference check immunity, **Emp P § 65:14, 65:20**
religious or creed discrimination, **Emp P § 4:18, 4:27**
retaliation against opponents of discrimination, **Emp P § 10:51**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:21**
substance abuse and testing, below
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:12**
Equal pay statute actions, **Emp P § 111:45**
Evidence, job discrimination proceedings, **Emp P § 89:68**
Exemptions, child labor, **Comp § 25:20**
Family leave, **Ben § 12:83**
Federal contractors, form of payment, **Comp § 33:2**

FLORIDA—Cont'd
Fee of employer, garnishment, **Comp § 34:169**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:20, 33:21**
backing for the payment device, **Comp § 33:22**
direct deposit, **Comp § 33:21**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:144**
Garnishment
general discussion, **Comp § 34:167 to 34:171, 42:463; Emp P § 63:7, 63:17, 116:1, 116:6**
answer of employer, **Comp § 34:170**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fee of employer, **Comp § 34:169**
head of family's earnings, ban as to, **Comp § 34:167**
notice to employee, **Comp § 34:171**
origin and duration of continuing writ, **Comp § 34:168**
Harassment, **Emp P § 51:55**
Head of family's earnings, ban as to garnishment of, **Comp § 34:167**
Health, selection and retention of employees, **Emp P § 28:31, 28:37**
Hearings, job discrimination proceedings, **Emp P § 89:67**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:54**
Holidays, **Ben § 10:13**
Interagency cooperation, job discrimination agencies, **Emp P § 83:98**
Investigations, job discrimination proceedings, **Emp P § 89:65**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:96 to 83:103**
annual reports, **Emp P § 83:101**
basic organization, powers and duties, **Emp P § 83:96**
deferral to local agencies, **Emp P § 83:103**
interagency cooperation, **Emp P § 83:98**
local agencies, **Emp P § 83:102, 83:103**
research and education projects, **Emp P § 83:100**
rule making, **Emp P § 83:97**
technical assistance, **Emp P § 83:99**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:64 to 89:70**
basic fair employment practices statute procedures, **Emp P § 89:64**
complaints, **Emp P § 89:64**
conciliation, **Emp P § 89:66**
decision of commission, **Emp P § 89:69**
evidence, procurement of, **Emp P § 89:68**
hearings, **Emp P § 89:67**
investigations, **Emp P § 89:65**
secrecy of proceedings, **Emp P § 89:70**
Judicial remedies, employment practices, **Emp P § 80:1, 80:10**
Jury duty, **Ben § 14:12**
Labor-management training committees, **Emp P § 20:268, 20:273, 67:67, 67:71**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:174**
Life insurance, **Ben § 8:98; Emp P § 8:156**
Mandatory retirement, **Emp P § 52:35, 52:42**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:17**

FLORIDA—Cont'd
Meal breaks, **Emp P § 45:32, 45:39**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:98**
conversion privileges, **Ben § 8:156**
coordination of benefits, **Ben § 5:258**
mandated provisions, **Ben § 5:200**
National origin discrimination, **Emp P § 7:14, 7:23**
Nature of state statutes affecting labor relations, **Labor § 2:14**
New-hire reporting, compensation, **Comp § 37:208**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:17**
Notice
child labor, **Comp § 27:31**
employment practices, **Emp P § 92:83, 92:91**
garnishment, **Comp § 34:171**
substance abuse and testing, **Emp P § 30:107, 30:110**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:57, 21:58**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
manual laborers, maximum hours, **Comp § 21:57**
time worked, **Comp § 21:58**
Parental leave, **Ben § 12:83**
Payment for drug or alcohol testing, **Emp P § 30:113**
Payment of compensation
general discussion, **Comp § 42:264**
death of employee, **Comp § 30:19**
direct deposit violations, equitable relief and attorney's fees, **Comp § 42:264**
drug tests, deductions from compensation, **Comp § 32:43**
form of payment, above
support withholding, below
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:11**
Persons protected, employment practices, **Emp P § 21:18, 21:27**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:37**
Pregnancy discrimination, **Emp P § 5:12, 5:21**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:54**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:37**
Private rights, enforcement of, **Emp P § 111:44**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:102**
Race discrimination, **Emp P § 3:20**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:347**
Records and reports
child labor, **Comp § 27:5**
employment and consumer records, access to, **Emp P § 54:13**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:54**
Reference check immunity, **Emp P § 65:14, 65:20**

FLORIDA—Cont'd
Regulation of internal union affairs and reporting requirements, **Labor § 70:11 to 70:14**
Religious discrimination, **Emp P § 4:18, 4:27**
Remedies, child labor, **Comp § 28:33**
Research and education projects, job discrimination agencies, **Emp P § 83:100**
Rest breaks, **Emp P § 45:32, 45:39**
Retaliation against opponents of discrimination, **Emp P § 10:51**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:97**
Sanctions, child labor, **Comp § 28:33**
Secrecy of proceedings, job discrimination proceedings, **Emp P § 89:70**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:8**
health and physical fitness, **Emp P § 28:31, 28:37**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:54**
marital status, **Emp P § 32:10, 32:17**
veterans and other uniformed service members, **Emp P § 40:51**
Seniority systems, **Emp P § 43:78, 43:84**
Sex discrimination, **Emp P § 5:12, 5:21**
State statutes
arbitration of contract disputes, **Labor § 49:179**
court enforcement of state labor relations statutes, **Labor § 62:39 to 62:43**
coverage of state statutes affecting labor relations, **Labor § 15:11**
nature of state statutes affecting labor relations, **Labor § 2:14**
regulation of internal union affairs and reporting requirements, **Labor § 70:11 to 70:14**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:106 to 30:113**
access to information, **Emp P § 30:112**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
conduct of drug and alcohol testing, **Emp P § 30:109**
confidentiality of records, **Emp P § 30:112**
consequences of drug or alcohol tests, **Emp P § 30:111**
notice, **Emp P § 30:107, 30:110**
payment for drug or alcohol testing, **Emp P § 30:113**
retesting of positive results, **Emp P § 30:110**
Support withholding
general discussion, **Comp § 34:430, 42:504 to 42:507, 42:527 to 42:529**
employer's liability, **Comp § 42:526**
exemption from federal expedited process requirements, **Comp § 42:525**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
terminated employee, civil fine for not providing information regarding, **Comp § 42:527**
Technical assistance, job discrimination agencies, **Emp P § 83:99**

FLORIDA—Cont'd
Terminated employee, support withholding, **Comp § 42:527**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:15**
employment and consumer records, access to, **Emp P § 54:13**
fringe benefits, **Emp P § 44:138, 44:144**
harassment, **Emp P § 51:55**
mandatory retirement, **Emp P § 52:35, 52:42**
rest and meal breaks, **Emp P § 45:32, 45:39**
seniority systems, **Emp P § 43:78, 43:84**
training programs, **Emp P § 48:30, 48:37**
wage and salary discrimination, **Emp P § 44:79, 44:88**
Training programs, **Emp P § 48:30, 48:37**
Unemployment compensation, **Ben § 4:54**
Uniformed service members, proceedings related to, **Emp P § 90:12**
Union practices, **Emp P § 66:12, 66:20**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:5**
selection and retention of employees, **Emp P § 40:51**
Witness duty, **Ben § 14:12**
Workplace Safety (this index)

FLORISTS
Retail or service establishment employees, **Comp § 12:102**

FLOUR MILLERS
Retail or service establishment employees, **Comp § 12:103**

FLOW CHART
Unfair labor practices, work assignment disputes, **Labor § 39:67**

FLRA (FEDERAL LABOR RELATIONS AUTHORITY)
Federal Employment (this index)

FLSA
Fair Labor Standards Act and Similar State Laws (this index)

FLYING INSTRUCTORS
General discussion, **Comp § 6:43**

FMCS (FEDERAL MEDIATION AND CONCILIATION SERVICE)
Collective Bargaining Agreements (this index)

FMLA (FAMILY AND MEDICAL LEAVE ACT)
Family and Medical Leave Act (this index)
Personnel Manual (this index)

FOAM EXTINGUISHING SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:136**

FOCUS GROUPS
Personnel manual, methods of assessing training needs, **Pers M § 16:7**

FOIA
Freedom of Information Act (this index)

FOLLOW-UP
Personnel Manual (this index)
Workplaceplace safety, bloodborne pathogens, **Work S § 5:100**

FOOD AND FOOD SERVICE
Child labor, **Comp § 24:66**
Dining Room as Employee Benefit (this index)
Health and physical fitness, **Emp P § 28:7**
Meals (this index)
National LABOR Relations Board, assertion of jurisdiction over food supply businesses, **Labor § 3:39 to 3:31**
Personnel Manual (this index)
Restaurants (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

FOOT PROTECTION
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:101**

FOOTWALKS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:201**

FORCE
LABOR-Management Reporting and Disclosure Act, deprivation of guaranteed rights of union members, **Labor § 64:8**
Personnel manual, forced-choice checklists, **Pers M § 15:24**
Unfair Labor Practices (this index)

FORD MOTOR COMPANY CASE STUDY
Personnel manual, performance appraisals, **Pers M § 15:67 to 15:76**

FORECAST OR FORECASTING
Personnel Manual (this index)

FOREIGN BOYCOTTS
Employment practices, **Emp P § 1:34**

FOREIGN CORPORATIONS
National LABOR Relations Act, employee coverage, **Labor § 5:32**

FOREIGN COUNTRIES
Employment practices, **Emp P § 20:24**
Fair Labor Standards Act and similar state laws, **Comp § 13:2**

FOREIGN EMPLOYERS
National LABOR Relations Act, coverage, **Labor § 4:13**

FOREIGN LANGUAGE
Unions and Union Practices (this index)

FOREIGN MATTERS
National Labor Relations Board (this index)

FOREIGN NATIONS
National LABOR Relations Act, employer coverage of governmental bodies, **Labor § 4:37**

FOREIGN NONQUALIFIED DEFERRED COMPENSATION
Nonqualified deferred compensation, **Ben § 34:2.70**

FOREIGN PLANS
Employee Retirement Income Security Act, **Ben § 2:30, 2:31**

FOREIGN SERVICE
Federal Employment (this index)

FOREIGN SERVICE GRIEVANCE BOARD
Federal Employment (this index)

FOREIGN SERVICE IMPASSE DISPUTES PANEL
Federal employment, jurisdiction, **Labor § 14:6**

FOREIGN SERVICE LABOR RELATIONS BOARD
Federal Employment (this index)

FOREIGN TRUSTS
Retirement plans, **Ben § 16:68**

FOREIGN VESSELS
Seamen, **Comp § 7:20, 7:22**

FOREMEN
National LABOR Relations Act, supervisor coverage, **Labor § 5:42**
White collar employees, **Comp § 3:88, 3:89**

FORESTRY
Agricultural Employees (this index)
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:21**
National LABOR Relations Board, assertion of jurisdiction over forestry companies, **Labor § 3:24**

FORFEITURES
Nonqualified deferred compensation, **Ben § 34:7; Comp § 34:40, 34:41**
Pension and retirement plans, uniformed service members, **Emp P § 46:27**
Railway LABOR Act, right to strike over major dispute, **Labor § 39:158**
Retirement and Retirement Plans (this index)
Stock options, **Ben § 35:4**

FORGERIES
Unions and Union Practices (this index)

FORGING MACHINE AREA
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:41**

FORKLIFTS
Personnel Manual (this index)

FORMALDEHYDE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:312**

FORMAL MATTERS
National Labor Relations Board (this index)
Unfair labor practices, union's right to representation at employer-employee meetings, **Labor § 39:257**
Unions and Union Practices (this index)
Workplaceplace safety, adoption of standards, **Work S § 4:501**

FORMATION
Establishment or Creation (this index)

FORMER EMPLOYEES
Employee Retirement Income Security Act, **Ben § 2:51, 2:76**
Employment practices, **Emp P § 21:4**
Negligent hiring, supervision and retention of employees, **Emp P § 65:6**
Retaliation, **Emp P § 10:26**
Selection and retention of employees, **Emp P § 26:2**

FORM OR FORMAT
LABOR Management Relations Act, form of ownership of business changed, **Labor § 56:46**
LABOR-Management Reporting and Disclosure Act, bond of persons involved with labor organizations, **Labor § 65:15**
National LABOR Relations Board, motions in unfair labor practice cases, **Labor § 42:212**
Norris-LaGuardia Act, form of prospective injunctions in labor disputes, **Labor § 50:129**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, notice, **Labor § 39:215**
Workplace Safety (this index)

FORMS
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions, representation petitions, **Labor § 18:44**
Workplace Safety (this index)

FORMULAS FOR BENEFITS
Personnel Manual (this index)

FORUM OR FORUMS
National LABOR Relations Act, standards determining preemption, **Labor § 12:8, 12:9**
National Labor Relations Board (this index)

401(H) ACCOUNTS
Medicare and Medicaid-eligible employees, dependents and retirees, transfers of excess pension assets, **Ben § 5:82**

401(K) PLANS
General discussion, **Ben § 23:23 et seq.**
Automatic enrollments, **Ben § 23:26.50**
Cash or deferred arrangements (CODAs)
- general discussion, **Ben § 23:32 to 23:43**
- definitions, **Ben § 23:32; Comp § 23:35 to 23:45**
- elective contributions, defined, **Ben § 23:38**
- elective deferral, defined, **Ben § 23:37**
- eligible employee, defined, **Ben § 23:36**
- employee, defined, **Ben § 23:35**
- excess contributions, defined, **Ben § 23:43**
- matching contributions, defined, **Ben § 23:40**
- nonelective contributions, defined, **Ben § 23:39**
- partnership CODAs, **Ben § 23:33**
- qualified cash or deferred arrangement, defined, **Ben § 23:32**
- qualified matching contributions, defined, **Ben § 23:42**
- qualified nonelective contributions, defined, **Ben § 23:41**

401(K) PLANS—Cont'd
Cash or deferred elections
general discussion, **Ben § 23:24 to 23:31**
automatic enrollments, **Ben § 23:26.50**
deduction of employer under CODA, **Ben § 23:27**
election deferral by employee, CODA benefits not contingent on, **Ben § 23:30**
elective deferral, defined, **Ben § 23:24**
one year participation requirement for CODAs, **Ben § 23:29**
plan assets-participant contributions, **Ben § 23:31**
qualified CODA contributions, tax treatment to employee of, **Ben § 23:26**
recordkeeping requirements for CODAs, **Ben § 23:28**
salary reduction agreements, tax treatment for employee in, **Ben § 23:25**
Coordination of excess contributions with distributions or recharacterizations, **Ben § 23:60**
Corrections, excess contributions, **Ben § 23:57; Comp § 23:62**
Deduction of employer under CODA, **Ben § 23:27**
Deferred arrangements. Cash or deferred arrangements (CODAs), above
Deferred elections. Cash or deferred elections, above
Distributions
general discussion, **Ben § 23:63 to 23:68**
COVID-19, **Ben § 23:68.50**
hardship, defined, **Ben § 23:65**
immediate and heavy financial need, **Ben § 23:66 to 23:68**
limitations, **Ben § 23:63**
qualifying termination or disposition, defined, **Ben § 23:64**
Elections. Cash or deferred elections, above
Elective contributions
general discussion, **Ben § 23:44 to 23:47; Comp § 23:54 to 23:56**
defined, **Ben § 23:38**
dollar limit for amounts that may be excluded from employee's gross income as elective deferrals, **Ben § 23:47**
elective deferrals, **Ben § 23:44 to 23:47**
limitation on elective deferrals, **Ben § 23:44; Comp § 23:44, 23:46**
nonforfeitability of employer contributions, **Ben § 23:55**
time to make elective contributions, **Ben § 23:56**
treatment of elective contributions, **Ben § 23:54**
Elective deferral, defined, **Ben § 23:24; Comp § 23:37**
Eligible employee, defined, **Ben § 23:36**
Employee, defined, **Ben § 23:35**
Excess contributions
general discussion, **Ben § 23:57 to 23:62**
coordination of excess contributions with distributions or recharacterizations, **Ben § 23:60**
corrections, **Ben § 23:57; Comp § 23:62**
defined, **Ben § 23:43**
recharacterization of pretax contributions as after-tax contributions, **Ben § 23:59 to 23:61**
taxation, **Ben § 23:58**
Hardship, defined, **Ben § 23:65**
Immediate and heavy financial need, **Ben § 23:66 to 23:68**
Matching contributions, defined, **Ben § 23:40**
Nondiscrimination requirements
general discussion, **Ben § 23:48 to 23:53**

401(K) PLANS—Cont'd
Nondiscrimination requirements—Cont'd
actual deferral percentage test, **Ben § 23:49; Comp § 23:52**
1.25 deferral ratio test, **Ben § 23:50**
safe harbor, **Ben § 23:53**
testing, **Ben § 24:54**
2.0 deferral ratio test, **Ben § 23:51**
Nonelective contributions, defined, **Ben § 23:39**
Nonforfeitability of employer contributions, **Ben § 23:55**
One year participation requirement for CODAs, **Ben § 23:29**
Partnership CODAs, **Ben § 23:33**
Personnel manual, retirement benefits, **Pers M § 12:70, 12:71**
Plan assets-participant contributions, **Ben § 23:31**
Qualified cash or deferred arrangement, defined, **Ben § 23:32**
Qualified CODA contributions, tax treatment to employee of, **Ben § 23:26**
Qualified matching contributions, defined, **Ben § 23:42**
Qualified nonelective contributions, defined, **Ben § 23:41**
Qualifying termination or disposition, defined, **Ben § 23:64**
Recharacterization of pretax contributions as after-tax contributions, **Ben § 23:59 to 23:61**
Recordkeeping requirements for CODAs, **Ben § 23:28**
Salary reduction agreements, tax treatment for employee in, **Ben § 23:25**
Simple savings plans, **Ben § 23:221**
Taxation of excess contributions, **Ben § 23:58**
Time to make elective contributions, **Ben § 23:56**

403(B) ANNUITIES FOR EMPLOYEES OF TAX-EXEMPT ORGANIZATIONS OR PUBLIC SCHOOLS
General discussion, **Ben § 23:163 to 23:169**
Contributions, **Ben § 23:167, 23:168**
Qualifying tax-exempt employers, **Ben § 23:166**
Tax consequences to employees, **Ben § 23:169**
Tax-sheltered annuity distributions, **Ben § 23:165**

FOURTH AMENDMENT
Substance Abuse and Testing (this index)

FRAMES
Workplaceplace safety, test requirements for protective frames for wheel-type agricultural tractors, **Work S § 2:80**

FRANCE
International employment, tax treaties, **Emp P § 41:202 to 41:204**

FRANCHISES AND SIMILAR ARRANGEMENTS
Fair Labor Standards Act and similar state laws, enterprise coverage, **Comp § 1:131**
National Labor Relations Act (this index)
Unfair Labor Practices (this index)

FRATERNAL ORGANIZATIONS
Employee Retirement Income Security Act, **Ben § 2:32**

FRATERNIZATION
Unfair labor practices, unsatisfactory work as reason for discharge of employee, **Labor § 30:162**

FRAUD AND DECEIT
At-will employment, **Emp P § 61:14**
Fair Labor Standards Act and similar state laws, complaints, **Comp § 41:120**
Labor Management Relations Act (this index)
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:30**
National LABOR Relations Board, investigation of charges of unfair labor practices, **Labor § 42:33**
Preemption, **Ben § 1:117**
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:15, 59:24, 59:29**
Retirement plans, **Ben § 25:12, 46:37**
Settlements, releases and waivers of claims, **Emp P § 69:25**
Termination of Employment (this index)

FRAUDULENT TRANSFERS
Retirement plans, bankruptcy of beneficiary, **Ben § 21:36**

FREEDOM FROM UNDEMOCRATIC INFLUENCES
Federal employment, internal union regulation, **Labor § 69:7**

FREEDOM OF ASSEMBLY
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:3, 64:13**

FREEDOM OF INFORMATION ACT
General discussion, **Emp P § 93:11 to 93:37**
Agricultural Employees (this index)
Department of Labor (this index)
Equal Employment Opportunity Commission (this index)
Exempt material, **Emp P § 93:18, 93:19**
Federal register, information required to be published in, **Emp P § 93:12, 93:13**
Fees for providing information, **Emp P § 93:21**
Identifying details, deletion from information, **Emp P § 93:20**
Indexing requirements, **Emp P § 93:15**
Judicial review, **Emp P § 93:22**
National Labor Relations Board (this index)
Office of Federal Contract Compliance Programs (this index)
Partially exempt material, **Emp P § 93:19**
Public inspection and copying, information required to be made available for, **Emp P § 93:14**
Remedies for nondisclosure, **Emp P § 93:23**
Requests for records, **Emp P § 93:16, 93:17**

FREEDOM OF SPEECH OR FREE SPEECH
Federal employment, selection of exclusive representative, **Labor § 24:42**
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:3, 64:14, 64:15**
Unfair Labor Practices (this index)

FREIGHT
Service Contract Act, exemption for carriage, **Comp § 15:58**

FREQUENCY
LABOR-Management Reporting and Disclosure Act, elections, **Labor § 66:5**
Personnel Manual (this index)

FREQUENCY—Cont'd
Railway LABOR Act, meetings of National Railroad Adjustment Board, **Labor § 44:21**
Unfair labor practices, free speech right of employer limited by rights of employees, **Labor § 26:14**

FRIENDS AND FRIENDSHIP
Unfair Labor Practices (this index)

FRINGE BENEFITS
General discussion, **Emp P § 44:130 et seq.**
Age Discrimination in Employment Act, **Emp P § 44:131**
Age Discrimination (this index)
Americans with Disabilities Act, **Emp P § 44:134**
Bonuses (this index)
Collective bargaining agreement provisions, **Labor § 47:53 to 47:74**
Cost considerations as defense, **Emp P § 44:137**
Death benefits, sex discrimination in administration of, **Emp P § 46:99**
Dependents, **Emp P § 44:136**
Disabilities Discrimination (this index)
Employment practices, tax consequences of monetary relief, **Emp P § 79:5**
Equal Pay Act, benefits as wages under, **Emp P § 44:132**
Executive Order 11246, **Emp P § 44:133**
Head of household conditions on benefits, **Emp P § 44:135**
Housing provided by company, **Emp P § 46:100**
Layoffs and Recalls (this index)
Life Insurance (this index)
Lodging allowances, **Emp P § 46:99**
Maternity Leave and Benefits (this index)
Meal breaks. Rest and meal breaks, below
Medical and Health Insurance (this index)
Personnel manual, compensation subject to federal employment taxes, **Pers M § 9:7**
Profit-Sharing (this index)
Public contracts, **Ben § 19:28 to 19:33; Comp § 15:54**
Rehabilitation Act, **Emp P § 44:134**
Rest and meal breaks
  general discussion, **Emp P § 45:29 et seq.**
  sex discrimination under Title VII, **Emp P § 45:30**
  women's protective laws, validity under Title VII, **Emp P § 45:31**
Retirement and Retirement Plans (this index)
Service Contract Act, **Comp § 15:54**
Severance Pay (this index)
Sex and Pregnancy Discrimination (this index)
Sick Leave (this index)
Spouses, **Emp P § 44:136**
Title VII, **Emp P § 44:131**
Tuition assistance, **Emp P § 46:102**
Unfair Labor Practices (this index)
Uniform cleaning allowances, **Emp P § 46:101**
Uniformed Service Members (this index)
Uniformed Services Employment and Reemployment Rights Act (this index)
Unions and Union Practices (this index)
Vacations (this index)
Women's protective laws, rest and meal breaks, **Emp P § 45:31**

FRIVOLOUS GRIEVANCE
Unfair labor practices, imposition of conditions on agreement, **Labor § 37:40**

FRIVOLOUS LITIGATION
Attorney's fees, **Emp P § 77:27 to 77:29**
Costs of litigation, **Emp P § 78:13**

FRONT PAY
General discussion, **Emp P § 70:4, 73:1 et seq.**
Antagonism, reinstatement unfeasible due to, **Emp P § 73:6**
Backpay, compared, **Emp P § 73:3**
Checklist of conditions affecting availability, **Emp P § 73:2**
Comparable job vacancy, absence of, **Emp P § 73:7**
Compensation be included in front pay award, **Emp P § 73:12**
Compensatory damages, **Emp P § 73:15**
Computation of amount of front pay, **Emp P § 73:10**
Deductions from front pay award, **Emp P § 73:13**
Discipline, **Emp P § 57:51**
Duration of front pay period, **Emp P § 73:11**
Liquidated damages, award of, **Emp P § 73:9**
Misconduct of victim, **Emp P § 73:14**
Reinstatement, **Emp P § 73:5, 73:6, 73:8**
Speculative nature of continued employability, **Emp P § 73:4**
Tax consequences, **Emp P § 79:6**
Termination of employment, **Emp P § 57:51**

FROZEN FOOD LOCKER PLANTS
Retail or service establishment employees, **Comp § 12:104**

FROZEN PLANS
Retirement and Retirement Plans (this index)

FRUIT TRANSPORTATION
Agricultural Employees (this index)

FSIP (FEDERAL SERVICE IMPASSES PANEL)
Federal Employment (this index)

FUEL
Automobile use as employee benefit, **Ben § 15:35, 15:40**
Minimum wages, **Comp § 17:35**
Workplace Safety (this index)

FULL AND FAIR HEARING
LABOR-Management Reporting and Disclosure Act, safeguards against improper discipline of union members, **Labor § 64:31, 64:32**

FULL CREW LAWS
Railway LABOR Act, preemption of state law, **Labor § 13:32**

FULL FAITH AND CREDIT
Jurisdiction, **Emp P § 95:100, 95:101**

FULL INTERVENORS
Unions, showing of interest required for representation petition, **Labor § 18:78**

FULL INVESTIGATION
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:41**
Personnel manual, sexual harassment grievances, **Pers M § 7:64**

FULL-TIME FACULTY
Unions, bargaining units in schools, colleges and universities, **Labor § 19:124**

FULL-TIME INSPECTORS
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:535**

FUMES EXPOSURE
Workplaceplace safety, construction industry, **Work S § 2:10**

FUNCTION OR FUNCTIONS
Federal employment, General Counsel of Federal LABOR Relations Authority, **Labor § 45:9**
Railway LABOR Act, special emergency board, **Labor § 48:31**
Unions and Union Practices (this index)

FUNDED WELFARE BENEFIT PLANS
General discussion, **Ben § 3:44 to 3:78**
Accounts held for employer as funds, **Ben § 3:48**
After-tax income, defined, **Ben § 3:54**
Aggregation of funds for purposes of qualified asset account limitations, **Ben § 3:63**
Carryover of excess contributions, **Ben § 3:57**
Collectively bargained plans, exemptions from qualified asset account limitations, **Ben § 3:73**
Contributions
- general discussion, **Ben § 3:52 to 3:57, 3:72 to 3:74**
- after-tax income, defined, **Ben § 3:54**
- carryover of excess contributions, **Ben § 3:57**
- collectively bargained plans, exemptions from qualified asset account limitations, **Ben § 3:73**
- deduction limitations, **Ben § 3:52 to 3:55, 3:72 to 3:74**
- employee pay-all plans, exemptions from qualified asset account limitations, **Ben § 3:74**
- exemptions from deduction limitations, **Ben § 3:72 to 3:74**
- previous years, limitation on deductions for contributions exceeding account limits for, **Ben § 3:55**
- qualified cost, defined, **Ben § 3:52**
- taxable year of fund that relates to employer's taxable year, **Ben § 3:53**
- ten or more employer plans, exemptions from deduction rules, **Ben § 3:72**

Controlled groups of employers and affiliated groups, treatment as single group, **Ben § 3:64**
Deduction for contributions, **Ben § 3:45, 3:52 to 3:55, 3:72 to 3:74**
Deemed unrelated income of fund, taxation, **Ben § 3:76**
Definitions, **Ben § 3:46, 3:47**
Disability benefits qualified asset account limits, **Ben § 3:66**
Discriminatory plan reserves, qualified asset accounts, **Ben § 3:70**
Employee pay-all plans, exemptions from qualified asset account limitations, **Ben § 3:74**
Excise taxes, **Ben § 3:77, 3:78**
Exemptions from deduction limitations, **Ben § 3:72 to 3:74**
Fund, defined, **Ben § 3:47**
Key employees, postretirement benefits, **Ben § 3:71**
Life insurance contracts where employer is beneficiary, **Ben § 3:49**
Medical benefits, qualified asset accounts, **Ben § 3:67**
Postretirement medical and life insurance benefits, qualified asset accounts, **Ben § 3:68, 3:69, 3:71**

FUNDED WELFARE BENEFIT PLANS—Cont'd
Qualified asset accounts
general discussion, **Ben § 3:61 to 3:71**
aggregation of funds for purposes of account limitations, **Ben § 3:63**
controlled groups of employers and affiliated groups, treatment as single group, **Ben § 3:64**
disability benefits account limits, **Ben § 3:66**
discriminatory plan reserves, **Ben § 3:70**
key employees, postretirement benefits, **Ben § 3:71**
limitations on additions, **Ben § 3:61 to 3:71**
medical benefits, **Ben § 3:67**
postretirement medical and life insurance benefits, **Ben § 3:68, 3:69, 3:71**
SUB or severance pay benefit account limits, **Ben § 3:65**
Qualified cost, defined, **Ben § 3:52**
Qualified direct costs
general discussion, **Ben § 3:58 to 3:60**
assets with long useful lives, **Ben § 3:59**
defined, **Ben § 3:58**
time for including funded benefit in calculation of qualified direct cost, **Ben § 3:60**
Qualified nonguaranteed contracts, nonfund treatment of, **Ben § 3:50**
Reasonable premium stabilization reserves as other than funds, **Ben § 3:51**
Sub or severance pay benefit qualified asset account limits, **Ben § 3:65**
Taxation
deemed unrelated income of fund, **Ben § 3:76**
disqualified benefits, **Ben § 3:77, 3:78**
excise taxes, **Ben § 3:77, 3:78**
taxable year of fund that relates to employer's taxable year, **Ben § 3:53**
unrelated income of fund, **Ben § 3:75, 3:76**
Ten or more employer plans, exemptions from deduction rules, **Ben § 3:72**
Welfare benefit fund, defined, **Ben § 3:46**

FUNDING
Financing or Funding (this index)

FUND OR FUNDS
Benefit Fund (this index)
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Railway LABOR Act, restitution of funds spent for improper political purposes, **Labor § 59:92**
Unfair Labor Practices (this index)

FUNERAL DIRECTORS AND EMBALMERS
White collar employees, **Comp § 3:90**

FUNERAL HOMES
Retail or service establishment employees, **Comp § 12:105**

FUR BEARING ANIMALS
Agricultural employees, **Comp § 4:22**

FURLOUGHS
Personnel manual, separation from employment, **Pers M § 21:33, 21:34, 21:52**

FURNITURE MAKERS
Retail or service establishment employees, **Comp § 12:107**

FURNITURE STORES
Retail or service establishment employees, **Comp § 12:108**

FUR OR FUR REPAIR SHOPS
Retail or service establishment employees, **Comp § 12:106**

FUTA (FEDERAL UNEMPLOYMENT TAX ACT) TAXES
International employment, **Emp P § 41:135**
Personnel Manual (this index)
Sick Leave (this index)

FUTILITY
LABOR Management Relations Act, exhaustion of contractual grievance/arbitration procedures not required in contract enforcement actions, **Labor § 53:106 to 53:109**
Railway LABOR Act, exception to exhaustion of administrative remedies in judicial actions, **Labor § 59:5**
Unions and Union Practices (this index)

FUTURE MATTERS
Prospective or Future Matters (this index)

GAMBLING ESTABLISHMENTS AND OPERATIONS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:43**
Retail or service establishment employees, **Comp § 12:109**

GAMES
Personnel manual, poker games as incentive for absence control, **Pers M § 6:55**

GAME WARDENS
White collar employees, **Comp § 3:91**

GANTRY CRANES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**

GAPS IN TRANSCRIPTS
Workplaceplace safety, administrative hearings, **Work S § 8:144**

GARAGES
Retail or service establishment employees, **Comp § 12:168**

GARMENT INDUSTRY
Apparel Industry (this index)

GARNISHMENT
General discussion, **Comp § 34:111 et seq.**
Adverse employment actions based on garnishment
general discussion, **Emp P § 63:1 et seq.**
child support obligations, prohibition of discharge, discipline or refusal to hire because of, **Emp P § 63:5, 63:6**
private right of action to contest discharge because of single indebtedness, **Emp P § 63:4**
single indebtedness, prohibition of discharge because of, **Emp P § 63:2 to 63:4**

GARNISHMENT—Cont'd
Amounts that can be subjected to garnishment, limits on, **Comp § 34:113, 34:117**
At-will employment, **Emp P § 58:69**
Bankruptcies, exemption for, **Comp § 34:118**
Chart and examples of maximum amounts subject to garnishment, **Comp § 34:117**
Child support obligations, prohibition of discharge, discipline or refusal to hire because of, **Emp P § 63:5, 63:6**
Defined, **Comp § 34:114**
Discipline. Adverse employment actions based on garnishment, above
Disposable earnings, defined, **Comp § 34:116**
Earnings, defined, **Comp § 34:115**
Notice and hearing before garnishment, right of employee to, **Comp § 34:112**
Selection and retention of employees, **Emp P § 35:4**
Single indebtedness, prohibition of discharge because of, **Emp P § 63:2 to 63:4**
State court proceedings, **Emp P § 116:1 et seq.**
State garnishment laws, effect of, **Comp § 34:120**
Student loans, **Comp § 34:119**
Support orders, exemption for, **Comp § 34:118**
Support withholding, medical child support, **Comp § 34:420**
Tax debts, exemption for, **Comp § 34:118**
Termination of employment. Adverse employment actions based on garnishment, above

GAS
National LABOR Relations Board, assertion of jurisdiction over gas industry, **Labor § 3:25**
Workplace Safety (this index)

GASES
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:41, 40:88**
Workplace Safety (this index)

GASOLINE SERVICE
Child labor, **Comp § 24:66**
Equipment dealers, retail or service establishment employees, **Comp § 12:111**
Retail or service establishment employees, **Comp § 12:110, 12:116**

GASOLINE STATION LESSEES
National LABOR Relations Act, independent contractor coverage, **Labor § 7:19**

GAS UTILITIES
Retail or service establishment employees, **Comp § 12:93**

GATHERING
Personnel Manual (this index)

GAUGES
Workplaceplace safety, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**

GEAR
Workplaceplace safety, OSHA safety and health standards for helicopters, loose gear protection, **Work S § 3:240**

GEICO
Personnel manual, ridesharing policy, **Pers M § 12:131**

GENDER DISCRIMINATION
Gender identity as basis for protection, **Emp P § 6:3**
Sex and Pregnancy Discrimination (this index)

GENERAL ACCOUNTING OFFICE PERSONNEL ACT
Federal government employees, **Emp P § 88:309, 94:33**

GENERAL CLERKS
Personnel manual, occupational pay data, **Pers M § 10:56 to 10:63**

GENERAL COUNSEL
Federal LABOR Relations Authority, **Labor § 45:7, 45:9**
National Labor Relations Board (this index)

GENERAL DUTY CLAUSE
Workplaceplace safety, OSHA, **Work S § 3:13 to Work S § 3:18, 5:78**

GENERAL ENVIRONMENTAL CONTROLS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:107 to Work S § 3:315**

GENERAL INDUSTRY SAFETY STANDARDS COMMISSION
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:492**

GENERAL INDUSTRY STANDARDS
Personnel Manual (this index)
Workplace Safety (this index)

GENERAL MAINTENANCE WORKERS
Personnel manual, occupational pay data, **Pers M § 10:164, 10:170, 10:171**

GENERAL PRACTICES
Workplaceplace safety, HIV/HBV laboratories and production facilities, **Work S § 5:108**

GENERAL STORES
Retail or service establishment employees, **Comp § 12:112**

GENERAL TRAINING REQUIREMENTS
Workplaceplace safety, HIV/HBV laboratories and production facilities, **Work S § 5:110**

GENETIC INFORMATION NONDISCRIMINATION ACT
Employment agency practices, **Emp P § 67:7.50**
Joint labor-management training committee practices, **Emp P § 67:64.50**
Medical benefits, **Ben § 5:15.50**
Notice posting and disclosure, **Emp P § 92:82.50**
Unions and union practices, **Emp P § 66:9.50**
Wellness programs, **Emp P § 9:3.80**

GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
Civil actions, **Emp P § 94:77.50**

GENETIC SCREENING
Health and physical fitness, **Emp P § 28:9**

GEOGRAPHY AND GEOGRAPHIC MATTERS
Unfair labor practices, state right-to-work laws, **Labor § 30:62**
Unions and Union Practices (this index)

GEOLOGICAL SURVEY FIRMS
Retail or service establishment employees, **Comp § 12:113**

GEORGIA
Age discrimination, **Emp P § 8:14, 8:24, 82:124, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:10**
Arbitration of contract disputes, **Labor § 49:180**
At-will employment, exceptions to, **Emp P § 62:12**
Certificates, child labor, **Comp § 26:27**
Child labor
- general discussion, **Comp § 25:22, 25:23**
- administrative procedures, **Comp § 28:95**
- certificates and permits, **Comp § 26:27**
- court proceedings, **Comp § 28:135**
- exemptions, **Comp § 25:22**
- notices, **Comp § 27:32**
- prohibitions, **Comp § 25:23**
- sanctions and remedies, **Comp § 28:34**

Coerced discrimination, **Emp P § 11:3, 11:12**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- child labor, above
- discrimination, **Emp P § 44:79, 44:89**
- exemptions, **Comp § 36:9**
- form of payment, below
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:209**
- notices, **Comp § 37:105**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:104**
- rules, **Comp § 39:32**
- support withholding, below

Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:99**
Conversion privileges for health and life insurance, **Ben § 8:157**
Coordination of medical benefits, **Ben § 5:259**
Cotton or woolen manufacturers, overtime pay, **Comp § 21:59, 42:115**
Court enforcement of state labor relations statutes, **Labor § 62:44 to 62:48**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:46, 111:47**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- age discrimination statute, enforcement of, **Emp P § 111:46**
- equal pay statute actions, **Emp P § 111:47**
- review, **Emp P § 111:48**

GEORGIA—Cont'd
Coverage of state statutes affecting labor relations, **Labor § 15:12**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:16**
Criminal sanctions
- general discussion, **Emp P § 82:100, 82:124, 82:125**
- age discrimination statute, **Emp P § 82:124**
- equal pay statute, **Emp P § 82:125**

Death of employee, payment of compensation, **Comp § 30:20**
Deceased employees, ban as to garnishment of earnings of, **Comp § 34:173**
Direct deposit of compensation, **Comp § 33:23**
Disabilities discrimination, **Emp P § 9:76, 9:87**
Disclosures, employment practices, **Emp P § 92:83, 92:92**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:224**
Employment practices
- general discussion, **Emp P § 2:1, 2:11**
- age discrimination, **Emp P § 8:14, 8:24**
- at-will employment, exceptions to, **Emp P § 62:12**
- checklist of state laws regulating employment practices, **Emp P § 2:54**
- coerced discrimination, **Emp P § 11:3, 11:12**
- conditions of employment. Terms, conditions and privileges of employment, below
- court proceedings, above
- criminal sanctions, above
- disabilities discrimination, **Emp P § 9:76, 9:87**
- disclosures, **Emp P § 92:83, 92:92**
- employment agencies subject to discrimination laws, **Emp P § 20:215, 20:224**
- equal pay proceedings, **Emp P § 89:1, 89:71**
- garnishment, adverse employment actions based on, **Emp P § 63:7, 63:18**
- judicial remedies, **Emp P § 80:1, 80:11**
- labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:274**
- labor organizations subject to discrimination laws, **Emp P § 20:166, 20:175**
- nondiscriminatory preferences and conduct, **Emp P § 17:17.50**
- notices, **Emp P § 92:83, 92:92**
- persons protected, **Emp P § 21:18, 21:28**
- private employers subject to discrimination laws, **Emp P § 20:28, 20:38**
- privileges of employment. Terms, conditions and privileges of employment, below
- public employers subject to discrimination laws, **Emp P § 20:93, 20:103**
- reference check immunity, **Emp P § 65:14, 65:21**
- retaliation against opponents of discrimination, **Emp P § 10:52**
- retention of employees. Selection and retention of employees, below
- selection and retention of employees, below
- sex and pregnancy discrimination, **Emp P § 5:12, 5:22**
- terms, conditions and privileges of employment, below

Equal pay
- general discussion, **Emp P § 89:1, 89:71, 111:47**
- criminal sanctions, **Emp P § 82:125**

GEORGIA—Cont'd
Exemptions
child labor, **Comp § 25:22**
compensation, **Comp § 36:9**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:22, 33:23**
backing for the payment device, **Comp § 33:24**
direct deposit, **Comp § 33:23**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Garnishment
general discussion, **Comp § 34:172 to 34:175, 42:463**
adverse employment actions, **Emp P § 63:7, 63:18**
amount of earnings subject to garnishment, **Comp § 34:172**
deceased and involuntarily hospitalized employees, ban as to earnings of, **Comp § 34:173**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
government, collection of monies owed to, **Comp § 34:175**
pension benefits, limit as to, **Comp § 34:174**
Handicapped persons and others who cannot compete effectively, minimum wages, **Comp § 18:61**
Health, selection and retention of employees, **Emp P § 28:31, 28:38**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:55**
Holidays, **Ben § 10:14**
Involuntarily hospitalized employees, ban as to garnishment of earnings of, **Comp § 34:173**
Judicial remedies, employment practices, **Emp P § 80:1, 80:11**
Jury duty, **Ben § 14:13**
Labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:274**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:175**
Mandatory retirement, **Emp P § 52:35, 52:43**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:18**
Meal breaks, **Emp P § 45:32, 45:40**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:99**
conversion privileges, **Ben § 8:157**
coordination of benefits, **Ben § 5:259**
mandated provisions, **Ben § 5:201**
Mental illness, payment of compensation, **Comp § 30:21**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:60, 18:61, 42:93, 42:113, 42:114**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:114**
handicapped persons and others who cannot compete effectively, **Comp § 18:61**
most employees, **Comp § 18:60**
time limit for filing suit, **Comp § 42:115**
Nature of state statutes affecting labor relations, **Labor § 2:15**

GEORGIA—Cont'd
New-hire reporting, compensation, **Comp § 37:209**
Nondiscriminatory preferences and conduct, **Emp P § 17:17.50**
Notice
child labor, **Comp § 27:32**
compensation, **Comp § 37:105**
employment practices, **Emp P § 92:83, 92:92**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:59, 21:60, 42:93, 42:113 to 42:116**
civil fines for overtime violations in cotton or woolen manufacturing, **Comp § 42:117**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
cotton or woolen manufacturers, **Comp § 21:59, 42:115**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:114**
time limit for filing suit, **Comp § 42:115**
time worked, **Comp § 21:60**
Payment of compensation
general discussion, **Comp § 29:35, 30:20, 30:21, 42:264, 42:265**
death of employee, **Comp § 30:20**
exemptions, **Comp § 14:8**
form of payment, above
mental illness, **Comp § 30:21**
other employees, **Comp § 13:29**
semi-monthly wages, **Comp § 29:35, 42:265**
support withholding, below
time limit for filing suit, **Comp § 42:265**
union dues, fees or assessments, deductions from compensation, **Comp § 32:44**
Pension and retirement payments, **Emp P § 46:48, 46:52**
Pension benefits, limit as to garnishment of, **Comp § 34:174**
Permits, child labor, **Comp § 26:27**
Persons protected, employment practices, **Emp P § 21:18, 21:28**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:38**
Polygraph tests, **Emp P § 53:26, 53:32**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:55**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:38**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:103**
Records, compensation, **Comp § 37:104**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:55**
Reference check immunity, **Emp P § 65:14, 65:21**
Remedies, child labor, **Comp § 28:34**
Rest breaks, **Emp P § 45:32, 45:40**
Retaliation against opponents of discrimination, **Emp P § 10:52**
Retention of employees. Selection and retention of employees, below
Sanctions, child labor, **Comp § 28:34**
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:12, 33:16**
health and physical fitness, **Emp P § 28:31, 28:38**

GEORGIA—Cont'd
Selection and retention of employees—Cont'd
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:55**
marital status, **Emp P § 32:10, 32:18**
substance abuse and testing, **Emp P § 30:82, 30:114, 30:204**
veterans and other uniformed service members, **Emp P § 40:51.50**
Semi-monthly payment of compensation, **Comp § 29:35, 42:265**
Sex and pregnancy discrimination, **Emp P § 5:12, 5:22**
Sick leave, **Ben § 11:26.20**
State statutes
arbitration of contract disputes, **Labor § 49:180**
court enforcement of state labor relations statutes, **Labor § 62:44 to 62:48**
coverage of state statutes affecting labor relations, **Labor § 15:12**
nature of state statutes affecting labor relations, **Labor § 2:15**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:114, 30:204**
Support withholding
general discussion, **Comp § 34:431, 42:504 to 42:507, 42:530, 42:531**
employer's liability, **Comp § 42:528**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
termination of employee, civil penalties for failure to notify of, **Comp § 42:529**
Termination of employee, support withholding, **Comp § 42:529**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:16**
mandatory retirement, **Emp P § 52:35, 52:43**
pension and retirement payments, **Emp P § 46:48, 46:52**
polygraph tests, **Emp P § 53:26, 53:32**
rest and meal breaks, **Emp P § 45:32, 45:40**
wage and salary discrimination, **Emp P § 44:79, 44:89**
Unemployment compensation, **Ben § 4:55**
Union dues, fees or assessments, deductions from compensation, **Comp § 32:44**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:51.50**
Voting time off, **Ben § 13:8**
Witness duty, **Ben § 14:13**
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:157**

GERMANY
International employment, tax treaties, **Emp P § 41:198, 41:199**

GIFTED CHILDREN, SCHOOLS FOR
Retail or service establishment employees, **Comp § 12:178**

GIFTS AND GRATUITOUS PAYMENTS
See also specific states
Death benefits, taxation, **Ben § 7:138**
Employee Retirement Income Security Act, **Ben § 2:23**

GIFTS AND GRATUITOUS PAYMENTS—Cont'd
Gifts to Employees (this index)
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:147**
Life insurance, taxation, **Ben § 7:46, 7:79**
Matching Gift Programs (this index)
Nominal Gifts (this index)
Overtime pay, **Comp § 20:66**
Personnel manual, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Retail or service establishment employees, **Comp § 12:114**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

GIFTS TO EMPLOYEES
General discussion, **Ben § 15:140 to 15:142**
Checklist of legal considerations, **Ben § 15:141**
Transfer to employees as compensation as opposed to gifts, **Ben § 15:142**

GLASSWARE STORES
Retail or service establishment employees, **Comp § 12:115**

GLOVES
Workplaceplace safety, bloodborne pathogen exposure, **Work S § 5:94**

GOALS
Affirmative Action (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, citations, **Work S § 7:3**

GOD, ACTS OF
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:122**

GOLD COINS
Retirement plans, purchase by self-directed IRA, **Ben § 39:26**

GOLDEN PARACHUTES
General discussion, **Ben § 32:1 et seq.**
Affiliated corporations, **Ben § 32:18**
Applicable federal rules, effect on present value of payment, **Ben § 32:11**
Base amount, determination of, **Ben § 32:15**
Change of ownership or control, payment contingent on, **Ben § 32:16; Emp P § 32:17**
Disqualified individual, payment to, **Ben § 32:2**
Employee Retirement Income Security Act, **Ben § 32:19, 32:20**
Excess parachute payment, defined, **Ben § 32:10**
Parachute payment, defined, **Ben § 32:4**
Property transfers, **Ben § 32:5**
Qualified plans, payments to or from, **Ben § 32:8**
Reasonable compensation, **Ben § 32:12; Emp P § 32:13**
Reduction of excess parachute payment, **Ben § 32:14**
Securities laws, violations of, **Ben § 32:9**
Small business corporations, payments by, **Ben § 32:6**
Stock options, valuation of, **Ben § 35:12**
Tax consequences, **Ben § 32:3**
Unlisted stock, payments by corporations with, **Ben § 32:7**

GOOD CAUSE
Discipline, **Emp P § 57:4**
LABOR-Management Reporting and Disclosure Act, file suit for breach of fiduciary duty, **Labor § 65:30**
National LABOR Relations Board, failure to timely file answer to complaint for unfair labor practices, **Labor § 42:119**

GOOD FAITH
Affirmative action plans, nonconstruction contractors, **Emp P § 68:52**
Attorney's fees, defendant's recovery, **Emp P § 77:30**
At-will employment, **Emp P § 60:2**
Backpay, **Emp P § 72:11**
Costs of litigation, sanctions for acting in bad faith, **Emp P § 78:13**
Davis-Bacon Act, **Comp § 40:55**
Fair Labor Standards Act and Similar State Laws (this index)
International employment, labor contracts and labor relations, **Emp P § 41:293**
LABOR Management Relations Act, preemption of state law tort action for breach of implied covenant of good faith and fair dealing, **Labor § 53:123**
Preemption, **Ben § 1:112**
Retaliation, **Emp P § 10:16, 10:19**
Termination of Employment (this index)
Unfair Labor Practices (this index)
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:9**
Worker Adjustment and Retraining Notification Act, reduction of liability or penalty for good faith compliance effort, **Labor § 60:7**
Workplaceplace safety, civil penalties, **Work S § 7:28, 7:57**

GOOD HOUSEKEEPING PRACTICES
Personnel manual, work rules for breaks, **Pers M § 5:106**

GOODS
LABOR-Management Reporting and Disclosure Act, disqualification from holding office of person with position with provider of goods and services to unions, **Labor § 65:10**
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:5**
National LABOR Relations Board, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:16**
Unfair Labor Practices (this index)

GOOD STANDING
Labor-Management Reporting and Disclosure Act (this index)
Unfair labor practices, discipline of union members for working with members not in good standing, **Labor § 27:55**

GOOD WILL LOSS
Unfair labor practices, adverse effects of unionizing statements, **Labor § 26:29**

GOODYEAR TIRE AND RUBBER COMPANY CASE STUDY
Personnel manual, promotions, **Pers M § 15:103**

GOVERNING LAW
Labor Management Relations Act (this index)

GOVERNING THROUGH INTEGRITY-BASED CODE OF CONDUCT
Personnel manual, ethical business conduct, **Pers M § 5:11**

GOVERNMENT ACCOUNTING OFFICE
Retirement plans, **Ben § 36:9**

GOVERNMENTAL PLANS
Employee Retirement Income Security Act (this index)

GOVERNMENT AND GOVERNMENTAL MATTERS
Federal Matters (this index)
National Labor Relations Act (this index)
Norris-LaGuardia Act, governmental bodies as employers, **Labor § 50:94**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

GOVERNMENT CONTRACTORS
Affirmative Action (this index)
Age discrimination, **Emp P § 8:3**
Americans with Disabilities Act, **Emp P § 20:303**
Employment Practices (this index)
Executive Order 11246, **Emp P § 20:300, 20:301, 92:28**
Rehabilitation Act, **Emp P § 20:302**
Training, **Emp P § 48:5**
Transfers and job assignments, **Emp P § 49:3**

GOVERNMENT EMPLOYEE RIGHTS ACT
Appeal and review, **Emp P § 110:25**
Attorney's fees, **Emp P § 77:12**
Employment practices, **Emp P § 20:84, 20:90**
Federal employment, **Emp P § 88:379**
Statutes of limitation, **Emp P § 100:28**

GOVERNMENT INFORMER PRIVILEGE
Discovery, **Emp P § 104:18**

GOVERNMENT MANDATED BENEFITS
Social Security (this index)
Unemployment Compensation (this index)
Workers' Compensation (this index)

GOVERNMENT OFFICIALS
Fair Labor Standards Act and similar state laws, **Comp § 41:35, 41:152**

GOVERNMENT PARKS AND LANDS
Employment practices, **Emp P § 1:39**

GOWNS
Workplaceplace safety, bloodborne pathogen exposure, **Work S § 5:94**

GRACE PERIODS
Continuation and conversion privileges, payment of premiums, **Ben § 8:146**
Group insurance, payment of premiums by employer, **Ben § 1:70**

GRACE PERIODS—Cont'd
Group insurance, payment of premiums by employer, under state law, **Ben § 1:69**
National LABOR Relations Board, joint liability for reimbursement, **Labor § 43:138**
Unfair labor practices, security arrangements, **Labor § 30:67, 30:68**

GRADE RELEASE REQUEST
Personnel manual, training and education of employees, **Pers M § 16:56**

GRADERS
White collar employees, **Comp § 3:92**

GRADUATES OF COLLEGES
Personnel manual, recruitment of high technology workers, **Pers M § 2:64**

GRAIN
National Labor Relations Act (this index)

GRANDFATHERING
Compensation, equal work standard, **Emp P § 44:21**

GRANTEES
California, pre-employment substance testing and policies, **Emp P § 30:99**

GRANTING
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

GRANTS TO STATES
Workplaceplace safety, state plans for safety and health, **Work S § 4:9**

GRATUITIES
Personnel manual, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**

GRATUITOUS PAYMENTS
Gifts and Gratuitous Payments (this index)

GRAVITY OF VIOLATION
Workplaceplace safety, civil penalty factor, **Work S § 7:56**

GREAT AMERICAN SMOKEOUT
Personnel manual, informal smoking-cessation programs, **Pers M § 19:22**

GREATER HAZARD DEFENSE
Workplaceplace safety, citations, **Work S § 7:71**

GREECE
International employment, tax treaties, **Emp P § 41:205, 41:206**

GREEN CARD
International employment, taxation, **Emp P § 41:139**

GRIEVANCE PROCEDURES
Attorney's fees, **Emp P § 77:53**
Harassment, **Emp P § 51:35**
Job Training Partnership Act, **Emp P § 42:60**
Jurisdiction, **Emp P § 95:91**

GRIEVANCE PROCEDURES—Cont'd
Overtime pay, adjustments, **Comp § 20:281**
Terms, conditions and privileges of employment, **Emp P § 65:88**
Title VII, **Emp P § 84:64, 84:100**

GRIEVANCES
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
Merits of grievance
collective bargaining agreements, arbitrator's resolution, **Labor § 49:7**
LABOR Management Relations Act, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:107**
National LABOR Relations Act, impact of contractual grievance arbitration provisions, **Labor § 1:39**
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:19 to 10:49**
Personnel Manual (this index)
Processing of grievances
personnel manual, sexual harassment, **Pers M § 7:63 to 7:65**
Railway LABOR Act, duty of fair representation, **Labor § 39:178**
Unfair Labor Practices (this index)
Railway LABOR Act, duty of fair representation, **Labor § 39:178**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

GRIPE SESSIONS
Unfair labor practices, solicitation of grievances by employer, **Labor § 26:134**

GROCERY OPERATIONS
Unions, bargaining units, **Labor § 19:94**

GROCERY STORES
Compensation, discrimination, **Emp P § 44:58**
Retail or service establishment employees, **Comp § 12:116**

GROOMING
Appearance and Grooming (this index)
Personnel Manual (this index)

GROSS PROFIT
Discounts (this index)

GROUNDING OF ELECTRICAL EQUIPMENT
Workplaceplace safety, construction industry, **Work S § 2:44**

GROUNDLESS PLEADINGS
Attorney's fees, **Emp P § 77:43**

GROUND LINES
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:242**

GROUPING OF NONSERIOUS VIOLATIONS
Workplaceplace safety, civil penalties, **Work S § 7:39**

GROUP INSURANCE

Active employees, limitation of coverage to, **Ben § 1:33**
Active work, cessation of, **Ben § 1:51**
Age, misstatement in group life or health policies, under state law, **Ben § 1:67**
All eligible employees, coverage of, under state law, **Ben § 1:29, 1:30, 1:48**
Assignment of contract by carrier without notice to insured, **Ben § 1:66**
Attachment of risk, **Ben § 1:36**
BENEFITeficiary, designation and change, **Ben § 1:18 to 1:20**
Change of beneficiary, **Ben § 1:18, 1:20**
Collection of premiums, employer as agent for, **Ben § 1:16**
Conflict between master policy, certificate and other literature, **Ben § 1:12**
Conflict in effective date of coverage between master policy and individual certificate, **Ben § 1:37**
Conflicting state group insurance laws, application of, **Ben § 1:11**
Consent to employees to cancellation or modification, **Ben § 1:64**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Construction of contracts, **Ben § 1:8, 1:9**
Continuous active service, limitation of coverage to, **Ben § 1:34**
Coverage
- general discussion, **Ben § 1:24 to 1:48**
- active employees, limitation of coverage to, **Ben § 1:33**
- all eligible employees, coverage of, under state law, **Ben § 1:29, 1:48**
- attachment of risk, **Ben § 1:36**
- conflict in effective date of coverage between master policy and individual certificate, **Ben § 1:37**
- continuous active service, limitation of coverage to, **Ben § 1:34**
- dependents
  - all eligible employees, coverage of spouses or dependents of, under state law, **Ben § 1:48**
- effective date of coverage, conflict between master policy and individual certificate, **Ben § 1:37**
- estoppel, **Ben § 1:38**
- evidence of individual insurability, **Ben § 1:45**
- full-time employees, limitation of coverage to, **Ben § 1:35**
- health insurance
  - incontestability clause provisions, **Ben § 1:41**
  - minimum coverage required when employees contribute to payment of premium, **Ben § 1:28**
  - number of employees which must be covered, **Ben § 1:26**
- incontestability clause, effect of, **Ben § 1:39 to 1:41**
- individual proprietor as employee, **Ben § 1:32**
- life insurance
  - all eligible employees, coverage of, under state law, **Ben § 1:29**
  - incontestability clause provisions, **Ben § 1:40**
  - minimum coverage required when employees contribute to payment of premium, **Ben § 1:27**
  - number of employees which must be covered, **Ben § 1:25**
- minimum coverage required when employees contribute to payment of premium, **Ben § 1:27, 1:28**

GROUP INSURANCE—Cont'd

Coverage—Cont'd
- number of employees which must be covered, **Ben § 1:25, 1:26**
- partner as employee, **Ben § 1:32**
- persons covered, **Ben § 1:24**
- replacement of carrier with another, **Ben § 1:42**
- termination of coverage, below
- waiver, **Ben § 1:38, 1:43**

Coverage under state law
- all eligible employees, coverage of, **Ben § 1:30**
- dependents
  - general discussion, **Ben § 1:46 to 1:48**
  - minimum dependent coverage when employees contributed to payment of life insurance premiums, under state law, **Ben § 1:47**
- directors of corporation as employees, **Ben § 1:31**
- evidence of individual insurability, **Ben § 1:44**
- health insurance
  - all eligible employees, coverage of, **Ben § 1:30**
- independent contractors as employees, **Ben § 1:31**
- life insurance
  - minimum coverage required when employees contribute to payment of premium, under state law, **Ben § 1:47**
- minimum coverage required when employees contribute to payment of premium, under state law, **Ben § 1:47**
- officers of corporation as employees, **Ben § 1:31**

Dependents. Coverage, above
Designation of beneficiary, **Ben § 1:18 to 1:20**
Directors of corporation as employees, **Ben § 1:31**
Effective date of coverage, conflict between master policy and individual certificate, **Ben § 1:37**
Employee Retirement Income Security Act. Preemption, below
Enforcement of liability under insurance policy, **Ben § 1:22**
Estoppel. Waiver or estoppel, below
Evidence of individual insurability, **Ben § 1:45**
- under state law, **Ben § 1:44**

Full-time employees, limitation of coverage to, **Ben § 1:35**
Grace period for payment of premiums by employer, **Ben § 1:70**
Grace period for payment of premiums by employer, under state law, **Ben § 1:69**
Health insurance
- certificates, requirement of, **Ben § 1:7**
- coverage, above

Independent contractors as employees, **Ben § 1:31**
Individual proprietor as employee, **Ben § 1:32**
Layoffs, termination of coverage, **Ben § 1:52**
Liability of employer to employee in selection or retention of group insurer, **Ben § 1:15**
Life insurance
- coverage, above
- preemption, below

Modification of master policy. Termination or modification of master policy, below
Notice
- cancellation or modification of master policy, **Ben § 1:64, 1:65**
- termination of coverage, below

Number of employees which must be covered, **Ben § 1:25, 1:26**
Officers of corporation as employees, **Ben § 1:31**
Parties to negotiation of insurance contract, **Ben § 1:3**
Partner as employee, **Ben § 1:32**

GROUP INSURANCE—Cont'd
Payment of proceeds to designated beneficiary and other persons equitably entitled to payment, **Ben § 1:21**
Preemption
general discussion, **Ben § 1:1 to 1:70**
beneficiary, designation and change, **Ben § 1:18 to 1:20**
change of beneficiary, **Ben § 1:18, 1:20**
collection of premiums, employer as agent for, **Ben § 1:16**
conflict between master policy, certificate and other literature, **Ben § 1:12**
conflicting state group insurance laws, application of, **Ben § 1:11**
construction of contracts, **Ben § 1:8, 1:9**
coverage, above
derivation of payments used to pay group life insurance premiums, **Ben § 1:17**
designation of beneficiary, **Ben § 1:18 to 1:20**
duty of insurer to inform covered employee of policy terms, **Ben § 1:13**
Employee Retirement Income Security Act
general discussion, **Ben § 1:2**
construction of contracts of plans subject to ERISA, **Ben § 1:9**
testamentary or domestic relations laws, effect on ERISA beneficiary designations, **Ben § 1:19**
enforcement of liability under insurance policy, **Ben § 1:22**
health insurance, requirement of group certificates, **Ben § 1:7**
information to covered employee of policy terms, duty of insurer, **Ben § 1:13**
issuance of master policy, certificate of insurance and explanatory literature, **Ben § 1:4**
liability of employer to employee in selection or retention of group insurer, **Ben § 1:15**
life insurance
amount of coverage, limitations on, **Ben § 1:23**
certificates, requirement of, **Ben § 1:6**
derivation of payments used to pay group premiums, **Ben § 1:17**
modification of master policy. Termination or modification of master policy, below
parties to negotiation of insurance contract, **Ben § 1:3**
payment of proceeds to designated beneficiary and other persons equitably entitled to payment, **Ben § 1:21**
premium collection agent, employer as, **Ben § 1:16**
relationship of plan to underlying insurance contract, **Ben § 1:5**
retention of group insurer, liability of employer to employee, **Ben § 1:15**
selection of group insurer, liability of employer to employee, **Ben § 1:15**
status of employer, **Ben § 1:14**
summary plan descriptions, **Ben § 1:10**
termination of coverage, below
termination or modification of master policy, below
testamentary or domestic relations laws, effect on Employee Retirement Income Security Act beneficiary designations, **Ben § 1:19**
Premiums
collection agent, employer as, **Ben § 1:16**
grace period for payment by employer, **Ben § 1:70**

GROUP INSURANCE—Cont'd
Premiums—Cont'd
grace period for payment by employer, under state law, **Ben § 1:69**
nonpayment, **Ben § 1:58, 1:59**
Rehiring of employee, effect of, **Ben § 1:60**
Replacement of carrier with another, **Ben § 1:42**
Retention of group insurer, liability of employer to employee, **Ben § 1:15**
Selection of group insurer, liability of employer to employee, **Ben § 1:15**
Strikes, **Ben § 1:52**
Summary plan descriptions, **Ben § 1:10**
Termination of coverage
general discussion, **Ben § 1:49 to 1:61**
active work, cessation of, **Ben § 1:51**
definition of termination of employment, **Ben § 1:50**
effect of termination of employment clauses, **Ben § 1:49**
election of employer as to effect of work interruption, **Ben § 1:54**
layoffs, **Ben § 1:52**
nonpayment of premiums, **Ben § 1:58, 1:59**
notice
carrier, necessity of notice to employee of termination or cancellation of coverage, **Ben § 1:56**
employer, necessity of notice to carrier of termination of employment, **Ben § 1:57**
employer, necessity of notice to employee of termination of employment, **Ben § 1:55**
premiums, nonpayment of, **Ben § 1:58, 1:59**
rehiring of employee, effect of, **Ben § 1:60**
strikes, **Ben § 1:52**
waiver or estoppel, **Ben § 1:61**
Termination or modification of master policy
general discussion, **Ben § 1:62 to 1:70**
age, misstatement in group life or health policies, under state law, **Ben § 1:67**
assignment of contract by carrier without notice to insured, **Ben § 1:66**
consent to employees to cancellation or modification, **Ben § 1:64**
effect of cancellation of modification of policy on coverage, **Ben § 1:63**
grace period for payment of premiums by employer, **Ben § 1:70**
grace period for payment of premiums by employer, under state law, **Ben § 1:69**
notice to employees of cancellation or modification, **Ben § 1:64, 1:65**
premiums, grace period for payment by employer, **Ben § 1:70**
premiums, grace period for payment by employer, under state law, **Ben § 1:69**
right of employer to cancel, modify or forfeit master policy, **Ben § 1:62**
time of death or disability, effect on coverage, **Ben § 1:68**
Testamentary or domestic relations laws, effect on Employee Retirement Income Security Act beneficiary designations, **Ben § 1:19**
Time of death or disability, effect on coverage, **Ben § 1:68**
Waiver or estoppel
coverage, **Ben § 1:38, 1:43**

GROUP INSURANCE—Cont'd
Waiver or estoppel—Cont'd
termination of coverage, **Ben § 1:61**

GROWERS
National Labor Relations Act (this index)

GUAM
Fair Labor Standards Act
general discussion, **Comp § 1:158**

GUARANTEE OR GUARANTEES
Collective bargaining agreements, guarantees of employment, **Labor § 47:47 to 47:49**
Mortgage assistance as employee benefit, **Ben § 15:201**
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:30**
Personnel manual, guaranteed ride home program, **Pers M § 12:126**
Unfair Labor Practices (this index)

GUARDING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**

GUARDS AND GUARDING
National Labor Relations Act (this index)
Personnel manual, occupational pay data, **Pers M § 10:203 to 10:205, 10:207, 10:208**
Unions and Union Practices (this index)
Workplace Safety (this index)

GUARD SERVICES
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:178, 1:179**

GUIDANCE
Federal employment, administering agencies, **Labor § 45:27 to 45:30**

GUIDELINE METHOD
Executive compensation, job evaluation, **Ben § 31:8**

GUIDELINES
Personnel Manual (this index)
Workplaceplace safety, tuberculosis exposure, **Work S § 5:76, 5:77**

GUIDES
Personnel Manual (this index)
Unions and Union Practices (this index)

GUILLOTINE SHEARS
Child labor, **Comp § 24:70**

GUILT OR GUILTY
National Labor Relations Board (this index)

HAIR GROOMING RULES
General discussion, **Emp P § 31:6, 31:7**

HANDBILLING
Unfair labor practices, nonpicketing appeals to public, **Labor § 38:140, 38:141**

HANDBOOKS
Homeworkers, **Comp § 37:17**

HANDBOOKS FOR EMPLOYEES
Personnel Manual (this index)

HAND HARVESTS
Child labor, **Comp § 26:14, 26:15**

HANDICAPPED CHILDREN, SCHOOLS FOR
Retail or service establishment employees, **Comp § 12:178**

HANDICAPPED PERSONS
Disability and Disabilities (this index)

HAND-LABOR OPERATIONS
Workplaceplace safety, agricultural industry field sanitation requirements, **Work S § 2:94**

HANDLE OR HANDLING
Collective Bargaining Agreements (this index)
LABOR Management Relations Act, breach of duty of fair representation suit against union based on handling employee grievances, **Labor § 54:10 to 54:17**
National LABOR Relations Act, agricultural laborer coverage when handling other employer's goods, **Labor § 6:5**
National LABOR Relations Board, handling of underlying complaint for unfair labor practices expeditiously, **Labor § 50:44**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, handling of voting challenges expeditiously, **Labor § 23:82**
Workplace Safety (this index)

HAND TOOLS
Workplace Safety (this index)

HANDWASHING FACILITIES
Workplaceplace safety, agricultural industry field sanitation requirements, **Work S § 2:97**

HARASSMENT
General discussion, **Emp P § 51:1 et seq.**
Age, **Emp P § 51:7**
Common law claims
general discussion, **Emp P § 51:43 to 51:46**
employer's responsibility for harassment, **Emp P § 51:46**
fair employment practice laws, actions barred by, **Emp P § 51:45**
workers' compensation statutes, actions barred by, **Emp P § 51:44**
Coworker hostile work environment harassment, responsibility of employer, **Emp P § 51:30**
Disability, **Emp P § 51:6**
Discipline as corrective action, **Emp P § 51:41**
Evaluations of particular conduct for severity and pervasiveness, **Emp P § 51:17**
Grievance procedure, effect of, **Emp P § 51:35**
Hostile work environment, sufficiency of conduct to establish, **Emp P § 51:17.30, 51:17.50**
Intent to discriminate, proof of harassment as demonstrating as to other claims, **Emp P § 51:10**
Interaction of different harassment claims, **Emp P § 51:8**

HARASSMENT—Cont'd
Manager harassment involving tangible job benefit., responsibility of employer, **Emp P § 51:29**
Manager hostile work environment harassment, responsibility of employer, **Emp P § 51:27**
Misconduct of claimant excused by proof of harassment, **Emp P § 51:11**
Monetary relief for hostile work environment harassment, **Emp P § 51:12**
National origin, harassment based on, **Emp P § 51:3**
Nonemployee hostile work environment harassment, responsibility of employer, **Emp P § 51:32**
Nonunion employees, **Emp P § 66:103**
Notice, what constitutes, **Emp P § 51:36**
Participation of employer in harassment, responsibility of employer, **Emp P § 51:26**
Pervasiveness of harassment, **Emp P § 51:15, 51:17**
Policy against harassment, effect of, **Emp P § 51:34**
Preferential sexual attention to one sex, legality of, **Emp P § 51:25**
Prevention or response by employer
general discussion, **Emp P § 51:33 to 51:42**
discipline as corrective action, **Emp P § 51:41**
effective corrective action, **Emp P § 51:38 to 51:40**
grievance procedure, effect of, **Emp P § 51:35**
liability to harasser, **Emp P § 51:42**
notice, what constitutes, **Emp P § 51:36**
policy against harassment, effect of, **Emp P § 51:34**
prompt or immediate corrective action, **Emp P § 51:37**
what constitutes notice, **Emp P § 51:36**
Prior consensual affair, effect on evaluation of whether conduct is unwelcome, **Emp P § 51:22**
Prompt or immediate corrective action, **Emp P § 51:37**
Racial harassment, **Emp P § 51:3**
Religion, **Emp P § 51:4**
Response by employer. Prevention or response by employer, above
Responsibility of employer
general discussion, **Emp P § 51:26 to 51:32**
coworker hostile work environment harassment, **Emp P § 51:30**
nonemployee hostile work environment harassment, **Emp P § 51:32**
participation of employer in harassment, **Emp P § 51:26**
subordinate hostile work environment harassment, **Emp P § 51:31**
supervisor or manager harassment involving tangible job benefit., **Emp P § 51:29**
supervisor or manager hostile work environment harassment, **Emp P § 51:27**
Retaliation, **Emp P § 51:7.50**
Same sex sexual harassment, **Emp P § 51:23**
Severity of harassment, **Emp P § 51:16, 51:17**
Sexual, **Emp P § 51:5**
Sexual advances and favors, restrictions on, **Emp P § 51:21**
State job discrimination laws, generally, **Emp P § 51:47**
Subordinate hostile work environment harassment, responsibility of employer, **Emp P § 51:31**
Sufficiency of conduct to establish hostile work environment, **Emp P § 51:17.30, 51:17.50**
Supervisor harassment involving tangible job benefit., responsibility of employer, **Emp P § 51:29**

HARASSMENT—Cont'd
Supervisor hostile work environment harassment, responsibility of employer, **Emp P § 51:27**
Tangible job benefit, involvement of, **Emp P § 51:13**
Title VII, **Emp P § 84:72, 84:90**
Traditional work place, harassment outside of, **Emp P § 51:18**
Types of unlawful harassment under federal law, **Emp P § 51:2**
Unfair Labor Practices (this index)
Unwelcome conduct, **Emp P § 51:20, 51:22**
What constitutes notice, **Emp P § 51:36**
Workers' compensation statutes, common law claims barred by, **Emp P § 51:44**

HARDSHIPS
Religious conflicts with work, duty to accommodate, **Emp P § 38:9**
Retirement plans, accelerated distribution, **Ben § 16:39**
Unfair labor practices, withdrawal from multiemployer bargaining, **Labor § 33:49**

HARDWARE DEALERS
Retail or service establishment employees, **Comp § 12:141**

HARM
Injury or Injuries (this index)

HARMFUL SUBSTANCES
Workplace Safety (this index)

HARVESTERS TRANSPORTATION
Agricultural Employees (this index)

HARVESTING
Agricultural employees, **Comp § 4:20**

HATCHERY OPERATIONS
Agricultural employees, **Comp § 4:23**

HATCHWAYS
Workplaceplace safety, floor and wall openings in construction industry, **Work S § 2:56**

HAWAII
Administrative orders, judicial review of, **Emp P § 111:51**
Administrative sanctions and remedies, **Emp P § 82:28, 82:38**
Administrative subpoena, enforcement of, **Emp P § 111:49**
Age discrimination, **Emp P § 8:14, 8:25, 111:2**
Agency proceedings, **Labor § 46:11**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:9**
Ancestry discrimination, **Emp P § 7:14, 7:24**
Apprentices, minimum wages, **Comp § 18:63**
Assignments, ban as to temporary disability insurance benefits, **Comp § 34:23**
At-will employment, exceptions to, **Emp P § 62:13**
Bad checks, liability for, **Comp § 42:269**
Birth place, discrimination based on, **Emp P § 7:14, 7:24**
Blacklisting, **Emp P § 65:42, 65:50**
Bona fide occupational qualifications, **Emp P § 15:13, 15:21**
Breakage of equipment, charges for, **Comp § 32:46**
Cash shortages, charges for, **Comp § 32:46**
Certificates, child labor, **Comp § 26:28**
Child labor
general discussion, **Comp § 25:24, 25:25**

HAWAII—Cont'd
Child labor—Cont'd
certificates and permits, **Comp § 26:28**
exemptions, **Comp § 25:24**
prohibitions, **Comp § 25:25**
sanctions and remedies, **Comp § 28:35**
Citizenship discrimination, **Emp P § 7:14, 7:24**
Closing of business, payment of compensation, **Comp § 30:24, 31:70**
Coerced discrimination, **Emp P § 11:3, 11:13**
Color discrimination, **Emp P § 3:21**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, ban as to temporary disability insurance benefits, **Comp § 34:23**
child labor, above
court proceedings, generally, **Comp § 42:20, 42:21**
criminal penalties, **Comp § 42:20, 42:21**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:90**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:210**
notices, **Comp § 37:107**
overtime pay, below
payment of compensation, below
records, **Comp § 37:106**
retaliation, **Comp § 39:34, 42:21**
rules, **Comp § 39:33, 39:34**
support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:72**
Complicity in discrimination, **Emp P § 12:4, 12:10**
Conciliation, employment practices, **Emp P § 89:75**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:100**
Conversion privileges for health and life insurance, **Ben § 8:158**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:48 to 111:53**
administrative orders, judicial review of, **Emp P § 111:51**
administrative subpoena, enforcement of, **Emp P § 111:49**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
equal pay statute, **Emp P § 111:53**
fair employment practices statute, **Emp P § 111:49 et seq.**
garnishment cases, **Emp P § 116:1, 116:7**
privacy cases, **Emp P § 112:1, 112:7**
private rights, enforcement of, **Emp P § 111:50**
remedies, **Emp P § 111:52**
Creed discrimination, **Emp P § 4:18, 4:28**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:17**
Criminal penalties
general discussion, **Emp P § 82:100, 82:126 to 82:128**
compensation, **Comp § 42:20, 42:21, 42:269**
employee privacy statute, **Emp P § 82:128**
equal pay statute, **Emp P § 82:127**
fair employment practices statute, **Emp P § 82:126**

HAWAII—Cont'd
Criminal penalties—Cont'd
retaliation, **Comp § 42:21**
Customer default, charges for, **Comp § 32:46**
Death of employee, payment of compensation, **Comp § 30:25**
Deductions from compensation
general discussion, **Comp § 32:45 to 32:47**
breakage of equipment, charges for, **Comp § 32:46**
cash shortages, charges for, **Comp § 32:46**
conditions governing most deductions, **Comp § 32:45**
customer default, charges for, **Comp § 32:46**
faulty workmanship, charges for, **Comp § 32:46**
fines, charges for, **Comp § 32:46**
medical exams or records, charges for, **Comp § 32:47**
Disabilities discrimination, **Emp P § 9:76, 9:88**
Disclosure
drug or alcohol test information, **Emp P § 30:116**
employment practices, **Emp P § 92:83, 92:93**
Dispute, wages affected by, **Comp § 29:37**
Employee privacy statute, criminal sanctions, **Emp P § 82:128**
Employment agencies, **Emp P § 20:215, 20:225, 67:16, 67:25**
Employment practices
general discussion, **Emp P § 2:1, 2:12**
administrative sanctions and remedies, **Emp P § 82:28, 82:38**
age discrimination, **Emp P § 8:14, 8:25**
at-will employment, exceptions to, **Emp P § 62:13**
blacklisting, **Emp P § 65:42, 65:50**
bona fide occupational qualifications, **Emp P § 15:13, 15:21**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:13**
complicity in discrimination, **Emp P § 12:4, 12:10**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:88**
disclosures, **Emp P § 92:83, 92:93**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:225**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:19**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:12**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:176**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:24**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:18**
notices, **Emp P § 92:83, 92:93**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:9**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:12**
persons protected, **Emp P § 21:18, 21:29**
private employers subject to discrimination laws, **Emp P § 20:28, 20:39**

HAWAII—Cont'd
Employment practices—Cont'd
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:104**
race or color discrimination, **Emp P § 3:21**
records and reports, **Emp P § 92:45, 92:53**
religious or creed discrimination, **Emp P § 4:18, 4:28**
retaliation against opponents of discrimination, **Emp P § 10:53**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:23**
sexual or affectional orientation discrimination, **Emp P § 6:13**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay statute, **Emp P § 82:127, 111:52, 111:53**
Evidence, job discrimination proceedings, **Emp P § 89:76**
Exemptions, child labor, **Comp § 25:24**
Family leave, **Ben § 12:84**
Faulty workmanship, charges for, **Comp § 32:46**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fines, charges for, **Comp § 32:46**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:24, 33:25**
backing for paychecks, **Comp § 33:26**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
voluntarily terminated, suspended or laid off employees, payment by mail to, **Comp § 33:27**
Fringe benefits, **Emp P § 44:138, 44:145**
Garnishment
general discussion, **Comp § 34:176, 34:177, 42:463; Emp P § 63:7, 63:19, 116:1, 116:7**
amount of earnings subject to garnishment, **Comp § 34:176**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
temporary disability insurance benefits, ban as to, **Comp § 34:177**
Handicapped persons, minimum wages, **Comp § 18:64**
Harassment, **Emp P § 51:56**
Health, selection and retention of employees, **Emp P § 28:31, 28:39**
Hearings, job discrimination proceedings, **Emp P § 89:77**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:56**
Holidays, **Ben § 10:16**
Investigations, job discrimination proceedings, **Emp P § 89:73**
Job assignments, **Emp P § 49:15, 49:18**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:104, 83:105**
basic organization, powers and duties, **Emp P § 83:104**
rule making, **Emp P § 83:105**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:72 to 89:77**

HAWAII—Cont'd
Job discrimination proceedings—Cont'd
basic fair employment practices statute procedures, **Emp P § 89:72**
complaints, **Emp P § 89:72**
conciliation, **Emp P § 89:75**
evidence, procurement of, **Emp P § 89:76**
hearings, **Emp P § 89:77**
investigations, **Emp P § 89:73**
reasonable cause determination, **Emp P § 89:74**
Judicial remedies, employment practices, **Emp P § 80:1, 80:12**
Jury duty, **Ben § 14:14**
Labor disputes, payment of compensation, **Comp § 30:23**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:176**
Laid off employees, payment of compensation, **Comp § 30:23, 33:25**
Learners, minimum wages, **Comp § 18:63**
Life insurance, **Ben § 8:100; Emp P § 8:158**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:19**
Meal breaks, **Emp P § 45:32, 45:41**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:100**
conversion privileges, **Ben § 8:158**
mandated provisions, **Ben § 5:202**
Medical exams or records, charges for, **Comp § 32:47**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:62 to 18:65, 42:93, 42:117, 42:118**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:118**
handicapped persons, **Comp § 18:64**
labor director's suit for injunction or enforcement, **Comp § 42:119**
labor director's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:118**
learners, apprentices, students or paroled youths, **Comp § 18:63**
most employees, **Comp § 18:62**
tipped employees, **Comp § 18:65**
National origin discrimination, **Emp P § 7:14, 7:24**
New-hire reporting, compensation, **Comp § 37:210**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:18**
Notice
compensation, **Comp § 37:107**
employment practices, **Emp P § 92:83, 92:93**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:9**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:61 to 21:63, 42:93, 42:117, 42:118**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:118**

HAWAII—Cont'd
Overtime pay—Cont'd
labor director's suit for injunction or enforcement, **Comp § 42:119**
labor director's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:118**
maximum hours, **Comp § 21:61, 21:62**
most employees, **Comp § 21:61**
seasonal pursuits, employees in, **Comp § 21:62**
time worked, **Comp § 21:63**
Parental leave, **Ben § 12:84**
Paroled youths, minimum wages, **Comp § 18:63**
Partial closing of business with over 50 employees, payment of compensation, **Comp § 31:70**
Payment of compensation
general discussion, **Comp § 29:36, 29:37, 30:22 to 30:25, 42:266 to 42:269**
bad checks, liability for, **Comp § 42:269**
closing of business, **Comp § 30:24, 31:70**
criminal penalties for unlawful retaliation, **Comp § 42:270**
death of employee, **Comp § 30:25**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:37**
employee's suit for plant closing violations, **Comp § 42:268**
employee's suit for wages, damages, costs and fees, **Comp § 42:267**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
labor director's suit for wages, damages, costs and fees, **Comp § 42:267**
labor disputes, **Comp § 30:23**
layoffs, **Comp § 30:23**
other employees, **Comp § 13:30**
partial closing of business with over 50 employees, **Comp § 31:70**
relocation of business, **Comp § 30:24, 31:70**
retaliation, criminal penalties, **Comp § 42:270**
semi-monthly wages, **Comp § 29:36**
support withholding, below
termination of employment, **Comp § 30:22**
vacation pay, **Comp § 31:2, 31:12**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:12**
Permits, child labor, **Comp § 26:28**
Persons protected, employment practices, **Emp P § 21:18, 21:29**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:39**
Polygraph tests, **Emp P § 53:26, 53:33**
Pregnancy benefits, **Emp P § 44:178, 44:183**
Pregnancy discrimination, **Emp P § 5:12, 5:23**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:56**
Privacy cases, **Emp P § 112:1, 112:7**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:39**
Private rights, enforcement of, **Emp P § 111:50**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:104**

HAWAII—Cont'd
Race discrimination, **Emp P § 3:21**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:74**
Records and reports
general discussion, **Emp P § 92:45, 92:53**
compensation, **Comp § 37:106**
employment and consumer records, access to, **Emp P § 54:14**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:56**
Religious discrimination, **Emp P § 4:18, 4:28**
Relocation of business, payment of compensation, **Comp § 30:24, 31:70**
Remedies
child labor, **Comp § 28:35**
court proceedings, **Emp P § 111:52**
Rest breaks, **Emp P § 45:32, 45:41**
Retaliation, **Comp § 39:34, 42:21, 42:269; Emp P § 10:53**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:105**
Sanctions, child labor, **Comp § 28:35**
Seasonal pursuits, overtime pay for employees in, **Comp § 21:62**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:9**
criminal arrests and convictions, **Emp P § 33:12, 33:17**
health and physical fitness, **Emp P § 28:31, 28:39**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:56**
marital status, **Emp P § 32:10, 32:19**
veterans and other uniformed service members, **Emp P § 40:52**
Semi-monthly wages, **Comp § 29:36**
Sex discrimination, **Emp P § 5:12, 5:23**
Sexual or affectional orientation discrimination, **Emp P § 6:13**
Sick leave, **Ben § 11:26.30**
State statutes
arbitration of contract disputes, **Labor § 49:181**
court enforcement of state labor relations statutes, **Labor § 62:49 to 62:54**
coverage of state statutes affecting labor relations, **Labor § 15:13**
nature of state statutes affecting labor relations, **Labor § 2:16**
reporting requirements, **Labor § 70:15**
selection of representative, **Labor § 24:52**
Students, minimum wages, **Comp § 18:63**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:115, 30:116**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug or alcohol test information, **Emp P § 30:116**
use of drug or alcohol tests, **Emp P § 30:115**
Support withholding
general discussion, **Comp § 34:432, 42:504 to 42:507, 42:532, 42:533**
employer's liability, **Comp § 42:531**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:530**

HAWAII—Cont'd
Support withholding—Cont'd
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Suspended employees, payment of compensation by mail to, **Comp § 33:27**
Temporary disability insurance benefits, ban as to garnishment of, **Comp § 34:177**
Temporary disability laws, **Ben § 6:24**
Termination of employment, payment of compensation, **Comp § 30:22**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:17**
employment and consumer records, access to, **Emp P § 54:14**
fringe benefits, **Emp P § 44:138, 44:145**
harassment, **Emp P § 51:56**
polygraph tests, **Emp P § 53:26, 53:33**
pregnancy benefits, **Emp P § 44:178, 44:183**
rest and meal breaks, **Emp P § 45:32, 45:41**
training programs, **Emp P § 48:30, 48:38**
transfers and job assignments, **Emp P § 49:15, 49:18**
wage and salary discrimination, **Emp P § 44:79, 44:90**
Tipped employees, minimum wages, **Comp § 18:65**
Training programs, **Emp P § 48:30, 48:38**
Transfers, **Emp P § 49:15, 49:18**
Unemployment compensation, **Ben § 4:56**
Union practices, **Emp P § 66:12, 66:21**
Vacations, **Ben § 9:10; Comp § 31:2, 31:12**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:52**
Voluntarily terminated employees, payment of compensation by mail to, **Comp § 33:27**
Voting time off, **Ben § 13:9**
Witness duty, **Ben § 14:14**
Workplace Safety (this index)

HAZARD AND HAZARDS
Workplace Safety (this index)

HAZARDOUS MATTERS
Personnel manual, recruitment of minors for hazardous jobs, **Pers M § 2:56**
Workplace Safety (this index)

HAZARDOUS OCCUPATIONS
Agricultural employees, child labor, **Comp § 24:31, 24:32**

HBV (HEPATITIS B VIRUS)
Workplaceplace safety, exposure, **Work S § 5:85 to Work S § 5:110**

HEAD CASHIERS
National LABOR Relations Act, supervisor coverage in retail sales industry, **Labor § 5:100**

HEADHUNTERS
Personnel manual, executive recruiting firms, **Pers M § 2:24**

HEAD NURSES
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:87, 5:88**

HEAD PROTECTION
Workplaceplace safety, personal protective equipment, **Work S § 2:19, 3:100**

HEADQUARTERS ADDRESS
National LABOR Relations Board, **Labor § 41:8**

HEADS OF DEPARTMENTS
National LABOR Relations Act, supervisor coverage in educational industry, **Labor § 5:79**

HEALTH AND PHYSICAL FITNESS
General discussion, **Emp P § 28:1 et seq.**
Americans with Disabilities Act, medical examinations and inquiries, **Emp P § 28:23 et seq.**
Bona fide occupational qualification, strength requirements, **Emp P § 28:13**
Business necessity as justification, height and weight requirements, **Emp P § 28:18**
Care. **Health Care** (this index)
Collective Bargaining Agreements (this index)
Disparate impact, height and weight requirements, **Emp P § 28:17**
Disparate treatment, height and weight requirements, **Emp P § 28:16**
Fetus, rules designed to protect, **Emp P § 28:11**
Food handlers with communicable diseases, **Emp P § 28:7**
Genetic screening of workers, **Emp P § 28:9**
Heavy and light jobs, validity of classifications distinguishing between, **Emp P § 28:15**
Height and weight requirements
general discussion, **Emp P § 28:16 to 28:22**
business necessity as justification, **Emp P § 28:18**
disparate impact, **Emp P § 28:17**
disparate treatment, **Emp P § 28:16**
maximum height requirements, **Emp P § 28:21**
maximum weight requirements, **Emp P § 28:22**
minimum height and weight requirements, **Emp P § 28:20**
statistical proof of discriminatory impact of requirements, **Emp P § 28:19**
Hereditary diseases, physical standards linked to, **Emp P § 28:8**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:266**
Medical examinations and inquiries
general discussion, **Emp P § 28:23 to 28:30**
Americans with Disabilities Act, **Emp P § 28:23 et seq.**
applicants, requirement of medical examinations for, **Emp P § 28:26**
employees, requirement of medical examinations for, **Emp P § 28:27**
medical examination, defined, **Emp P § 28:24, 28:25**
physical agility tests, **Emp P § 28:28**
psychological examinations, requirement of, **Emp P § 28:30**
work-related injuries and workers' compensation, **Emp P § 28:29**
Medical impairment, application of physical standards to individual with, **Emp P § 28:4**

HEALTH AND PHYSICAL FITNESS—Cont'd
National Labor Relations Board (this index)
Occupational Safety and Health Act (this index)
Personnel Manual (this index)
Physical agility tests, **Emp P § 28:28**
Pregnancy, rules regarding, **Emp P § 28:10, 28:11**
Protection of health or safety of employee with disability, standards for, **Emp P § 28:6**
Protection of health or safety of others, standards for, **Emp P § 28:5**
Psychological examinations, requirement of, **Emp P § 28:30**
Selection procedure guidelines, applicability of, **Emp P § 28:3**
Sex-based strength requirements, validity of state laws establishing, **Emp P § 28:14**
Statistical proof of discriminatory impact of height and weight requirements, **Emp P § 28:19**
Strength requirements
  general discussion, **Emp P § 28:12 to 28:15**
  bona fide occupational qualification, **Emp P § 28:13**
  heavy and light jobs, validity of classifications distinguishing between, **Emp P § 28:15**
  sex-based strength requirements, validity of state laws establishing, **Emp P § 28:14**
Unfair Labor Practices (this index)
Validity of standards, **Emp P § 28:2**
Weight requirements. Height and weight requirements, above
Workplaceplace safety and health, **Work S § 1:1 et seq.**
Work-related injuries and workers' compensation, **Emp P § 28:29**

HEALTH AND SAFETY COMPLIANCE AND APPEALS BOARD
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:553 to Work S § 4:571**

HEALTH CARE
Industry
  collective bargaining agreements, resolution of bargaining disputes, **Labor § 48:8 to 48:22**
  National LABOR Relations Act, supervisor coverage, **Labor § 5:84 to 5:96**
  Unfair Labor Practices (this index)
National Labor Relations Act (this index)
National LABOR Relations Board, discretionary standards for exercising jurisdiction over health care facilities, **Labor § 9:29**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, bargaining units, **Labor § 19:118 to 19:120**

HEALTHCARE
Workplace safety, **Work S § 1:26.50**

HEALTH CARE BENEFITS
Medical Benefits (this index)

HEALTH CARE FINANCING ADMINISTRATION
Retirement plans, reports, **Ben § 36:10**

HEALTH CARE PROVIDERS
Personnel manual, **Pers M § 14:64, 14:64.30**

HEALTH CARE REFORM
General discussion, **Ben § 5:307 et seq.**
Accountable care organizations, **Ben § 5:349**
Age 26, coverage to, **Ben § 5:314**
Appeals process, **Ben § 5:320**
Automatic enrollment, **Ben § 5:322**
Cash incentives for opt-outs, **Ben § 5:335**
Changes for plan years on or after 2014, **Ben § 5:332 et seq.**
Dependent children, **Ben § 5:314**
Disclosure requirements, **Ben § 5:317**
Early retirees, benefits to, **Ben § 5:327**
Early retirees, temporary insurance for, **Ben § 5:331**
Employer and employee subsidies, **Ben § 5:315**
Employer provisions, **Ben § 5:311 et seq.**
Excepted benefits, **Ben § 5:324.50**
Expanding coverage, **Ben § 5:330 et seq.**
Free choice vouchers, **Ben § 5:315**
Grandfathered plans, **Ben § 5:325**
Health savings accounts, **Ben § 5:346 et seq.**
High-risk individuals, temporary insurance for, **Ben § 5:330**
Individual coverage mandates, **Ben § 5:328**
Innovation waivers for states, **Ben § 5:309**
Limitations on health-related pre-tax contributions and deductions, **Ben § 5:329**
Low-cost minimum benefit plans, **Ben § 5:324**
Low-income individuals, assistance for, **Ben § 5:344, 5:345**
Market standards, **Ben § 5:334**
Medicare Part D subsidy, **Ben § 5:350**
New mandate for health care plans, **Ben § 5:323**
Nondiscrimination requirements, **Ben § 5:318**
Online health insurance marketplaces, **Ben § 5:335**
Out-of-pocket premiums, review, **Ben § 5:321**
Penalties for failure to provide coverage, **Ben § 5:326**
Play or pay, **Ben § 5:311**
Preemption of state laws, **Ben § 5:310**
Premium rebates, **Ben § 5:319**
Preventative care, **Ben § 5:313**
Rescission, **Ben § 5:312**
Review of insurance premiums, **Ben § 5:321**
Simplified cafeteria plan, **Ben § 5:348**
Small Business Health Options Programs, **Ben § 5:316.50**
Small employers tax credits, **Ben § 5:316**
Taxes and fees, **Ben § 5:341 et seq.**
Year-by-year implementation summary, **Ben § 5:308**

HEALTH INSPECTIONS
Overtime pay, **Comp § 20:289**

HEALTH INSURANCE
Medical and Health Insurance (this index)
Support withholding, **Comp § 34:407**

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT
Cobra continuation coverage requirements, elections, **Ben § 8:87**
COVID-19, **Ben § 5:177.50**
Medical benefits, preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:177**
Personnel manual, health insurance plans, **Pers M § 12:57**

HEALTH MAINTENANCE ORGANIZATIONS

General discussion, **Ben § 5:143 to 5:171**
Assessment procedures, **Ben § 5:164**
Civil penalty for failing to include HMO options, **Ben § 5:162**
Continuance of other benefits, copayment levels and supplemental health services, **Ben § 5:160**
Court proceedings on assessment of penalty, **Ben § 5:165**
Election by employee of HMO option
- general discussion, **Ben § 5:154 to 5:161**
- continuance of other benefits, copayment levels and supplemental health services, **Ben § 5:160**
- duty of employer to provide HMO access to employees, **Ben § 5:154**
- effective coverage date, **Ben § 5:158**
- employer contributions, **Ben § 5:159**
- enrollment periods, **Ben § 5:156**
- payroll deductions, **Ben § 5:161**
- review of HMO materials, **Ben § 5:155**
- time HMO must be offered to employees, **Ben § 5:157**

Employee Retirement Income Security Act, **Ben § 5:168, 5:170**
Employees to whom option must be offered, **Ben § 5:147**
Employer contributions, election by employee of HMO option, **Ben § 5:159**
Employers required to offer option, **Ben § 5:145**
Enforcement
- general discussion, **Ben § 5:162 to 5:165**
- assessment procedures, **Ben § 5:164**
- civil penalty for failing to include HMO options, **Ben § 5:162**
- court proceedings on assessment of penalty, **Ben § 5:165**
- filing of complaint, **Ben § 5:163**

Enrollment periods, **Ben § 5:156**
Federal taxation, **Ben § 5:166, 5:167**
Filing of complaint, **Ben § 5:163**
Loss of qualification by HMO, **Ben § 5:153**
Malpractice claims, **Ben § 5:171**
Medicare and Medicaid-eligible employees, dependents and retirees, Medicare as secondary payer, **Ben § 5:70**
Multiple HMOs, inclusion of, **Ben § 5:152**
Offer of health benefit plan, **Ben § 5:146**
Offer of HMO option to employees, requirement, **Ben § 5:144 to 5:146**
Outside medical services, use of, **Ben § 5:169**
Payroll deductions, election by employee of HMO option, **Ben § 5:161**
Personnel manual, health insurance plans, **Pers M § 12:30, 12:41**
Qualified HMO, defined, **Ben § 5:148**
Response by employer to request, **Ben § 5:151**
Review of HMO materials, election by employee of HMO option, **Ben § 5:155**
Subrogation rights, **Ben § 5:305**
Taxation, **Ben § 5:166, 5:167**
Time and date
- filing of request, **Ben § 5:150**
- offered of HMO to employees, **Ben § 5:157**

HEARING

Personnel manual, hearing testing programs, **Pers M § 12:89**
Workplace Safety (this index)

HEARING EXAMINERS

Unions, election objections and challenges, **Labor § 23:145, 23:156**
Workplace Safety (this index)

HEARING OFFICERS

National Labor Relations Board (this index)
Workplace Safety (this index)

HEARINGS

See also specific states
Agricultural Employees (this index)
Aliens, **Emp P § 90:76, 90:80**
Apprentices (this index)
Attorney's fees, **Emp P § 77:98**
Class actions, certification proceedings, **Emp P § 99:48**
Collective bargaining agreements, arbitration, **Labor § 49:89 to 49:101**
Conduct or Conducting (this index)
Contract Work Hours and Safety Standards Act (this index)
Department of Labor Supplemental Hearing Procedures (this index)
Examiners. **Hearing Examiners** (this index)
Executive Order 11246 (this index)
Fair Hearing (this index)
Federal Employment (this index)
Handicapped workers, certificates, **Comp § 38:138**
Job Training Partnership Act, **Emp P § 88:302**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Notice of hearing
- LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:113, 66:126**
- **National Labor Relations Board** (this index)
- Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:108, 50:109, 50:151**
- **Unions and Union Practices** (this index)

Officers. **Hearing Officers** (this index)
Post-Hearing Matters (this index)
Pre-Hearing Matters (this index)
Railway Labor Act (this index)
Rehabilitation Act, **Emp P § 88:183, 88:184**
Rehearing (this index)
Title VI (this index)
Transcript of hearing
- federal employment, unfair labor practices, **Labor § 45:61**
- LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:118, 66:127**
- National LABOR Relations Board, post-hearing procedures in unfair labor practice cases, **Labor § 42:273**
- workplace safety, administrative hearings, **Work S § 8:144**

Unions and Union Practices (this index)
Veterans and other uniformed service members, **Emp P § 88:183, 88:184**
Walsh-Healey Act, **Comp § 40:11, 40:15, 40:33, 40:34**
Workplace Safety (this index)

HEARSAY EVIDENCE
Collective bargaining agreements, arbitration hearing, **Labor § 49:98**
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:263**

HEART DISEASE
Personnel manual, diagnostic and preventive programs, **Pers M § 12:88**

HEATING
Workplaceplace safety, construction industry, **Work S § 2:30, 2:42**

HEATING OIL DEALERS
Retail or service establishment employees, **Comp § 12:117**

HEAVY MACHINERY
Workplaceplace safety, construction industry, **Work S § 2:59**

HEIGHT REQUIREMENTS
Health and Physical Fitness (this index)

HELICOPTERS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:235 to Work S § 3:249**

HELPERS
Davis-Bacon Act, **Comp § 15:29, 19:11**

HEPATITIS B VIRUS
Workplaceplace safety, exposure, **Work S § 5:85 to Work S § 5:110**

HEREDITARY DISEASES
Health and physical fitness, **Emp P § 28:8**

HIGHER EDUCATION INSTITUTIONS
National LABOR Relations Act, employer coverage, **Labor § 4:14**

HIGH-LEVEL POLICYMAKERS
Mandatory Retirement (this index)

HIGHLY COMPENSATED EMPLOYEES
White collar employees, **Comp § 3:26**

HIGHLY COMPENSATED INDIVIDUALS
Cafeteria plans, nondiscrimination rules, **Ben § 3:34, 3:36**
Employee Retirement Income Security Act, unfunded plans, **Ben § 2:40**
Product testing programs, discrimination, **Ben § 15:236**
Retirement and Retirement Plans (this index)

HIGH SCHOOL EDUCATION
General discussion, **Emp P § 27:9**

HIGHWAY OBSTRUCTION
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:89**

HIPAA
Health Insurance Portability and Accountability Act (this index)

HIRING, PRESELECTION AND RECRUITMENT PRACTICES
General discussion, **Emp P § 39:1 et seq.**
Advertising
- general discussion, **Emp P § 39:25 to 39:28**
- age discrimination, **Emp P § 39:28**
- equal opportunity clause requirements, satisfaction of, **Emp P § 39:26**
- sex discrimination, **Emp P § 39:27**

Affirmative Action (this index)
Age discrimination
- advertising, **Emp P § 39:28**
- preemployment inquiries regarding age, **Emp P § 39:22**
- written applications, age of applicant, **Emp P § 39:35**

Aliens, **Emp P § 90:37, 90:49**
Apprenticeship programs, oral interviews for, **Emp P § 39:40**
Avoidance of hiring discrimination charges, **Emp P § 39:2**
Burden of presentation, defenses, **Emp P § 39:15**
Casual and unscored job interviews, **Emp P § 39:41**
Citizenship status, preemployment inquiries, **Emp P § 39:24**
Defenses
- general discussion, **Emp P § 39:15 to 39:19**
- burden of presentation, **Emp P § 39:15**
- statistics, **Emp P § 39:17 to 39:19**

Disabilities discrimination
- preemployment inquiries, **Emp P § 39:23**
- written applications, **Emp P § 39:34**

Employment agencies, **Emp P § 67:11**
Employment agency, use for recruiting, **Emp P § 39:32**
Equal opportunity clause requirements, advertising, **Emp P § 39:26**
Evidence
- general discussion, **Emp P § 39:6 to 39:14**
- futility of application, **Emp P § 39:9**
- justifications of employer, attack on, **Emp P § 39:14**
- open status of job after rejection of plaintiff, **Emp P § 39:11**
- prima facie case, establishment of, **Emp P § 39:7**
- qualifications of plaintiff, **Emp P § 39:10**
- statistics, **Emp P § 39:12, 39:13**
- vacant job, application for, **Emp P § 39:8**

Executive Order 11246, federal contractor's duty to recruit protected class members under, **Emp P § 39:30**
Falsified application, rejection of applicant due to, **Emp P § 39:37**
Futility of application, evidence, **Emp P § 39:9**
Immigration status, preemployment inquiries, **Emp P § 39:24**
Impairments, preemployment inquiries, **Emp P § 39:23**
Interviews
- general discussion, **Emp P § 39:39 to 39:44**
- apprenticeship programs, oral interviews for, **Emp P § 39:40**
- casual and unscored job interviews, **Emp P § 39:41**
- majority group interviewers, use of, **Emp P § 39:42**
- mental and physical disabilities, accommodation in interviews, **Emp P § 39:43**
- polygraphs and other lie detector tests, administration of, **Emp P § 39:44**

Judicial remedies, **Emp P § 39:4, 39:5**
Justifications of employer, attack on, **Emp P § 39:14**
Majority group interviewers, use of, **Emp P § 39:42**

HIRING, PRESELECTION AND RECRUITMENT PRACTICES—Cont'd
Mental and physical disabilities, accommodation in interviews, **Emp P § 39:43**
National LABOR Relations Act preemption of matters regulated by state, hiring of strikebreakers, **Labor § 12:41**
Open status of job after rejection of plaintiff, evidence, **Emp P § 39:11**
Personnel Manual (this index)
Physical condition, preemployment inquiries, **Emp P § 39:23**
Polygraphs and other lie detector tests, administration of, **Emp P § 39:5, 39:44**
Preemployment inquiries
general discussion, **Emp P § 39:20 to 39:24**
age, **Emp P § 39:22**
disabilities, physical condition and impairments, **Emp P § 39:23**
gender, **Emp P § 39:21**
immigration or citizenship status, **Emp P § 39:24**
Prehire Agreements (this index)
Prima facie case, establishment of, **Emp P § 39:7**
Qualifications of plaintiff, evidence, **Emp P § 39:10**
Reapplication requirements, **Emp P § 39:36**
Recruitment
general discussion, **Emp P § 39:29 to 39:32**
employment agency, use for recruiting, **Emp P § 39:32**
Executive Order 11246, federal contractor's duty to recruit protected class members under, **Emp P § 39:30**
Title VII, duty to recruit protected class members under, **Emp P § 39:29**
word-of-mouth recruiting, **Emp P § 39:31**
Retention of employees. **Selection and Retention of Employees** (this index)
Selection and Retention of Employees (this index)
Settlement of hiring case with Equal Employment Opportunity Commission, **Emp P § 39:3**
Sex discrimination
advertising, **Emp P § 39:27**
preemployment inquiries regarding gender, **Emp P § 39:21**
Statistics, **Emp P § 39:12, 39:13, 39:17 to 39:19**
Title VII, **Emp P § 39:29, 84:66, 84:80**
Unfair Labor Practices (this index)
Vacant job, application for, **Emp P § 39:8**
Word-of-mouth recruiting, **Emp P § 39:31**
Written applications
general discussion, **Emp P § 39:33 to 39:38**
age of applicant, request for, **Emp P § 39:35**
disabilities, inquiries regarding, **Emp P § 39:34**
falsified application, rejection of applicant due to, **Emp P § 39:37**
reapplication requirements, **Emp P § 39:36**
unrequested information, rejection of applicant for inclusion of, **Emp P § 39:38**

HIRING HALL
Unions and Union Practices (this index)

HISTORY
Personnel manual, historical growth of benefits for employees, **Pers M § 11:2**
Unions and Union Practices (this index)
Workplace Safety (this index)

HIV-RELATED CONDITIONS
AIDS and HIV-Related Conditions (this index)

HMOS
Health Maintenance Organizations (this index)

HOBBS ACT
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:149**
Unfair labor practices, featherbedding, **Labor § 29:36**

HOISTS AND HOISTING EQUIPMENT
Child labor, **Comp § 24:51, 24:52**
Workplace Safety (this index)

HOLDING
Unions and Union Practices (this index)

HOLDING PERIODS
Stock Options (this index)

HOLIDAYS
General discussion, **Ben § 10:1 et seq.**
Collective Bargaining Agreements (this index)
Employee Retirement Income Security Act, welfare benefits under, **Ben § 10:2**
Federal holidays, **Ben § 10:3**
International employment, **Emp P § 41:68**
Overtime pay, **Comp § 20:54, 20:55, 20:84**
Payment of compensation, **Comp § 31:66 to 31:101**
Personnel manual, leave of absence, **Pers M § 14:68 to 14:76**
Unfair labor practices, subjects of bargaining, **Labor § 34:29**
Workplaceplace safety, motor carrier maximum hour safety restrictions, **Work S § 5:134**

HOME HEALTH CARE
Medical benefits, **Ben § 5:189**

HOME OFFICE AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:143 to 15:155**
Checklist of legal considerations, **Ben § 15:144**
Determination whether home office in working condition fringe benefit, **Ben § 15:145**

HOME OR HOMES
Personnel Manual (this index)
Unfair labor practices, interrogation concerning union sympathies at home of employee, **Labor § 26:108**

HOMEWORKERS
General discussion, **Comp § 10:1, 10:29 to 10:37**
Agents, records kept by employers, **Comp § 37:16**
Apparel, **Comp § 10:32**
Certificates
contents of application, **Comp § 38:150**
denial or revocation of certificate, **Comp § 38:155**
investigations, **Comp § 38:152**
termination of certificate, **Comp § 38:157**
Contractors, records kept by employers, **Comp § 37:16**
Denial of certificate, **Comp § 38:155**
Disabilities discrimination, reasonable accommodation, **Emp P § 9:65**
Distributors, records kept by employers, **Comp § 37:16**
Embroideries, **Comp § 10:32**

HOMEWORKERS—Cont'd
Employees, homeworkers as, **Comp § 10:30**
Evergreen wreath homeworkers exemption, **Comp § 10:31**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1, 10:29 to 10:37**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1, 10:29 to 10:37**
Handbook, **Comp § 37:17**
Handicapped workers, **Comp § 10:35**
Homeworker, defined, **Comp § 10:29**
Investigations, certificates, **Comp § 38:152**
Jewelry, **Comp § 10:32**
Knitted outerwear, **Comp § 10:33**
Learners, **Comp § 17:82**
Minimum wage exemption under state law, **Comp § 10:36**
Model garment programs, **Comp § 10:34**
Native American workers, **Comp § 10:35**
Overtime pay exemption under state law, **Comp § 10:37**
Records kept by employers
general discussion, **Comp § 37:15 to 37:17**
agents, distributors or contractors, **Comp § 37:16**
handbook, **Comp § 37:17**
variance from rules for most employers, **Comp § 37:15**
Revocation of certificate, **Comp § 38:155**
State law exemptions, **Comp § 10:36, 10:37**
Termination of certificate, **Comp § 38:157**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

HONORABLE DISCHARGE
Military history, **Emp P § 34:8**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 21:15**

HOOKS FOR CARGO
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:238**

HORSE BREEDERS, RACERS AND TRAINERS
Agricultural employees, **Comp § 4:24**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:44**

HORTICULTURAL COMMODITIES
Agricultural employees, **Comp § 4:21**

HORTICULTURAL PRODUCTS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:8 to 6:14**

HOSE AND STANDPIPE SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:131**

HOSIERY INDUSTRY
Retail or service establishment employees, **Comp § 12:118**

HOSPITALIZATION
Workplaceplace safety, reporting multiple hospitalization accidents, **Work S § 5:16**

HOSPITALS
Equipment dealers, **Comp § 12:119**

HOSPITALS—Cont'd
National LABOR Relations Act, employee coverage of hospital house staff, **Labor § 5:9**
Overtime Pay (this index)
Personnel manual, meal policies, **Pers M § 5:96**
Retail or service establishment employees, **Comp § 12:119, 12:125**

HOSTILE WORK ENVIRONMENT
Harassment, **Emp P § 51:14, 51:17.30, 51:17.50**

HOSTILITY
Unfair labor practices, discrimination based on membership in union, **Labor § 30:27**

HOT CARGO CLAUSE OR AGREEMENT
National LABOR Relations Board, complaint for unfair labor practices, **Labor § 42:96**
Personnel Manual (this index)
State statutes, court enforcement of Oregon labor relations statutes, **Labor § 62:177**
Unfair labor practices, secondary activities, **Labor § 38:160 to 38:225**
Unions, contract bar, **Labor § 18:163**

HOTELS AND MOTELS
Equipment dealers, **Comp § 12:121**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:48**
Personnel Manual (this index)
Retail or service establishment employees, **Comp § 12:121, 12:127**
Unions, bargaining units, **Labor § 19:105**

HOT GOODS VIOLATIONS
Fair Labor Standards Act and similar state laws, injunctive or equitable relief, **Comp § 41:315, 41:316**

HOURLY RATE AGREEMENTS
Overtime Pay (this index)

HOURS
LABOR-Management Reporting and Disclosure Act, voting hours in secret ballot elections, **Labor § 66:61**
Personnel Manual (this index)
Unions, elections, **Labor § 23:16 to 23:19**
Work Hours (this index)
Workplace Safety (this index)

HOURS OF SERVICE
Retirement and Retirement Plans (this index)

HOURS OF WORK
Contract Work Hours and Safety Standards Act (this index)

HOUSEHOLD APPLIANCES
Retail or service establishment employees, **Comp § 12:123, 12:129**
Service or repair shops, **Comp § 12:123**
Stores, **Comp § 12:124**

HOUSEKEEPING
National LABOR Relations Act, supervisor coverage in health care industry over housekeeping employees, **Labor § 5:96**

HOUSEKEEPING—Cont'd
Personnel manual, work rules for breaks, **Pers M § 5:106**
Workplace Safety (this index)

HOUSES AND HOUSING
National LABOR Relations Board jurisdiction, multifamily residential housing, **Labor § 9:28**
Personnel manual, housing assistance benefits, **Pers M § 12:97, 12:100, 12:101**
Unfair labor practices, rent of company houses as subject of bargaining, **Labor § 34:58**

HRIS (HUMAN RESOURCES INFORMATION SYSTEM) POSITIONS
Personnel manual, Department of Human Resources staffing, **Pers M § 1:18**

HUMAN RESOURCES
Personnel Manual (this index)

HUNGARY
International employment, tax treaties, **Emp P § 41:207, 41:208**

HUNTING
Workplaceplace safety, recreational hunting, **Work S § 1:39**

HUSBAND AND WIFE
Aliens, **Emp P § 90:82**
Divorce (this index)
Employee Retirement Income Security Act, **Ben § 2:52, 2:61**
Fringe benefits, **Emp P § 44:136**
Individual retirement accounts, **Ben § 23:88**
Marriage and Marital Status (this index)
Social security, spousal benefits, **Ben § 4:24, 4:25**
Spouses (this index)

HYBRID ACTIONS
Labor Management Relations Act (this index)
Railway LABOR Act, **Labor § 59:50**

HYBRID PLANS
Retirement plans, **Ben § 20:7, 22:35**

HYDROGEN
Workplaceplace safety, OSHA safety and health standards for hazardous materials, **Work S § 3:67**

HYGIENE FACILITIES AND PRACTICES
Workplaceplace safety, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:296**

ICE CREAM PARLORS
Retail or service establishment employees, **Comp § 12:125**

ICELAND
International employment, tax treaties, **Emp P § 41:209, 41:210**

ICE MANUFACTURERS OR DEALERS
Retail or service establishment employees, **Comp § 12:126**

IDAHO
Age discrimination, **Emp P § 8:14, 8:26, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:12**

IDAHO—Cont'd
Ancestry discrimination, **Emp P § 7:14, 7:25**
Annual reports, job discrimination agencies, **Emp P § 83:111**
Antiretaliation measures, compensation, **Comp § 39:36**
Apprentices, minimum wages, **Comp § 18:67**
Arbitration of contract disputes, **Labor § 49:182**
Assignments, receipt of minor's wages by parent, **Comp § 34:24**
At-will employment, exceptions to, **Emp P § 62:14**
Birth place, discrimination based on, **Emp P § 7:14, 7:25**
Blacklisting, **Emp P § 65:42, 65:51**
Board, restrictions regarding deductions from compensation for, **Comp § 32:50**
Bona fide occupational qualifications, **Emp P § 15:13, 15:22**
Breakage, charges for deductions from compensation for, **Comp § 32:51**
Cash shortages, charges for deductions from compensation for, **Comp § 32:51**
Child labor
  general discussion, **Comp § 25:26, 25:27**
  exemptions, **Comp § 25:26**
  prohibitions, **Comp § 25:27**
  records and reports, **Comp § 27:6**
Citizenship discrimination, **Emp P § 7:14, 7:25**
Coerced discrimination, **Emp P § 11:3, 11:14**
Color discrimination, **Emp P § 3:22**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  antiretaliation measures, **Comp § 39:36**
  assignments, receipt of minor's wages by parent, **Comp § 34:24**
  child labor, above
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:91**
  form of payment, below
  garnishment, below
  minimum wages, below
  new-hire reporting, **Comp § 37:211**
  notices, **Comp § 37:109**
  overtime pay, below
  payment of compensation, below
  records, **Comp § 37:108**
  support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:78**
Conciliation, job discrimination proceedings, **Emp P § 89:81**
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:101**
Conversion privileges for health and life insurance, **Ben § 8:159**
Coordination of health care benefits, **Ben § 5:260**
Court enforcement of state labor relations statutes, **Labor § 62:55 to 62:59**
Court proceedings
  general discussion, **Emp P § 111:1, 111:2, 111:54, 111:55**
  Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
  equal pay statute actions, **Emp P § 111:56**
  fair employment practice statute actions, **Emp P § 111:55**
  garnishment cases, **Emp P § 116:1, 116:8**
Coverage of state statutes affecting labor relations, **Labor § 15:14**
Credits, minimum wages, **Comp § 18:69**

IDAHO—Cont'd
Creed discrimination, **Emp P § 4:18, 4:29**
Criminal arrests and convictions, **Emp P § 33:17.50**
Criminal penalties
employment practices, **Emp P § 82:100, 82:129**
payment of compensation, **Comp § 42:275, 42:276**
Deductions from compensation
general discussion, **Comp § 32:48 to 32:51**
board, restrictions regarding, **Comp § 32:50**
breakage, charges for, **Comp § 32:51**
cash shortages, charges for, **Comp § 32:51**
conditions governing most deductions, **Comp § 32:48**
criminal penalties, **Comp § 42:275**
insurance premiums, **Comp § 32:49**
lodging, restrictions regarding, **Comp § 32:50**
loss of equipment or merchandise, charges for, **Comp § 32:51**
spending of wages, restrictions regarding, **Comp § 32:50**
union dues, **Comp § 32:49**
Direct deposit of compensation, **Comp § 33:28**
Disabilities discrimination, **Emp P § 9:76, 9:89**
Disclosures, employment practices, **Emp P § 92:83, 92:94**
Dispute, wages affected by, **Comp § 29:39**
Employee privacy statute, criminal sanctions, **Emp P § 82:100, 82:129**
Employment agencies, **Emp P § 20:215, 20:226, 67:16, 67:26**
Employment practices
general discussion, **Emp P § 2:1, 2:13**
age discrimination, **Emp P § 8:14, 8:26**
at-will employment, exceptions to, **Emp P § 62:14**
blacklisting, **Emp P § 65:42, 65:51**
bona fide occupational qualifications, **Emp P § 15:13, 15:22**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:14**
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:129**
disabilities discrimination, **Emp P § 9:76, 9:89**
disclosures, **Emp P § 92:83, 92:94**
employee privacy statute, criminal sanctions, **Emp P § 82:100, 82:129**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:226**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:20**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:311**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:13**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:275**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:177**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:25**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:19**
notices, **Emp P § 92:83, 92:94**
persons protected, **Emp P § 21:18, 21:30**

IDAHO—Cont'd
Employment practices—Cont'd
private employers subject to discrimination laws, **Emp P § 20:28, 20:40**
public employers subject to discrimination laws, **Emp P § 20:93, 20:105**
race or color discrimination, **Emp P § 3:22**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:348**
reference check immunity, **Emp P § 65:14, 65:22**
religious or creed discrimination, **Emp P § 4:18, 4:29**
retaliation against opponents of discrimination, **Emp P § 10:54**
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:24**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 89:82, 111:55**
Exemptions, child labor, **Comp § 25:26**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:26**
direct deposit, **Comp § 33:28**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:146**
Garnishment
general discussion, **Comp § 34:178 to 34:184, 42:463**
amount of earnings subject to garnishment, **Comp § 34:178**
claiming exemptions, **Comp § 34:182**
employment practices, **Emp P § 63:7, 63:20, 116:1, 116:8**
examination of employer regarding employee's property, **Comp § 34:181**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
pension benefits, ban as to, **Comp § 34:179**
priority of multiple garnishments, **Comp § 34:184**
wife's exemption for husband's debt, **Comp § 34:180**
writ of continuing garnishment, **Comp § 34:183**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:311**
Handicapped persons, minimum wages, **Comp § 18:68**
Harassment, **Emp P § 51:57**
Health, selection and retention of employees, **Emp P § 28:39.50**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:57**
Holidays, **Ben § 10:17**
Insurance premiums, deductions from compensation, **Comp § 32:49**
Interagency cooperation, job discrimination agencies, **Emp P § 83:108**
Investigations, job discrimination proceedings, **Emp P § 89:79**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:106 to 83:111**
annual reports, **Emp P § 83:111**
basic organization, powers and duties, **Emp P § 83:106**
interagency cooperation, **Emp P § 83:108**
research and education projects, **Emp P § 83:110**
rule making, **Emp P § 83:107**
technical assistance, **Emp P § 83:109**

IDAHO—Cont'd
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:78 to 89:82**
basic fair employment practices statute procedures, **Emp P § 89:78**
complaints, **Emp P § 89:78**
conciliation, **Emp P § 89:81**
equal pay proceedings, **Emp P § 89:82**
investigations, **Emp P § 89:79**
reasonable cause determination, **Emp P § 89:80**
Judicial remedies, employment practices, **Emp P § 80:1, 80:13**
Jury duty, **Ben § 14:15**
Labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:275**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:177**
Layoffs, payment of compensation, **Comp § 30:26**
Learners, minimum wages, **Comp § 18:67**
Life insurance, **Ben § 8:101; Emp P § 8:159**
Lodging, restrictions regarding deductions from compensation for, **Comp § 32:50**
Loss of equipment or merchandise, charges for deductions from compensation for, **Comp § 32:51**
Mandatory retirement, **Emp P § 52:35, 52:44**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:101**
conversion privileges, **Ben § 8:159**
coordination of benefits, **Ben § 5:260**
mandated provisions, **Ben § 5:203**
Metal refining employees, overtime pay, **Comp § 21:65**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:66 to 18:70, 39:35, 42:93, 42:119 to 42:121**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:69**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, **Comp § 42:120**
handicapped persons, **Comp § 18:68**
labor department's suit for wages, **Comp § 42:120**
labor director's suit for injunction or enforcement, **Comp § 42:122**
learners and apprentices, **Comp § 18:67**
most employees, **Comp § 18:66**
time limit for filing suit, **Comp § 42:121**
uniforms, deposits for, **Comp § 18:70**
Mining employees, overtime pay, **Comp § 21:65**
Monthly wages, **Comp § 29:38**
National origin discrimination, **Emp P § 7:14, 7:25**
Nature of state statutes affecting labor relations, **Labor § 2:17**
New-hire reporting, compensation, **Comp § 37:211**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:19**
Notice
compensation, **Comp § 37:109**
employment practices, **Emp P § 92:83, 92:94**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:64 to 21:66, 42:93, 42:119 to 42:121**
constitutionality, **Comp § 21:6**

IDAHO—Cont'd
Overtime pay—Cont'd
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, **Comp § 42:120**
labor department's suit for wages, **Comp § 42:120**
labor director's suit for injunction or enforcement, **Comp § 42:122**
mining and metal refining employees, **Comp § 21:65**
most employees, **Comp § 21:64**
time limit for filing suit, **Comp § 42:121**
time worked, **Comp § 21:66**
Payment of compensation
general discussion, **Comp § 29:38, 29:39, 42:270 to 42:276**
administrative proceedings for wage claims, **Comp § 42:272**
criminal penalties, **Comp § 42:275, 42:276**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:39**
employee's suit for costs and attorney's fees, **Comp § 42:271**
form of payment, above
layoffs, **Comp § 30:26**
monthly wages, **Comp § 29:38**
other employees, **Comp § 13:31**
severance pay as wages, **Comp § 31:71**
support withholding, below
termination of employment, **Comp § 30:26, 42:271**
time limit for filing suit, **Comp § 42:273**
untimely payment, civil penalties for, **Comp § 42:274**
wage restrictions, criminal penalties for improper, **Comp § 42:276**
Pension benefits, ban as to garnishment of, **Comp § 34:179**
Persons protected, employment practices, **Emp P § 21:18, 21:30**
Physical fitness, selection and retention of employees, **Emp P § 28:39.50**
Polygraph tests, **Emp P § 53:26, 53:34**
Pregnancy discrimination, **Emp P § 5:12, 5:24**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:57**
Priority of multiple garnishments, **Comp § 34:184**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:40**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:105**
Race discrimination, **Emp P § 3:22**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:80**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:348**
Records and reports
child labor, **Comp § 27:6**
compensation, **Comp § 37:108**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:57**
Reference check immunity, **Emp P § 65:14, 65:22**
Religious discrimination, **Emp P § 4:18, 4:29**
Research and education projects, job discrimination agencies, **Emp P § 83:110**
Retaliation against opponents of discrimination, **Emp P § 10:54**
Rule making, job discrimination agencies, **Emp P § 83:107**

IDAHO—Cont'd
Selection and retention of employees
health and physical fitness, **Emp P § 28:39.50**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:57**
substance abuse and testing, **Emp P § 30:82, 30:117, 30:204**
veterans and other uniformed service members, **Emp P § 40:53**
Selection of representative, **Labor § 24:53**
Seniority systems, **Emp P § 43:78, 43:85**
Severance pay as wages, **Comp § 31:71**
Sex discrimination, **Emp P § 5:12, 5:24**
Sick leave, **Ben § 11:26.50**
Spending of wages, restrictions regarding deductions from compensation for, **Comp § 32:50**
State statutes
arbitration of contract disputes, **Labor § 49:182**
court enforcement of state labor relations statutes, **Labor § 62:55 to 62:59**
coverage of state statutes affecting labor relations, **Labor § 15:14**
nature of state statutes affecting labor relations, **Labor § 2:17**
selection of representative, **Labor § 24:53**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:117, 30:204**
Support withholding
general discussion, **Comp § 34:433, 42:504 to 42:507, 42:534 to 42:537**
employer's liability, **Comp § 42:533**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:532**
independence of support remedies, **Comp § 42:535**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
personal jurisdiction required for court action, **Comp § 42:534**
Technical assistance, job discrimination agencies, **Emp P § 83:109**
Termination of employment, payment of compensation, **Comp § 30:26, 42:271**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:18**
fringe benefits, **Emp P § 44:138, 44:146**
mandatory retirement, **Emp P § 52:35, 52:44**
polygraph tests, **Emp P § 53:26, 53:34**
seniority systems, **Emp P § 43:78, 43:85**
wage and salary discrimination, **Emp P § 44:79, 44:91**
Unemployment compensation, **Ben § 4:57**
Uniforms, minimum wages, **Comp § 18:70**
Union dues, deductions from compensation, **Comp § 32:49**
Union practices, **Emp P § 66:12, 66:22**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:53**
Wife's exemption for husband's debt, garnishment, **Comp § 34:180**
Witness duty, **Ben § 14:15**

IDAHO—Cont'd
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:159**
Writ of continuing garnishment, **Comp § 34:183**

IDENTIFICATION
Collective bargaining agreements, signatories, **Labor § 47:24**
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:143, 39:144**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

IDENTITY OR IDENTITIES
Unfair Labor Practices (this index)
Workplace Safety (this index)

IGNORANCE OF CLAIMANT
Age Discrimination in Employment Act, equitable modification of charging period, **Emp P § 87:44**

IJDB (IMPARTIAL JURISDICTIONAL DISPUTES BOARD)
Unfair labor practices, construction industry, **Labor § 39:114 to 39:120**

ILLEGAL ACTS
At-Will Employment (this index)
Discipline, **Emp P § 57:15**

ILLEGAL OR UNLAWFUL MATTERS
Collective bargaining agreements, arbitration clause applicability, **Labor § 49:21**
Crimes and Criminal Matters (this index)
Federal employment, unlawful ex parte communications with administering agencies, **Labor § 45:22 to 45:26**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, rights of union members as to unlawful dues increase or assessment, **Labor § 64:20**
National LABOR Relations Act, loss of employee status for participation in unlawful strike, **Labor § 5:13, 5:17 to 5:21**
National LABOR Relations Board, unlawful communications, **Labor § 41:42 to 41:47**
Personnel Manual (this index)
Railway LABOR Act, unlawful discharge of employees, **Labor § 59:58, 59:59, 59:87, 59:88**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety administrative hearings, illegally obtained evidence, **Work S § 8:131**

ILLEGITIMATE CHILDREN
Selection and retention of employees, **Emp P § 25:3**

ILLINOIS
Absent employees, payment of compensation to, **Comp § 29:44, 33:28**
Administrative sanctions and remedies, **Emp P § 82:28, 82:39, 82:83**
Administrative subpoena, enforcement of, **Emp P § 111:58**

ILLINOIS—Cont'd
Administrators, monthly payment of compensation to, **Comp § 29:42**
Advisory committees, job discrimination agencies, **Emp P § 83:120**
Affirmative action plans, **Emp P § 68:92, 68:111**
Age discrimination, **Emp P § 8:14, 8:27, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:13**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:10, 29:11**
Ancestry discrimination, **Emp P § 7:14, 7:26**
Annual reports, job discrimination agencies, **Emp P § 83:117**
Answer of employer, garnishment, **Comp § 34:188**
Antiretaliation measures, compensation, **Comp § 39:38**
Arbitration of contract disputes, **Labor § 49:183**
Assignments
- general discussion, **Comp § 34:25 to 34:29**
- amount, limit on, **Comp § 34:26**
- conditions, **Comp § 34:25**
- fees of employer, **Comp § 34:27**
- future wages, limit as to, **Comp § 34:29**
- notice of defense, **Comp § 34:28**

At-will employment, exceptions to, **Emp P § 62:15**
Birth place, discrimination based on, **Emp P § 7:14, 7:26**
Bona fide occupational qualifications, **Emp P § 15:13, 15:23**
Certificates, child labor, **Comp § 26:29**
Charging process, job discrimination proceedings, **Emp P § 89:83**
Child labor
- general discussion, **Comp § 25:28, 25:29**
- administrative procedures, **Comp § 28:96**
- certificates and permits, **Comp § 26:29**
- court proceedings, **Comp § 28:136**
- exemptions, **Comp § 25:28**
- minimum wages, **Comp § 18:72**
- notices, **Comp § 27:33**
- prohibitions, **Comp § 25:29**
- records and reports, **Comp § 27:7**
- sanctions and remedies, **Comp § 28:36**

Citizenship discrimination, **Emp P § 7:14, 7:26**
Civil fine for failing to pay ordered wages, **Comp § 42:279**
Club dues, deductions from compensation, **Comp § 32:53**
Coerced discrimination, **Emp P § 11:3, 11:15**
Collective bargaining agreements, return of wages due under, **Comp § 32:54**
Color discrimination, **Emp P § 3:23**
Commission decision, review or enforcement of, **Emp P § 111:59**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:38**
- assignments, above
- child labor, above
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:92**
- exemptions, **Comp § 36:10**
- form of payment, below
- garnishment, below
- inspection of restaurant records not required during lunch, **Comp § 37:111**

ILLINOIS—Cont'd
Compensation—Cont'd
- minimum wages, below
- new-hire reporting, **Comp § 37:212**
- notices, **Comp § 37:112**
- overtime pay, below
- payment of compensation, below
- records and reports, below
- rules, **Comp § 39:37, 39:38**
- support withholding, below

Complaint processing, job discrimination proceedings, **Emp P § 89:88**
Complicity in discrimination, **Emp P § 12:4, 12:11**
Conciliation, job discrimination proceedings, **Emp P § 89:87**
Conditions governing most deductions from compensation, **Comp § 32:52**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:102**
Conversion privileges for health and life insurance, **Ben § 8:160**
Costs of obtaining garnishment, payment of, **Comp § 42:471**
Counselors at seasonal camps, minimum wages, **Comp § 18:76, 18:77**
Court enforcement of state labor relations statutes, **Labor § 62:60 to 62:63**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:56 to 111:59**
- administrative subpoena, enforcement of, **Emp P § 111:58**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- commission decision, review or enforcement of, **Emp P § 111:59**
- equal pay statute actions, **Emp P § 111:60**
- fair employment practices statute, **Emp P § 111:57 et seq.**
- privacy cases, **Emp P § 112:1, 112:8**
- review of commission decision, **Emp P § 111:59**
- temporary equitable relief, **Emp P § 111:57**
- veterans' reemployment cases, **Emp P § 114:1, 114:6**

Coverage of state statutes affecting labor relations, **Labor § 15:15**
Credit union deposits or payments, deductions from compensation, **Comp § 32:53**
Creed discrimination, **Emp P § 4:18, 4:30**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:18**
Criminal penalties
- general discussion, **Emp P § 82:100, 82:130 to 82:133**
- employee privacy statutes, **Emp P § 82:131**
- equal pay statute, **Emp P § 82:130**
- minimum wages, **Comp § 42:125**
- overtime pay, **Comp § 42:125**
- payment of compensation, **Comp § 42:278, 42:280**
- records and reports, **Comp § 42:628, 42:629**
- time off statute, **Emp P § 82:133**
- unlawful discharge or discipline statute (non FEP), **Emp P § 82:132**

Deductions from compensation
- general discussion, **Comp § 32:52 to 32:55**
- club dues, **Comp § 32:53**

ILLINOIS—Cont'd
Deductions from compensation—Cont'd
collective bargaining agreements, return of wages due under, **Comp § 32:54**
conditions governing most deductions, **Comp § 32:52**
credit union deposits or payments, **Comp § 32:53**
employee benefit plan contributions, **Comp § 32:53**
medical exams or records, charges for, **Comp § 32:55**
savings, **Comp § 32:53**
union dues, **Comp § 32:53**
Direct deposit of compensation, **Comp § 33:29**
Disabilities discrimination, **Emp P § 9:76, 9:90**
Disclosures, employment practices, **Emp P § 92:83, 92:95**
Employee benefit plan contributions, deductions from compensation, **Comp § 32:53**
Employee privacy statutes, criminal sanctions, **Emp P § 82:131**
Employment agencies, **Emp P § 20:215, 20:227, 67:16, 67:27**
Employment practices
general discussion, **Emp P § 2:1, 2:14**
administrative sanctions and remedies, **Emp P § 82:28, 82:39, 82:83**
affirmative action plans, **Emp P § 68:92, 68:111**
age discrimination, **Emp P § 8:14, 8:27**
at-will employment, exceptions to, **Emp P § 62:15**
bona fide occupational qualifications, **Emp P § 15:13, 15:23**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:15**
complicity in discrimination, **Emp P § 12:4, 12:11**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:90**
disclosures, **Emp P § 92:83, 92:95**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:227**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:21**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:312**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:14**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:178**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:26**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:20**
notices, **Emp P § 92:83, 92:95**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:10**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:13**
persons protected, **Emp P § 21:18, 21:31**
privacy statutes, proceedings under, **Emp P § 90:271**
private employers subject to discrimination laws, **Emp P § 20:28, 20:41**
privileges of employment. Terms, conditions and privileges of employment, below

ILLINOIS—Cont'd
Employment practices—Cont'd
public employers subject to discrimination laws, **Emp P § 20:93, 20:106**
race or color discrimination, **Emp P § 3:23**
records and reports, **Emp P § 92:45, 92:54**
reference check immunity, **Emp P § 65:14, 65:23**
religious or creed discrimination, **Emp P § 4:18, 4:30**
retaliation against opponents of discrimination, **Emp P § 10:55**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:25**
sexual or affectional orientation discrimination, **Emp P § 6:14**
substance abuse and testing, below
terms, conditions and privileges of employment, below
time off statute, administrative sanctions and remedies, **Emp P § 82:83**
Equal pay, **Emp P § 82:130, 89:94, 111:59**
Executives, monthly payment of compensation to, **Comp § 29:42**
Exemptions
child labor, **Comp § 25:28**
compensation, **Comp § 36:10**
Expedited alternative hearing procedure, job discrimination proceedings, **Emp P § 89:90**
Expense reimbursements, **Comp § 29:44.50**
Family leave, **Ben § 12:84.50**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fees of employer, assignments and garnishment, **Comp § 34:27, 34:192**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:27, 33:28**
absent or terminated employees, payment by mail to, **Comp § 33:30**
direct deposit, **Comp § 33:29**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:147**
Future wages, limit as to assignment of, **Comp § 34:29**
Garnishment
general discussion, **Comp § 34:185 to 34:192, 42:463, 42:476**
adverse employment actions, **Emp P § 63:7, 63:21**
amount of earnings subject to garnishment, **Comp § 34:185**
answer of employer, **Comp § 34:188**
costs of obtaining garnishment, payment of, **Comp § 42:471**
deduction order, obtaining of, **Comp § 34:187**
federal agency employers, **Comp § 34:190**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:192**
payment to employee and creditor, **Comp § 34:189**
pension benefits and contributions, ban as to, **Comp § 34:186**
preferences, **Comp § 34:191**

ILLINOIS—Cont'd
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:312**
Handicapped persons, minimum wages, **Comp § 18:73**
Harassment, **Emp P § 51:58**
Health, selection and retention of employees, **Emp P § 28:31, 28:40**
Health insurance plan, criminal penalties for failure to give notice of nonpayment to, **Comp § 42:629**
Hearings, job discrimination proceedings, **Emp P § 89:89**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:58**
Holidays, **Ben § 10:18; Comp § 31:73**
Inspection of restaurant records not required during lunch, compensation, **Comp § 37:111**
Inter-agency cooperation, job discrimination agencies, **Emp P § 83:114**
Investigations, job discrimination proceedings, **Emp P § 89:85**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:112 to 83:120**
advisory committees, **Emp P § 83:120**
annual reports, **Emp P § 83:117**
basic organization, powers and duties, **Emp P § 83:112**
deferral to local agencies, **Emp P § 83:119**
inter-agency cooperation, **Emp P § 83:114**
local agencies, **Emp P § 83:118, 83:119**
research and education projects, **Emp P § 83:116**
rulemaking, **Emp P § 83:113**
technical assistance, **Emp P § 83:115**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:83 to 89:94**
basic fair employment practices statute procedures, **Emp P § 89:83**
charging process, **Emp P § 89:83**
complaint processing, **Emp P § 89:88**
conciliation, **Emp P § 89:87**
decision of commission, **Emp P § 89:93**
equal pay proceedings, **Emp P § 89:94**
expedited alternative hearing procedure, **Emp P § 89:90**
hearings, **Emp P § 89:89**
investigations, **Emp P § 89:85**
mediation, **Emp P § 89:84**
pleadings, **Emp P § 89:89**
settlement, **Emp P § 89:87, 89:92**
subpoena, commission's power to, **Emp P § 89:91**
substantial evidence determination, **Emp P § 89:86**
summary decision or dismissal for refusal to accept settlement, **Emp P § 89:92**
Judicial remedies, employment practices, **Emp P § 80:1, 80:14**
Jury duty, **Ben § 14:16**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:178**
Layoffs, payment of compensation, **Comp § 30:28**
Learners, minimum wages, **Comp § 18:74**
Life insurance, **Ben § 8:102; Emp P § 8:160**
Mandatory retirement, **Emp P § 52:35, 52:45**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:20**
Meal breaks, **Emp P § 45:32, 45:42**
Mediation, job discrimination proceedings, **Emp P § 89:84**

ILLINOIS—Cont'd
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:102**
conversion privileges, **Ben § 8:160**
coordination of benefits, **Ben § 5:261**
mandated provisions, **Ben § 5:204**
Medical exams or records, deductions from compensation of charges for, **Comp § 32:55**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:71 to 18:77, 42:93, 42:122 to 42:124**
contract, varying rules by, **Comp § 18:5**
counselors at seasonal camps, **Comp § 18:76, 18:77**
criminal penalties, **Comp § 42:125**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, punitive damages, costs and attorney's fees, **Comp § 42:123**
handicapped persons, **Comp § 18:73**
labor director's suit for wages, punitive damages, costs and attorney's fees, **Comp § 42:123**
learners, **Comp § 18:74**
minors, **Comp § 18:72**
most employees, **Comp § 18:71**
time limit for filing suit, **Comp § 42:124**
tipped employees, **Comp § 18:75**
National origin discrimination, **Emp P § 7:14, 7:26**
Nature of state statutes affecting labor relations, **Labor § 2:18**
New-hire reporting, compensation, **Comp § 37:212**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:20**
Notice
assignments, defense, **Comp § 34:28**
child labor, **Comp § 27:33**
compensation, **Comp § 37:112**
employment practices, **Emp P § 92:83, 92:95**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:10**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:67, 21:68, 42:93, 42:122 to 42:124**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:125**
employee's suit for wages, punitive damages, costs and attorney's fees, **Comp § 42:123**
labor director's suit for wages, punitive damages, costs and attorney's fees, **Comp § 42:123**
time limit for filing suit, **Comp § 42:124**
time worked, **Comp § 21:68**
Parental leave, **Ben § 12:84.50**
Payment of compensation
general discussion, **Comp § 29:40 to 29:44.50, 30:27, 30:28, 42:277 to 42:280**
absence of employee on payday, **Comp § 29:44**
civil fine for failing to pay ordered wages, **Comp § 42:279**
criminal penalties, **Comp § 42:278, 42:280**
deductions from compensation, above
employee's suit for wages, **Comp § 42:277**

ILLINOIS—Cont'd
Payment of compensation—Cont'd
executives, administrators or professionals, monthly payments for, **Comp § 29:42**
exemptions, **Comp § 14:9**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, below
holiday pay upon termination, **Comp § 31:73**
labor department's suit for wages, **Comp § 42:277**
layoffs, **Comp § 30:28**
monthly commissions, **Comp § 29:43**
other employees, **Comp § 13:32**
retaliation, criminal penalties for, **Comp § 42:280**
semi-monthly or biweekly wages for most employees, **Comp § 29:40**
severance pay as deferred compensation, **Comp § 31:72**
strikes, **Comp § 30:28**
support withholding, below
termination of employment, **Comp § 30:27, 31:14, 31:73**
vacation pay, **Comp § 31:2, 31:13, 31:14**
weekly or daily payment, required timing for, **Comp § 29:41**
Pension and retirement payments, **Emp P § 46:48, 46:53**
Pension benefits and contributions, ban as to garnishment of, **Comp § 34:186**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:13**
Permits, child labor, **Comp § 26:29**
Persons protected, employment practices, **Emp P § 21:18, 21:31**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:40**
Pleadings, job discrimination proceedings, **Emp P § 89:89**
Polygraph tests, **Emp P § 53:26, 53:35**
Preferences, garnishment, **Comp § 34:191**
Pregnancy discrimination, **Emp P § 5:12, 5:25**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:58**
Privacy, **Emp P § 90:271, 112:1, 112:8**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:41**
Privileges of employment. Terms, conditions and privileges of employment, below
Professionals, monthly payment of compensation to, **Comp § 29:42**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:106**
Race discrimination, **Emp P § 3:23**
Records and reports
general discussion, **Comp § 37:110, 37:111, 42:628, 42:629**
child labor, **Comp § 27:7**
criminal penalties, **Comp § 42:628, 42:629**
employment and consumer records, access to, **Emp P § 54:15**
employment practices, **Emp P § 92:45, 92:54**
health insurance plan, criminal penalties for failure to give notice of nonpayment to, **Comp § 42:629**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:58**
Reference check immunity, **Emp P § 65:14, 65:23**
Reimbursement, expenses, **Comp § 29:44.50**

ILLINOIS—Cont'd
Religious discrimination, **Emp P § 4:18, 4:30**
Remedies, child labor, **Comp § 28:36**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:116**
Rest breaks, **Emp P § 45:32, 45:42**
Retaliation, **Comp § 42:280; Emp P § 10:55**
Retention of employees. Selection and retention of employees, below
Review of commission decision, **Emp P § 111:59**
Rulemaking, job discrimination agencies, **Emp P § 83:113**
Sanctions, child labor, **Comp § 28:36**
Savings, deductions from compensation, **Comp § 32:53**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:10, 29:11**
criminal arrests and convictions, **Emp P § 33:12, 33:18**
health and physical fitness, **Emp P § 28:31, 28:40**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:58**
marital status, **Emp P § 32:10, 32:20**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:9**
veterans and other uniformed service members, **Emp P § 40:54**
Semi-monthly or biweekly wages for most employees, **Comp § 29:40**
Settlement, job discrimination proceedings, **Emp P § 89:92, 89:97**
Severance pay as deferred compensation, **Comp § 31:72**
Sex discrimination, **Emp P § 5:12, 5:25**
Sexual or affectional orientation discrimination, **Emp P § 6:9.20**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:9**
State statutes
arbitration of contract disputes, **Labor § 49:183**
court enforcement of state labor relations statutes, **Labor § 62:60 to 62:63**
coverage of state statutes affecting labor relations, **Labor § 15:15**
nature of state statutes affecting labor relations, **Labor § 2:18**
Stay of service of withholding order, petition of employee for, **Comp § 42:539**
Strikes, payment of compensation, **Comp § 30:28**
Subpoenas, job discrimination proceedings, **Emp P § 89:91**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:118, 30:119**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
contractors and grantees, required drug policies for, **Emp P § 30:118**
prohibition of illegal drug and alcohol use in the workplace, **Emp P § 30:119**
Substantial evidence determination, job discrimination proceedings, **Emp P § 89:86**
Summary decision or dismissal for refusal to accept settlement, job discrimination proceedings, **Emp P § 89:92**
Support withholding
general discussion, **Comp § 34:434, 42:504 to 42:507, 42:538 to 42:542**

ILLINOIS—Cont'd
Support withholding—Cont'd
certified copies of payment records, admissibility of, **Comp § 42:540**
employer's liability, **Comp § 42:537**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
obligee's, support enforcement agency's or obligor's liability, **Comp § 42:538**
performance standard for disposition of cases, **Comp § 42:501**
review of child support enforcement agency's decision, **Comp § 42:541**
stay of service of withholding order, petition of employee for, **Comp § 42:539**
Technical assistance, job discrimination agencies, **Emp P § 83:115**
Temporary equitable relief, **Emp P § 111:57**
Termination of employment, payment of compensation, **Comp § 30:27, 31:14, 31:73, 33:28**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:19**
employment and consumer records, access to, **Emp P § 54:15**
fringe benefits, **Emp P § 44:138, 44:147**
harassment, **Emp P § 51:58**
mandatory retirement, **Emp P § 52:35, 52:45**
pension and retirement payments, **Emp P § 46:48, 46:53**
polygraph tests, **Emp P § 53:26, 53:35**
rest and meal breaks, **Emp P § 45:32, 45:42**
training programs, **Emp P § 48:30, 48:39**
wage and salary discrimination, **Emp P § 44:79, 44:92**
Time off statute, **Emp P § 82:83, 82:133**
Tipped employees, minimum wages, **Comp § 18:75**
Training programs, **Emp P § 48:30, 48:39**
Unemployment compensation, **Ben § 4:58**
Union dues, deductions from compensation, **Comp § 32:53**
Union practices, **Emp P § 66:12, 66:23**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:132**
Vacations, **Ben § 9:11; Comp § 31:2, 31:13, 31:14**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:54**
Veterans' reemployment cases, **Emp P § 114:1, 114:6**
Voting time off, **Ben § 13:10**
Witness duty, **Ben § 14:16**
Workplace Safety (this index)

ILLNESS
Sickness or Illness (this index)

ILLNESS OF CLAIMANT
Age Discrimination in Employment Act, equitable modification of charging period, **Emp P § 87:46**

ILLNESS OF COVERED SERVICEMEMBER
Personnel manual, **Pers M § 14:64.70**

ILLUMINATION REQUIREMENTS
Workplaceplace safety, OSHA safety and health standards for hazardous waste operations, **Work S § 3:93**

IMMIGRATION AND NATIONALITY ACT
Administrative sanctions and remedies, **Emp P § 82:17**
Civil actions, **Emp P § 94:94**
Criminal sanctions, **Emp P § 82:98**
Employment agencies, **Emp P § 67:7**
Records and reports, **Emp P § 92:43**

IMMIGRATION LAW CONFLICTS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:265**

IMMIGRATION REFORM AND CONTROL ACT
Administrative sanctions and remedies, **Emp P § 82:14 to 82:16**
Attorney's fees, **Emp P § 77:8**
Personnel manual, recordkeeping requirements and recommendations, **Pers M § 3:51**

IMMINENT DANGERS
Workplace Safety (this index)

IMMUNITY
Family and Medical Leave Act enforcement, individual's right to qualified immunity, **Ben § 12:74**
LABOR-Management Reporting and Disclosure Act, investigatory powers of Secretary of LABOR, **Labor § 63:18**

IMPAIRMENT
Collective bargaining agreements, drug and alcohol testing, **Labor § 47:81**

IMPASSE
Bargaining Impasse (this index)
Federal Employment (this index)

IMPEACHMENT OF AWARD
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:12, 59:21, 59:26**

IMPEDING
National LABOR Relations Board, bargaining orders, **Labor § 43:37**
Unfair Labor Practices (this index)
Workplaceplace safety, criminal penalties for impeding OSHA representative, **Work S § 7:65**

IMPLEADER
Bonds of contractors, **Comp § 43:84**

IMPLEMENTATION
Federal employment, bargaining, **Labor § 39:297, 39:298**
National LABOR Relations Board, separate remedy, **Labor § 52:84**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

IMPLIED CONTRACTS
Exclusivity of state remedies, **Emp P § 115:34**
Termination of Employment (this index)

IMPLIED MATTERS
Labor Management Relations Act (this index)
Unfair labor practices, interference with employee rights by employer, **Labor § 26:59**

IMPORTERS OF CHEMICALS
Workplaceplace safety, hazard communication program, **Work S § 5:250, 5:257**

IMPOSITION
LABOR-Management Reporting and Disclosure Act, imposition of trusteeships on unions, **Labor § 67:1 to 67:19**
National LABOR Relations Act preemption, imposition of wages and other terms of employment by state, **Labor § 12:46**
National LABOR Relations Board, security as condition of order for stay of decision pending judicial review/enforcement, **Labor § 52:34**
Railway LABOR Act, conditions on injunctions in judicial actions, **Labor § 59:67**
Unfair Labor Practices (this index)

IMPRACTICABILITY OF JOINDER
Class actions, numerosity, **Emp P § 99:8**

IMPRESSION OF SURVEILLANCE
Unfair labor practices, interference with employee rights by employer, **Labor § 26:64 to 26:66**

IMPRISONMENT
Copeland Act, **Comp § 43:28**
Fair Labor Standards Act and similar state laws, **Comp § 41:333, 41:366, 41:367**

IMPROPER OR INAPPROPRIATE MATTERS
LABOR-Management Reporting and Disclosure Act, safeguards against improper discipline of union members, **Labor § 64:25 to 64:32**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

IMPROVEMENT OR IMPROVEMENTS
Nature of federal labor-management relations laws, improvement of employee conditions, **Labor § 1:5**
Personnel Manual (this index)
Unions and Union Practices (this index)

INABILITY
Ability or Inability (this index)

INACCESSIBLE OR INACCESSIBILITY
Personnel manual, inaccessible employment agencies or recruiting sources, **Pers M § 2:75**
Unions, election notices, **Labor § 23:27**

INACCURACY IN PUBLICITY
Unfair labor practices, nonpicketing appeals to public, **Labor § 38:136**

INADEQUACY
Sufficiency or Insufficiency (this index)

INAPPROPRIATE MATTERS
Improper or Inappropriate Matters (this index)

INCAPACITY
Unfair labor practices, physical incapacity asserted as justification for discrimination, **Labor § 31:39**

INCENTIVE COMPENSATION AND PAY
General discussion, **Ben § 33:1 et seq.**
Amount of earnings remaining after payment of contingent compensation, **Ben § 33:20**
Bonuses (this index)
Change in economic or other conditions, **Ben § 33:11; Comp § 33:12**
Checklists, **Ben § 33:33; Comp § 33:34**
Collective bargaining agreements, arbitrability of issues, **Labor § 49:42**
Contingent compensation and bonus, defined, **Ben § 33:3**
Controlling stockholder-executives, **Ben § 33:27 to 33:31**
Deductibility, generally, **Ben § 33:2**
Distinctions between types of contingent plans, **Ben § 33:4**
Dividends, payment of, **Ben § 33:24**
Enforceability of contingent arrangements, **Ben § 33:6**
Established company practice, **Ben § 33:15**
Established industry practice, **Ben § 33:18**
Few or no services performed, **Ben § 33:13**
Greater compensation justified by contingent arrangement, **Ben § 33:9**
Incorporation, planning for, **Ben § 33:16**
Irs acceptance of deduction claimed in previous years, effect of, **Ben § 33:17**
Method for payment of bonuses, **Ben § 33:5**
Minimum bonus clause, **Ben § 33:10**
Not for profit excise tax, **Ben § 33:12.50**
Performance of services, payment after, **Ben § 33:26**
Planning for changed conditions, **Ben § 33:12**
Profits, distribution of, **Ben § 33:21**
Reasonableness of contingent compensation and bonuses, **Ben § 33:7**
Reasonableness of total compensation, **Ben § 33:8**
Stockholders, executives who are, **Ben § 33:22**
Stock Options (this index)
Stock ownership, payments proportionate to, **Ben § 33:23**
Taxable year, formula fixed or bonus paid during, **Ben § 33:25**
Time and date
  measurement of reasonableness, **Ben § 33:14**
  payment of bonuses, **Ben § 33:5**
Unfair labor practices, wage data, **Labor § 35:30**
Unique businesses, **Ben § 33:19**
Unrelated stockholders, negotiations between, **Ben § 33:32**

INCENTIVES
Pay. **Incentive Compensation and Pay** (this index)
Personnel Manual (this index)

INCIDENTAL EFFECTS TEST
Unfair labor practices, secondary boycotts, **Labor § 38:5**

INCIDENTS
Personnel Manual (this index)
Workplace Safety (this index)

INCLUSIONS
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)

INCOME
Earnings (this index)
Employee Retirement Income Security Act (this index)
Personnel Manual (this index)
Salary or Salaries (this index)
Unfair labor practices, additional income plans, **Labor § 30:103**
Wages (this index)

INCOME IN RESPECT OF DECEDENT
Death benefits, **Ben § 7:139**

INCOME TAXES
Life Insurance (this index)

INCOMING GOODS
Unfair labor practices, hot cargo clause reserving right to shelve, **Labor § 38:184**

IN-COMMERCE REQUIREMENT
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:11, 3:18**

INCOMPETENCE
Unfair Labor Practices (this index)

INCOMPETENT EVIDENCE
National LABOR Relations Board, hearing on unfair labor practices, **Labor § 42:260**

INCOMPLETE CONTRACTS
Unions, contract bar, **Labor § 18:166 et seq.**

INCONSISTENCY
Consistency or Inconsistency (this index)

INCREASE OR INCREASES
LABOR-Management Reporting and Disclosure Act, rights of union members as to increase in dues, **Labor § 64:18 to 64:20**
Norris-LaGuardia Act, amount of bond, **Labor § 50:120**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

INCUMBENT UNIONS
Unions and Union Practices (this index)

IN-DEMAND JOBS
Personnel manual, recruitment of high technology workers, **Pers M § 2:61**

INDEMNIFICATION
Bonds of contractors, **Comp § 35:31**
Retirement and Retirement Plans (this index)

INDEMNITY CLAUSE
Unfair labor practices, subjects of bargaining, **Labor § 34:31**

INDEPENDENCE
Unfair Labor Practices (this index)
Unions, statements by union in election campaigns, **Labor § 22:56**

INDEPENDENT CONTRACTORS
Aliens, unauthorized, **Emp P § 42:13**
Construction industry, **Comp § 1:45**

INDEPENDENT CONTRACTORS—Cont'd
Employee Retirement Income Security Act, **Ben § 2:53**
Employment practices, **Comp § 21:5; Emp P § 20:156**
Fair Labor Standards Act and similar state laws, **Comp § 1:41 et seq., 1:127**
Group insurance, **Ben § 1:31**
National Labor Relations Act (this index)
Nonqualified deferred compensation, tax deductions, **Ben § 34:43**
Personnel Manual (this index)
Retirement plans, coverage tests, **Ben § 16:111**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 21:17**
Worker Adjustment and Retraining Notification Act, applicability of notice requirement to employers with independent contractor relationships, **Labor § 39:219**

INDEPENDENT GROUNDS FOR TERMINATION
LABOR Management Relations Act, **Labor § 53:213.50**

INDIA
International employment, tax treaties, **Emp P § 41:211, 41:212**

INDIANA
Administrative employees, records pertaining to compensation not required for, **Comp § 37:114**
Administrative sanctions and remedies, **Emp P § 82:28, 82:40 to 82:42**
Administrative subpoena, enforcement of, **Emp P § 111:61**
Advisory committees, job discrimination agencies, **Emp P § 83:129**
Age discrimination, **Emp P § 8:14, 8:28, 89:102, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency decisions, review and enforcement of, **Emp P § 111:62**
Agency proceedings, **Labor § 46:14**
Agricultural employees, records related to compensation not required for, **Comp § 37:114**
Ancestry discrimination, **Emp P § 7:14, 7:27**
Annual reports, job discrimination agencies, **Emp P § 83:126**
Annuities, deductions from compensation for premiums for, **Comp § 32:57**
Antiretaliation measures, compensation, **Comp § 39:40**
Assessments, fine for unlawful, **Comp § 42:284**
Assignments
- general discussion, **Comp § 34:30 to 34:33, 42:477, 42:478**
- conditions, **Comp § 34:30**
- credit unions, nonprofit organizations or employee associations, receipt by, **Comp § 34:32**
- criminal penalties for not complying with assignment, **Comp § 42:472**
- forfeiture of loan and interest by wage broker, **Comp § 42:473**
- labor commissioner's suit on assigned claims, **Comp § 42:22**
- Uniform Consumer Credit Code, receipt by those regulated under, **Comp § 34:33**
- wage brokers, receipt by, **Comp § 34:31**

At-will employment, exceptions to, **Emp P § 62:16**
Bank check, form of payment, **Comp § 33:31**
Birth place, discrimination based on, **Emp P § 7:14, 7:27**

INDIANA—Cont'd
Biweekly wages for most employees, **Comp § 29:45**
Blacklisting, **Emp P § 65:42, 65:52, 82:134, 113:1, 113:3**
Certificates, child labor, **Comp § 26:30**
Charitable organizations, deductions from compensation for contributions to, **Comp § 32:58**
Child labor
general discussion, **Comp § 25:30, 25:31**
administrative procedures, **Comp § 28:97**
certificates and permits, **Comp § 26:30**
court proceedings, **Comp § 28:137**
exemptions, **Comp § 25:30**
notices, **Comp § 27:34**
prohibitions, **Comp § 25:31**
sanctions and remedies, **Comp § 28:37**
Citizenship discrimination, **Emp P § 7:14, 7:27**
Civil fines for retaliation, underpayments and records violations, minimum wages and overtime pay, **Comp § 42:128**
Coerced discrimination, **Emp P § 11:3, 11:16**
Color discrimination, **Emp P § 3:24**
Commercial paper, form of payment, **Comp § 33:31**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:40**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:22**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:93**
executive, agricultural, domestic, administrative and professional employees and outside salesmen, records not required for, **Comp § 37:114**
exemptions, **Comp § 36:11**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:213**
notices, **Comp § 37:115**
overtime pay, below
payment of compensation, below
records, **Comp § 37:113, 37:114**
rules, **Comp § 39:39, 39:40**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:95**
Conciliation, job discrimination proceedings, **Emp P § 89:100**
Conditions of employment. Terms, conditions and privileges of employment, below
Conversion privileges for health and life insurance, **Ben § 8:161**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:60 to 111:63**
administrative subpoena, enforcement of, **Emp P § 111:61**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
agency decisions, review and enforcement of, **Emp P § 111:62**
blacklisting cases, **Emp P § 113:1, 113:3**
equal pay statute actions, **Emp P § 111:64**
fair employment practices statute, **Emp P § 111:61**
garnishment cases, **Emp P § 116:1, 116:9**
review of agency decisions, **Emp P § 111:62**

INDIANA—Cont'd
Court proceedings—Cont'd
tobacco use, **Emp P § 111:63**
Credit unions, receipt of assignments by, **Comp § 34:32**
Creed discrimination, **Emp P § 4:18, 4:31**
Criminal arrests and convictions, **Emp P § 33:18.50**
Criminal penalties
general discussion, **Emp P § 82:100, 82:134, 82:135**
assignments, noncompliance with, **Comp § 42:472**
blacklisting statute, **Emp P § 82:134**
time off statutes, **Emp P § 82:135**
Deductions from compensation
general discussion, **Comp § 32:56 to 32:64.50**
annuities, premiums for, **Comp § 32:57**
benefit plans, contributions to, **Comp § 32:63**
charitable organizations, contributions to, **Comp § 32:58**
fines prohibited, **Comp § 32:56**
insurance premiums, **Comp § 32:57**
July 1, 1988, lawfulness of deductions prior to, **Comp § 42:283**
loans to employee, charges for, **Comp § 32:62**
nonprofit organizations, contributions to, **Comp § 32:58**
overpayments, **Comp § 32:64**
purchases from employer, **Comp § 32:61**
stock of employer, purchase of, **Comp § 32:59**
uniforms, equipment, and training, **Comp § 32:64.50**
union dues, **Comp § 32:60**
U.S. bonds or securities, purchase of, **Comp § 32:59**
Direct deposit of compensation, **Comp § 33:32**
Disabilities discrimination
general discussion, **Emp P § 9:76, 9:91**
administrative sanctions and remedies, **Emp P § 82:41**
job discrimination proceedings, **Emp P § 89:101**
Disclosures, employment practices, **Emp P § 92:83, 92:96**
Domestic employees, records related to compensation not required for, **Comp § 37:114**
Employee associations, receipt of assignments by, **Comp § 34:32**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:228**
Employment practices
general discussion, **Emp P § 2:1, 2:15**
administrative sanctions and remedies, **Emp P § 82:28, 82:40 to 82:42**
age discrimination, **Emp P § 8:14, 8:28**
at-will employment, exceptions to, **Emp P § 62:16**
blacklisting, **Emp P § 65:42, 65:52**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:16**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:91**
disability discrimination law, administrative sanctions and remedies, **Emp P § 82:41**
disclosures, **Emp P § 92:83, 92:96**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:228**
equal pay law, administrative sanctions and remedies, **Emp P § 82:42**

INDIANA—Cont'd
Employment practices—Cont'd
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:22**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:313**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:15**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:179**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:27**
nondiscriminatory preferences and conduct, **Emp P § 17:20.50**
notices, **Emp P § 92:83, 92:96**
persons protected, **Emp P § 21:18, 21:32**
private employers subject to discrimination laws, **Emp P § 20:28, 20:42**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:107**
race or color discrimination, **Emp P § 3:24**
records and reports, **Emp P § 92:45, 92:55**
reference check immunity, **Emp P § 65:14, 65:24**
religious or creed discrimination, **Emp P § 4:18, 4:31**
retaliation against opponents of discrimination, **Emp P § 10:56**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:73**
sex and pregnancy discrimination, **Emp P § 5:12, 5:26**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:42, 111:63**
Evidence, job discrimination proceedings, **Emp P § 89:98**
Executive employees, records related to compensation not required for, **Comp § 37:114**
Exemptions
child labor, **Comp § 25:30**
compensation, **Comp § 36:11**
Family leave, **Ben § 12:85**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Fees of employer, garnishment, **Comp § 34:194**
Fines prohibited, deductions from compensation, **Comp § 32:56**
Forfeiture of loan and interest by wage broker, assignments and garnishments, **Comp § 42:473**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:29, 33:30**
commercial paper, bank check or U.S. currency, **Comp § 33:31**
direct deposit, **Comp § 33:32**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
violations, fine and costs for, **Comp § 42:285**
Garnishment
general discussion, **Comp § 34:193, 34:194, 42:463, 42:478; Emp P § 63:7, 63:22, 116:1, 116:9**
amount of earnings subject to garnishment, **Comp § 34:193**

INDIANA—Cont'd
Garnishment—Cont'd
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:194**
forfeiture of loan and interest by wage broker, **Comp § 42:473**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:313**
Harassment, **Emp P § 51:59**
Health, selection and retention of employees, **Emp P § 28:31, 28:41**
Hearings, job discrimination proceedings, **Emp P § 89:97**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:59**
Holidays, **Ben § 10:19**
Insurance premiums, deductions from compensation, **Comp § 32:57**
Interagency cooperation, job discrimination agencies, **Emp P § 83:123**
Investigations, job discrimination proceedings, **Emp P § 89:96**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:121 to 83:129**
advisory committees, **Emp P § 83:129**
annual reports, **Emp P § 83:126**
basic organization, powers and duties, **Emp P § 83:121**
deferral to local agencies, **Emp P § 83:128**
interagency cooperation, **Emp P § 83:123**
local agencies, **Emp P § 83:127, 83:128**
research and education projects, **Emp P § 83:125**
rule making, **Emp P § 83:122**
technical assistance, **Emp P § 83:124**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:95 to 89:102**
age discrimination proceedings, **Emp P § 89:102**
basic fair employment practices statute procedures, **Emp P § 89:95**
complaint processing, **Emp P § 89:95**
conciliation, **Emp P § 89:100**
decision of commission, **Emp P § 89:99**
disability discrimination law, **Emp P § 89:101**
evidence, procurement of, **Emp P § 89:98**
hearings, **Emp P § 89:97**
investigations, **Emp P § 89:96**
Judicial remedies, employment practices, **Emp P § 80:1, 80:15**
Jury duty, **Ben § 14:17**
Labor disputes, payment of compensation, **Comp § 30:30**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:179**
Life insurance, conversion privileges, **Ben § 8:161**
Loans to employee, deductions from compensation for charges for, **Comp § 32:62**
Mandatory retirement, **Emp P § 52:35, 52:46**
Manufacturing employees, biweekly wages for, **Comp § 29:46**
Meal breaks, **Emp P § 45:32, 45:43**
Medical benefits
conversion privileges, **Ben § 8:161**
coordination of benefits, **Ben § 5:262**
mandated provisions, **Ben § 5:205**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:78, 18:79, 42:93, 42:125 to 42:127**

INDIANA—Cont'd
Minimum wages—Cont'd
civil fines for retaliation, underpayments and records violations, **Comp § 42:128**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:79**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages and attorney's fees, **Comp § 42:126**
most employees, **Comp § 18:78**
time limit for filing suit, **Comp § 42:127**
Mining employees, biweekly wages for, **Comp § 29:46**
National origin discrimination, **Emp P § 7:14, 7:27**
New-hire reporting, compensation, **Comp § 37:213**
Nondiscriminatory preferences and conduct, **Emp P § 17:20.50**
Nonprofit organizations
assignments, receipt of, **Comp § 34:32**
deductions from compensation for contributions, **Comp § 32:58**
Notice
child labor, **Comp § 27:34**
compensation, **Comp § 37:115**
employment practices, **Emp P § 92:83, 92:96**
support withholding, **Comp § 42:500**
Outside salesmen, records pertaining to compensation not required for, **Comp § 37:114**
Overpayments, deductions from compensation, **Comp § 32:64**
Overtime pay
general discussion, **Comp § 42:95, 42:125 to 42:127**
civil fines for retaliation, underpayments and records violations, **Comp § 42:128**
employee's suit for wages, liquidated damages and attorney's fees, **Comp § 42:126**
time limit for filing suit, **Comp § 42:127**
Parental leave, **Ben § 12:85**
Payment of compensation
general discussion, **Comp § 29:45, 29:46, 30:29, 30:30, 42:281 to 42:285**
assessments, fine for unlawful, **Comp § 42:284**
deductions from compensation, above
employee's suit for double benefits, costs and attorney's fees, **Comp § 42:282**
employee's suit for wages, damages and attorney's fees, **Comp § 42:281**
exemptions, **Comp § 14:10**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
labor disputes, **Comp § 30:30**
mining or manufacturing employees, biweekly wages for, **Comp § 29:46**
other employees, **Comp § 13:33**
semi-monthly or biweekly wages for most employees, **Comp § 29:45**
severance pay, withholding for support, **Comp § 31:74**
strike, receipt of vacation pay, **Comp § 31:16**
support withholding, below
termination of employment, **Comp § 30:29, 31:16**
vacation pay, **Comp § 31:2, 31:15 to 31:17**
Pension and retirement payments, **Emp P § 46:48, 46:54**
Permits, child labor, **Comp § 26:30**

INDIANA—Cont'd
Persons protected, employment practices, **Emp P § 21:18, 21:32**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:41**
Pregnancy discrimination, **Emp P § 5:12, 5:26**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:59**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:42**
Privileges of employment. Terms, conditions and privileges of employment, below
Professional employees, records pertaining to compensation not required for, **Comp § 37:114**
Promotions, **Emp P § 47:23, 47:24**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:107**
Purchases from employer, deductions from compensation, **Comp § 32:61**
Race discrimination, **Emp P § 3:24**
Records and reports
general discussion, **Emp P § 92:45, 92:55**
employment and consumer records, access to, **Emp P § 54:16**
minimum wages, civil fines for records violations, **Comp § 42:128**
overtime pay, civil fines for records violations, **Comp § 42:128**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:59**
Reference check immunity, **Emp P § 65:14, 65:24**
Religious discrimination, **Emp P § 4:18, 4:31**
Remedies, child labor, **Comp § 28:37**
Research and education projects, job discrimination agencies, **Emp P § 83:125**
Rest breaks, **Emp P § 45:32, 45:43**
Retaliation, **Comp § 42:128; Emp P § 10:56**
Retention of employees. Selection and retention of employees, below
Review of agency decisions, **Emp P § 111:62**
Rule making, job discrimination agencies, **Emp P § 83:122**
Sanctions, child labor, **Comp § 28:37**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:41**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:59**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:10**
substance abuse and testing, **Emp P § 30:82, 30:120, 30:204**
veterans and other uniformed service members, **Emp P § 40:55**
Semi-monthly wages for most employees, **Comp § 29:45**
Service letters, **Emp P § 65:71, 65:73**
Severance pay, withholding for support, **Comp § 31:74**
Sex discrimination, **Emp P § 5:12, 5:26**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:10**
State statutes
arbitration of contract disputes, **Labor § 49:184**
court enforcement of state labor relations statutes, **Labor § 62:64 to 62:68**

INDIANA—Cont'd
State statutes—Cont'd
coverage of state statutes affecting labor relations, **Labor § 15:16**
nature of state statutes affecting labor relations, **Labor § 2:19**
regulation of internal union affairs, **Labor § 70:16**
Stock of employer, deductions from compensation for purchase of, **Comp § 32:59**
Strike, receipt of vacation pay, **Comp § 31:16**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:120, 30:204**
Support withholding
general discussion, **Comp § 34:435, 42:504 to 42:507, 42:543**
employer's liability, **Comp § 42:542**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
severance pay, **Comp § 31:74**
vacation pay, **Comp § 31:17**
Technical assistance, job discrimination agencies, **Emp P § 83:124**
Termination of employment, payment of compensation, **Comp § 30:29, 31:16**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:20**
employment and consumer records, access to, **Emp P § 54:16**
harassment, **Emp P § 51:59**
mandatory retirement, **Emp P § 52:35, 52:46**
pension and retirement payments, **Emp P § 46:48, 46:54**
promotions, **Emp P § 47:23, 47:24**
rest and meal breaks, **Emp P § 45:32, 45:43**
training programs, **Emp P § 48:30, 48:40**
wage and salary discrimination, **Emp P § 44:79, 44:93**
Time off statutes, criminal sanctions, **Emp P § 82:135**
Tobacco use, **Emp P § 111:63**
Training programs, **Emp P § 48:30, 48:40**
Underpayments, minimum wages and overtime pay, **Comp § 42:128**
Unemployment compensation, **Ben § 4:59**
Uniform Consumer Credit Code, receipt of assignments by those regulated under, **Comp § 34:33**
Union dues, deductions from compensation, **Comp § 32:60**
U.S. bonds or securities, deductions from compensation for purchase of, **Comp § 32:59**
U.S. currency, form of payment, **Comp § 33:31**
Vacations, **Ben § 9:12; Comp § 31:2, 31:15 to 31:17**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:55**
Wage brokers, receipt of assignments by, **Comp § 34:31**
Witness duty, **Ben § 14:17**
Workplace Safety (this index)

INDICTMENTS
Criminal arrests and convictions, **Emp P § 33:5**
Fair Labor Standards Act and similar state laws, **Comp § 41:361**

INDICTMENTS—Cont'd
Labor-Management Reporting and Disclosure Act (this index)

INDIRECT CONTRIBUTIONS
Unfair labor practices, interference with unions by employers, **Labor § 28:55 to 28:58**

INDISPENSABLE PARTIES
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:35**

INDIVIDUAL COMPLAINTS
Executive Order 11246 (this index)
Rehabilitation Act (this index)
Veterans and Other Uniformed Service Members (this index)

INDIVIDUAL MATTERS
Collective Bargaining Agreements (this index)
Personnel manual, compensation criteria, **Pers M § 8:11**
Unfair labor practices, use of individual contracts to limit right to select bargaining representative, **Labor § 25:42**
Unions and Union Practices (this index)

INDIVIDUAL RETIREMENT ACCOUNTS
General discussion, **Ben § 16:22, 23:69 et seq.**
Active participant, defined, **Ben § 23:82**
Active participants, reduced deduction limits, **Ben § 23:80**
Age of beneficiary, **Ben § 23:91**
Annuity contracts, distributions, **Ben § 23:111**
Associations of employees, creation by, **Ben § 23:77**
Bankruptcy of beneficiary, **Ben § 21:34**
Borrowing on IRA annuity, **Ben § 23:102**
Checklist of characteristics, **Ben § 23:70**
Collectibles, investment in, **Ben § 23:113**
Commingling of assets, **Ben § 23:74**
Community property, distributions, **Ben § 23:114**
Compensation, defined, **Ben § 23:85**
Cure of excess contributions by treating as next year's contribution, **Ben § 23:101**
Death, effect on deduction limits, **Ben § 23:81**
Deductible contribution limits, **Ben § 23:79 to 23:81**
Deemed IRAs, **Ben § 23:72**
Defined, **Ben § 23:71**
Designated nondeductible contributions, **Ben § 23:93**
Disclosure requirements, **Ben § 23:117, 23:118**
Distributions
general discussion, **Ben § 23:105 to 23:116**
annuity contracts, **Ben § 23:111**
beginning date for distributions, **Ben § 23:107**
collectibles, investment in, **Ben § 23:113**
community property, **Ben § 23:114**
divorce, transfer of IRA incident to, **Ben § 23:115**
endowment contract, purchase as distribution, **Ben § 23:112**
income, distributions as, **Ben § 23:109**
loss recognized upon complete distribution, **Ben § 23:110**
multiple IRAs, **Ben § 23:106**
premature distributions, **Ben § 23:116**
required distributions, **Ben § 23:105 to 23:108**
surviving spouse's election to treat decedent's IRA as surviving spouse's own IRA, **Ben § 23:108**
Divorce, **Ben § 23:81, 23:115**

INDIVIDUAL RETIREMENT ACCOUNTS—Cont'd
Employee Retirement Income Security Act, **Ben § 2:21, 2:22, 2:37**
Employer payments, **Ben § 23:84**
Employer-sponsored IRAs, **Ben § 23:76**
Endowment contract, purchase as distribution, **Ben § 23:112**
Excess contributions and withdrawal of contributions
general discussion, **Ben § 23:94 to 23:101**
calculation of returned or recharacterized contributions, **Ben § 23:95**
cure of excess contributions by treating as next year's contribution, **Ben § 23:101**
income tax return due date, withdrawal of contributions before or after, **Ben § 23:99, 23:100**
rollover, failed attempt at, **Ben § 23:96**
6 percent excise tax, **Ben § 23:98**
Excise tax on excess contributions and withdrawal of contributions, **Ben § 23:98**
Exemption from tax, **Ben § 23:78**
Expenses incurred in maintaining IRA, **Ben § 23:90**
Income, distributions as, **Ben § 23:109**
Income tax return due date, withdrawal of contributions before or after, **Ben § 23:99, 23:100**
Individual retirement annuities, **Ben § 23:75**
Investment issues, **Ben § 23:74**
Loss recognized upon complete distribution, **Ben § 23:110**
Marriage, **Ben § 23:81, 23:87**
Multiple IRAs, distributions, **Ben § 23:106**
MyRAs, **Ben § 23:71.60**
Pledge of IRA as security for loan, **Ben § 23:103**
Premature distributions, **Ben § 23:116**
Prohibited transactions, **Ben § 23:104**
Qualified retirement contribution, defined, **Ben § 23:83**
Reporting requirements, **Ben § 23:117, 23:118**
Rollovers, **Ben § 23:92, 23:96**
Roth 401(k) plans, **Ben § 23:80.50**
Self-employed individuals, compensation of, **Ben § 23:86**
Spousal IRAs, **Ben § 23:88**
Surviving spouse's election to treat decedent's IRA as surviving spouse's own IRA, **Ben § 23:108**
Taxation, generally, **Ben § 23:78 to 23:90**
Timing of contributions, **Ben § 23:89**
Trustee of IRA, requirements for, **Ben § 23:73**
Withdrawal of contributions. Excess contributions and withdrawal of contributions, above

INDONESIA
International employment, tax treaties, **Emp P § 41:213, 41:214**

INDUSTRIAL HOMEWORKERS
Handicapped workers, **Comp § 17:156**

INDUSTRIAL INSURANCE APPEALS BOARD
Workplaceplace safety, Washington's plan for safety and health, **Work S § 4:1102**

INDUSTRY OR INDUSTRIES
Collective Bargaining Agreements (this index)
Garment Industry (this index)
General Industry Standards (this index)
Health Care (this index)

INDUSTRY OR INDUSTRIES—Cont'd
LABOR Management Relations Act, payments to employee representatives by joint industry boards and associations, **Labor § 39:145**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

INEFFICIENCY OF EMPLOYEE
Unfair labor practices, unsatisfactory work as reason for discharge of employee, **Labor § 30:159**

INELIGIBILITY
Disqualification or Ineligibility (this index)

INFANTS
Children and Minors (this index)

INFEASIBILITY OF COMPLIANCE DEFENSE
Workplaceplace safety, citations, **Work S § 7:69**

INFERENCES
National LABOR Relations Board, adverse inference from failure to produce evidence at hearing on unfair labor practices, **Labor § 42:257**
Termination of employment, inference of nondiscrimination when discharge follows hiring by same person, **Emp P § 57:33**
Unfair Labor Practices (this index)

INFERTILITY
Disabilities discrimination, **Emp P § 9:38**
Medical benefits, **Ben § 5:24**

INFIRM PERSONS, DOMESTIC COMPANIONS FOR
Aged or Infirm Persons, Domestic Companions for (this index)

INFLATION
Executive compensation, reasonableness of compensation, **Ben § 31:32**
International employment, **Emp P § 41:100**

INFLOW OF BUSINESS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:12**

INFLUENCE OR INFLUENCING
Federal employment, freedom of union from undemocratic influences, **Labor § 69:7**
National LABOR Relations Board, influencing public officials by unions, **Labor § 11:19**
Personnel manual, cultural and social influences on absenteeism, **Pers M § 6:23**
Unfair Labor Practices (this index)

INFLUENZA PANDEMIC
Workplaceplace safety, **Work S § 5:88.50**

INFORMAL MATTERS
National LABOR Relations Act, structure of labor organizations, **Labor § 8:7**
National Labor Relations Board (this index)

INFORMAL MATTERS—Cont'd
Personnel manual, smoking-cessation programs, **Pers M § 19:21, 19:22**
Unions and Union Practices (this index)
Workplace Safety (this index)

INFORMANTS
Collective bargaining agreements, confrontation at arbitration hearing, **Labor § 49:97**
Workplaceplace safety, discovery in administrative proceedings, **Work S § 8:96**

IN FORMA PAUPERIS PROCEEDINGS
General discussion, **Emp P § 98:1, 98:2**
Fair Labor Standards Act and similar state laws, appeals, **Comp § 41:337**
Statutes of limitation, **Emp P § 100:62**
Title VII, **Emp P § 98:2**

INFORMATION
Data (this index)
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Railway LABOR Act, National Mediation Board investigation of representation disputes, **Labor § 24:12**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

INFORMATIONAL BULLETINS
Unions and Union Practices (this index)

INFORMATIONAL PICKETING
Unfair labor practices, **Labor § 39:19 to 39:23**

INFORMER REPORTS
LABOR-Management Reporting and Disclosure Act, **Labor § 68:15 to 68:20**

INFRINGEMENT ON RIGHTS OF EMPLOYEES
Unfair labor practices, rail and airline industries, **Labor § 39:168 to 39:180**

INGREDIENTS
Fair Labor Standards Act and similar state laws, production of goods for commerce, **Comp § 1:110**

INHERENTLY DESTRUCTIVE CONDUCT
Unfair labor practices, discrimination based on membership in union, **Labor § 30:21**

IN-HOUSE
Personnel Manual (this index)

INITIAL MATTERS
National LABOR Relations Act, enforcement of NLRA preemption, **Labor § 12:18, 12:19**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway LABOR Act, major bargaining dispute resolution, **Labor § 48:24 to 48:26**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

INITIAL MATTERS—Cont'd
Workplace Safety (this index)

INITIATION
National Labor Relations Board (this index)
Personnel manual, job analysis, **Pers M § 8:62 to 8:66**
Proceedings. **Initiation of Proceedings** (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

INITIATION OF PROCEEDINGS
Collective bargaining agreements, arbitration, **Labor § 49:82, 49:105**
National LABOR Relations Board, contempt of court-enforced NLRB orders, **Labor § 52:92, 52:93**
Railway LABOR Act, judicial review/enforcement of arbitration awards, **Labor § 59:16, 59:17**
Unfair Labor Practices (this index)
Unions, representative selection process, **Labor § 18:1 et seq.**

INITIATIVES
Personnel Manual (this index)
Unions, implementation of other personnel policy initiatives by employer, **Labor § 16:13**

INJUNCTIONS
General discussion, **Emp P § 70:2, 71:1 et seq.**
Attorney's fees, **Emp P § 77:19**
Balancing of hardships, preliminary injunctions, **Emp P § 71:9**
Cessation of discrimination by employer, **Emp P § 71:13**
Court monitoring of injunctive relief, **Emp P § 71:17**
Discipline, **Emp P § 57:52**
Executive Order 11246, Office of Federal Contract Compliance Programs actions, **Emp P § 94:21**
Fair Labor Standards Act and Similar State Laws (this index)
Federal employment, judicial actions and remedies, **Labor § 61:20 to 61:24**
Irreparable harm, showing of, **Emp P § 71:6, 71:7**
Irreparable injury
  LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:45**
  Norris-LaGuardia Act, **Labor § 50:85, 50:99, 50:115**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Likelihood of success on merits, preliminary injunctions, **Emp P § 71:5**
Mixed-motive cases, **Emp P § 71:12**
National LABOR Relations Act, enforcement of NLRA preemption, **Labor § 12:21 to 12:23**
National Labor Relations Board (this index)
Norris-LaGuardia Act, labor disputes, **Labor § 50:72 to 50:154**
Polygraph tests, **Emp P § 94:57**
Preliminary injunctions
  general discussion, **Emp P § 71:4 to 71:9**
  balancing of hardships, **Emp P § 71:9**
  irreparable harm, showing of, **Emp P § 71:6, 71:7**
  likelihood of success on merits, **Emp P § 71:5**
  presumption of irreparable harm, **Emp P § 71:6**
  retaliation as irreparable injury, **Emp P § 71:8**
Presumption of irreparable harm, preliminary injunctions, **Emp P § 71:6**

INJUNCTIONS—Cont'd
Railway Labor Act (this index)
Retaliation as irreparable injury, preliminary injunctions, **Emp P § 71:8**
Retirement plans, **Ben § 45:16, 45:58, 46:13**
Scope of permanent injunctive relief, **Emp P § 71:15, 71:16**
Specificity of injunctive relief, **Emp P § 71:14**
Statutes that explicitly permit damages only, availability under, **Emp P § 71:3**
Statutes that permit equitable relief, availability under, **Emp P § 71:2**
Termination of employment, **Emp P § 57:52**
Unfair Labor Practices (this index)
Unions, future injunction proceedings and unit clarification, **Labor § 23:226**
Workplace Safety (this index)

INJURY OR INJURIES
Irreparable injury. **Injunctions** (this index)
National LABOR Relations Act, employee coverage, **Labor § 5:25**
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Serious Harm (this index)
Unfair Labor Practices (this index)
Unions, statements by employer as to harm caused by union or union victory, **Labor § 16:49, 22:35**
Workplace Safety (this index)

IN KIND SUBSIDIES
Mass transit subsidies, **Ben § 15:184**

INLAND BAR CASE STUDY
Personnel manual, altering compensation programs due to corporate change, **Pers M § 8:35**

IN-LINE VOTERS
Unions, termination of voting, **Labor § 23:86**

INNOVATION WAIVERS
Health Care Reform, **Ben § 5:309**

INORGANIC ARSENIC
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:303**

INPUT OF EMPLOYEES
Personnel Manual (this index)

INQUIRY OR INQUIRIES
Board of Inquiry (this index)
Federal employment, administering agencies, **Labor § 45:10**
National LABOR Relations Board, inquiries after deferral to arbitration, **Labor § 10:47, 10:53**
Personnel manual, exit interviews, **Pers M § 21:104**
Unfair labor practices, participation of union in government inquiry, **Labor § 34:82**

IN-SERVICE
National LABOR Relations Act, supervisor coverage of registered nurse instructors, **Labor § 5:86**
Workplaceplace safety, care and use requirements, **Work S § 3:106**

INSIDE INFORMATION
Personnel manual, policy statements on ethical behavior, **Pers M § 5:30, 5:31**

INSIDER TRADING
Personnel manual, work rules on confidentiality, **Pers M § 5:75**

INSIGNIA
Unions and Union Practices (this index)

INSISTENCE
Unfair Labor Practices (this index)

INSPECTIONS AND INSPECTORS
Compensation, discrimination, **Emp P § 44:59**
Department of Labor supplemental hearing procedures, **Emp P § 90:236**
Discovery, **Emp P § 104:37**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
Personnel manual, occupational pay data for construction inspectors, **Pers M § 10:128 to 10:134**
Personnel Manual (this index)
Polygraph tests, **Emp P § 90:90**
Unfair labor practices, health and safety inspections, **Labor § 35:58**
Unions, outside representatives, **Labor § 23:63**
White collar employees, **Comp § 3:93**

INSPECTOR GENERAL
Department of Labor, **Emp P § 83:13, 83:14**

INSTALLATION
Workplace Safety (this index)

INSTALLERS
National LABOR Relations Act, independent contractor coverage, **Labor § 7:24**

INSTALLMENT OPTIONS AND PAYMENTS
Death benefits, **Ben § 7:110**
Life insurance, income tax consequences to beneficiaries, **Ben § 7:68**
Retirement and Retirement Plans (this index)
Wage and Hour Division of U.S. Department of Labor, payment of back wages, **Comp § 38:54**

INSTIGATION
Unfair Labor Practices (this index)

INSTITUTIONALIZED CHILDREN, SUBSTITUTE PARENTS FOR
General discussion, **Comp § 10:11, 10:19 to 10:22**
Combined minimum wage and overtime pay exemption under state law, **Comp § 10:20**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1, 10:19 to 10:22**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1, 10:19 to 10:22**
Minimum wage exemption under state law, **Comp § 10:21**
Overtime pay exemption, **Comp § 10:19, 10:22**
State law exemptions, **Comp § 10:20 to 10:22**

INSTRUCTIONS
Unfair Labor Practices (this index)
Unions, showing of interest, **Labor § 18:98**
Workplace Safety (this index)

INSTRUCTIONS TO JURY
General discussion, **Emp P § 109:1 et seq.**
Age Discrimination in Employment Act (this index)
Fair Labor Standards Act and Similar State Laws (this index)
State court proceedings, **Emp P § 115:57**

INSTRUMENTATION CONTROLLERS
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:59**

INSTRUMENTS OF INTERSTATE COMMERCE
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:20**

INSUBORDINATION
Discipline, **Emp P § 57:11**
Personnel manual, work rules, **Pers M § 5:145 to 5:147**
Termination of employment, **Emp P § 57:11**
Unfair Labor Practices (this index)

INSUFFICIENCY
Sufficiency or Insufficiency (this index)

INSURABLE INTEREST
Life insurance, income tax consequences to beneficiaries, **Ben § 7:64**

INSURANCE
Collective Bargaining Agreements (this index)
Employment Practices Liability Insurance (this index)
Life Insurance (this index)
National Labor Relations Act (this index)
National LABOR Relations Board, assertion of jurisdiction over insurance companies, **Labor § 3:38**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, bargaining units, **Labor § 19:114 to 19:117**

INSURANCE COMPANIES, AGENTS AND BROKERS
Employee Retirement Income Security Act, **Ben § 2:56**
Retail or service establishment employees, **Comp § 12:127**
Retirement plans, **Ben § 37:25, 39:32**

INSURANCE EXPERTS
White collar employees, **Comp § 3:58**

INSURANCE PREMIUMS
See also specific states
Bonds of contractors, **Comp § 35:20**
Minimum wages, **Comp § 17:36**

INTANGIBLES
Fair Labor Standards Act and similar state laws, production of goods for commerce, **Comp § 1:109**

INTEGRATED BUSINESS ENTITY
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:14**

INTEGRATING INFORMATION
Personnel manual, forecasting staffing needs, **Pers M § 1:8**

INTEGRATION OF PLANS
Employee stock ownership plans, **Ben § 23:176**
Retirement plans, nondiscrimination testing, **Ben § 24:53**

INTEGRITY
Personnel manual, ethical business conduct and behavior, **Pers M § 5:8, 5:11 to 5:14, 5:24**

INTELLIGENCE AGENCIES
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 40:16**

INTENT
Age Discrimination in Employment Act, **Emp P § 107:59, 107:60, 109:5**
Americans with Disabilities Act cases, **Emp P § 107:65**
Harassment, intent to discriminate, **Emp P § 51:10**
Intentional Infliction of Emotional Distress (this index)
Layoffs and recalls, intent to discriminate, **Emp P § 50:8**
Mixed motive cases, **Emp P § 107:48**
National Labor Relations Act (this index)
Rehabilitation Act, **Emp P § 107:62**
Section 1981, **Emp P § 107:57, 107:68**
Section 1985, **Emp P § 107:72**
Summary judgment, **Emp P § 101:66**
Title VI, **Emp P § 107:67**
Title VII, **Emp P § 107:46 et seq., 107:54**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS
At-will employment, **Emp P § 61:4**
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:124**
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:29**
Termination of Employment (this index)

INTERAGENCY COOPERATION
See also specific states
Rehabilitation Act, **Emp P § 88:263**

INTERCEPTION OF COMMUNICATIONS
Surveillance and Monitoring of Employees (this index)

INTERCHANGE OF EMPLOYEES
Unfair labor practices, ally status of commonly owned entities, **Labor § 38:33**

INTEREST
Attorney's fees, **Emp P § 77:91**
Backpay (this index)
Bonds of contractors, court proceedings, **Comp § 43:103**
Employment practices, tax consequences of monetary relief, **Emp P § 79:10**

INTEREST—Cont'd
Fair Labor Standards Act and Similar State Laws (this index)
Preemption, **Ben § 1:118**
Retirement and Retirement Plans (this index)

INTEREST ARBITRATION
Collective Bargaining Agreements (this index)
LABOR Management Relations Act, compelling by court, **Labor § 53:194 to 53:196**
Unfair Labor Practices (this index)

INTERESTED PERSONS OR PARTIES
Federal employment, policy statements or guidance from administering agencies, **Labor § 45:29**
LABOR-Management Reporting and Disclosure Act, reports by Secretary of LABOR to interested persons, **Labor § 63:19**
Unions, NLRB's role in processing representation petition, **Labor § 18:92, 18:93**
Workplaceplace safety, right to propose standards, **Work S § 4:45, 4:290**

INTEREST ON MONEY
Labor Management Relations Act (this index)
National LABOR Relations Board, backpay amount, **Labor § 43:78**
Prejudgment Interest (this index)

INTERESTS
Conflicts of Interest (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, economic interest test, **Labor § 50:95**
Persons or parties. **Interested Persons or Parties** (this index)
Railway Labor Act (this index)
Unions and Union Practices (this index)

INTERFERENCE
Federal employment, unfair labor practices, **Labor § 39:263 to 39:280**
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:129**
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:26 to 12:28**
National LABOR Relations Board, deferral to contractual grievance-arbitration machinery, **Labor § 10:30**
Railway Labor Act (this index)
State labor relations statutes enforced by courts, interference with railroads during picketing, **Labor § 62:18**
Unfair Labor Practices (this index)
Workplace Safety (this index)

INTERFERENCE WITH CONTRACTUAL RELATIONS
At-will employment, **Emp P § 61:9**
Termination of Employment (this index)

INTERFERENCE WITH RIGHTS
Employee Retirement Income Security Act (this index)
Family and Medical Leave Act, **Ben § 12:67**

INTERGOVERNMENTAL AFFAIRS
Department of Labor, **Emp P § 83:9, 83:10**

INTERIM EARNINGS AND EMPLOYMENT
Backpay, **Emp P § 72:40, 72:41, 72:52**
National LABOR Relations Board, backpay, **Labor § 43:65, 43:74 to 43:76**

INTERIM ORDERS
Workplace Safety (this index)

INTERIOR DECORATING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:128**

INTERLAKE EXCEPTION
Unions, runoff elections, **Labor § 22:107**

INTERLOCUTORY APPEAL OR REVIEW
General discussion, **Emp P § 110:22**
Fair Labor Standards Act and similar state laws, **Comp § 41:340**
Workplace Safety (this index)

INTERMITTENT CONDITIONS
Disabilities discrimination, **Emp P § 9:24**

INTERMITTENT LEAVE
Family and Medical Leave Act (this index)

INTERMITTENT MATTERS
Unfair Labor Practices (this index)

INTERNAL MATTERS
Personnel Manual (this index)
Railway LABOR Act, internal carrier proceedings for arbitration of minor contract disputes, **Labor § 49:113, 49:114, 49:137**
Unions and Union Practices (this index)

INTERNAL REVENUE SERVICE
Cobra continuation coverage requirements, **Ben § 8:2**
Personnel Manual (this index)

INTERNATIONAL EMPLOYMENT
General discussion, **Emp P § 41:1 et seq.**
Adaptation of domestic training for use abroad, **Emp P § 41:37, 41:38**
Aliens, employment of, **Emp P § 41:284, 41:285**
Allowances and incentives for expatriates
- general discussion, **Emp P § 41:92 to 41:107**
- balance sheet approach to expatriate compensation, **Emp P § 41:96, 41:99**
- base salary, role in determining allowances, **Emp P § 41:94**
- exchange rates, effect of, **Emp P § 41:100**
- expenditure categories considered, **Emp P § 41:98**
- foreign tax reimbursement, **Emp P § 41:107**
- goods and services allowance, **Emp P § 41:101 to 41:103**
- housing and utilities allowance, **Emp P § 41:104 to 41:106**
- inflation, effect of, **Emp P § 41:100**
- statistically based costs, effect of, **Emp P § 41:97**

American Samoa, Fair Labor Standards Act, **Emp P § 41:77, 41:78**
Annuities, tax treaties, **Emp P § 41:177**
Athletes, tax treaties, **Emp P § 41:176**
Attribution rules, foreign-earned income, **Emp P § 41:165**
Australia, tax treaties, **Emp P § 41:180, 41:181**

INTERNATIONAL EMPLOYMENT—Cont'd
Austria, tax treaties, **Emp P § 41:182, 41:183**
Avoidance of foreign assignment failures, **Emp P § 41:10**
Balance sheet approach to expatriate compensation, **Emp P § 41:96, 41:99**
Barbados, tax treaties, **Emp P § 41:184, 41:185**
Base salary, **Emp P § 41:89, 41:94**
Belgium, tax treaties, **Emp P § 41:186, 41:187**
Benefits
general discussion, **Emp P § 41:54 to 41:70**
allowances and incentives for expatriates, above
bonuses, **Emp P § 41:70**
comparison of U.S. and foreign benefits, **Emp P § 41:55**
disability, **Emp P § 41:67**
Employee Retirement Income Security Act, impact on U.S. benefits laws, **Emp P § 41:56**
family leave, **Emp P § 41:63**
health insurance, **Emp P § 41:60, 41:65**
holidays, **Emp P § 41:68**
incentives. Allowances and incentives for expatriates, above
layoff benefits, **Emp P § 41:64**
life insurance, **Emp P § 41:69**
maternity leave, **Emp P § 41:63**
pension benefits, **Emp P § 41:66**
profit sharing, **Emp P § 41:70**
retirement benefits, **Emp P § 41:66**
sick pay, **Emp P § 41:62**
social security, **Emp P § 41:57**
time off, **Emp P § 41:61**
unemployment compensation, **Emp P § 41:58**
vacations, **Emp P § 41:68**
workers' compensation, **Emp P § 41:59**
Bilateral treaties, **Emp P § 41:6**
Bona fide residence test, taxation, **Emp P § 41:158**
Bonuses, **Emp P § 41:70**
Canada, tax treaties, **Emp P § 41:188, 41:189**
Candidates, development of, **Emp P § 41:43**
Career management
general discussion, **Emp P § 41:39 to 41:53**
candidates, development of, **Emp P § 41:43**
communications with home office, improvement of, **Emp P § 41:46**
home leave, **Emp P § 41:50**
international careers, development of, **Emp P § 41:44**
isolation from home office problems, **Emp P § 41:41**
mentoring program, use of, **Emp P § 41:47**
on-site HR support, use of, **Emp P § 41:48**
performance appraisals of expatriates, **Emp P § 41:49**
phases of adjustment, impact of, **Emp P § 41:40**
repatriation, **Emp P § 41:51 to 41:53**
transitions, easing of, **Emp P § 41:45**
unbalanced allegiances problems, **Emp P § 41:42**
Commercial activities in United States, employment by foreign government in, **Emp P § 41:283**
Communications with home office, improvement of, **Emp P § 41:46**
Compensation
general discussion, **Emp P § 41:71 to 41:126**
allowances and incentives for expatriates, above
alternatives to home-based expatriate pay, **Emp P § 41:91**
base salary rate for expatriate, **Emp P § 41:89**

INTERNATIONAL EMPLOYMENT—Cont'd
Compensation—Cont'd
benefits, above
components of expatriate compensation, **Emp P § 41:88**
education allowances, below
expatriates, generally, **Emp P § 41:86 et seq.**
Fair Labor Standards Act, below
foreign service premiums and incentives, **Comp § 41:126; Emp P § 41:125**
hardship premiums, **Emp P § 41:126**
home-country-based compensation program, on-going administration of, **Emp P § 41:90**
incentives. Allowances and incentives for expatriates, above
moving and relocation allowances, below
relocation allowances. Moving and relocation allowances, below
third-country nationals, generally, **Emp P § 41:86 et seq.**
Conventions, topics covered by, **Emp P § 41:5**
Costs of failed foreign assignments, **Emp P § 41:8**
Cross-cultural training, **Emp P § 41:26**
Culture of host country
personality and leadership screening, **Emp P § 41:13, 41:14**
training issues, **Emp P § 41:30**
Cyprus, tax treaties, **Emp P § 41:190, 41:191**
Czech Republic, tax treaties, **Emp P § 41:192, 41:193**
Denmark, tax treaties, **Emp P § 41:194, 41:195**
Disability benefits, **Emp P § 41:67**
Discrimination
general discussion, **Emp P § 41:276 to 41:288**
aliens, employment of, **Emp P § 41:284, 41:285**
commercial activities in United States, employment by foreign government in, **Emp P § 41:283**
foreign countries' laws that prohibit discrimination in international workforce, **Emp P § 41:278**
impact of compliance with foreign laws, **Emp P § 41:287**
international agreements, discrimination prohibited under, **Emp P § 41:279**
noncommercial activities in United States, employment by foreign government in, **Emp P § 41:286**
treaty rights, exercise of, **Emp P § 41:288**
U.S. citizens, employment of, **Emp P § 41:280 to 41:282**
U.S. laws prohibiting discrimination in international workforce, **Emp P § 41:277, 41:280 to 41:284**
Double taxation provisions, tax treaties, **Emp P § 41:173**
Dual status aliens, taxation, **Emp P § 41:144**
Education allowances
general discussion, **Emp P § 41:108 to 41:111**
education allowance policies, **Emp P § 41:110**
foreign schools, adequacy of, **Emp P § 41:109**
U.S. State Department allowances, **Emp P § 41:111**
Egypt, tax treaties, **Emp P § 41:196, 41:197**
Election of § 911 exclusions, taxation, **Emp P § 41:161**
Employee Retirement Income Security Act, impact on U.S. benefits laws, **Emp P § 41:56**
Entertainers, tax treaties, **Emp P § 41:176**
Exchange rates, effect of, **Emp P § 41:100**
Exclusions. Taxation, below
Failed foreign assignments, **Emp P § 41:8 to 41:10**
Fair Labor Standards Act
general discussion, **Emp P § 41:72 to 41:85**

INTERNATIONAL EMPLOYMENT—Cont'd
Fair Labor Standards Act—Cont'd
American Samoa, **Emp P § 41:77, 41:78**
geographical limits of coverage, **Emp P § 41:72**
importing or exporting, employees involved in, **Emp P § 41:73**
Panama Canal Zone, **Emp P § 41:76**
Puerto Rico, **Emp P § 41:79**
special industry committees, **Emp P § 41:84**
territories, special rules for employees in, **Emp P § 41:75**
vessels, exemptions from coverage for work on foreign, **Emp P § 41:74**
Virgin Islands, **Emp P § 41:80**
wage orders, **Emp P § 41:85**
Family leave, **Emp P § 41:63**
Family of candidate, screening of, **Emp P § 41:16, 41:17**
Filing requirements, taxation, **Emp P § 41:150, 41:151**
Finland, tax treaties, **Emp P § 41:200, 41:201**
Foreign residences, assistance with buying or leasing, **Emp P § 41:122**
Foreign schools, education allowances, **Emp P § 41:109**
Foreign service premiums and incentives, **Emp P § 41:125, 41:126**
Foreign tax reimbursement, **Emp P § 41:107**
France, tax treaties, **Emp P § 41:202 to 41:204**
Futa taxes, **Emp P § 41:135**
Germany, tax treaties, **Emp P § 41:198, 41:199**
Good faith, labor contracts and labor relations, **Emp P § 41:293**
Goods and services allowance, **Emp P § 41:101 to 41:103**
Government service, tax treaties, **Emp P § 41:178**
Greece, tax treaties, **Emp P § 41:205, 41:206**
Green card test, taxation, **Emp P § 41:139**
Guaranteed home sale policy, **Emp P § 41:119**
Hardship premiums, **Emp P § 41:126**
Health insurance, **Emp P § 41:60, 41:65**
Holidays, **Emp P § 41:68**
Home-country-based compensation program, on-going administration of, **Emp P § 41:90**
Home-country residences, assistance for expatriates with, **Emp P § 41:118**
Home leave, **Emp P § 41:50**
Household goods, shipment of, **Emp P § 41:114**
Housing and utilities costs and allowances, **Emp P § 41:104 to 41:106, 41:166 to 41:168**
Hungary, tax treaties, **Emp P § 41:207, 41:208**
Iceland, tax treaties, **Emp P § 41:209, 41:210**
Importing or exporting, Fair Labor Standards Act, **Emp P § 41:73**
Incentives for expatriates. Allowances and incentives for expatriates, above
In-country training, **Emp P § 41:28 to 41:30, 41:35**
India, tax treaties, **Emp P § 41:211, 41:212**
Indonesia, tax treaties, **Emp P § 41:213, 41:214**
Inflation, effect of, **Emp P § 41:100**
International Labour Organization, development of, **Emp P § 41:4**
Ireland, tax treaties, **Emp P § 41:215, 41:216**
Isolation from home office problems, **Emp P § 41:41**
Israel, tax treaties, **Emp P § 41:217, 41:218**
Italy, tax treaties, **Emp P § 41:219, 41:220**
Jamaica, tax treaties, **Emp P § 41:221, 41:222**
Japan, tax treaties, **Emp P § 41:223 to 41:225**

INTERNATIONAL EMPLOYMENT—Cont'd
Korea, tax treaties, **Emp P § 41:249, 41:250**
Labor contracts and labor relations
general discussion, **Emp P § 41:289 to 41:297**
good faith, implied covenant of, **Emp P § 41:293**
international labor conventions, **Emp P § 41:290**
labor organization activities, protection for workers engaged in, **Emp P § 41:296**
lock out, right to, **Emp P § 41:297**
nature of labor contracts, **Emp P § 41:291**
normal work week, **Emp P § 41:294**
strike, right to, **Emp P § 41:297**
structure of labor organizations, **Emp P § 41:295**
termination of employment, **Emp P § 41:292**
Language training, **Emp P § 41:25**
Layoff benefits, **Emp P § 41:64**
Leadership screening. Personality and leadership screening, below
Life insurance, **Emp P § 41:69**
Lock outs, labor contracts and labor relations, **Emp P § 41:297**
Luxembourg, tax treaties, **Emp P § 41:226 to 41:228**
Malta, tax treaties, **Emp P § 41:229, 41:230**
Management training, **Emp P § 41:27**
Maternity leave, **Emp P § 41:63**
Medicare tax, **Emp P § 41:130**
Mentoring program, use of, **Emp P § 41:47**
Mexico, tax treaties, **Emp P § 41:231, 41:232**
Morocco, tax treaties, **Emp P § 41:233, 41:234**
Moving and relocation allowances
general discussion, **Emp P § 41:112 to 41:124**
foreign residences, assistance with buying or leasing, **Emp P § 41:122**
guaranteed home sale policy, **Emp P § 41:119**
home-country residences, assistance for expatriates with, **Emp P § 41:118**
household goods, shipment of, **Emp P § 41:114**
OBRA 1993 changes to moving expense rules, **Emp P § 41:124**
preliminary trips, **Emp P § 41:116**
rental losses, **Emp P § 41:121**
rental management services, **Emp P § 41:120**
repatriation, shipping limits for, **Emp P § 41:115**
taxation, **Emp P § 41:113, 41:123**
temporary living expenses, **Emp P § 41:117**
Netherlands, tax treaties, **Emp P § 41:235, 41:236**
New Zealand, tax treaties, **Emp P § 41:237, 41:238**
Norway, tax treaties, **Emp P § 41:239, 41:240**
Obra 1993 changes to moving expense rules, **Emp P § 41:124**
On-site HR support, use of, **Emp P § 41:48**
Pakistan, tax treaties, **Emp P § 41:241, 41:242**
Panama Canal Zone, Fair Labor Standards Act, **Emp P § 41:76**
Pension benefits, **Emp P § 41:66, 41:177**
People's Republic of China, tax treaties, **Emp P § 41:243, 41:244**
Performance appraisals of expatriates, **Emp P § 41:49**
Personality and leadership screening
general discussion, **Emp P § 41:11 to 41:16**
cultural interaction needed for assignment, **Emp P § 41:14**
culture of host country, **Emp P § 41:13**
education of candidates about assignment, **Emp P § 41:15**
overseas performance differs from domestic performance, **Emp P § 41:11**

INTERNATIONAL EMPLOYMENT—Cont'd
Personality and leadership screening—Cont'd
relational skills, importance of, **Emp P § 41:12**
Philippines, tax treaties, **Emp P § 41:245, 41:246**
Physical presence test, taxation, **Emp P § 41:159**
Poland, tax treaties, **Emp P § 41:247, 41:248**
Predeparture training, **Emp P § 41:24, 41:34**
Preliminary trips, moving and relocation allowances, **Emp P § 41:116**
Profit sharing, **Emp P § 41:70**
Puerto Rico, Fair Labor Standards Act, **Emp P § 41:79**
Rate of failed foreign assignments, **Emp P § 41:8**
Recommendations, topics covered by, **Emp P § 41:5**
Reentry training, **Emp P § 41:31, 41:32, 41:36**
Relational skills, personality and leadership screening, **Emp P § 41:12**
Relocation allowances. Moving and relocation allowances, above
Rental losses, **Emp P § 41:121**
Rental management services, **Emp P § 41:120**
Repatriation, **Emp P § 41:51 to 41:53**
Research resources, **Emp P § 41:3**
Resident aliens, taxation, **Emp P § 41:136, 41:138 to 41:140, 41:142**
Retirement benefits, **Emp P § 41:66**
Romania, tax treaties, **Emp P § 41:251, 41:252**
Russia, tax treaties, **Emp P § 41:253, 41:254**
Scheduling of training, **Emp P § 41:21**
Selecting of candidates for foreign assignments, **Emp P § 41:7**
Sick pay, **Emp P § 41:62**
Slovak Republic, tax treaties, **Emp P § 41:255, 41:256**
Social security, **Emp P § 41:57, 41:130**
Sources of international employment rules, **Emp P § 41:2**
Spain, tax treaties, **Emp P § 41:257, 41:258**
Special industry committees, Fair Labor Standards Act, **Emp P § 41:84**
Statistically based costs, effect of, **Emp P § 41:97**
Strikes, labor contracts and labor relations, **Emp P § 41:297**
Students, tax treaties, **Emp P § 41:178**
Substantial presence test, taxation, **Emp P § 41:140**
Sweden, tax treaties, **Emp P § 41:259 to 41:261**
Switzerland, tax treaties, **Emp P § 41:262, 41:263**
Taxation
general discussion, **Emp P § 41:127 to 41:275**
attribution rules, foreign-earned income, **Emp P § 41:165**
authorization for employment, **Emp P § 41:137**
bona fide residence test, **Emp P § 41:158**
dual status aliens, **Emp P § 41:144**
election of § 911 exclusions, **Emp P § 41:161**
exclusions
general discussion, **Emp P § 41:154 to 41:168**
attribution rules, foreign-earned income, **Emp P § 41:165**
bona fide residence test, **Emp P § 41:158**
election of § 911 exclusions, **Emp P § 41:161**
foreign-earned income, **Emp P § 41:163 to 41:165**
foreign tax credit, **Emp P § 41:156**
housing costs, **Emp P § 41:166 to 41:168**
IRC § 911 exclusions, **Emp P § 41:155, 41:157 to 41:162**
part-year § 911 exclusion, **Emp P § 41:162**

INTERNATIONAL EMPLOYMENT—Cont'd
Taxation—Cont'd
exclusions—Cont'd
physical presence test, **Emp P § 41:159**
reasonable housing costs, **Emp P § 41:167**
tax home test, **Emp P § 41:157**
waiver of time requirements, **Emp P § 41:160**
worldwide income, exceptions to U.S. taxation of, **Emp P § 41:154**
federal tax laws, effect on U.S. citizens and resident aliens, **Emp P § 41:128**
filing requirements for nonresident aliens, **Emp P § 41:151**
filing requirements for resident aliens, **Emp P § 41:150**
first-year election, resident alien, **Emp P § 41:141**
foreign-earned income, **Emp P § 41:163 to 41:165**
foreign moving expenses, **Emp P § 41:123**
foreign students, **Emp P § 41:153**
foreign tax credit, **Emp P § 41:156**
FUTA taxes, **Emp P § 41:135**
green card test, **Emp P § 41:139**
housing costs, **Emp P § 41:166 to 41:168**
IRC § 911 exclusions, **Emp P § 41:155, 41:157 to 41:162**
medicare tax, **Emp P § 41:130**
moving and relocation assistance, **Emp P § 41:113, 41:123**
nonresident aliens, **Emp P § 41:136, 41:143**
physical presence test, **Emp P § 41:159**
reasonable housing costs, **Emp P § 41:167**
resident aliens, **Emp P § 41:136, 41:138 to 41:140, 41:142**
social security tax, **Emp P § 41:130**
state tax withholding requirements, **Emp P § 41:148**
substantial presence test, **Emp P § 41:140**
tax home test, **Emp P § 41:157**
tie-breaker rules, **Emp P § 41:145**
totalization agreements, **Emp P § 41:131 to 41:133**
treaties. Tax treaties, below
waiver of time requirements, **Emp P § 41:160**
withholding of income tax, **Emp P § 41:129, 41:146, 41:147**
worldwide income, exceptions to U.S. taxation of, **Emp P § 41:154**
W-4 rules and exceptions for nonresident aliens, **Emp P § 41:152**
Tax treaties
general discussion, **Emp P § 41:134, 41:169 to 41:275**
annuities, **Emp P § 41:177**
athletes, **Emp P § 41:176**
Australia, **Emp P § 41:180, 41:181**
Austria, **Emp P § 41:182, 41:183**
Barbados, **Emp P § 41:184, 41:185**
Belgium, **Emp P § 41:186, 41:187**
Canada, **Emp P § 41:188, 41:189**
competent authority requests, **Emp P § 41:174**
Cyprus, **Emp P § 41:190, 41:191**
Czech Republic, **Emp P § 41:192, 41:193**
Denmark, **Emp P § 41:194, 41:195**
double taxation provisions, **Emp P § 41:173**
Egypt, **Emp P § 41:196, 41:197**
entertainers, **Emp P § 41:176**
Finland, **Emp P § 41:200, 41:201**
France, **Emp P § 41:202 to 41:204**
Germany, **Emp P § 41:198, 41:199**

INTERNATIONAL EMPLOYMENT—Cont'd
Tax treaties—Cont'd
government service, **Emp P § 41:178**
Greece, **Emp P § 41:205, 41:206**
Hungary, **Emp P § 41:207, 41:208**
Iceland, **Emp P § 41:209, 41:210**
India, **Emp P § 41:211, 41:212**
Indonesia, **Emp P § 41:213, 41:214**
Internal Revenue Code, interaction with, **Emp P § 41:170**
Ireland, **Emp P § 41:215, 41:216**
Israel, **Emp P § 41:217, 41:218**
Italy, **Emp P § 41:219, 41:220**
Jamaica, **Emp P § 41:221, 41:222**
Japan, **Emp P § 41:223 to 41:225**
Korea, **Emp P § 41:249, 41:250**
Luxembourg, **Emp P § 41:226 to 41:228**
Malta, **Emp P § 41:229, 41:230**
Mexico, **Emp P § 41:231, 41:232**
Morocco, **Emp P § 41:233, 41:234**
Netherlands, **Emp P § 41:235, 41:236**
New Zealand, **Emp P § 41:237, 41:238**
nondiscrimination provisions, **Emp P § 41:175**
nonresident aliens, taxation of, **Emp P § 41:149**
Norway, **Emp P § 41:239, 41:240**
Pakistan, **Emp P § 41:241, 41:242**
pensions, **Emp P § 41:177**
People's Republic of China, **Emp P § 41:243, 41:244**
Philippines, **Emp P § 41:245, 41:246**
Poland, **Emp P § 41:247, 41:248**
Romania, **Emp P § 41:251, 41:252**
Russia, **Emp P § 41:253, 41:254**
Slovak Republic, **Emp P § 41:255, 41:256**
Spain, **Emp P § 41:257, 41:258**
students, **Emp P § 41:178**
Sweden, **Emp P § 41:259 to 41:261**
Switzerland, **Emp P § 41:262, 41:263**
tax treaty summaries, **Emp P § 41:179**
teachers, **Emp P § 41:178**
Trinidad and Tobago, **Emp P § 41:264 to 41:266**
Tunisia, **Emp P § 41:267, 41:268**
Ukraine, **Emp P § 41:269, 41:270**
Union of Soviet Socialist Republics, **Emp P § 41:271 to 41:273**
United Kingdom, **Emp P § 41:274, 41:275**
wages, treatment of, **Emp P § 41:172**
Teachers, tax treaties, **Emp P § 41:178**
Temporary living expenses, **Emp P § 41:117**
Termination of employment, labor contracts and labor relations, **Emp P § 41:292**
Territories, special rules for employees in, **Emp P § 41:75**
Tie-breaker rules, taxation, **Emp P § 41:145**
Time off, **Emp P § 41:61**
Totalization agreements, taxation, **Emp P § 41:131 to 41:133**
Training
general discussion, **Emp P § 41:18 to 41:38**
adaptation of domestic training for use abroad, **Emp P § 41:37, 41:38**
cross-cultural training, **Emp P § 41:26**
cultural adjustment training issues, **Emp P § 41:30**
development of training resources, **Emp P § 41:22**
foreign nationals transferred to United States, **Emp P § 41:33 to 41:36**

INTERNATIONAL EMPLOYMENT—Cont'd
Training—Cont'd
in-country training, **Emp P § 41:28 to 41:30, 41:35**
international training practices, **Emp P § 41:23**
language training, **Emp P § 41:25**
management training, **Emp P § 41:27**
matching training to business needs, **Emp P § 41:19**
matching training to employee needs, **Emp P § 41:20**
policy training, **Emp P § 41:29**
predeparture training, **Emp P § 41:24, 41:34**
purpose of international training, **Emp P § 41:18**
reentry training, **Emp P § 41:31, 41:32, 41:36**
resources, **Emp P § 41:3**
scheduling of training, **Emp P § 41:21**
Transitions, easing of, **Emp P § 41:45**
Treaties
exercise of treaty rights, **Emp P § 41:288**
tax treaties, above
Trinidad and Tobago, tax treaties, **Emp P § 41:264 to 41:266**
Tunisia, tax treaties, **Emp P § 41:267, 41:268**
Ukraine, tax treaties, **Emp P § 41:269, 41:270**
Unemployment compensation, **Emp P § 41:58**
Union of Soviet Socialist Republics, tax treaties, **Emp P § 41:271 to 41:273**
United Kingdom, tax treaties, **Emp P § 41:274, 41:275**
Vacations, **Emp P § 41:68**
Vessels, exemptions from coverage for work on foreign, **Emp P § 41:74**
Virgin Islands, Fair Labor Standards Act, **Emp P § 41:80**
Waiver of time requirements, taxation, **Emp P § 41:160**
Withholding of income tax, **Emp P § 41:129, 41:146, 41:147**
Workers' compensation, **Emp P § 41:59**

INTERNATIONAL MATTERS
National LABOR Relations Board, independent suits in federal district court against NLRB, **Labor § 51:5**
Personnel Manual (this index)

INTERNATIONAL ORGANIZATIONS
Employee Retirement Income Security Act, **Ben § 2:34**

INTERNATIONAL UNIONS
Unions and Union Practices (this index)

INTERNS
Presidential and executive office employees, **Comp § 16:28**

INTERPLEADER
Bonds of contractors, **Comp § 43:83**

INTERROGATION
National LABOR Relations Board orders restricting, **Labor § 43:30**
Unfair Labor Practices (this index)
Unions, conduct of employer in election campaigns, **Labor § 22:77**

INTERROGATORIES
General discussion, **Emp P § 104:33, 104:34**
Department of Labor supplemental hearing procedures, **Emp P § 90:235**
Executive Order 11246, **Emp P § 88:111**

INTERROGATORIES—Cont'd
Fair Labor Standards Act and similar state laws, **Comp § 41:145**
Workplaceplace safety, administrative proceedings, **Work S § 8:82**

INTERRUPTIONS
Personnel manual, vacation eligibility and interruptions in service, **Pers M § 14:79**
Unfair labor practices, liability of union for work interruptions in rail and airline industries, **Labor § 39:167**

INTERSTATE AGENCY EMPLOYEES AND VOLUNTEERS
State, Local or Interstate Agency Employees and Volunteers (this index)

INTERSTATE COMMERCE
Interstate Commerce Act (this index)
National Labor Relations Board (this index)

INTERSTATE COMMERCE ACT
Child labor, **Comp § 24:27**
National LABOR Relations Board, impact on NLRB's right to consider dispute, **Labor § 11:38**
Railway LABOR Act relationship with, **Labor § 13:30**

INTERSTATE COMMERCE COMMISSION
Railway LABOR Act, jurisdiction, **Labor § 13:11, 13:12**

INTERSTATE MOTOR CARRIERS
General discussion, **Comp § 6:1 to 6:27**
General discussion, **Comp § 6:13 to 6:27**
Combined minimum wage and overtime pay exemption under state law, **Comp § 6:25**
Compensation, defined, **Comp § 6:8**
Contract carrier, defined prior to 1996, **Comp § 6:7**
Delivery and pickup services, **Comp § 6:11**
Driver, defined, **Comp § 6:20**
Driver's helper, defined, **Comp § 6:21**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 6:1 to 6:27**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 6:1 to 6:27**
Holds itself out, defined, **Comp § 6:6**
Intention of employer as determinative factor, **Comp § 6:15**
Interstate or foreign commerce, defined, **Comp § 6:14**
Interstate or foreign commerce under motor carrier exemption, **Comp § 6:13 to 6:18**
Interstate transportation, **Comp § 6:16**
Intrastate transportation, **Comp § 6:17**
Loader, defined, **Comp § 6:22**
Mail haulers under contract, **Comp § 6:10**
Mechanic, defined, **Comp § 6:23**
Migrant workers, carriers of, **Comp § 6:12**
Minimum wage exemption under state law, **Comp § 6:26**
Motor carrier, defined, **Comp § 6:5**
Motor vehicle, defined, **Comp § 6:4**
Overtime pay exemption, **Comp § 6:2, 6:25**
Pickup and delivery services, **Comp § 6:11**
Private carrier, defined, **Comp § 6:9**
Safety of operation, employees who affect, **Comp § 6:19 to 6:27**

INTERSTATE MOTOR CARRIERS—Cont'd
State law exemptions, **Comp § 6:25 to 6:27**
Time employee spends in interstate or foreign transactions, extent and nature of, **Comp § 6:18**
Types of carriers, generally, **Comp § 6:3**

INTERUNION AGREEMENTS
Unfair labor practices, factors influencing NLRB determination on work assignment dispute, **Labor § 39:89**

INTERVENING CIRCUMSTANCES
National LABOR Relations Board, bargaining orders, **Labor § 43:40**

INTERVENTION
General discussion, **Emp P § 97:42 to 97:50**
Age Discrimination in Employment Act actions, **Emp P § 97:48**
Agricultural employees, **Emp P § 90:135**
Appeal and review, **Emp P § 110:19**
Attorney's fees, **Emp P § 77:34, 77:40**
Bonds of contractors, **Comp § 43:82**
Class actions, certification proceedings, **Emp P § 99:44**
Collective bargaining agreements, arbitration hearing, **Labor § 49:96**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:192**
Davis-Bacon Act, Wage Appeals Board, **Comp § 40:94**
Equal Pay Act actions, **Emp P § 97:49**
Executive Order 11246, **Emp P § 88:100, 88:101**
Federal Employment (this index)
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:96**
National Labor Relations Board (this index)
Personnel manual, substance abuse, **Pers M § 20:31**
Railway LABOR Act, elections, **Labor § 24:6**
Retirement plans, **Ben § 29:195, 45:52**
Section 1981 actions, **Emp P § 97:47**
Statutes of limitation, **Emp P § 100:63**
Title VII (this index)
Unions and Union Practices (this index)
Veterans' reemployment actions, **Emp P § 97:50**
Walsh-Healey Act, **Comp § 40:28**
Workplace Safety (this index)

INTERVIEW OR INTERVIEWS
Hiring, Preselection and Recruitment Practices (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair labor practices, representation at investigatory interview, **Labor § 26:110 to 26:122**
Workplaceplace safety, inspection warrant as prerequisite, **Work S § 6:31**

INTIMIDATION
National LABOR Relations Board, orders restricting, **Labor § 43:28**
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:40**
Unions, organizing campaign conduct, **Labor § 16:95**

INTOXICANT USE
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:146**

INTOXICATING LIQUOR
Alcoholic Beverages (this index)
Substance Abuse and Testing (this index)

INTRANSIGENCE
Unfair labor practices, employer actions impeding agreement, **Labor § 37:14 to 37:21**

INTRAPLANT UNITS
Unions, single employer, **Labor § 19:23**

INTRASTATE COMMERCE
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:9, 3:20**

INTRAUNION MATTERS
Unions and Union Practices (this index)

INVASION OF PRIVACY
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:130**
Termination of Employment (this index)

INVENTION RIGHTS
Personnel manual, employment agreements, **Pers M § 3:49**

INVENTORY
National LABOR Relations Act, managerial employee coverage of inventory planners, **Labor § 5:116**
Personnel Manual (this index)

INVESTIGATIONS
See also specific states
Age Discrimination in Employment Act (this index)
Aliens (this index)
Apprentices, certificates, **Comp § 38:110**
Collective bargaining agreements, health care industry bargaining dispute resolution, **Labor § 48:15 to 48:20**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:69, 40:71**
Equal Pay Act, **Emp P § 86:8**
Executive Order 11246 (this index)
Family and Medical Leave Act, **Ben § 12:68**
Federal employment, charges of unfair labor practices, **Labor § 45:36 to 45:38**
Federal government employees, **Emp P § 88:322**
Full Investigation (this index)
Handicapped workers, certificates, **Comp § 38:138**
Homeworkers, certificates, **Comp § 38:152**
Joint Complaint Processing (this index)
Jurisdiction, **Emp P § 95:77**
LABOR Management Relations Act, national emergency injunctions, **Labor § 50:159**
Labor-Management Reporting and Disclosure Act (this index)
Medical benefits, **Ben § 5:29**
National Labor Relations Board (this index)
Personnel Manual (this index)
Polygraph tests, **Emp P § 90:90**

INVESTIGATIONS—Cont'd
Railway LABOR Act, National Mediation Board, **Labor § 24:4 to 24:12, 59:44**
Rehabilitation Act (this index)
Retaliation, **Emp P § 10:17.50**
Retirement plans, civil actions by Department of Labor, **Ben § 46:2**
Service Contract Act, **Comp § 40:138**
Title VII (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Veterans and Other Uniformed Service Members (this index)
Wage and Hour Division of U.S. Department of Labor (this index)
Workplace Safety (this index)

INVESTIGATIVE MATERIALS
General discussion, **Emp P § 93:2 to 93:10**
Agreement for disclosure, **Emp P § 93:7**
Commission-required reports, disclosure of, **Emp P § 93:8**
Disclosures, **Emp P § 93:2 to 93:10**
Expunging confidential information prior to disclosure, **Emp P § 93:10**
Order, disclosure in response to, **Emp P § 93:4**
Other federal agency files, disclosure of information from, **Emp P § 93:9**
Preconditions to disclosure, **Emp P § 93:6**
Private persons, disclosure to interested, **Emp P § 93:5**
State or local agencies, disclosure to, **Emp P § 93:3**
Subpoena, disclosure in response to, **Emp P § 93:4**

INVESTMENT ADVICE
Retirement and retirement plans, **Ben § 37:9.50**

INVESTMENT COMPANIES
Retirement and Retirement Plans (this index)

INVESTMENT COUNSELING FIRMS
Retail or service establishment employees, **Comp § 12:129**

INVESTMENT OR INVESTMENTS
Individual retirement accounts, **Ben § 23:74**
National LABOR Relations Board, assertion of jurisdiction over investment businesses, **Labor § 3:36 to 3:38**
Personnel manual, policy statements on inside information, **Pers M § 5:31**
Retirement and Retirement Plans (this index)

INVOLUNTARY PARTICIPATION
Retaliation, **Emp P § 10:21**

INVOLUNTARY TERMINATIONS
Personnel manual, policy, **Pers M § 21:2**
Retirement and Retirement Plans (this index)

INVOLVEMENT
Collective bargaining agreements, arbitration clause applicability, **Labor § 49:19**
Personnel Manual (this index)
Unfair labor practices, breach of duty of fair representation, **Labor § 27:33**

IONIZING RADIATION
Workplaceplace safety, **Work S § 2:9, 3:63**

IOWA

Absence of employee on payday, **Comp § 29:49**
Administrative decisions, review of, **Emp P § 111:67**
Administrative sanctions and remedies, **Emp P § 82:28, 82:43**
Administrative subpoena, enforcement of, **Emp P § 111:65**
Age discrimination, **Emp P § 8:14, 8:29, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:15**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:12, 29:13**
Ancestry discrimination, **Emp P § 7:14, 7:28**
Annual reports, job discrimination agencies, **Emp P § 83:134**
Antiretaliation measures, compensation, **Comp § 39:43**
Appearance in court by employer, garnishment, **Comp § 34:197**
Arbitration of contract disputes, **Labor § 49:185**
Assignments
- general discussion, **Comp § 34:34, 34:35**
- conditions, **Comp § 34:34**
- consumer credit transactions, receipt for, **Comp § 34:35**

At-will employment, exceptions to, **Emp P § 62:17**
Bad checks, deductions from compensation for charges for, **Comp § 32:67**
Birth place, discrimination based on, **Emp P § 7:14, 7:28**
Blacklisting, **Emp P § 65:42, 65:53, 82:138, 113:1, 113:4**
Bona fide occupational qualifications, **Emp P § 15:13, 15:24**
Breakage, deductions from compensation for charges for, **Comp § 32:68**
Cash shortages, deductions from compensation for charges for, **Comp § 32:66**
Certificates, child labor, **Comp § 26:31**
Child labor
- general discussion, **Comp § 25:32, 25:33**
- administrative procedures, **Comp § 28:98**
- certificates and permits, **Comp § 26:31**
- exemptions, **Comp § 25:32**
- prohibitions, **Comp § 25:33**
- records and reports, **Comp § 27:8**
- sanctions and remedies, **Comp § 28:38**

Chronic mental illness, minimum wages for persons with, **Comp § 18:83**
Citizenship discrimination, **Emp P § 7:14, 7:28**
Coerced discrimination, **Emp P § 11:3, 11:17**
Color discrimination, **Emp P § 3:25**
Commission decision, enforcement of, **Emp P § 111:68**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:43**
- assignments, above
- child labor, above
- court proceedings, generally, **Comp § 42:23**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:94**
- exemptions, **Comp § 36:12**
- form of payment, below
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:214**
- notices, **Comp § 37:117**
- overtime pay, below
- payment of compensation, below

IOWA—Cont'd

Compensation—Cont'd
- records, **Comp § 37:116**
- rules, **Comp § 39:41 to 39:43**
- support withholding, below

Complaints, job discrimination proceedings, **Emp P § 89:103**
Complicity in discrimination, **Emp P § 12:4, 12:12**
Conciliation, employment practices, **Emp P § 89:108, 111:65**
Conditions governing most deductions from compensation, **Comp § 32:65**
Conditions of employment. Terms, conditions and privileges of employment, below
Confidentiality of alcohol or drug test information, **Emp P § 30:128**
Constitutionality, overtime pay, **Comp § 21:6**
Consumer credit transactions, assignments, **Comp § 34:35**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:103**
Conversion privileges for health and life insurance, **Ben § 8:162**
Coordination of medical benefits, **Ben § 5:263**
Court enforcement of state labor relations statutes, **Labor § 62:69 to 62:71**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:64 to 111:68**
- administrative decisions, review of, **Emp P § 111:67**
- administrative subpoena, enforcement of, **Emp P § 111:65**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- blacklisting cases, **Emp P § 113:1, 113:4**
- commission decision, enforcement of, **Emp P § 111:68**
- conciliation agreements, enforcement of, **Emp P § 111:66**
- fair employment practices statute, **Emp P § 111:65 et seq.**
- garnishment cases, **Emp P § 116:1, 116:10**
- privacy cases, **Emp P § 112:1, 112:9**
- private rights, enforcement of, **Emp P § 111:69**

Coverage of state statutes affecting labor relations, **Labor § 15:17**
Credits, minimum wages, **Comp § 18:82**
Creed discrimination, **Emp P § 4:18, 4:32**
Criminal penalties
- general discussion, **Emp P § 82:100, 82:136 to 82:140**
- abusive recruitment practices, **Comp § 42:289**
- blacklisting statute, **Emp P § 82:138**
- criminal code individual rights chapter, **Emp P § 82:140**
- employee privacy statutes, **Emp P § 82:137**
- time off statutes, **Emp P § 82:139**
- veterans' reemployment statute, **Emp P § 82:136**

Customer default, deductions from compensation for charges for, **Comp § 32:68**
Deductions from compensation
- general discussion, **Comp § 32:65 to 32:71**
- bad checks, charges for, **Comp § 32:67**
- breakage, charges for, **Comp § 32:68**
- breakage, lost or stolen property or customer default, charges for, **Comp § 32:68**
- cash shortages, charges for, **Comp § 32:66**
- conditions governing most deductions, **Comp § 32:65**
- customer default, charges for, **Comp § 32:68**
- gratuities, claims for, **Comp § 32:69**
- lost property, charges for, **Comp § 32:68**
- protective equipment, charges for, **Comp § 32:70**

IOWA—Cont'd
Deductions from compensation—Cont'd
stolen property, charges for, **Comp § 32:68**
transportation to the place of employment, charges for, **Comp § 32:71**
Developmental disability, minimum wages for persons with, **Comp § 18:83**
Disabilities discrimination, **Emp P § 9:76, 9:92**
Disciplinary procedures, substance abuse and testing, **Emp P § 30:127**
Disclosures, employment practices, **Emp P § 92:83, 92:97**
Dispute, wages affected by, **Comp § 29:51**
Employee privacy statutes, criminal sanctions, **Emp P § 82:137**
Employment agencies, **Emp P § 20:215, 20:229, 67:16, 67:28**
Employment practices
general discussion, **Emp P § 2:1, 2:16**
administrative sanctions and remedies, **Emp P § 82:28, 82:43**
age discrimination, **Emp P § 8:14, 8:29**
at-will employment, exceptions to, **Emp P § 62:17**
blacklisting, **Emp P § 65:42, 65:53**
bona fide occupational qualifications, **Emp P § 15:13, 15:24**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:17**
complicity in discrimination, **Emp P § 12:4, 12:12**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:92**
disclosures, **Emp P § 92:83, 92:97**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:229**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:23**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:314**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:16**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:180**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:28**
nondiscriminatory preferences and conduct, **Emp P § 17:20.70**
notices, **Emp P § 92:83, 92:97**
persons protected, **Emp P § 21:18, 21:33**
private employers subject to discrimination laws, **Emp P § 20:28, 20:43**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:108**
race or color discrimination, **Emp P § 3:25**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:349**
religious or creed discrimination, **Emp P § 4:18, 4:32**
retaliation against opponents of discrimination, **Emp P § 10:57**

IOWA—Cont'd
Employment practices—Cont'd
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:27**
sexual or affectional orientation discrimination, **Emp P § 6:15**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:112**
Exemptions
child labor, **Comp § 25:32**
compensation, **Comp § 36:12**
Expense reimbursements, payment of compensation, **Comp § 29:50**
Family leave, **Ben § 12:86**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:31 to 33:33**
designee of employee, payment to, **Comp § 33:35**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
means of payment, **Comp § 33:34**
place of payment, **Comp § 33:33**
Fringe benefits, **Emp P § 44:138, 44:148**
Garnishment
general discussion, **Comp § 34:195 to 34:200, 42:463**
amount of earnings subject to garnishment, **Comp § 34:195**
duration of the duty to withhold, **Comp § 34:199**
employment practices, **Emp P § 63:7, 63:23, 116:1, 116:10**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
interrogatory answers of and appearance in court by employer, **Comp § 34:197**
liability of employer, **Comp § 34:196**
notice to employee, **Comp § 34:198**
preference of garnishments, **Comp § 34:200**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:314**
Gratuities, deductions from compensation for claims for, **Comp § 32:69**
Harassment, **Emp P § 51:60**
Health, selection and retention of employees, **Emp P § 28:31, 28:42**
Hearings, job discrimination proceedings, **Emp P § 89:110**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:60**
Holidays, **Ben § 10:20; Comp § 31:75**
Interagency cooperation, job discrimination agencies, **Emp P § 83:132**
Interrogatory answers of employer, garnishment, **Comp § 34:197**
Investigations, job discrimination proceedings, **Emp P § 89:106**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:130 to 83:136**
annual reports, **Emp P § 83:134**
basic organization, powers and duties, **Emp P § 83:130**

IOWA—Cont'd
Job discrimination agencies—Cont'd
deferral to local agencies, **Emp P § 83:136**
interagency cooperation, **Emp P § 83:132**
local agencies, **Emp P § 83:135, 83:136**
research and education projects, **Emp P § 83:133**
rule making, **Emp P § 83:131**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:103 to 89:112**
basic fair employment practices statute procedures, **Emp P § 89:103**
complaints, **Emp P § 89:103**
conciliation, **Emp P § 89:108**
decision of commission, **Emp P § 89:111**
evidence, procurement of, **Emp P § 89:112**
hearings, **Emp P § 89:110**
investigations, **Emp P § 89:106**
mediation, **Emp P § 89:105**
probable cause determination, **Emp P § 89:107**
recalcitrant workers, complaints against, **Emp P § 89:104**
secrecy of proceedings, **Emp P § 89:109**
Judicial remedies, employment practices, **Emp P § 80:1, 80:16**
Jury duty, **Ben § 14:18**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:180**
Life insurance, **Ben § 8:103; Emp P § 8:162**
Lost property, deductions from compensation for charges for, **Comp § 32:68**
Mandatory retirement, **Emp P § 52:35, 52:47**
Mediation, job discrimination proceedings, **Emp P § 89:105**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:103**
conversion privileges, **Ben § 8:162**
coordination of benefits, **Ben § 5:263**
mandated provisions, **Ben § 5:206**
Mental retardation, minimum wages for persons with, **Comp § 18:83**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:80 to 18:83, 39:41, 42:93, 42:128, 42:129**
appeal of division's ruling as to handicapped workers, **Comp § 42:130**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:82**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit to enforce administrative decision, **Comp § 42:129**
labor division's suit to enforce administrative decision, **Comp § 42:129**
most employees, **Comp § 18:80**
person with mental retardation, developmental disability or chronic mental illness, **Comp § 18:83**
probationary employees, **Comp § 18:81**
National origin discrimination, **Emp P § 7:14, 7:28**
Nature of state statutes affecting labor relations, **Labor § 2:20**
New-hire reporting, compensation, **Comp § 37:214**
Nondiscriminatory preferences and conduct, **Emp P § 17:20.70**
Notice
compensation, **Comp § 37:117**
employment practices, **Emp P § 92:83, 92:97**

IOWA—Cont'd
Notice—Cont'd
garnishment, **Comp § 34:198**
support withholding, **Comp § 42:500**
Older workers' benefits, **Emp P § 44:224, 44:229**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:70, 42:93, 42:128, 42:129**
appeal of division's ruling as to handicapped workers, **Comp § 42:130**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit to enforce administrative decision, **Comp § 42:129**
labor division's suit to enforce administrative decision, **Comp § 42:129**
Parental leave, **Ben § 12:86**
Payment of compensation
general discussion, **Comp § 29:47 to 29:52, 30:31, 30:32, 39:42, 42:286 to 42:289**
absence of employee on payday, **Comp § 29:49**
benefits, payment of, **Comp § 29:52**
criminal penalties for abusive recruitment practices, **Comp § 42:289**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:51**
employee's or labor commissioner's suit for wages, liquidated damages, costs, and attorney's fees, **Comp § 42:286**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:286**
exemptions, **Comp § 14:11**
expense reimbursements, **Comp § 29:50**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay as wages, **Comp § 31:75**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:286**
other employees, **Comp § 13:34**
periodic commissions, **Comp § 29:48**
periodic wages, **Comp § 29:47**
punitive damages for abusive recruitment practices, **Comp § 42:289**
recruitment practices, abusive, **Comp § 42:289**
retaliation, labor commissioner's suit for relief from, **Comp § 42:288**
review of civil fines, **Comp § 42:287**
severance pay as wages, **Comp § 31:75**
support withholding, below
suspension of employment, **Comp § 30:31**
termination of employment, **Comp § 30:31, 31:19**
transportation to the place of recruitment after termination, **Comp § 30:32**
vacation pay, **Comp § 31:2, 31:18, 31:19**
Pension and retirement payments, **Emp P § 46:48, 46:55**
Periodic commissions, **Comp § 29:48**
Periodic wages, **Comp § 29:47**
Permits, child labor, **Comp § 26:31**
Persons protected, employment practices, **Emp P § 21:18, 21:33**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:42**

IOWA—Cont'd
Place of payment of compensation, **Comp § 33:33**
Polygraph tests, **Emp P § 53:26, 53:36**
Preference of garnishments, **Comp § 34:200**
Pregnancy benefits, **Emp P § 44:178, 44:184**
Pregnancy discrimination, **Emp P § 5:12, 5:27**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:60**
Privacy cases, **Emp P § 112:1, 112:9**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:43**
Private rights, enforcement of, **Emp P § 111:69**
Private sector drug-free workplaces, substance abuse and testing, **Emp P § 30:122**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause
  job discrimination proceedings, **Emp P § 89:107**
Probationary employees, minimum wages, **Comp § 18:81**
Promotions, **Emp P § 47:23, 47:25**
Protective equipment, deductions from compensation for charges for, **Comp § 32:70**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:108**
Punitive damages for abusive recruitment practices, **Comp § 42:289**
Race discrimination, **Emp P § 3:25**
Reasonable suspicion, substance abuse and testing, **Emp P § 30:124**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:104**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:349**
Records and reports
  child labor, **Comp § 27:8**
  compensation, **Comp § 37:116**
  employment and consumer records, access to, **Emp P § 54:17**
Recruitment practices, **Comp § 42:289; Emp P § 39:45, 39:60**
Religious discrimination, **Emp P § 4:18, 4:32**
Remedies, child labor, **Comp § 28:38**
Research and education projects, job discrimination agencies, **Emp P § 83:133**
Retaliation, labor commissioner's suit for relief from, **Comp § 42:288**
Retaliation against opponents of discrimination, **Emp P § 10:57**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:131**
Sanctions, child labor, **Comp § 28:38**
Secrecy of proceedings, job discrimination proceedings, **Emp P § 89:109**
Selection and retention of employees
  AIDS policies and testing, **Emp P § 29:12, 29:13**
  health and physical fitness, **Emp P § 28:31, 28:42**
  hiring, preselection and recruitment practices, **Emp P § 39:45, 39:60**
  veterans and other uniformed service members, **Emp P § 40:56**
Severance pay as wages, **Comp § 31:75**
Sex discrimination, **Emp P § 5:12, 5:27**
Sexual or affectional orientation discrimination, **Emp P § 6:15**

IOWA—Cont'd
State statutes
  arbitration of contract disputes, **Labor § 49:185**
  court enforcement of state labor relations statutes, **Labor § 62:69 to 62:71**
  coverage of state statutes affecting labor relations, **Labor § 15:17**
  nature of state statutes affecting labor relations, **Labor § 2:20**
Stolen property, deductions from compensation for charges for, **Comp § 32:68**
Substance abuse and testing
  general discussion, **Emp P § 30:82, 30:121 to 30:128**
  chart of state laws regulating substance abuse testing, **Emp P § 30:204**
  confidentiality of alcohol or drug test information, **Emp P § 30:128**
  disciplinary procedures, **Emp P § 30:127**
  private sector drug-free workplaces, **Emp P § 30:122**
  reasonable suspicion, **Emp P § 30:124**
  testing procedures, **Emp P § 30:125**
  unannounced testing, **Emp P § 30:123**
  use of drug or alcohol tests, **Emp P § 30:121**
  written policy requirements, **Emp P § 30:126**
Support withholding
  general discussion, **Comp § 34:436, 42:504 to 42:507, 42:544**
  employer's liability, **Comp § 42:543**
  federal standard on expedited proceedings, **Comp § 42:499**
  mistake of fact, defined, **Comp § 42:502**
  notices and opportunity to contest withholding, **Comp § 42:500**
  performance standard for disposition of cases, **Comp § 42:501**
Suspension of employment, payment of compensation, **Comp § 30:31**
Termination of employment, payment of compensation, **Comp § 30:31, 31:19**
Terms, conditions and privileges of employment
  general discussion, **Emp P § 43:6, 43:21**
  employment and consumer records, access to, **Emp P § 54:17**
  fringe benefits, **Emp P § 44:138, 44:148**
  harassment, **Emp P § 51:60**
  mandatory retirement, **Emp P § 52:35, 52:47**
  older workers' benefits, **Emp P § 44:224, 44:229**
  pension and retirement payments, **Emp P § 46:48, 46:55**
  polygraph tests, **Emp P § 53:26, 53:36**
  pregnancy benefits, **Emp P § 44:178, 44:184**
  promotions, **Emp P § 47:23, 47:25**
  training programs, **Emp P § 48:30, 48:41**
  wage and salary discrimination, **Emp P § 44:79, 44:94**
Testing procedures, substance abuse and testing, **Emp P § 30:125**
Time off statutes, criminal sanctions, **Emp P § 82:139**
Training programs, **Emp P § 48:30, 48:41**
Transportation to the place of employment, deductions from compensation for charges for, **Comp § 32:71**
Unannounced testing, substance abuse and testing, **Emp P § 30:123**
Unemployment compensation, **Ben § 4:60**
Union practices, **Emp P § 66:12, 66:24**

IOWA—Cont'd
Vacations, **Ben § 9:13; Comp § 31:2, 31:18, 31:19**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:56**
Veterans' reemployment statute, criminal sanctions, **Emp P § 82:136**
Voting time off, **Ben § 13:11**
Witness duty, **Ben § 14:18**
Workplace Safety (this index)
Written policy requirements, substance abuse and testing, **Emp P § 30:126**

IRAS
Individual Retirement Accounts (this index)

IRELAND
International employment, tax treaties, **Emp P § 41:215, 41:216**

IRREGULARITIES
Defects or Irregularities (this index)

IRRELEVANT MATTERS
Unfair Labor Practices (this index)

IRREPARABLE HARM OR INJURY
Injunctions, **Emp P § 71:6, 71:7**
Injunctions (this index)

IRRIGATION
National Labor Relations Act (this index)

IRRIGATION SYSTEMS
Agricultural Employees (this index)

ISOLATED MATTERS
National LABOR Relations Act, acts by agents of employers, **Labor § 8:26**
Unfair labor practices, interference with employee rights by employer, **Labor § 26:42**
Unions, statements by employer, **Labor § 16:44**

ISRAEL
International employment, tax treaties, **Emp P § 41:217, 41:218**

ISSUANCE
Federal Employment (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Railway LABOR Act, injunctions in judicial actions, **Labor § 59:65 to 59:86**
Unions, certification, **Labor § 23:191, 23:194 to 23:197**
Workplace Safety (this index)

ITALY
International employment, tax treaties, **Emp P § 41:219, 41:220**

JACKS
Workplaceplace safety, OSHA safety and health standards for portable tools and equipment, **Work S § 3:282**

JAMAICA
International employment, tax treaties, **Emp P § 41:221, 41:222**

JANITORS AND JANITORIAL SERVICES
Child labor, **Comp § 24:53**
Compensation, discrimination, **Emp P § 44:60**
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:180, 1:181**
Personnel manual, occupational pay data, **Pers M § 10:206 to 10:208**
Retail or service establishment employees, **Comp § 12:65**

JAPAN
International employment, tax treaties, **Emp P § 41:223 to 41:225**

JARGON
Personnel manual, compensation planning and design, **Pers M § 8:59, 8:122**

JEWELRY AND JEWELERS
Homeworkers, **Comp § 10:32**
Retail or Service Establishments (this index)

JOB ANALYSIS
Personnel manual, compensation planning and design, **Pers M § 8:56 to 8:89**

JOB APPLICANTS
Applicants for Jobs (this index)

JOB ASSIGNMENTS
Transfers and Job Assignments (this index)
Unfair Labor Practices (this index)

JOB CLASSIFICATIONS
Collective Bargaining Agreements (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

JOB DESCRIPTIONS
Personnel Manual (this index)
Unions, professional employees, **Labor § 19:38**

JOB DISCRIMINATION PROCEEDINGS
Delaware, **Emp P § 89:54**

JOB EFFICIENCY CHECKING OR RATING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:132**

JOB EVALUATION
Collective bargaining agreements, basic wage provisions, **Labor § 47:40**
Personnel manual, compensation planning and design, **Pers M § 8:119 to 8:144**

JOB GROUP ANALYSIS
Personnel manual, model affirmative action plan for women and minorities, **Pers M § 1:104**

JOB INFORMATION
Unfair labor practices, duty of employer to provide information to union, **Labor § 35:37 to 35:40**

JOB OFFERS
Personnel Manual (this index)

JOB PERFORMANCE
Personnel Manual (this index)

JOB POSTING
Personnel manual, recruiting current employees, **Pers M § 2:3, 2:4**

JOB RECLASSIFICATION
Unfair labor practices, unilateral changes by employer, **Labor § 36:31**

JOB REFERENCES
Unfair labor practices, threats by employer, **Labor § 26:55**

JOB SAFETY ANALYSIS
Personnel manual, workplace safety, **Pers M § 17:4 to 17:8**

JOB SECURITY
Unfair Labor Practices (this index)

JOB SHARING
Personnel manual, alternative work schedules, **Pers M § 13:60 to 13:62, 13:70**

JOB SKILLS AND EXPERIENCE
General discussion, **Emp P § 27:1 et seq.**
Apprenticeship programs, educational requirements for, **Emp P § 27:12**
College education, **Emp P § 27:8**
High school education, **Emp P § 27:9**
Language and other job skills, **Emp P § 27:11**
Prima facie case, overcoming, **Emp P § 27:3**
Proof of employee's case, **Emp P § 27:2**
Selection procedure guidelines, applicability of, **Emp P § 27:4**
Testimony, justifying requirements by, **Emp P § 27:5**
Work experience, **Emp P § 27:10**

JOB TITLES
National LABOR Relations Act, supervisor coverage, **Labor § 5:38**
Unions, professional employee bargaining units, **Labor § 19:40**
Unions, professional employees, **Labor § 19:40**

JOB TRAINING PARTNERSHIP ACT
General discussion, **Emp P § 42:52 to 42:63, 88:297 to 88:304**
Administrative sanctions and remedies, **Emp P § 82:8**
Civil sanctions, **Emp P § 42:62**
Complaint processing, **Emp P § 88:299**
Compliance reviews, **Emp P § 88:298**
Conciliation, **Emp P § 88:301**
Criminal sanctions, **Emp P § 42:63**
Disabilities discrimination, **Emp P § 9:20**
Disclosures, **Emp P § 92:80**
Enforcement, **Emp P § 42:61, 88:297, 88:303**
Federally administered programs, **Emp P § 42:54**
Final determinations, **Emp P § 88:300**
Grievance procedures, **Emp P § 42:60**
Hearings, **Emp P § 88:302**
Labor standards, **Emp P § 42:58**
Nondiscrimination, **Emp P § 42:59**
Notice, **Emp P § 92:80**
Post-termination proceedings, **Emp P § 88:304**
Records and reports, **Emp P § 92:41**

JOB TRAINING PARTNERSHIP ACT—Cont'd
Repeal of CETA, **Emp P § 42:53**
Services provided to workers, **Emp P § 42:56**
State-administered programs, **Emp P § 42:55**
Wages, **Emp P § 42:57**

JOINDER OF CLAIMS
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:19**

JOINDER OF PARTIES
General discussion, **Emp P § 97:36 to 97:41**
Age Discrimination in Employment Act actions, **Emp P § 97:39**
Bonds of contractors, **Comp § 43:81**
Section 1981 actions, **Emp P § 97:41**
Title VII actions, persons who may be joined in, **Emp P § 97:3, 97:37, 97:38**
Uniformed Services Employment and Reemployment Rights Act actions, **Emp P § 97:40**
Unions, joinder in Title VII actions, **Emp P § 97:38**

JOINT AND SEVERAL LIABILITY
National LABOR Relations Board, backpay, **Labor § 43:87**
Retirement and Retirement Plans (this index)

JOINT AND SURVIVOR ANNUITIES
Death benefits, payment of up to $5,000, **Ben § 7:112**

JOINT BARGAINING REPRESENTATIVES
National LABOR Relations Act, employee unions, **Labor § 8:11**

JOINT COMPLAINT PROCESSING
General discussion, **Emp P § 88:230 to 88:259**
Authority to regulate, **Emp P § 88:230**
Complaints affected by joint procedures, **Emp P § 88:232**
Conciliation, **Emp P § 88:254, 88:259**
Confidentiality of information, **Emp P § 88:234**
Coordination of information gathering, investigations, **Emp P § 88:249**
Dismissal by Equal Employment Opportunity Commission, **Emp P § 88:252, 88:256**
Equal Employment Opportunity Commission determinations
  general discussion, **Emp P § 88:252 to 88:255**
  conciliation attempts, reasonable cause, **Emp P § 88:254**
  dismissal, **Emp P § 88:252**
  enforcement actions, reasonable cause, **Emp P § 88:255**
  notice, reasonable cause, **Emp P § 88:253**
  reasonable cause, **Emp P § 88:253 to 88:255**
Exchange of information required, **Emp P § 88:233**
Funding agency determinations
  general discussion, **Emp P § 88:256 to 88:259**
  conciliation or enforcement action where violation found, **Emp P § 88:259**
  dismissal by Equal Employment Opportunity Commission, action on, **Emp P § 88:256**
  no violation found, **Emp P § 88:258**
  reasonable cause finding by Equal Employment Opportunity Commission, action on, **Emp P § 88:257**
Guidelines on which agency processes joint complaint, **Emp P § 88:239**
Investigations
  general discussion, **Emp P § 88:248 to 88:251**

JOINT COMPLAINT PROCESSING—Cont'd
Investigations—Cont'd
coordination of information gathering, **Emp P § 88:249**
negotiated settlements, **Emp P § 88:251**
scope of investigation, **Emp P § 88:248**
weight given to funding agency's determination, **Emp P § 88:250**
Joint complaint, defined, **Emp P § 88:231**
Jurisdiction, **Emp P § 88:238**
Negotiated settlements, investigations, **Emp P § 88:251**
Notice
complaints, **Emp P § 88:237**
Equal Employment Opportunity Commission determinations, **Emp P § 88:253**
funding agency concerns, notice to Equal Employment Opportunity Commission, **Emp P § 88:247**
transfer or referral to Equal Employment Opportunity Commission, **Emp P § 88:246**
Reasonable cause finding by Equal Employment Opportunity Commission, **Emp P § 88:253 to 88:255, 88:257**
Referral to Equal Employment Opportunity Commission. Transfer or referral to Equal Employment Opportunity Commission, below
Standards for evaluation of complaints, **Emp P § 88:235**
Time and date
general discussion, **Emp P § 88:236**
transfer or referral to Equal Employment Opportunity Commission, **Emp P § 88:240**
Transfer or referral to Equal Employment Opportunity Commission
general discussion, **Emp P § 88:240 to 88:246**
complaints processed by funding agency and Equal Employment Opportunity Commission, **Emp P § 88:245**
complaints referred, **Emp P § 88:242 to 88:244**
complaints transferred, **Emp P § 88:241**
notification to employer, **Emp P § 88:246**
time limits, **Emp P § 88:240**

JOINT EMPLOYERS
Employment practices, **Emp P § 20:6**
Family and Medical Leave Act, **Ben § 12:15; Comp § 12:13**
National LABOR Relations Act, coverage, **Labor § 4:27 to 4:33**
National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:19**
Retirement plans, multiemployer plan withdrawals, **Ben § 30:15**

JOINTERS
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:262**

JOINT INDUSTRY BOARDS AND ASSOCIATIONS
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:145**

JOINT LABOR-MANAGEMENT ENTITIES
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:67**

JOINT LIABILITY
National Labor Relations Board (this index)

JOINT LIABILITY—Cont'd
Unfair labor practices, breach of duty of fair representation, **Labor § 27:32**

JOINT PETITIONS
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:15**

JOINT PRESENCE OF UNIONS
Unfair labor practices, subjects of bargaining, **Labor § 34:36**

JOINT VENTURES
Fair Labor Standards Act and similar state laws, **Comp § 1:57**
National LABOR Relations Act, agents of unions, **Labor § 8:47**
Retirement plans, minimum coverage requirements, **Ben § 16:113**
Workplaceplace safety, citations in multiemployer situations, **Work S § 7:25**

JOIN UNION
Unfair Labor Practices (this index)

JOURNALISTS
White collar employees, **Comp § 3:94**

JUDGES
Administrative Law Judges (this index)
Workplace Safety (this index)

JUDGMENT AS MATTER OF LAW
Motions, **Emp P § 108:4, 108:5**

JUDGMENT NOTWITHSTANDING VERDICT
Fair Labor Standards Act and similar state laws, **Comp § 41:254**
Motions, **Emp P § 108:5**

JUDGMENT ON PLEADINGS
Motions, **Emp P § 101:58**

JUDGMENTS AND DECREES
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, contempt, **Labor § 50:154**
Prejudgment Interest (this index)
Summary Judgment (this index)
Workplace Safety (this index)

JUDICIAL MATTERS
Courts (this index)

JUDICIAL NOTICE
Fair Labor Standards Act and similar state laws, **Comp § 41:218**

JUNK DEALERS' ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:133**

JURISDICTION
General discussion, **Emp P § 95:1 et seq.**
Administrative charge as determining scope of jurisdiction
general discussion, **Emp P § 95:75 to 95:89**
ambiguity in charge, relevance of, **Emp P § 95:78**
continuing violation theory, postcharge events covered under, **Emp P § 95:88**

JURISDICTION—Cont'd
Administrative charge as determining scope of jurisdiction —Cont'd
education or background of charge drafter, relevance of, **Emp P § 95:79**
groups or locations covered in Equal Employment Opportunity Commission actions, **Emp P § 95:87**
investigation, relevance of actual scope, **Emp P § 95:77**
legal theory of discrimination, **Emp P § 95:84**
particular discriminatory act, **Emp P § 95:85, 95:86**
prohibited basis of discrimination, **Emp P § 95:82, 95:83**
reasonable cause finding, scope of Equal Employment Opportunity Commission actions determined by, **Emp P § 95:81**
relationship between administrative charge and court claims, **Emp P § 95:75**
retaliation claims, **Emp P § 95:89**
state agency, claims not processed by, **Emp P § 95:80**
test for determining scope of complaint, **Emp P § 95:76**
Admiralty law cases, federal court jurisdiction over, **Emp P § 115:9**
Age discrimination claims, federal court decisions, **Emp P § 95:115**
Age Discrimination in Employment Act (this index)
Ambiguity in charge, relevance of, **Emp P § 95:78**
Americans with Disabilities Act (this index)
Arbitration, **Emp P § 95:91, 115:40**
Background of charge drafter, relevance of, **Emp P § 95:79**
Bonds of Contractors (this index)
Civil rights actions under § 1443, removal to federal court, **Emp P § 95:118**
Class Actions (this index)
Collateral estoppel
general discussion, **Emp P § 95:90**
failure to establish prerequisite elements, **Emp P § 95:99**
prior state court decisions, **Emp P § 95:106**
Complaints, **Emp P § 101:9**
Concurrent Jurisdiction (this index)
Conditional reinstatement agreement, state court proceedings, **Emp P § 115:41**
Consent decrees. Prior settlements and consent decrees, above
Continuing violation theory, postcharge events covered under, **Emp P § 95:88**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:182**
Dismissal of prior action, federal court decisions, **Emp P § 95:113**
Due process, prior state court decisions, **Emp P § 95:102**
Education of charge drafter, relevance of, **Emp P § 95:79**
Equal Employment Opportunity Commission actions, federal court decisions, **Emp P § 95:114 to 95:116**
Equal pay claims, federal court decisions, **Emp P § 95:116**
Exhaustion of Remedies (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal court decisions
general discussion, **Emp P § 95:112 to 95:116**
age discrimination claims, effect of Equal Employment Opportunity Commission actions on, **Emp P § 95:115**
dismissal of prior action, **Emp P § 95:113**
Equal Employment Opportunity Commission actions, **Emp P § 95:114 to 95:116**

JURISDICTION—Cont'd
Federal court decisions—Cont'd
equal pay claims, effect of Equal Employment Opportunity Commission actions on, **Emp P § 95:116**
identity of issues and privity required to bar suit, **Emp P § 95:112**
private Title VII action, effect on Equal Employment Opportunity Commission action of previously-filed, **Emp P § 95:114**
Federal Employment (this index)
Federal question, removal to federal court, **Emp P § 95:117**
Full faith and credit, **Emp P § 95:100, 95:101**
Grievance decision, effect of prior, **Emp P § 95:91**
Identity of issues and privity required to bar suit, federal court decisions, **Emp P § 95:112**
Investigation, relevance of actual scope, **Emp P § 95:77**
Joinder of nondiverse defendants, defeating removal by, **Emp P § 115:12**
Joint complaint processing, **Emp P § 88:238**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:33 to 64:38**
Legal theory of discrimination, **Emp P § 95:84**
Maritime law cases, federal court jurisdiction over, **Emp P § 115:9**
Mootness, subject matter jurisdiction, **Emp P § 95:74**
National LABOR Relations Act, applicability of state law to matters covered by federal labor relations law, **Labor § 12:10 to 12:15**
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:78, 50:82 to 50:89, 50:98, 50:99**
Official immunity, state court proceedings, **Emp P § 115:43**
Pendent Jurisdiction (this index)
Personnel Manual (this index)
Prerequisites to actions, generally, **Emp P § 95:3, 95:4**
Prior agency decisions
general discussion, **Emp P § 95:95 to 95:100**
early civil rights acts, claims under, **Emp P § 95:97**
full faith and credit statute, **Emp P § 95:100**
res judicata and collateral estoppel, effect of failure to establish prerequisite elements of, **Emp P § 95:99**
Title VII claims, **Emp P § 95:96**
Prior settlements and consent decrees
general discussion, **Emp P § 95:92 to 95:94**
consent decrees, **Emp P § 95:94**
privity required to bar suit based on settlement, **Emp P § 95:93**
voluntary and knowing waiver of rights, settlement must amount to, **Emp P § 95:92**
Prior state court decisions
general discussion, **Emp P § 95:101 to 95:111**
Age Discrimination in Employment Act claims, **Emp P § 95:110**
Americans with Disabilities Act claims, **Emp P § 95:111**
collateral estoppel, **Emp P § 95:106**
due process, **Emp P § 95:102**
full faith and credit, **Emp P § 95:101**
pertinent issues, failure to raise, **Emp P § 95:104**
res judicata, failure to establish prerequisite elements of, **Emp P § 95:105**

JURISDICTION—Cont'd
Prior state court decisions—Cont'd
Section 1981 claims, **Emp P § 95:107**
Section 1983 claims, **Emp P § 95:108**
Title VII claims, **Emp P § 95:103 to 95:106**
veterans' reemployment rights claims, **Emp P § 95:109**
Private Title VII action, federal court decisions, **Emp P § 95:114**
Privity required to bar suit based on settlement, **Emp P § 95:93**
Railway Labor Act (this index)
Reasonable cause finding, scope of Equal Employment Opportunity Commission actions determined by, **Emp P § 95:81**
Removal to federal court
general discussion, **Emp P § 95:117 to 95:119, 115:10 to 115:12**
civil rights actions under § 1443, **Emp P § 95:118**
federal question, existence of, **Emp P § 95:117**
sanctions for misuse of removal procedures, **Emp P § 95:119**
Res judicata
general discussion, **Emp P § 95:90**
failure to establish prerequisite elements, **Emp P § 95:99, 95:105**
Rooker-Feldman doctrine distinguished from, **Emp P § 95:90.50**
Retaliation claims, administrative charge as determining scope of jurisdiction, **Emp P § 95:89**
Retirement and Retirement Plans (this index)
Rooker-Feldman doctrine distinguished from res judicata, **Emp P § 95:90.50**
Sanctions for misuse of removal procedures, **Emp P § 95:119**
Section 1981 claims, prior state court decisions, **Emp P § 95:107**
Section 1983 claims, prior state court decisions, **Emp P § 95:108**
Settlements. Prior settlements and consent decrees, above
State court jurisdiction of Title VII claims, **Emp P § 95:2**
State court proceedings
general discussion, **Emp P § 115:3 to 115:13**
arbitrate, effect of prior agreement to, **Emp P § 115:40**
conditional reinstatement agreement, effect of, **Emp P § 115:41**
denial of federal jurisdiction, procedure after, **Emp P § 115:8**
federal court diversity jurisdiction, **Emp P § 115:5**
federal court supplemental jurisdiction, **Emp P § 115:6, 115:7**
federal discrimination laws, supplemental jurisdiction when federal claim is made under, **Emp P § 115:7**
joinder of nondiverse defendants, defeating removal by, **Emp P § 115:12**
maritime and admiralty law cases, federal court jurisdiction over, **Emp P § 115:9**
official immunity, effect of, **Emp P § 115:43**
posttermination benefits, effect of acceptance of, **Emp P § 115:42**
prior state court decisions, above
removal of suit from state to federal court, **Emp P § 115:10 to 115:12**
state court jurisdiction, **Emp P § 115:4**

JURISDICTION—Cont'd
Statutory time limits, compliance as jurisdictional prerequisite, **Emp P § 95:4**
Subject matter jurisdiction, generally, **Emp P § 95:73, 95:74**
Test for determining scope of complaint, administrative charge as determining scope of jurisdiction, **Emp P § 95:76**
Title VII (this index)
Unfair Labor Practices (this index)
Unions jurisdictionally limited, qualifications of collective bargaining representative, **Labor § 18:26**
Veterans' reemployment rights claims, prior state court decisions, **Emp P § 95:109**
Voluntary and knowing waiver of rights, prior settlements and consent decrees, **Emp P § 95:92**
Workplace Safety (this index)

JURISDICTIONAL DISPUTES
Bargaining unit clarification, resolution, **Labor § 23:222**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:201, 53:230**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:42**
National Labor Relations Board (this index)
Personnel manual, construction industry labor relations, **Pers M § 22:106**
Railway LABOR Act, compulsory arbitration in railroad industry, **Labor § 49:129, 49:130**
State statutes, court enforcement of California labor relations statutes, **Labor § 62:25**
Unfair Labor Practices (this index)

JURY AND JURY TRIAL
General discussion, **Emp P § 105:2 to 105:15**
Advisory jury, **Emp P § 105:4**
Age Discrimination in Employment Act, **Emp P § 105:8**
Americans with Disabilities Act, **Emp P § 105:12**
At-will employment, **Emp P § 58:29**
Collective bargaining agreements, paid time off for jury duty, **Labor § 47:70**
Consent, jury by, **Emp P § 105:4**
Constitutional guarantee of jury trial, **Emp P § 105:2**
De novo nature of trial under Title VII, **Emp P § 105:15**
Early civil rights acts, **Emp P § 105:7**
Employment practices, **Emp P § 1:37**
Equal Pay Act, **Emp P § 105:9**
Fair Labor Standards Act and Similar State Laws (this index)
Freedom from discrimination in selection of jurors, **Emp P § 105:5**
Instructions to Jury (this index)
Jury Duty (this index)
Jury System Improvements Act (this index)
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:164**
Legal and equitable claims, combination of, **Emp P § 105:3**
Migrant farm workers' statute, **Emp P § 105:11**
Personnel Manual (this index)
Rehabilitation Act, **Emp P § 105:14**
Retirement plans, **Ben § 45:27**
Right to jury trial
Labor-Management Reporting and Disclosure Act (this index)

JURY AND JURY TRIAL—Cont'd
Right to jury trial—Cont'd
National LABOR Relations Board, contempt of court-enforced NLRB orders, **Labor § 52:99**
Norris-LaGuardia Act, contempt proceedings, **Labor § 50:153**
Worker Adjustment and Retraining Notification Act, court enforcement of notice requirements, **Labor § 60:11**
Right to jury trial, generally, **Emp P § 105:2 to 105:15**
State court proceedings, **Emp P § 115:56 to 115:58**
Title VII, **Emp P § 105:6, 105:15**
Unfair labor practices, jury duty as subject of bargaining, **Labor § 34:37**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 105:10**
Workplaceplace safety, recovery of civil penalties, **Work S § 9:27**

JURY DUTY
General discussion, **Ben § 14:1 et seq.**
Jury Systems Improvement Act, federal jury duty, **Ben § 14:2**

JURY SYSTEM IMPROVEMENTS ACT
General discussion, **Emp P § 105:13**
Attorneys, representation by counsel, **Emp P § 97:57**
Venue, **Emp P § 96:14**

JUST AND PROPER EQUITABLE RELIEF
National LABOR Relations Board, temporary injunctions, **Labor § 50:53**

JUST CAUSE
Discharge of Employees (this index)
LABOR Management Relations Act, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:253**
LABOR-Management Reporting and Disclosure Act, standard for securing examination of union books and records through litigation, **Labor § 68:23**

JUSTIFICATION
Unfair Labor Practices (this index)

KANSAS
Administrative sanctions and remedies, **Emp P § 82:28, 82:44, 82:45**
Administrative subpoena, enforcement of, **Emp P § 111:70**
Advisory committees, job discrimination agencies, **Emp P § 83:142**
Affirmative action plans, **Emp P § 68:92, 68:112**
Age discrimination
general discussion, **Emp P § 8:14, 8:30, 82:45, 89:123, 111:72**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
criminal sanctions, **Emp P § 82:142**
employment practices, **Emp P § 8:30**
Agency proceedings, **Labor § 46:16**
Ancestry discrimination, **Emp P § 7:14, 7:29**
Annual reports, job discrimination agencies, **Emp P § 83:141**
Answer of employer, garnishment, **Comp § 34:207**
Arbitration of contract disputes, **Labor § 49:186**
At-will employment, exceptions to, **Emp P § 62:18**

KANSAS—Cont'd
Bad checks, deductions from compensation for charges for, **Comp § 32:73**
Birth place, discrimination based on, **Emp P § 7:14, 7:29**
Blacklisting, **Emp P § 65:42, 65:54, 82:143, 113:1, 113:5**
Bona fide occupational qualifications, **Emp P § 15:13, 15:25**
Business necessity as exception to prohibitions, **Emp P § 14:2, 14:5**
Certificates, child labor, **Comp § 26:32**
Child labor
general discussion, **Comp § 25:34, 25:35**
administrative procedures, **Comp § 28:99**
certificates and permits, **Comp § 26:32**
exemptions, **Comp § 25:34**
notices, **Comp § 27:35**
prohibitions, **Comp § 25:35**
sanctions and remedies, **Comp § 28:39**
Citizenship discrimination, **Emp P § 7:14, 7:29**
Civil fines, compensation, **Comp § 42:25, 42:26**
Coerced discrimination, **Emp P § 11:3, 11:18**
Color discrimination, **Emp P § 3:26**
Compensation
general discussion, **Comp § 37:78 to 37:80**
child labor, above
civil fines, **Comp § 42:25, 42:26**
court proceedings, generally, **Comp § 42:24 to 42:26**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:95**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:213.50**
notices, **Comp § 37:119**
overtime pay, below
payment of compensation, below
records, **Comp § 37:118**
retaliation, **Comp § 39:46, 42:25**
rules, **Comp § 39:44 to 39:46**
support withholding, below
time limit for filing suit, **Comp § 42:24**
Complaint processing, job discrimination proceedings, **Emp P § 89:113**
Complicity in discrimination, **Emp P § 12:4, 12:13**
Conciliation, employment practices, **Emp P § 89:118, 111:71**
Conditions governing most deductions from compensation, **Comp § 32:72**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:104**
Conversion privileges for health and life insurance, **Ben § 8:163**
Coordination of medical benefits, **Ben § 5:264**
Court enforcement of state labor relations statutes, **Labor § 62:72 to 62:77**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:69 to 111:74**
administrative subpoena, enforcement of, **Emp P § 111:70**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
age discrimination statute actions, **Emp P § 111:73**

KANSAS—Cont'd
Court proceedings—Cont'd
blacklisting cases, **Emp P § 113:1, 113:5**
commission decision, review and enforcement of, **Emp P § 111:71**
conciliation agreement, enforcement of, **Emp P § 111:72**
equal pay statute actions, **Emp P § 111:74**
fair employment practices statute, **Emp P § 111:70 et seq.**
military personnel, discrimination against, **Emp P § 111:75**
review of commission decision, **Emp P § 111:71**
Coverage of state statutes affecting labor relations, **Labor § 15:18**
Credits, minimum wages, **Comp § 18:85**
Creed discrimination, **Emp P § 4:18, 4:33**
Criminal sanctions
general discussion, **Emp P § 82:100, 82:141 to 82:143**
age discrimination statute, **Emp P § 82:142**
blacklisting statute, **Emp P § 82:143**
fair employment practices statute, **Emp P § 82:141**
Death of employee, payment of compensation, **Comp § 30:34**
Deductions from compensation
general discussion, **Comp § 32:72 to 32:75**
bad checks, charges for, **Comp § 32:73**
conditions governing most deductions, **Comp § 32:72**
incentive systems, deficits in, **Comp § 32:74**
shortages, charges for, **Comp § 32:73**
theft, charges for, **Comp § 32:73**
tips, claims for, **Comp § 32:75**
Disabilities discrimination, **Emp P § 9:76, 9:93**
Disclosures, employment practices, **Emp P § 92:83, 92:98**
Dismissal before hearing, job discrimination proceedings, **Emp P § 89:116**
Dispute, wages affected by, **Comp § 29:54**
Emergency medical personnel, overtime pay, **Comp § 21:72**
Employment agencies, **Emp P § 20:215, 20:230, 67:16, 67:29**
Employment practices
general discussion, **Emp P § 2:1, 2:17**
administrative sanctions and remedies, **Emp P § 82:28, 82:44, 82:45**
affirmative action plans, **Emp P § 68:92, 68:112**
age discrimination, **Emp P § 8:14, 8:30**
age discrimination statute, administrative sanctions and remedies, **Emp P § 82:45**
at-will employment, exceptions to, **Emp P § 62:18**
blacklisting, **Emp P § 65:42, 65:54**
bona fide occupational qualifications, **Emp P § 15:13, 15:25**
business necessity as exception to prohibitions, **Emp P § 14:2, 14:5**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:18**
complicity in discrimination, **Emp P § 12:4, 12:13**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:93**
disclosures, **Emp P § 92:83, 92:98**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:230**

KANSAS—Cont'd
Employment practices—Cont'd
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:24**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:315**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:17**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:276**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:181**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:29**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:21**
notices, **Emp P § 92:83, 92:98**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:11**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:14**
persons protected, **Emp P § 21:18, 21:34**
private employers subject to discrimination laws, **Emp P § 20:28, 20:44**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:109**
race or color discrimination, **Emp P § 3:26**
records and reports, **Emp P § 92:45, 92:56**
reference check immunity, **Emp P § 65:14, 65:25**
religious or creed discrimination, **Emp P § 4:18, 4:33**
retaliation against opponents of discrimination, **Emp P § 10:58**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:74**
sex and pregnancy discrimination, **Emp P § 5:12, 5:28**
sexual or affectional orientation discrimination, **Emp P § 6:15**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 89:124, 111:73**
Evidence, job discrimination proceedings, **Emp P § 89:120**
Exemptions, child labor, **Comp § 25:34**
Family leave, **Ben § 12:87**
Federal contractors, form of payment, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:34, 33:35**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
migrant workers, payment directly to, **Comp § 33:38**
terminated employees, payment by mail to, **Comp § 33:36**
Fringe benefits, **Emp P § 44:138, 44:149**
Garnishment
general discussion, **Comp § 34:201 to 34:207, 42:463**
adverse employment actions, **Emp P § 63:7, 63:24**
amount of earnings subject to garnishment, **Comp § 34:201**
answer of employer, **Comp § 34:207**

KANSAS—Cont'd
Garnishment—Cont'd
duration of order, **Comp § 34:206**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
illness, ban as to earnings during, **Comp § 34:203**
one garnishment per creditor, limit of, **Comp § 34:202**
out of state earnings, limit as to, **Comp § 34:204**
service and return of order, **Comp § 34:205**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:315**
Harassment, **Emp P § 51:60.50**
Health, selection and retention of employees, **Emp P § 28:31, 28:43**
Hearings, job discrimination proceedings, **Emp P § 89:119**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:61**
Holidays, **Ben § 10:21**
Human resources secretary's suit for wages, costs and attorney's fees, overtime pay, **Comp § 42:131**
Illness, ban as to garnishment of earnings during, **Comp § 34:203**
Incentive systems, deductions from compensation for deficits in, **Comp § 32:74**
Interagency cooperation, job discrimination agencies, **Emp P § 83:139**
Investigations, job discrimination proceedings, **Emp P § 89:115**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:137 to 83:142**
advisory committees, **Emp P § 83:142**
annual reports, **Emp P § 83:141**
basic organization, powers and duties, **Emp P § 83:137**
interagency cooperation, **Emp P § 83:139**
research and education projects, **Emp P § 83:140**
rule making, **Emp P § 83:138**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:113 to 89:124**
age discrimination proceedings, **Emp P § 89:123**
basic fair employment practices statute procedures, **Emp P § 89:113**
complaint processing, **Emp P § 89:113**
conciliation, **Emp P § 89:118**
decision of commission, **Emp P § 89:121**
dismissal before hearing, **Emp P § 89:116**
equal pay proceedings, **Emp P § 89:124**
evidence, procurement of, **Emp P § 89:120**
hearings, **Emp P § 89:119**
investigations, **Emp P § 89:115**
probable cause determination, **Emp P § 89:117**
public works contractors, proceedings against, **Emp P § 89:122**
recalcitrant workers, complaints against, **Emp P § 89:114**
Judicial remedies, employment practices, **Emp P § 80:1, 80:17**
Jury duty, **Ben § 14:19**
Labor-management training committees, **Emp P § 20:268, 20:276, 67:67, 67:72**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:181**
Law enforcement personnel, overtime pay, **Comp § 21:72**
Life insurance, **Ben § 8:104; Emp P § 8:163**
Mandatory retirement, **Emp P § 52:35, 52:48**

KANSAS—Cont'd
Marital status, selection and retention of employees, **Emp P § 32:10, 32:21**
Medical benefits
continuation of individual coverage in group policies, **Ben § 8:104**
conversion privileges, **Ben § 8:163**
coordination of benefits, **Ben § 5:264**
mandated provisions, **Ben § 5:207**
Migrant workers, compensation, **Comp § 33:38, 42:294**
Military personnel, discrimination against, **Emp P § 111:75**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:84, 18:85, 42:93, 42:130, 42:131**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:85**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs and attorney's fees, **Comp § 42:131**
human resources secretary's suit for wages, costs and attorney's fees, **Comp § 42:131**
review of human resources secretary's actions, **Comp § 42:132**
Monthly wages, **Comp § 29:53**
National origin discrimination, **Emp P § 7:14, 7:29**
Nature of state statutes affecting labor relations, **Labor § 2:21**
New-hire reporting, compensation, **Comp § 37:213.50**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:21**
Notice
child labor, **Comp § 27:35**
compensation, **Comp § 37:119**
employment practices, **Emp P § 92:83, 92:98**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:11**
Older workers' benefits, **Emp P § 44:224, 44:230**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:71 to 21:73, 42:93, 42:130, 42:131**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
emergency medical or law enforcement personnel, **Comp § 21:72**
employee's suit for wages, costs and attorney's fees, **Comp § 42:131**
human resources secretary's suit for wages, costs and attorney's fees, **Comp § 42:131**
most employees, **Comp § 21:71**
review of human resources secretary's actions, **Comp § 42:132**
time worked, **Comp § 21:73**
Parental leave, **Ben § 12:87**
Payment of compensation
general discussion, **Comp § 29:53, 29:54, 30:33, 30:34, 39:45, 42:290 to 42:294**
death of employee, **Comp § 30:34**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:54**
employee's suit for wages, **Comp § 42:292**
federal preemption regarding vacation pay, **Comp § 31:2**

KANSAS—Cont'd
Payment of compensation—Cont'd
form of payment, above
human resources secretary's suit for enforcement, **Comp § 42:290**
human resources secretary's suit for wages, **Comp § 42:292**
migrant workers, criminal penalties for failing to directly pay, **Comp § 42:294**
monthly wages, **Comp § 29:53**
other employees, **Comp § 13:35**
review of human resources secretary's determinations, **Comp § 42:291**
support withholding, below
termination of employment, **Comp § 30:33, 31:21, 42:293**
vacation pay, **Comp § 31:2, 31:20, 31:21**
Pension and retirement payments, **Emp P § 46:48, 46:56**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:14**
Permits, child labor, **Comp § 26:32**
Persons protected, employment practices, **Emp P § 21:18, 21:34**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:43**
Pregnancy benefits, **Emp P § 44:178, 44:185**
Pregnancy discrimination, **Emp P § 5:12, 5:28**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:61**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:44**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:117**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:109**
Public works contractors, job discrimination proceedings against, **Emp P § 89:122**
Race discrimination, **Emp P § 3:26**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:114**
Records and reports
compensation, **Comp § 37:118**
employment and consumer records, access to, **Emp P § 54:18**
employment practices, **Emp P § 92:45, 92:56**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:61**
Reference check immunity, **Emp P § 65:14, 65:25**
Regulation of internal union affairs and reporting requirements, **Labor § 70:17 to 70:19**
Religious discrimination, **Emp P § 4:18, 4:33**
Remedies, child labor, **Comp § 28:39**
Research and education projects, job discrimination agencies, **Emp P § 83:140**
Retaliation, **Comp § 39:46, 42:25; Emp P § 10:58**
Retention of employees. Selection and retention of employees, below
Review of commission decision, **Emp P § 111:71**
Rule making, job discrimination agencies, **Emp P § 83:138**
Sanctions, child labor, **Comp § 28:39**

KANSAS—Cont'd
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:43**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:61**
marital status, **Emp P § 32:10, 32:21**
veterans and other uniformed service members, **Emp P § 40:57**
Selection of representative, **Labor § 24:54**
Seniority systems, **Emp P § 43:78, 43:86**
Service and return of order, garnishment, **Comp § 34:205**
Service letters, **Emp P § 65:71, 65:74**
Sex discrimination, **Emp P § 5:12, 5:28**
Sexual or affectional orientation discrimination, **Emp P § 6:16**
Shortages, deductions from compensation for charges for, **Comp § 32:73**
State statutes
arbitration of contract disputes, **Labor § 49:186**
court enforcement of state labor relations statutes, **Labor § 62:72 to 62:77**
coverage of state statutes affecting labor relations, **Labor § 15:18**
nature of state statutes affecting labor relations, **Labor § 2:21**
regulation of internal union affairs and reporting requirements, **Labor § 70:17 to 70:19**
selection of representative, **Labor § 24:54**
Support withholding
general discussion, **Comp § 34:437, 42:504 to 42:507, 42:545, 42:546**
employer's liability, **Comp § 42:545**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:544**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:33, 31:21, 33:34, 42:293**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:22**
employment and consumer records, access to, **Emp P § 54:18**
fringe benefits, **Emp P § 44:138, 44:149**
harassment, **Emp P § 51:60.50**
mandatory retirement, **Emp P § 52:35, 52:48**
older workers' benefits, **Emp P § 44:224, 44:230**
pension and retirement payments, **Emp P § 46:48, 46:56**
pregnancy benefits, **Emp P § 44:178, 44:185**
seniority systems, **Emp P § 43:78, 43:86**
training programs, **Emp P § 48:30, 48:42**
wage and salary discrimination, **Emp P § 44:79, 44:95**
Theft, deductions from compensation for charges for, **Comp § 32:73**
Tips, deductions from compensation for claims for, **Comp § 32:75**
Training programs, **Emp P § 48:30, 48:42**
Unemployment compensation, **Ben § 4:61**
Union practices, **Emp P § 66:12, 66:25**
Vacations, **Ben § 9:14**

KANSAS—Cont'd
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:57**
Voting time off, **Ben § 13:12**
Witness duty, **Ben § 14:19**
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:163**

KEEPING OR MAINTAINING
Maintaining or Keeping (this index)

KENTUCKY
Absence of employee on payday, **Comp § 29:56**
Administrative decisions, review and enforcement of, **Emp P § 111:78**
Administrative sanctions and remedies, **Emp P § 82:28, 82:46, 82:84**
Administrative subpoenas, enforcement of, **Emp P § 111:77**
Advisory committees, job discrimination agencies, **Emp P § 83:150**
Affirmative action plans, **Emp P § 68:101**
Age discrimination, **Emp P § 8:14, 8:31, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:17**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:14**
Ancestry discrimination, **Emp P § 7:14, 7:30**
Annual reports, job discrimination agencies, **Emp P § 83:148**
Antiretaliation measures, compensation, **Comp § 39:49**
Appeals, **Comp § 42:548**
Apprentices, minimum wages, **Comp § 18:88**
Arbitration of contract disputes, **Labor § 49:187**
At-will employment, exceptions to, **Emp P § 62:19**
Birth place, discrimination based on, **Emp P § 7:14, 7:30**
Bona fide occupational qualifications, **Emp P § 15:13, 15:26**
Breakage of equipment or goods, deductions from compensation for charges for, **Comp § 32:79**
Cash shortages, deductions from compensation for charges for, **Comp § 32:78**
Certificates, child labor, **Comp § 26:33**
Child labor
- general discussion, **Comp § 25:36, 25:37**
- administrative procedures, **Comp § 28:100**
- certificates and permits, **Comp § 26:33**
- court proceedings, **Comp § 28:138**
- exemptions, **Comp § 25:36**
- notices, **Comp § 27:36**
- prohibitions, **Comp § 25:37**
- records and reports, **Comp § 27:9**
- sanctions and remedies, **Comp § 28:40**

Citizenship discrimination, **Emp P § 7:14, 7:30**
Coerced discrimination, **Emp P § 11:3, 11:19**
Color discrimination, **Emp P § 3:27**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:49**
- child labor, above
- court proceedings, generally, **Comp § 42:2, 42:27**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:96**

KENTUCKY—Cont'd
Compensation—Cont'd
- employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:27**
- exemptions, **Comp § 36:13**
- garnishment, below
- labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:27**
- minimum wage, below
- new-hire reporting, **Comp § 37:215**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:120, 37:121**
- review of labor commissioner's findings, **Comp § 42:28**
- rules, **Comp § 39:47 to 39:49**
- support withholding, below

Complaint processing, job discrimination proceedings, **Emp P § 89:125**
Complicity in discrimination, **Emp P § 12:4, 12:14**
Conciliation, job discrimination proceedings, **Emp P § 89:128**
Conditions governing most deductions from compensation, **Comp § 32:76**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:105**
Conversion privileges for health and life insurance, **Ben § 8:164**
Coordination of medical benefits, **Ben § 5:265**
Court enforcement of state labor relations statutes, **Labor § 62:78 to 62:83**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:75 to 111:81**
- administrative decisions, review and enforcement of, **Emp P § 111:78**
- administrative subpoenas, enforcement of, **Emp P § 111:77**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- compelling commission action, **Emp P § 111:79**
- equal pay statute actions, **Emp P § 111:81**
- fair employment practices statute, **Emp P § 111:76 et seq.**
- private rights, enforcement of, **Emp P § 111:80**
- recordkeeping requirements, enforcement of, **Emp P § 111:77**
- review of administrative decisions, **Emp P § 111:78**
- temporary equitable relief, **Emp P § 111:76**
- waivers or agreements to arbitrate, statutory restrictions on use of, **Emp P § 111:82**

Coverage of state statutes affecting labor relations, **Labor § 15:19**
Credits
- minimum wages, **Comp § 18:89**
- overtime pay, **Comp § 21:76**

Creed discrimination, **Emp P § 4:18, 4:34**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:19**
Criminal sanctions
- general discussion, **Emp P § 82:100, 82:144 to 82:146**
- fair employment practices statute, **Emp P § 82:144**
- time off statutes, **Emp P § 82:146**
- veterans' reemployment statute, **Emp P § 82:145**

KENTUCKY—Cont'd
Customer default, deductions from compensation for charges for, **Comp § 32:78**
Deductions from compensation
general discussion, **Comp § 32:77 to 32:79**
breakage of equipment or goods, charges for, **Comp § 32:78**
cash shortages, charges for, **Comp § 32:78**
conditions governing most deductions, **Comp § 32:76**
customer default, charges for, **Comp § 32:78**
fines, charges for, **Comp § 32:78**
gratuities, claims for, **Comp § 32:77**
loss of equipment or goods, charges for, **Comp § 32:78**
medical exams or records, charges for, **Comp § 32:79**
Disabilities discrimination, **Emp P § 9:76, 9:94**
Disclosures, employment practices, **Emp P § 92:83, 92:99**
Employment agencies, **Emp P § 20:215, 20:231, 67:16, 67:30**
Employment practices
general discussion, **Emp P § 2:1, 2:18**
administrative sanctions and remedies, **Emp P § 82:28, 82:46, 82:84**
affirmative action plans, **Emp P § 68:101**
age discrimination, **Emp P § 8:14, 8:31**
at-will employment, exceptions to, **Emp P § 62:19**
bona fide occupational qualifications, **Emp P § 15:13, 15:26**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:19**
complicity in discrimination, **Emp P § 12:4, 12:14**
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:94**
disclosures, **Emp P § 92:83, 92:99**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:231**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:25**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:316**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:18**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:277**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:182**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:30**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:22**
notices, **Emp P § 92:83, 92:99**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:12**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:15**
persons protected, **Emp P § 21:18, 21:35**
private employers subject to discrimination laws, **Emp P § 20:28, 20:45**
public employers subject to discrimination laws, **Emp P § 20:93, 20:110**
race or color discrimination, **Emp P § 3:27**

KENTUCKY—Cont'd
Employment practices—Cont'd
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:350**
records and reports, **Emp P § 92:45, 92:57**
religious or creed discrimination, **Emp P § 4:18, 4:34**
retaliation against opponents of discrimination, **Emp P § 10:59**
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:29**
terms, conditions and privileges of employment, below
time off statute, administrative sanctions and remedies, **Emp P § 82:84**
Equal pay, **Emp P § 89:132, 111:80**
Evidence, job discrimination proceedings, **Emp P § 89:130**
Exemptions
child labor, **Comp § 25:36**
compensation, **Comp § 36:13**
payment of compensation, **Comp § 14:12**
Family leave, **Ben § 12:88**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fines, deductions from compensation for charges for, **Comp § 32:78**
Garnishment
general discussion, **Comp § 34:208 to 34:211, 42:463**
adverse employment actions, **Emp P § 63:7, 63:25**
amount of earnings subject to garnishment, **Comp § 34:208**
duration of lien, **Comp § 34:209**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
preference of garnishments, **Comp § 34:210**
service of order on employer, **Comp § 34:211**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:316**
Gratuities, deductions from compensation for claims for, **Comp § 32:77**
Handicapped persons, minimum wages, **Comp § 18:88**
Harassment, **Emp P § 51:61**
Health, selection and retention of employees, **Emp P § 28:31, 28:44**
Hearings, job discrimination proceedings, **Emp P § 89:129**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:62**
Holidays, **Ben § 10:22**
Interagency cooperation, job discrimination agencies, **Emp P § 83:145**
Investigations, job discrimination proceedings, **Emp P § 89:126**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:143 to 83:150**
advisory committees, **Emp P § 83:150**
annual reports, **Emp P § 83:148**
basic organization, powers and duties, **Emp P § 83:143**
interagency cooperation, **Emp P § 83:145**
local agencies, **Emp P § 83:149**
research and education projects, **Emp P § 83:147**
rule making, **Emp P § 83:144**
technical assistance, **Emp P § 83:146**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:125 to 89:132**
basic fair employment practices statute procedures, **Emp P § 89:125**

KENTUCKY—Cont'd
Job discrimination proceedings—Cont'd
complaint processing, **Emp P § 89:125**
conciliation, **Emp P § 89:128**
decision of commission, **Emp P § 89:131**
equal pay proceedings, **Emp P § 89:132**
evidence, procurement of, **Emp P § 89:130**
hearings, **Emp P § 89:129**
investigations, **Emp P § 89:126**
probable cause determination, **Emp P § 89:127**
Judicial remedies, employment practices, **Emp P § 80:1, 80:18**
Jury duty, **Ben § 14:20**
Labor-management training committees, **Emp P § 20:268, 20:277, 67:67, 67:73**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:182**
Layoffs, employment practices, **Emp P § 50:18, 50:19**
Learners, minimum wages, **Comp § 18:88**
Life insurance, **Ben § 8:105; Emp P § 8:164**
Loss of equipment or goods, deductions from compensation for charges for, **Comp § 32:78**
Meal breaks, **Emp P § 45:32, 45:44**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:105**
conversion privileges, **Ben § 8:164**
coordination of benefits, **Ben § 5:265**
mandated provisions, **Ben § 5:208**
Medical exams or records, deductions from compensation for charges for, **Comp § 32:79**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:86 to 18:89, 39:48**
apprentices, learners, handicapped persons, sheltered workshop employees or students, **Comp § 18:88**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:89**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
most employees, **Comp § 18:86**
trainees, **Comp § 18:87**
National origin discrimination, **Emp P § 7:14, 7:30**
Nature of state statutes affecting labor relations, **Labor § 2:22**
New-hire reporting, compensation, **Comp § 37:215**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:22**
Notice
child labor, **Comp § 27:36**
employment practices, **Emp P § 92:83, 92:99**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:12**
Older workers' benefits, **Emp P § 44:224, 44:231**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:74 to 21:77**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
credits, **Comp § 21:76**
maximum days, **Comp § 21:75**
maximum hours, **Comp § 21:74**
time worked, **Comp § 21:77**
Parental leave, **Ben § 12:88**

KENTUCKY—Cont'd
Payment of compensation
general discussion, **Comp § 29:55, 29:56**
absence of employee on payday, **Comp § 29:56**
deductions from compensation, above
exemptions, **Comp § 14:12**
federal preemption regarding vacation pay, **Comp § 31:2**
other employees, **Comp § 13:36**
semi-monthly wages, **Comp § 29:55**
severance pay as wages, **Comp § 31:76**
support withholding, below
termination of employment, **Comp § 30:35**
vacation pay, **Comp § 31:2, 31:22**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:15**
Permits, child labor, **Comp § 26:33**
Persons protected, employment practices, **Emp P § 21:18, 21:35**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:44**
Preference of garnishments, **Comp § 34:210**
Pregnancy benefits, **Emp P § 44:178, 44:186**
Pregnancy discrimination, **Emp P § 5:12, 5:29**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:62**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:45**
Private rights, enforcement of, **Emp P § 111:80**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:127**
Promotions, **Emp P § 47:23, 47:26**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:110**
Race discrimination, **Emp P § 3:27**
Recalls, employment practices, **Emp P § 50:18, 50:19**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:350**
Records
compensation, **Comp § 37:121**
Records and reports
child labor, **Comp § 27:9**
compensation, **Comp § 37:120**
employment and consumer records, access to, **Emp P § 54:19**
employment practices, **Emp P § 92:45, 92:57**
enforcement of recordkeeping requirements, **Emp P § 111:77**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:62**
Regulation of internal union affairs, **Labor § 70:20**
Religious discrimination, **Emp P § 4:18, 4:34**
Remedies, child labor, **Comp § 28:40**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:147**
Rest breaks, **Emp P § 45:32, 45:44**
Retaliation against opponents of discrimination, **Emp P § 10:59**
Retention of employees. Selection and retention of employees, below
Review of administrative decisions, **Emp P § 111:78**

KENTUCKY—Cont'd
Rule making, job discrimination agencies, **Emp P § 83:144**
Sanctions, child labor, **Comp § 28:40**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:14**
criminal arrests and convictions, **Emp P § 33:12, 33:19**
health and physical fitness, **Emp P § 28:31, 28:44**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:62**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:11**
veterans and other uniformed service members, **Emp P § 40:58**
Semi-monthly wages, **Comp § 29:55**
Seniority systems, **Emp P § 43:78, 43:87**
Service of garnishment order on employer, **Comp § 34:211**
Severance pay as wages, **Comp § 31:76**
Sex discrimination, **Emp P § 5:12, 5:29**
Sheltered workshop employees, minimum wages, **Comp § 18:88**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:11**
State statutes
arbitration of contract disputes, **Labor § 49:187**
court enforcement of state labor relations statutes, **Labor § 62:78 to 62:83**
coverage of state statutes affecting labor relations, **Labor § 15:19**
nature of state statutes affecting labor relations, **Labor § 2:22**
regulation of internal union affairs, **Labor § 70:20**
Students, minimum wages, **Comp § 18:88**
Support withholding
general discussion, **Comp § 34:438, 42:504 to 42:507, 42:547 to 42:549**
appeal of cabinet for human resource's decision, **Comp § 42:548**
employer's liability, **Comp § 42:547**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:546**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:146**
Temporary equitable relief, **Emp P § 111:76**
Termination of employment, payment of compensation, **Comp § 30:35**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:23**
employment and consumer records, access to, **Emp P § 54:19**
harassment, **Emp P § 51:61**
layoffs and recalls, **Emp P § 50:18, 50:19**
older workers' benefits, **Emp P § 44:224, 44:231**
pregnancy benefits, **Emp P § 44:178, 44:186**
promotions, **Emp P § 47:23, 47:26**
rest and meal breaks, **Emp P § 45:32, 45:44**
seniority systems, **Emp P § 43:78, 43:87**
training programs, **Emp P § 48:30, 48:43**

KENTUCKY—Cont'd
Terms, conditions and privileges of employment—Cont'd
wage and salary discrimination, **Emp P § 44:79, 44:96**
Time off statutes
administrative sanctions and remedies, **Emp P § 82:84**
criminal sanctions, **Emp P § 82:146**
Trainees, minimum wages, **Comp § 18:87**
Training programs, **Emp P § 48:30, 48:43**
Unemployment compensation, **Ben § 4:62**
Union practices, **Emp P § 66:12, 66:26**
Vacations, **Ben § 9:15; Comp § 31:2, 31:22**
Veterans and other uniformed service members
reemployment statute, criminal sanctions, **Emp P § 82:145**
selection and retention of employees, **Emp P § 40:58**
Voting time off, **Ben § 13:13**
Waivers or agreements to arbitrate, statutory restrictions on use of, **Emp P § 111:82**
Witness duty, **Ben § 14:20**
Workplace Safety (this index)

KEOGH PLANS
General discussion, **Ben § 23:134 et seq.**
Accident insurance payments, taxation of, **Ben § 23:147**
Business requirements. Trade or business requirements, below
Common law employee, individual as, **Ben § 23:150**
Community income, net earnings from self-employment as earned income, **Ben § 23:155**
Crop share arrangements as earned income, **Ben § 23:158**
Deductible contributions, **Ben § 23:144, 23:145**
Directors may establish self-employed plans based on directors' fees, **Ben § 23:139**
Distributions, taxation of, **Ben § 23:146**
Earned income from trade or business for which plan established, qualification of plan, **Ben § 23:143**
Earned income of self-employed individual, **Ben § 23:152, 23:153**
Employee, defined, **Ben § 23:148, 23:162**
Fiduciaries' income as earned income, **Ben § 23:157, 23:158**
Health insurance payments, taxation of, **Ben § 23:147**
Insurance protection, purchase of, **Ben § 23:145**
Multiple trades or businesses, individual engaged in, **Ben § 23:149**
Net earnings from self-employment as earned income, **Ben § 23:154 to 23:156**
Owner-employer, defined, **Ben § 23:151**
Partners, net earnings from self-employment as earned income, **Ben § 23:156**
Persons who can be covered by plan
general discussion, **Ben § 23:138 to 23:140**
directors may establish self-employed plans based on directors' fees, **Ben § 23:139**
setting up of plan, **Ben § 23:140**
Persons who can have plan, **Ben § 23:136**
Qualification of plan
general discussion, **Ben § 23:141 to 23:143**
additional qualification requirements, **Ben § 23:142**
earned income from trade or business for which plan established, **Ben § 23:143**
Self-employed individual, defined, **Ben § 23:148**
Self-employment, **Ben § 23:148 to 23:151**
Setting up of plan, **Ben § 23:140**
Sporadic pursuit, trade or business requirements, **Ben § 23:161**

KEOGH PLANS—Cont'd
Trade or business requirements
general discussion, **Ben § 23:159 to 23:162**
employee, defined, **Ben § 23:162**
sporadic pursuit, **Ben § 23:161**
trade or business, defined, **Ben § 23:159**
widow carrying on or receiving income from late husband's business, **Ben § 23:160**
Types of plans, **Ben § 23:137**
Widow carrying on or receiving income from late husband's business, trade or business requirements, **Ben § 23:160**

KEY CAMPAIGN PARTICIPANTS
Unions, nonunion employer's guide to union organizing, **Labor § 16:16**

KEY COMPENSATION CRITERIA
Personnel manual, **Pers M § 8:9 to 8:12**

KEY EMPLOYEES
Funded welfare benefit plans, postretirement benefits, **Ben § 3:71**
Life insurance, application of nondiscrimination rules, **Ben § 7:21**
Retirement plans, top-heavy plans, **Ben § 23:16 to 23:19**

KICKBACKS
See also specific states
At-will employment, **Emp P § 58:23, 58:54**
Retirement plans, **Ben § 46:40**

KNITTED-WEAR INDUSTRY
Homeworkers, **Comp § 10:33**

KNOWLEDGE
Fair Labor Standards Act and Similar State Laws (this index)

KNOWLEDGE OF EMPLOYER
Retaliation, **Emp P § 10:36**

KOREA
International employment, tax treaties, **Emp P § 41:249, 41:250**

KU KLUX KLAN ACT
Employment practices, **Emp P § 12:2**

LABELS AND LABELING
Workplace Safety (this index)

LABOR AND INDUSTRIAL RELATIONS POSITIONS
Personnel manual, Department of Human Resources staffing, **Pers M § 1:16**

LABORATORIES OR LABORATORY SUPPLIES DEALERS
National LABOR Relations Act, supervisor coverage in health care industry over laboratory technicians, **Labor § 5:92**
Personnel manual, drug testing procedures, **Pers M § 20:50**
Retail or service establishment employees, **Comp § 12:135**
Workplace Safety (this index)

LABORATORY CONDITIONS
Unions, election rules, **Labor § 22:6, 22:7**

LABOR CERTIFICATION
Aliens (this index)

LABOR CONSULTANTS
Consultants and Consultation (this index)

LABOR DEPARTMENT
Department of Labor (this index)

LABOR DISPUTES
Labor Management Relations Act (this index)
Nature of federal labor-management relations laws, **Labor § 1:11 to 1:19**
Norris-LaGuardia Act (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

LABORERS
Contract Work Hours and Safety Standards Act, **Comp § 15:37**
Davis-Bacon Act, **Comp § 15:28**

LABOR LAWS
Arbitration agreements, **Emp P § 95:71.60**

LABOR MANAGEMENT RELATIONS ACT
Absent party at hearing, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:237**
Access to court limitations in contract, court enforcement of arbitration agreements, **Labor § 53:181**
Accrual of statute of limitations, contract enforcement actions, **Labor § 53:80 to 53:88**
Acknowledgment by union of breach of duty, effect on employer's damages in hybrid action, **Labor § 56:16**
Actions and proceedings
administrative proceedings. National Labor Relations Board, below
court proceedings, below
Activity or activities
breach of duty of fair representation suit against union, **Labor § 54:1 to 54:22**
prior strike activity, breach of no-strike agreement suit against union, **Labor § 55:4**
unlawful secondary activity, supplemental damages proceedings, **Labor § 58:1 to 58:27**
Adjournment rulings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:236**
Administration of collective bargaining agreements, breach of duty of fair representation suit against union, **Labor § 54:19**
Administrative proceedings. National Labor Relations Board, below
Admissibility of evidence
contract enforcement actions, **Labor § 53:160**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:20**
Adversarial relationship of arbitrator with party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:277**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Agents
application of agency principles in establishing proper defendants, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:17**
liability, breach of no-strike agreement suit against union, **Labor § 55:2**
union agents as defendants, contract enforcement actions, **Labor § 53:64**
Agreements. Contracts or agreements, below
Allegations in complaints, contract enforcement actions, **Labor § 53:147 to 53:151**
Allocation of attorney's fees in hybrid actions, **Labor § 56:27**
Ambiguities
award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:211**
contract, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:249**
resolution of ambiguities, remand to arbitrator, **Labor § 53:294, 53:297 to 53:299**
Amendment, modification or change
arbitration award, individuals as parties in contract enforcement actions, **Labor § 53:58**
circumstantial changes, below
company policy, remedial aspects of arbitration award, **Labor § 53:288**
employer entity, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:232**
form of ownership of business, injunctions to preserve conditions pending arbitration, **Labor § 56:46**
national emergency injunctions, **Labor § 50:161**
Amount
attorney's fees, contract enforcement actions, **Labor § 56:23**
backpay, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:296**
calculation of amount, below
extent of arbitrator's remedial discretion, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:280**
in controversy, jurisdiction in supplemental damages proceedings for unlawful secondary activity, **Labor § 58:6**
measure of damages, below
Analysis by arbitrator of substantive contract provisions, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:248 to 53:252**
Antidiscrimination
conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:263**
enforcement, preemption of state law by contract enforcement provision, **Labor § 53:139**
Appeal and review
contract enforcement decisions, **Labor § 57:1 to 57:8**
exhaustion of internal union appeal procedures, contract enforcement actions, **Labor § 53:110 to 53:117**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:199 to 53:299**
national emergency injunctions, **Labor § 50:162**
NLRB order, effect on contract enforcement actions, **Labor § 53:18**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Appeal and review—Cont'd
stay of order to arbitrate pending appeal, injunctive relief in contract enforcement actions, **Labor § 56:35**
Applicants as parties, contract enforcement actions, **Labor § 53:60**
Application or applicability
agency principles, parties in supplemental damages proceedings for unlawful secondary activity, **Labor § 58:17**
award, remand to arbitrator to resolve ambiguities, **Labor § 53:299**
disparate treatment theory in discipline cases, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:256**
exhaustion of contractual grievance/arbitration procedures, contract enforcement actions, **Labor § 53:95**
Federal Arbitration Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:214**
Appointment of arbitrator, scope of authority of court to enforce arbitration agreements, **Labor § 53:190**
Apportionment of damages, hybrid actions, **Labor § 56:15**
Arbitration
agreements
existence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:222**
judicial enforcement, **Labor § 53:178 to 53:198**
awards
contractual arbitration procedure, effect on contract enforcement actions, **Labor § 53:10**
enforcement of award, below this group
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:199 to 53:299**
refusal to abide by arbitrator's award, attorney's fees in contract enforcement actions, **Labor § 56:24**
vacation of arbitration award, below
compel arbitration, below
decisions, judicial review under contract enforcement provision, **Labor § 53:199 to 53:299**
enforcement of award
allegations in complaints, contract enforcement actions, **Labor § 53:151**
individuals as parties, contract enforcement actions, **Labor § 53:57**
statute of limitations, contract enforcement actions, **Labor § 53:78**
evidence, contract enforcement actions, **Labor § 53:162**
exhaustion of contractual arbitration procedures, contract enforcement actions, **Labor § 53:90 to 53:109**
grievances of employees, breach of duty of fair representation suit against union, **Labor § 54:13, 54:14, 54:17**
individuals as parties, contract enforcement actions, **Labor § 53:55 to 53:58**
injunctive relief in contract enforcement actions, **Labor § 56:34 to 56:48**
refusal to abide by arbitrator's award, attorney's fees in contract enforcement actions, **Labor § 56:24**
settlement under contractual arbitration procedure, effect on contract enforcement actions, **Labor § 53:10**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Arbitration—Cont'd
statute of limitations, contract enforcement actions, **Labor § 53:76 to 53:78**
vacation of arbitration award, below
Argument or arguments
misstatement of facts in argument, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:272**
new arguments, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209, 53:273**
non-raised argument as basis of arbitrator's decision, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:225**
Arrest, judicial review of arbitration decisions discipline cases under contract enforcement provision, **Labor § 53:257**
Attempt
present new argument or evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209**
settle dispute following issuance of national emergency injunctions, **Labor § 50:166**
Attorney General, discharge of national emergency injunctions, **Labor § 50:168**
Attorney's fees
contract enforcement actions, **Labor § 56:20 to 56:27**
outstanding attorney's fee request effect on finality of decision, appeals of contract enforcement decisions, **Labor § 57:3**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:27**
Authority. Powers, below
Availability or unavailability
attorney's fees, contract enforcement actions, **Labor § 56:20**
fair hearing, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:114**
grievance procedure, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:109**
removal of action to federal court, contract enforcement actions, **Labor § 53:173**
Awards
arbitration, above
attorney's fees, contract enforcement actions, **Labor § 56:20 to 56:27**
contractual grievance/arbitration procedure, effect on contract enforcement actions, **Labor § 53:10**
final award, below
Backpay, remand to arbitrator to resolve dispute, **Labor § 53:296**
Bad faith, allegations in complaints in contract enforcement actions, **Labor § 53:148**
Bargaining history
evidence, contract enforcement actions, **Labor § 53:161, 53:162**
validity of arbitrator's conclusions based on history, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:250**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Bargaining unit determinations, primary jurisdiction of NLRB in contract enforcement actions, **Labor § 53:15**
Basis of award, remand to arbitrator to resolve ambiguities, **Labor § 53:294**
Benefit fund
trust agreements, contract enforcement actions, **Labor § 53:23**
trustees, contract enforcement actions, **Labor § 53:66, 53:99**
Benefits
discontinuation of benefits, injunctions to preserve conditions pending arbitration, **Labor § 56:47**
fund. Benefit fund, above
trust agreements, contract enforcement actions, **Labor § 53:23**
Bias of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:279**
Binding award requirement, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:215 to 53:220**
Boards
joint industry boards, payments to employee representatives, **Labor § 39:145**
national emergency injunctions, board of inquiry, **Labor § 50:157 to 50:159**
National Labor Relations Board, below
Bolstering defective complaints, contract enforcement actions, **Labor § 53:154**
Boys Market injunctions, contract enforcement actions, **Labor § 56:32, 56:33**
Breach
contract. Breach of contract, below
duty of fair representation. Breach of duty of fair representation, below
implied covenant of good faith and fair dealing, preemption of state law tort actions, **Labor § 53:123**
no-strike clause/agreement, below
Breach of contract
accrual of statute of limitations, contract enforcement actions, **Labor § 53:83**
complaints, contract enforcement actions, **Labor § 53:155, 53:156**
jurisdiction, contract enforcement actions, **Labor § 53:3, 53:13 to 53:15**
no-strike clause/agreement, below
relationship between unfair labor practice and breach of contract, contract enforcement actions, **Labor § 53:14 to 53:18**
statute of limitations, contract enforcement actions, **Labor § 53:73, 53:83, 53:84**
tolling of statute of limitations, contract enforcement actions, **Labor § 53:84**
Breach of duty of fair representation
accrual of statute of limitations, **Labor § 53:85**
allegations in complaints, **Labor § 53:148**
attorney's fees, **Labor § 56:26**
compliance questions, independent grounds for termination, **Labor § 53:213.50**
damages, **Labor § 56:5, 56:6**
exhaustion of contractual grievance/arbitration procedures not required, **Labor § 53:105**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Breach of duty of fair representation—Cont'd
hybrid actions, below
independent grounds for termination, compliance questions, **Labor § 53:213.50**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:213**
jurisdiction over actions, **Labor § 53:5**
statute of limitations, **Labor § 53:74, 53:85 to 53:87**
suit against union, generally, **Labor § 54:1 to 54:22**
tolling of statute of limitations, **Labor § 53:86**
Bribes, payments to employee representatives, **Labor § 39:147**
Briefs containing misstatement of facts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:272**
Burden of proof, contract enforcement actions, **Labor § 53:113, 53:166 to 53:169**
Business
entities as parties, contract enforcement actions, **Labor § 53:41**
relationship of arbitrator with party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:276**
Bylaws of union, contract enforcement actions, **Labor § 53:62**
Calculation of amount
attorney's fees, contract enforcement actions, **Labor § 56:23**
damages for breach of no-strike provisions, **Labor § 56:12**
Capacity to sue or be sued, contract enforcement actions, **Labor § 53:34**
Cause
just cause standard, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:253**
remand to arbitrator to resolve disputes caused by delay or failure to comply with awards, **Labor § 53:292**
Change. Amendment, modification or change, above
Checklists
complaints, contract enforcement actions, **Labor § 53:155 to 53:157**
court enforcement of arbitration agreements, **Labor § 53:184**
Circumstantial changes
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:231 to 53:233**
nature of sympathy strike, injunctions against strikes over arbitrable matters, **Labor § 56:40**
Claims
continuing duty of fair representation claims, statute of limitations, **Labor § 53:87**
joinder of claims, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:19**
preemption of state law by contract enforcement provision, **Labor § 53:122, 53:131 to 53:137**
relationship between NLRB and court proceedings on unfair representation claim, breach of duty of fair representation suit against union, **Labor § 54:3**
stating claim on which relief can be granted, complaints in contract enforcement actions, **Labor § 53:146**
Class actions, contract enforcement actions, **Labor § 53:59**
Collateral estoppel, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:243**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Collective bargaining
agreements. Collective bargaining agreements, below
breach of duty of fair representation suit against union, **Labor § 54:20**
history. Bargaining history, above
unit determinations, primary jurisdiction of NLRB in contract enforcement actions, **Labor § 53:15**
Collective bargaining agreements
breach of contract, above
breach of duty of fair representation suit against union, **Labor § 54:19, 54:21**
enforcement of contract actions, below
no-strike clause/agreement, below
Commerce requirement, payments to employee representatives, **Labor § 39:139**
Compel arbitration
accrual of statute of limitations, contract enforcement actions, **Labor § 53:88**
contract enforcement actions, generally, **Labor § 53:178 to 53:198**
individuals as parties, contract enforcement actions, **Labor § 53:56**
statute of limitations, contract enforcement actions, **Labor § 53:76, 53:88**
summary judgment, contract enforcement actions, **Labor § 53:171**
Compensatory damages
contract enforcement actions, **Labor § 56:2 to 56:19**
remedial aspects of award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:281, 53:282**
Complaints
contract enforcement actions, **Labor § 53:146 to 53:157**
refusal of NLRB to issue complaint, effect on contract enforcement actions, **Labor § 53:16**
well-pleaded complaint doctrine, preemption of state law by contract enforcement provision, **Labor § 53:119**
Complete
destruction of employer by strike, damages for breach of no-strike provisions, **Labor § 56:11**
preemption doctrine, preemption of state law by contract enforcement provision, **Labor § 53:119**
relief, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:116**
Complexity of procedures, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:115**
Compliance or noncompliance
independent grounds for termination, **Labor § 53:213.50**
remand to arbitrator, **Labor § 53:291, 53:292**
Composition
board of inquiry, national emergency injunctions, **Labor § 50:158**
tribunal, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:234**
Conclusions of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:249 to 53:252**
Concurrent jurisdiction of courts and NLRB
arbitration agreement enforcement by court, **Labor § 53:191**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Concurrent jurisdiction of courts and NLRB—Cont'd
contract enforcement actions, **Labor § 53:14**
Conditions
injunctions to preserve conditions pending arbitration, contract enforcement actions, **Labor § 56:43 to 56:48**
precedent conditions, exhaustion of private dispute settlement procedures in contract enforcement actions, **Labor § 53:89 to 53:117**
Conduct of hearings in absence of party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:237**
Conduct of persons
later conduct evidence as basis of arbitrator's decision, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:226**
misconduct of union, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:108**
payments to employee representatives, **Labor § 39:137**
prohibited conduct
remedial aspects of award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:287**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:2**
standards of conduct, breach of duty of fair representation suit against union, **Labor § 54:4, 54:10**
Confirmation of arbitration award, statute of limitations in contract enforcement actions, **Labor § 53:77**
Conflicts
awards in work assignment disputes, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:230**
public policy, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:260 to 53:268**
Constitutional considerations
conflicts with constitutional rights, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:260**
validity of contract enforcement provision, **Labor § 53:2**
Constitution of union
covered contracts, contract enforcement actions, **Labor § 53:26**
members of union as parties, contract enforcement actions, **Labor § 53:62**
statute of limitations, contract enforcement actions, **Labor § 53:79**
Construction employer, damages for breach of no-strike provisions, **Labor § 56:14**
Continuing
duty of fair representation claims, statute of limitations, **Labor § 53:87**
validity of contract, compelling interest arbitration by court, **Labor § 53:195**
Contracts or agreements
arbitration, above
breach of contract, above
collective bargaining agreements, above
enforcement of contract actions, below
settlement, below

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Contracts or agreements—Cont'd
state law contract claims, preemption by contract enforcement provision, **Labor § 53:131 to 53:137**
Conviction of crime, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:257**
Corruption
arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:275 to 53:279**
parties, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**
Costs and expenses
actions, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:27**
overhead costs, damages for breach of no-strike provisions, **Labor § 56:9**
Court proceedings
general discussion, **Labor § 53:1 to 58:27**
concurrent jurisdiction of courts and NLRB, above
enforcement of contract actions, below
federal court proceedings, generally, **Labor § 53:1 to 58:27**
hybrid actions, below
national emergency injunctions, **Labor § 50:155 to 50:168**
powers, below
state courts, below
Coverage
arbitration award, remand to arbitrator to resolve ambiguities, **Labor § 53:297, 53:298**
contracts, contract enforcement actions, **Labor § 53:19 to 53:28**
Credibility rulings of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:247**
Crimes and criminal matters
conflicts with criminal law, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:261**
conviction of crime, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:257**
Organized Crime Control Act, payments to employee representatives, **Labor § 39:150**
payments to employee representatives, criminal liability, **Labor § 39:142**
Damages
aspects of award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:281 to 53:285**
compensatory damages, above
contract enforcement actions, **Labor § 53:167, 56:1 to 56:19, 56:29**
measure of damages, below
mitigation of damages, below
punitive damages, below
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:1 to 58:27**
Date. Time or date, below

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Decisions
appeals of contract enforcement decisions, **Labor § 57:1 to 57:8**
arbitration decisions, judicial review under contract enforcement provision, **Labor § 53:199 to 53:299**
Declaratory judgment, relief in contract enforcement actions, **Labor § 56:50**
Defamation, preemption of state law tort actions, **Labor § 53:128**
Defective complaints, contract enforcement actions, **Labor § 53:154**
Defenses
exhaustion of internal union appeal procedures, contract enforcement actions, **Labor § 53:112, 53:113**
statute of limitations, contract enforcement actions, **Labor § 53:78**
venue defense, contract enforcement actions, **Labor § 53:145**
Delay or delays
exhaustion of internal union appeal procedures, contract enforcement actions, **Labor § 53:117**
handling employee grievances, breach of duty of fair representation suit against union, **Labor § 54:11, 54:13**
remand to arbitrator to resolve disputes caused by delay, **Labor § 53:292**
Destruction of employer by strike, damages for breach of no-strike provisions, **Labor § 56:11**
Determinations
existence of hybrid action, statute of limitations, **Labor § 53:71**
NLRB, contract enforcement actions, **Labor § 53:15 to 53:17**
personal rights, individuals as parties in contract enforcement actions, **Labor § 53:54**
presence of national union in district, venue in contract enforcement actions, **Labor § 53:143**
validity of contract, contract enforcement actions, **Labor § 53:29 to 53:32**
Different arbitrator, remand to, **Labor § 53:290**
Discharge of employees
preemption of state law tort actions, **Labor § 53:121, 53:122**
wrongful discharge, below
Discharge of national emergency injunctions, **Labor § 50:168**
Discipline cases, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:253 to 53:257**
Discontinuation of benefits, injunctions to preserve conditions pending arbitration, **Labor § 56:47**
Discretionary matters
arbitrator's remedial discretion, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:280**
court, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:110, 53:111**
Disparate treatment theory, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:256**
Displaced workers' claims on preemployment contracts, preemption of state law by contract enforcement provision, **Labor § 53:133**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Disputes and resolution of disputes
arbitration, above
awards in other disputes, effect on judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:227 to 53:230**
exhaustion of private dispute settlement procedures as prerequisite to contract enforcement actions, **Labor § 53:89 to 53:117**
grievances, below
national emergency injunctions, **Labor § 50:155 to 50:168**
prohibition against injunctions in labor disputes, contract enforcement actions, **Labor § 56:31 to 56:33**
remand to arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:292, 53:296**
settlement, below
Distress
intentional infliction of emotional distress, preemption of state law tort actions, **Labor § 53:124**
mental distress damages, contract enforcement actions, **Labor § 56:3, 56:6**
Diversity jurisdiction, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:7**
Drafting of opinion and award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:241**
Drugs
testing, injunctions to preserve conditions pending arbitration, **Labor § 56:48**
use policy conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:268**
Duties
Attorney General, discharge of national emergency injunctions, **Labor § 50:168**
breach of duty of fair representation, above
mitigation of damages
breach of no-strike provisions, **Labor § 56:13**
hybrid actions, **Labor § 56:19**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:24**
union's duty to end strike, breach of no-strike agreement suit against union, **Labor § 55:3**
Emergency, national emergency injunctions, **Labor § 50:155 to 50:168**
Employee Retirement Income Security Act, payments to employee representatives, **Labor § 39:151**
Employer associations and their members, parties in contract enforcement actions, **Labor § 53:36 to 53:39**
Employers, generally, **Labor § 53:1 to 53:299**
Enforcement
arbitration, above
contracts. Enforcement of contract actions, below
national emergency injunctions, **Labor § 50:163, 50:164**
subpoenas of arbitrator, **Labor § 53:206**
Enforcement of contract actions
general discussion, **Labor § 53:1 to 53:299**
appeals of contract enforcement decisions, **Labor § 57:1 to 57:8**
claiming breach of duty of fair representation in contract enforcement suit, **Labor § 54:8**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Enforcement of contract actions—Cont'd
relief, **Labor § 56:1 to 56:54**
Evidence
admissibility of evidence, above
attempt by party to present new evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209**
contract enforcement actions, **Labor § 53:113, 53:160 to 53:169**
failure of arbitrator to give weight to particular evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:245**
later conduct evidence as basis of arbitrator's decision, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:226**
presumption of arbitrability, court enforcement of arbitration agreements, **Labor § 53:183**
procurement of award by parties' corruption, fraud or undue means, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:270, 53:271**
rulings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:238**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:20, 58:21**
Examination of arbitrator, authority of court, **Labor § 53:207**
Exclusions
exhaustion of contractual grievance/arbitration procedures, contract enforcement actions, **Labor § 53:94, 53:103 to 53:109**
prohibition against injunctions in labor disputes, contract enforcement actions, **Labor § 56:32, 56:33**
Exhaustion
failure to exhaust contractual procedures, contract enforcement actions, **Labor § 53:91, 53:170**
grievances, below
private dispute settlement procedures, contract enforcement actions, **Labor § 53:89 to 53:117**
remedies
allegations in complaints in contract enforcement actions, **Labor § 53:149, 53:150**
internal union remedies, contract enforcement actions, **Labor § 53:110 to 53:117, 53:150**
Existence
arbitration agreement, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:222**
contract, allegations in complaints in contract enforcement actions, **Labor § 53:147**
hybrid action, statute of limitations, **Labor § 53:71**
Expenses. Costs and expenses, above
Expiration of contract, changed circumstances' effect on judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:231**
Extent of arbitrator's remedial discretion, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:280**
External law considered by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:212**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Extrinsic evidence, contract enforcement actions, **Labor § 53:160, 53:161**
Factors, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:111, 53:115**
Facts
findings of fact by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:244 to 53:247**
misstatement of facts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:272**
Failure of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:245, 53:246**
Failure to exhaust contractual procedures, contract enforcement actions, **Labor § 53:91, 53:170**
Failure to follow procedures strictly, contract enforcement actions, **Labor § 53:92**
Failure to process grievance, breach of duty of fair representation suit against union, **Labor § 54:11**
Failure to seek
arbitration of grievance, breach of duty of fair representation suit against union, **Labor § 54:13**
vacation of arbitration award, breach of duty of fair representation suit against union, **Labor § 54:17**
Fair or fairness
breach of duty of fair representation, above
discipline administration, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:254**
hearing, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:114, 53:115**
False evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:270**
False imprisonment, preemption of state law tort actions, **Labor § 53:126**
Familial relationship of arbitrator with party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:278**
Federal Arbitration Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:214**
Federal court proceedings, generally, **Labor § 53:1 to 58:27**
Federal preemption, **Emp P § 115:21 to 115:23**
Final award
requirement for judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:215 to 53:220**
under procedures other than arbitration, judicial review, **Labor § 53:203**
Final decision requirement, appeals of contract enforcement decisions, **Labor § 57:2, 57:3**
Findings of fact by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:244 to 53:247**
Flaws in procedure, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:219**
Former matters. Prior or past matters, below
Form of ownership of business changed, injunctions to preserve conditions pending arbitration, **Labor § 56:46**
Fraud
preemption of state law tort actions, **Labor § 53:125**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Fraud—Cont'd
procurement of award by parties' fraud, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**
Futility, exhaustion of contractual grievance/arbitration procedures not required in contract enforcement actions, **Labor § 53:106 to 53:109**
Future matters
adjustment provision in award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:217**
lost earnings, damages in hybrid actions, **Labor § 56:18**
prohibition of future conduct as remedial aspect of award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:287**
strikes, injunctions against strikes over arbitrable matters, **Labor § 56:42**
Gifts, payments to employee representatives, **Labor § 39:147**
Governing law
contract enforcement actions, **Labor § 53:9**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:5**
Grievances
exhaustion
contractual grievance procedures, contract enforcement actions, **Labor § 53:90 to 53:109**
internal union appeal procedures, contract enforcement actions, **Labor § 53:116**
handling employee grievances, breach of duty of fair representation suit against union, **Labor § 54:10 to 54:17**
settlement
agreements, contract enforcement actions, **Labor § 53:22**
breach of duty of fair representation suit against union, **Labor § 54:12**
under contractual grievance procedure, effect on contract enforcement actions, **Labor § 53:10**
Handling employee grievances, breach of duty of fair representation suit against union, **Labor § 54:10 to 54:17**
Health law conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:266**
Hearings
conduct of hearings in absence of party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:237**
fair hearing, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:114, 53:115**
handling employee grievances, breach of duty of fair representation suit against union, **Labor § 54:14 to 54:16**
new arguments raised after hearing, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:273**
History of bargaining. Bargaining history, above
Hobbs Act, payments to employee representatives, **Labor § 39:149**
Hybrid actions
accrual of statute of limitations, **Labor § 53:81**
attorney's fees, **Labor § 56:27**
burden of proof, **Labor § 53:168, 53:169**
compensatory damages, **Labor § 56:15 to 56:19**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Hybrid actions—Cont'd
separate trials, **Labor § 53:165**
statute of limitations, generally, **Labor § 53:70, 53:71**
tolling of statute of limitations, **Labor § 53:82**
Identification of persons, payments to employee representatives, **Labor § 39:143, 39:144**
Ignoring of express contract provisions by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:248**
Illegal or unlawful matters
contract illegal, contract enforcement actions, **Labor § 53:32**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:1 to 58:27**
Immigration law conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:265**
Implied matters
breach of implied covenant of good faith and fair dealing, preemption of state law tort actions, **Labor § 53:123**
claims on implied contract, preemption of state law by contract enforcement provision, **Labor § 53:132**
no-strike agreement, injunctions against strikes over arbitrable matters, **Labor § 56:37**
Independent grounds for termination, compliance questions, **Labor § 53:213.50**
Indispensable parties, contract enforcement actions, **Labor § 53:35**
Individuals
exhaustion of contractual grievance/arbitration procedures, contract enforcement actions, **Labor § 53:96**
parties in contract enforcement actions, **Labor § 53:52 to 53:65**
Injunctions
contract enforcement actions, **Labor § 56:30 to 56:48**
national emergency injunctions, **Labor § 50:155 to 50:168**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:11, 58:12, 58:26**
Intentional infliction of emotional distress, preemption of state law tort actions, **Labor § 53:124**
Interest arbitration, compelling by court, **Labor § 53:194 to 53:196**
Interest on money
contract enforcement actions, **Labor § 56:28**
prejudgment interest, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:25**
Interference with contractual relations, preemption of state law tort actions, **Labor § 53:129**
Internal union remedy exhaustion, contract enforcement actions, **Labor § 53:110 to 53:117, 53:150**
International unions
liability, breach of no-strike agreement suit against union, **Labor § 55:8, 55:9**
parties, contract enforcement actions, **Labor § 53:44**
service, contract enforcement actions, **Labor § 53:159**
Interpretation of contract, extrinsic evidence in contract enforcement actions, **Labor § 53:160**
Intertwined tort actions and bargaining agreements, preemption of state law by contract enforcement provision, **Labor § 53:120**
Invasion of privacy, preemption of state law tort actions, **Labor § 53:130**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Investigative powers of board of inquiry, national emergency injunctions, **Labor § 50:159**
Irreparable injury showing, injunctions to preserve conditions pending arbitration, **Labor § 56:45**
Issuance
national emergency injunctions, **Labor § 50:160 to 50:163, 50:166**
refusal of NLRB to issue complaint, effect on contract enforcement actions, **Labor § 53:16**
Joinder of claims, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:19**
Joint industry boards and associations, payments to employee representatives, **Labor § 39:145**
Joint labor-management entities, parties in contract enforcement actions, **Labor § 53:67**
Judgments
declaratory judgment, relief in contract enforcement actions, **Labor § 56:50**
prejudgment interest, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:25**
summary judgment, contract enforcement actions, **Labor § 53:170 to 53:172**
Jurisdiction
concurrent jurisdiction of courts and NLRB, above
contract enforcement actions, **Labor § 53:3 to 53:8, 53:12 to 53:15**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:215**
National Labor Relations Board, below
pendent jurisdiction, below
retention of jurisdiction by arbitrator to determine remedy, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:218**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:6 to 58:13**
Jury trial, contract enforcement actions, **Labor § 53:164**
Just cause standard, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:253**
Labor disputes. Disputes and resolution of disputes, above
Later conduct evidence as basis of arbitrator's decision, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:226**
Liability
breach of duty of fair representation suit against union, **Labor § 54:6, 54:9 to 54:22**
breach of no-strike agreement suit against union, **Labor § 55:2, 55:8, 55:9**
criminal liability, payments to employee representatives, **Labor § 39:142**
Likelihood of success showing, injunctions to preserve conditions pending arbitration, **Labor § 56:44**
Limitations
access to court, court enforcement of arbitration agreements, **Labor § 53:181**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:204**
scope of review, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:208**
statute of limitations, contract enforcement actions, **Labor § 53:68 to 53:88**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Liquidated damages, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:284**
Loans, payments to employee representatives, **Labor § 39:143, 39:144, 39:148**
Local unions
liability of international union for actions of local, breach of no-strike agreement suit against union, **Labor § 55:9**
liability of national union for local union's action, breach of duty of fair representation suit against union, **Labor § 54:6**
parties in contract enforcement actions, **Labor § 53:42, 53:43**
Loss
damages for breach of no-strike provisions, **Labor § 56:8, 56:10**
future lost earnings, damages in hybrid actions, **Labor § 56:18**
profits, damages for breach of no-strike provisions, **Labor § 56:8**
Managerial employees, preemption of state law claims based on contract, **Labor § 53:134**
Material factual error by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:244**
Measure of damages
breach of no-strike provisions, **Labor § 56:8, 56:12**
hybrid actions, **Labor § 56:17**
Members
employer associations, parties in contract enforcement actions, **Labor § 53:38, 53:39**
unions, individuals as parties in contract enforcement actions, **Labor § 53:62 to 53:64**
Mental distress damages, contract enforcement actions, **Labor § 56:3, 56:6**
Merits of grievance, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:107**
Minority unions, parties in contract enforcement actions, **Labor § 53:47**
Misconduct of union, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:108**
Misrepresentation, preemption of state law tort actions, **Labor § 53:125**
Misstatement of facts in argument or brief, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:272**
Mitigation of damages
breach of no-strike provisions, **Labor § 56:13**
duties, above
hybrid actions, **Labor § 56:19**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:24**
Modification. Amendment, modification or change, above
Money
interest on money, above
relief in contract enforcement actions, **Labor § 56:1 to 56:29**
National emergency injunctions, **Labor § 50:155 to 50:168**
National LABOR Relations Act
general discussion, **Labor § 1:27 to 1:32**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
National LABOR Relations Act—Cont'd
relationship between contract validity and NLRA status quo requirement, contract enforcement actions, **Labor § 53:31**
National Labor Relations Board
concurrent jurisdiction of courts and NLRB, above
jurisdiction
concurrent jurisdiction of courts and NLRB, above
National LABOR Relations Board
awards in other disputes, effect on judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:227**
jurisdiction
representation matters, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:202**
standards, contract enforcement actions, **Labor § 53:6**
work assignment disputes, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:201**
national emergency injunctions, **Labor § 50:167**
remedies of NLRB, effect on arbitration agreement enforcement by court, **Labor § 53:191 to 53:193**
representation cases
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:202**
primary jurisdiction of NLRB, contract enforcement actions, **Labor § 53:15**
strengthening organization and powers of NLRB, **Labor § 1:30**
supplemental damages proceedings for unlawful secondary activity, relationship between statutory protection and NLRB proceedings, **Labor § 58:3**
unfair labor practice and breach of contract relationship, contract enforcement actions, **Labor § 53:14 to 53:18**
unfair representation claim, breach of duty of fair representation suit against union, **Labor § 54:3**
National unions
liability of national union for local union's action, breach of duty of fair representation suit against union, **Labor § 54:6**
parties in contract enforcement actions, **Labor § 53:44**
venue, contract enforcement actions, **Labor § 53:143**
Nature
accrual and tolling of statute of limitations, contract enforcement actions, **Labor § 53:80**
dispute, jurisdiction in supplemental damages proceedings for unlawful secondary activity, **Labor § 58:8**
sympathy strike, injunctions against strikes over arbitrable matters, **Labor § 56:40**
Negligence
safety matters, preemption of state law tort actions, **Labor § 53:127**
union, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:108**
New arguments, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209, 53:273**
New evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
New matters, remand to arbitrator to consider, **Labor § 53:293**
Nlrb. National Labor Relations Board, above
Noncompliance or compliance, remand to arbitrator, **Labor § 53:291, 53:292**
Nonexclusive procedures, exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:93**
Nonmembers of union, individuals as parties in contract enforcement actions, **Labor § 53:60, 53:61**
Non-raised argument as basis of arbitrator's decision, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:225**
Non-submitted issue considered by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:224**
No-raiding agreements, contract enforcement actions, **Labor § 53:27**
No-strike clause/agreement
attorney's fees, violation of provision, **Labor § 56:25**
breach or violation
attorney's fees, **Labor § 56:25**
complaints, **Labor § 53:152, 53:153**
damages, **Labor § 56:7 to 56:14**
injunctions against strikes over arbitrable matters, **Labor § 56:36**
suit against union, generally, **Labor § 55:1 to 55:9**
complaints based on breach, **Labor § 53:152, 53:153**
damages, breach of provisions, **Labor § 56:7 to 56:14**
injunctions against strikes over arbitrable matters, **Labor § 56:36, 56:37**
suit against union for breach, generally, **Labor § 55:1 to 55:9**
Notice, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:115**
Officers of union as defendants in contract enforcement actions, **Labor § 53:64**
Operation by employer at loss, damages for breach of no-strike provisions, **Labor § 56:10**
Oral contract claims, preemption of state law by contract enforcement provision, **Labor § 53:131**
Organized Crime Control Act, payments to employee representatives, **Labor § 39:150**
Other agreements, validity of arbitrator's conclusions based on, **Labor § 53:251**
Outstanding attorney's fee request effect on finality of decision, appeals of contract enforcement decisions, **Labor § 57:3**
Overhead costs, damages for breach of no-strike provisions, **Labor § 56:9**
Parallel suits, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:4**
Partiality of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:275 to 53:279**
Parties
attempt by party to present new argument or evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:209**
conduct of hearings in absence of party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:237**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Parties—Cont'd
contract enforcement actions, **Labor § 53:33 to 53:67**
national emergency injunctions, **Labor § 50:164 to 50:168**
procurement of award by parties' corruption, fraud or undue means, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**
proper parties, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:14 to 58:17**
relationship of arbitrator with party, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:276 to 53:278**
same parties in other disputes, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:227, 53:228**
standing, appeals of contract enforcement decisions, **Labor § 57:4**
Past matters. Prior or past matters, below
Payment or payments
attorney's fees, contract enforcement actions, **Labor § 56:22**
employee representatives, payments to, **Labor § 39:136 to 39:154**
wage payment regulation, preemption of state law by contract enforcement provision, **Labor § 53:138**
Pendent jurisdiction
contract enforcement actions, **Labor § 53:7**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:9**
Pending matters
NLRB case, effect on arbitration agreement enforcement by court, **Labor § 53:192**
stays, below
unfair labor practice charge, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:220**
Pension law conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:264**
Personal rights, individuals as parties in contract enforcement actions, **Labor § 53:53, 53:54**
Pleadings
complaints, above
contract enforcement actions, **Labor § 53:12, 53:13, 53:146 to 53:157**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:18, 58:19**
well-pleaded complaint doctrine, preemption of state law by contract enforcement provision, **Labor § 53:119**
Policy
drug use policy conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:268**
modification of company policy, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:288**
public policy, below
Political bias of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:279**
Postponement rulings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:236**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Powers
courts
compel arbitration, contract enforcement actions, **Labor § 53:178 to 53:198**
grant injunctions, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:11, 58:12**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:200 to 53:202, 53:206, 53:207, 53:258**
remand to arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:289**
validity of contract cases, contract enforcement actions, **Labor § 53:29**
investigative powers of board of inquiry, national emergency injunctions, **Labor § 50:159**
National LABOR Relations Board, **Labor § 1:30**
scope of arbitrator's authority at issue, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:221 to 53:226**
Precedent conditions, exhaustion of private dispute settlement procedures in contract enforcement actions, **Labor § 53:89 to 53:117**
Preemployment contracts, preemption of state law by contract enforcement provision, **Labor § 53:133**
Preemption of state law, contract enforcement provision, **Labor § 53:118 to 53:140**
Prehire agreements, contract enforcement actions, **Labor § 53:24, 53:30**
Prejudgment interest, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:25**
Presence of national union in district, venue in contract enforcement actions, **Labor § 53:143**
Preservation of conditions pending arbitration, injunctions in contract enforcement actions, **Labor § 56:43 to 56:48**
Presumption of arbitrability, court enforcement of arbitration agreements, **Labor § 53:183**
Prevailing arbitral views, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:252**
Previous matters. Prior or past matters, below
Primary jurisdiction of NLRB, contract enforcement actions, **Labor § 53:15**
Prior or past matters
arbitration awards, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:228, 53:229**
bargaining history, above
bargaining representatives, parties in contract enforcement actions, **Labor § 53:46**
breach of no-strike agreement, **Labor § 55:6**
state adjudications, effect on contract enforcement actions, **Labor § 53:11**
strikes, below
Privacy invasion, preemption of state law tort actions, **Labor § 53:130**
Private dispute settlement procedures, exhaustion as prerequisite to contract enforcement actions, **Labor § 53:89 to 53:117**
Probationary employees, preemption of state law claims based on contract, **Labor § 53:135**
Procedure or procedures
contract enforcement actions, **Labor § 53:141 to 53:177**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Procedure or procedures—Cont'd
exhaustion of private dispute settlement procedures as prerequisite to contract enforcement actions, **Labor § 53:89 to 53:117**
Proceedings. Actions and proceedings, above
Procurement of award by parties' corruption, fraud or undue means, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**
Prohibition
conduct of persons, above
injunctions in labor disputes, contract enforcement actions, **Labor § 56:31 to 56:33**
payments to employee representatives, **Labor § 39:136 to 39:154**
sympathy strikes prohibited in contract, injunctions against strikes over arbitrable matters, **Labor § 56:41**
Proof. Evidence, above
Proper parties, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:14 to 58:17**
Prospective matters. Future matters, above
Public policy
ground for judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:258 to 53:268**
wrongful discharge based on public policy claims, preemption of state law tort actions, **Labor § 53:122**
Punitive damages
contract enforcement actions, **Labor § 56:29**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:285**
Purpose
prohibition against payments to employee representatives, **Labor § 39:138**
statute, national emergency injunctions, **Labor § 50:156**
Quality of advocacy in grievance or arbitration hearing, breach of duty of fair representation suit against union, **Labor § 54:14**
Railway LABOR Act, payments to employee representatives, **Labor § 39:152**
Ratification of collective bargaining agreements, breach of duty of fair representation suit against union, **Labor § 54:21**
Reactivation of grievance, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:116**
Reasonableness
delay, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:117**
employer's rule, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:255**
Reconsideration, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:242, 53:295**
Record of proceedings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:239**
Reformation of contract, relief in contract enforcement actions, **Labor § 56:51**
Refusal
abide by arbitrator's award, attorney's fees in contract enforcement actions, **Labor § 56:24**
NLRB refusal to issue complaint, effect on contract enforcement actions, **Labor § 53:16**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Refusal—Cont'd
process grievance, breach of duty of fair representation suit against union, **Labor § 54:11**
seek arbitration of grievance, breach of duty of fair representation suit against union, **Labor § 54:13**
Regulation
payments to employee representatives, **Labor § 39:143 to 39:146**
preemption of state law by contract enforcement provision, **Labor § 53:138, 53:140**
Reinstatement
contract enforcement actions, **Labor § 56:52**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:286**
Relevance of NLRB jurisdictional standards, contract enforcement actions, **Labor § 53:6**
Relief. Remedies or relief, below
Remand
appeals of contract enforcement decisions, lack of reviewability, **Labor § 57:6**
to arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:289 to 53:299**
to state court, contract enforcement actions, **Labor § 53:177**
Remedies or relief
aspects of arbitration award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:280 to 53:288**
contract enforcement actions, **Labor § 56:1 to 56:54**
damages, above
exhaustion, above
injunctions, above
NLRB remedies, effect on arbitration agreement enforcement by court, **Labor § 53:191 to 53:193**
reinstatement, above
remand to arbitrator to reconsider appropriateness of remedy, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:295**
retention of jurisdiction by arbitrator to determine remedy, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:218**
sufficiency of internal union appeal procedures to afford complete relief, contract enforcement actions, **Labor § 53:116**
Removal of action
contract enforcement actions, **Labor § 53:173 to 53:177**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:13**
Representation
breach of duty of fair representation, above
National Labor Relations Board, above
Representatives of employees
parties in contract enforcement actions, **Labor § 53:42 to 53:51**
payments to, **Labor § 39:136 to 39:154**
Repudiation
breach of no-strike agreement suit against union, **Labor § 55:5**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Repudiation—Cont'd
exhaustion of contractual grievance/arbitration procedures not required in contract enforcement actions, **Labor § 53:103, 53:104**
Requests
outstanding attorney's fee request effect on finality of decision, appeals of contract enforcement decisions, **Labor § 57:3**
special verdict, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:22**
Res judicata, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:243**
Resolution
ambiguities, remand to arbitrator, **Labor § 53:294, 53:297 to 53:299**
disputes and resolution of disputes, above
public policy questions, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:258**
Responsibilities. Duties, above
Restrictions. Limitations, above
Retaliatory discharge, preemption of state law tort actions, **Labor § 53:121**
Retention of jurisdiction by arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:218**
Retirees, exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:100**
Review. Appeal and review, above
Rights
constitutional rights conflicts, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:260**
evidence heard by jury, contract enforcement actions, **Labor § 53:164**
individuals' right to sue, contract enforcement actions, **Labor § 53:52, 53:55, 53:59, 53:62**
personal rights, individuals as parties in contract enforcement actions, **Labor § 53:53, 53:54**
third party's right to bring suit, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:15**
waiver of right to appeal contract enforcement decisions, **Labor § 57:7**
Role
board of inquiry, national emergency injunctions, **Labor § 50:157**
National LABOR Relations Board, national emergency injunctions, **Labor § 50:167**
parties, national emergency injunctions, **Labor § 50:164 to 50:168**
Rulings of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:235, 53:236, 53:238, 53:246, 53:247, 53:254**
Safety
conflicts with safety law, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:266**
functions, breach of duty of fair representation suit against union, **Labor § 54:18**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Safety—Cont'd
negligence in safety matters, preemption of state law tort actions, **Labor § 53:127**
Sale of business, injunctions to preserve conditions pending arbitration, **Labor § 56:46**
Same arbitrator, remand to, **Labor § 53:290**
Same parties, effect of awards in other disputes on judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:227, 53:228**
Scope
arbitrator's authority, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:221 to 53:226**
contract enforcement actions, **Labor § 53:1 to 53:32**
court's authority to enforce arbitration agreements, **Labor § 53:185 to 53:190**
covered contracts, contract enforcement actions, **Labor § 53:19**
duty of fair representation, **Labor § 54:4**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:208 to 53:214**
Secondary activity, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:1 to 58:27**
Selection of arbitrator, scope of authority of court to enforce arbitration agreements, **Labor § 53:189**
Separate trials, hybrid actions, **Labor § 53:165**
Service, contract enforcement actions, **Labor § 53:158, 53:159**
Settlement
agreements
exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:95**
grievance settlement agreements, contract enforcement actions, **Labor § 53:22**
strike settlement agreements, contract enforcement actions, **Labor § 53:21**
contractual grievance/arbitration procedure, effect on contract enforcement actions, **Labor § 53:10**
disputes
exhaustion of private dispute settlement procedures as prerequisite to contract enforcement actions, **Labor § 53:89 to 53:117**
national emergency injunctions, **Labor § 50:166, 50:167**
grievances, above
under procedures other than arbitration, judicial review, **Labor § 53:203**
Side agreements, contract enforcement actions, **Labor § 53:20**
Silence of contract, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:249**
Similarly situated employees, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:283**
Sources of statute of limitations, contract enforcement actions, **Labor § 53:69**
Special verdict request, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:22**
Specific performance, relief in contract enforcement actions, **Labor § 56:53**
Standards
appeals of contract enforcement decisions, **Labor § 57:5**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Standards—Cont'd
conduct standards, breach of duty of fair representation suit against union, **Labor § 54:4, 54:10**
exhaustion of contractual grievance/arbitration procedures, contract enforcement actions, **Labor § 53:90 to 53:95**
just cause standard, judicial review of arbitration decisions in discipline cases under contract enforcement provision, **Labor § 53:253**
relevance of NLRB jurisdictional standards, contract enforcement actions, **Labor § 53:6**
Standing
appeals of contract enforcement decisions, **Labor § 57:4**
raise exhaustion defense, contract enforcement actions, **Labor § 53:112**
State courts
compel arbitration authority, **Labor § 53:180**
jurisdiction, contract enforcement actions, **Labor § 53:8**
prior state adjudications, effect on contract enforcement actions, **Labor § 53:11**
remand to state court, contract enforcement actions, **Labor § 53:177**
removal of action to federal court, contract enforcement actions, **Labor § 53:173 to 53:177**
supplemental damages proceedings for unlawful secondary activity, **Labor § 58:10, 58:11**
State laws
payments to employee representatives, **Labor § 39:154**
preemption of state law, contract enforcement provision, **Labor § 53:118 to 53:140**
remedies, contract enforcement actions, **Labor § 56:54**
Statement
claim on which relief can be granted, complaints in contract enforcement actions, **Labor § 53:146**
question to be arbitrated, scope of authority of court to enforce arbitration agreements, **Labor § 53:188**
Status quo requirement of NLRA, relationship with contract validity, **Labor § 53:31**
Statute of limitations, contract enforcement actions, **Labor § 53:68 to 53:88**
Stays
injunctive relief in contract enforcement actions, **Labor § 56:34, 56:35**
pending
appeal, injunctive relief in contract enforcement actions, **Labor § 56:35**
arbitration, scope of authority of court to enforce arbitration agreements, **Labor § 53:187**
Strikes
injunctions against strikes over arbitrable matters, contract enforcement actions, **Labor § 56:36 to 56:42**
no-strike clause/agreement, above
prior strikes
breach of no-strike agreement suit against union, **Labor § 55:4**
evidence in contract enforcement actions, **Labor § 53:163**
settlement agreements, contract enforcement actions, **Labor § 53:21**
Subject matter of dispute, compelling interest arbitration by court, **Labor § 53:196**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Subpoenas of arbitrator, judicial enforcement, **Labor § 53:206**
Subsequent awards or disputes, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:228, 53:229**
Successor
employers, parties in contract enforcement actions, **Labor § 53:40**
unions, parties in contract enforcement actions, **Labor § 53:45**
Sufficiency
evidence, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:21**
internal union appeal procedures to reactivate grievance or afford complete relief, contract enforcement actions, **Labor § 53:116**
Summary judgment, contract enforcement actions, **Labor § 53:170 to 53:172**
Supervisors
exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:101**
parties in contract enforcement actions, supervisor unions, **Labor § 53:48**
preemption of state law claims based on contract, **Labor § 53:134**
Supplemental damages proceedings for unlawful secondary activity, **Labor § 58:1 to 58:27**
Supplementation of national emergency injunctions, **Labor § 50:161**
Supreme Court of United States, appeals of contract enforcement decisions, **Labor § 57:8**
Sympathy strikes, injunctions in contract enforcement actions, **Labor § 56:39 to 56:41**
Third party's right to bring suit, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:15**
Threats, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:274**
Time or date
award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:240**
future matters, above
rulings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:235**
statute of limitations, contract enforcement actions, **Labor § 53:68 to 53:88**
willingness of court to compel tripartite arbitration, **Labor § 53:198**
Tolling of statute of limitations, contract enforcement actions, **Labor § 53:80 to 53:88**
Tort actions
jurisdiction, contract enforcement actions, **Labor § 53:4**
preemption of state law by contract enforcement provision, **Labor § 53:120 to 53:130**
Transcript of proceedings, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:239**
Tribunal composition, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:234**
Tripartite arbitration, compelling by court, **Labor § 53:197, 53:198**
Trusts and trustees
benefit fund, above
payments to employee representatives, **Labor § 39:146**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Types
contract required, contract enforcement actions, **Labor § 53:19 to 53:28**
prohibited payments to employee representatives, **Labor § 39:147, 39:148**
representation at grievance proceeding, breach of duty of fair representation suit against union, **Labor § 54:15**
Unavailability. Availability or unavailability, above
Undue means in procurement of award, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**
Unfair labor practices
breach of no-strike agreement suit against union, **Labor § 55:7**
pending unfair labor practice charge, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:220**
relationship between unfair labor practice and breach of contract, contract enforcement actions, **Labor § 53:14 to 53:18**
Unions
benefit fund, above
breach of duty of fair representation, above
bylaws of union, contract enforcement actions, **Labor § 53:62**
claims on contract between unions, preemption of state law by contract enforcement provision, **Labor § 53:136**
collective bargaining agreements, above
constitution of union, above
exhaustion of contractual grievance/arbitration procedures, contract enforcement actions, **Labor § 53:97**
hybrid actions, above
internal union remedy exhaustion, contract enforcement actions, **Labor § 53:110 to 53:117, 53:150**
international unions, above
local unions, above
national unions, above
no-strike clause/agreement, above
unrelated to collective bargaining relationship agreement between employer and union, contract enforcement actions, **Labor § 53:25**
Unlawful matters. Illegal or unlawful matters, above
Unrelated to collective bargaining relationship agreement between employer and union, contract enforcement actions, **Labor § 53:25**
Vacation of arbitration award
allegations in complaints, contract enforcement actions, **Labor § 53:151**
failure to seek vacation of arbitration award, breach of duty of fair representation suit against union, **Labor § 54:17**
individuals as parties, contract enforcement actions, **Labor § 53:58**
judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:205**
statute of limitations, contract enforcement actions, **Labor § 53:77, 53:78**
Validity
conclusions of arbitrator, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:249 to 53:252**

LABOR MANAGEMENT RELATIONS ACT —Cont'd
Validity—Cont'd
contract
continuing validity of contract, compelling interest arbitration by court, **Labor § 53:195**
enforcement actions, generally, **Labor § 53:29 to 53:32**
statutory contract enforcement provision, **Labor § 53:2**
Value, payments to employee representatives, **Labor § 39:141**
Venue, contract enforcement actions, **Labor § 53:142 to 53:145**
Violations. No-strike clause/agreement, above
Wage payment regulation, preemption of state law by contract enforcement provision, **Labor § 53:138**
Waiver of right to appeal, contract enforcement decisions, **Labor § 57:7**
Well-pleaded complaint doctrine, preemption of state law by contract enforcement provision, **Labor § 53:119**
Willingness
court to compel tripartite arbitration, **Labor § 53:198**
employer to arbitrate, injunctions in contract enforcement actions, **Labor § 56:38**
Withdrawal of grievance, breach of duty of fair representation suit against union, **Labor § 54:12**
Withholding evidence, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:271**
Work assignment disputes, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:201, 53:230**
Work stoppages, evidence in contract enforcement actions, **Labor § 53:163**
Wrongful discharge
complaints, contract enforcement actions, **Labor § 53:157**
public policy claims, preemption of state law tort actions, **Labor § 53:122**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT
General discussion, **Labor § 1:48, 1:49**
Absence of serious offenses against union, qualifications of candidates for elections, **Labor § 66:21**
Absentee ballots, secret ballot elections, **Labor § 66:57**
Accuracy of reports, maintenance of records that verify, **Labor § 68:6**
Actions and proceedings
administrative proceedings, removal of union officers, **Labor § 66:108 to 66:131**
court proceedings, below
Activities
disqualification from holding union office, **Labor § 65:3**
employer reports, **Labor § 68:11, 68:12**
engaging in judicial or political activities, rights of union members, **Labor § 64:5**
persuader and informer reports, **Labor § 68:18**
Administrative law judges, hearings on removal of union officers, **Labor § 66:114 to 66:120**
Administrative proceedings, removal of union officers, **Labor § 66:108 to 66:131**
Age, qualifications of candidates for elections, **Labor § 66:18**
Agencies
cooperation with other governmental agencies, investigatory powers of Secretary of LABOR, **Labor § 63:20**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Agencies—Cont'd
use of outside agencies to conduct secret ballot elections, **Labor § 66:59**
Agreements
employer reports, **Labor § 68:11**
persuader and informer reports, **Labor § 68:18**
Allegations in indictment in criminal prosecution, breach of fiduciary duties by persons involved with labor organizations, **Labor § 65:39**
Allowances, payment of unauthorized allowances as breach of fiduciary duties, **Labor § 65:23**
Alternative methods to challenge trusteeships, **Labor § 67:10**
Amount of bond, persons involved with labor organizations, **Labor § 65:16**
Appeal and review
escrow of union officials' salaries during appeal procedure, disqualification from holding union office, **Labor § 65:7**
removal of union officers, **Labor § 66:121, 66:130, 66:131**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:107**
Appearances, hearings on removal of union officers, **Labor § 66:115**
Application or applicability
bonding requirements, persons involved with labor organizations, **Labor § 65:12**
federal regulation of internal union affairs, **Labor § 63:6 to 63:13**
persuader and informer reports, applicability to attorneys, **Labor § 68:17**
procedures for removal of union officers, **Labor § 66:110**
Applications, removal of union officers, **Labor § 66:111**
Apprentices, voting rights, **Labor § 66:48**
Appropriateness of injunction, trusteeship litigation, **Labor § 67:16**
Arrangements, employer reports, **Labor § 68:11**
Assembly, freedom of, rights of union members, **Labor § 64:3, 64:13**
Assessments, rights of union members, **Labor § 64:4, 64:16 to 64:20**
Assistant Secretary of LABOR, removal of union officers, **Labor § 66:121, 66:122, 66:129 to 66:131**
Attendance at meetings
qualifications of candidates for elections, **Labor § 66:12**
rights of union members, **Labor § 64:12**
Attorneys
fees. Attorney's fees, below
persuader and informer reports, **Labor § 68:17**
Attorney's fees
breach of fiduciary duty actions, **Labor § 65:36, 65:37**
enforcement of rights of union members by courts, **Labor § 64:52**
payment, breach of fiduciary duties, **Labor § 65:24, 65:37**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:103**
securing examination of union books and records through litigation, **Labor § 68:27**
trusteeship litigation, **Labor § 67:19**
Authority. Powers, below

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Availability
different types of lawsuits, election issues, **Labor § 66:83 to 66:86**
transcript of hearing, removal of union officers, **Labor § 66:118**
Ballots, elections, **Labor § 66:44, 66:53 to 66:69, 66:72**
Benefits, **Ben § 36:51.50**
Bill of rights, union members, **Labor § 64:1 to 64:53**
Bonding requirements, persons involved with labor organizations, **Labor § 65:11 to 65:20**
Books of union, securing examination through litigation, **Labor § 68:23 to 68:27**
Branch of union, membership in as qualification of candidates for elections, **Labor § 66:15**
Breach of fiduciary duties, persons involved with labor organizations, **Labor § 65:22 to 65:41**
Burden of proof, enforcement of rights of union members by courts, **Labor § 64:44**
Bylaws of union
compliance with union bylaws, trusteeships, **Labor § 67:5**
jurisdiction over violations of union bylaws, enforcement of rights of union members by courts, **Labor § 64:36**
provision relieving person from liability for breach of fiduciary duties, persons involved with labor organizations, **Labor § 65:22**
Campaigns, elections, **Labor § 66:32 to 66:40**
Candidates
elections, generally, **Labor § 66:7 to 66:40**
lawsuits in federal district court, **Labor § 66:83**
nomination of candidates, **Labor § 64:10, 66:7 to 66:31**
Cause
good cause to file suit, breach of fiduciary duty actions, **Labor § 65:30**
just cause standard, securing examination of union books and records through litigation, **Labor § 68:23**
probable cause finding, Secretary of LABOR actions to cure election irregularities, **Labor § 66:91, 66:92**
Certification by Assistant Secretary of LABOR, removal of union officers, **Labor § 66:131**
Challenges
alternative methods to challenge trusteeships, **Labor § 67:10**
probable cause finding, Secretary of LABOR actions to cure election irregularities, **Labor § 66:92**
voters, secret ballot elections, **Labor § 66:64**
Changes in dues, rights of union members, **Labor § 64:17 to 64:20**
Charges, safeguards against improper discipline of union members, **Labor § 64:29**
Checklist, bonding requirements for persons involved with labor organizations, **Labor § 65:20**
Choosing delegates, convention elections, **Labor § 66:76**
Complaints
breach of fiduciary duty actions, **Labor § 65:33**
enforcement of rights of union members by courts, **Labor § 64:43**
removal of union officers, **Labor § 66:123**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:84, 66:87, 66:89, 66:90**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Compliance with union constitution and bylaws, trusteeships, **Labor § 67:5**
Conduct of persons
polling places, secret ballot elections, **Labor § 66:62**
trusteeships, **Labor § 67:7**
Constitutionality of federal regulation of internal union affairs, **Labor § 63:5**
Constitution of union
compliance with union constitution, trusteeships, **Labor § 67:5**
jurisdiction over violations of union constitution, enforcement of rights of union members by courts, **Labor § 64:36**
provision relieving person from liability for breach of fiduciary duties, persons involved with labor organizations, **Labor § 65:22**
Contents
campaign literature, elections, **Labor § 66:34**
notice of election, **Labor § 66:43**
Contests. Challenges, above
Continuous membership, qualifications of candidates for elections, **Labor § 66:10**
Contracts. Agreements, above
Conventions
delegates at conventions, **Labor § 66:29, 66:70 to 66:82**
elections, generally, **Labor § 66:70 to 66:82**
Conviction of crime
disqualification from holding union office, **Labor § 65:2**
ineligible candidates for elections, **Labor § 66:8**
Cooperation with other governmental agencies, investigatory powers of Secretary of LABOR, **Labor § 63:20**
Corrective action pending suit, Secretary of LABOR actions to cure election irregularities, **Labor § 66:105**
Costs and expenses
actions. Costs of action, below
delegates at convention elections, **Labor § 66:73**
distribution of campaign literature, **Labor § 66:33**
Costs of action
breach of fiduciary duty actions, **Labor § 65:36**
securing examination of union books and records through litigation, **Labor § 68:27**
Counsel. Attorneys, above
Court proceedings
breach of fiduciary duties, persons involved with labor organizations, **Labor § 65:27 to 65:41**
costs of action, above
election issues, **Labor § 66:83 to 66:107**
enforcement of rights of union members, **Labor § 64:33 to 64:53**
removal of union officers, **Labor § 66:124**
reporting requirements, **Labor § 68:23 to 68:35**
rights of union members to sue, **Labor § 64:5, 64:21 to 64:24**
states, below
trusteeships, **Labor § 67:10 to 67:19**
Coverage
bond, persons involved with labor organizations, **Labor § 65:14**
federal regulation of internal union affairs, **Labor § 63:6 to 63:13**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Crimes and criminal matters
conviction of crime, above
indictments, below
penalties
breach of fiduciary duties by persons involved with labor organizations, **Labor § 65:41**
trusteeship litigation, **Labor § 67:17**
prosecutions
breach of fiduciary duties by persons involved with labor organizations, **Labor § 65:38 to 65:41**
reporting and disclosure violations, **Labor § 68:32 to 68:35**
retention of state's right to enforce criminal laws, **Labor § 63:15**
Crimes and criminal matters, retention of state's right to enforce criminal laws, **Labor § 63:15**
Cure of election irregularities, Secretary of LABOR actions, **Labor § 66:84, 66:87 to 66:107**
Damages, enforcement of rights of union members by courts, **Labor § 64:50**
Date. Time or date, below
Decisions
administrative law judge, hearing on removal of union officers, **Labor § 66:120, 66:121**
Assistant Secretary of LABOR, removal of union officers, **Labor § 66:122**
finality of decisions, enforcement of rights of union members by courts, **Labor § 64:46**
maintenance of status quo pending court decision, Secretary of LABOR actions to cure election irregularities, **Labor § 66:99**
Declaration of candidacy, qualifications of candidates for elections, **Labor § 66:22**
Delegates at conventions, elections, **Labor § 66:29, 66:70 to 66:82**
Delinquent in payment of dues, voting rights of union members, **Labor § 66:47**
Demand on union, securing examination of union books and records through litigation, **Labor § 68:24**
Deprivation of guaranteed rights by force or threat, rights of union members, **Labor § 64:8**
Determinations
inadequate procedures for removal of union officers, **Labor § 66:123 to 66:131**
winners, secret ballot elections, **Labor § 66:67**
Disbursement
receipts and disbursements report, persuaders and informers, **Labor § 68:19**
refusal of union officer to disburse funds approved by membership, breach of fiduciary duties, **Labor § 65:25**
Disciplinary action, rights of union members, **Labor § 64:6, 64:21, 64:25 to 64:32**
Discrimination
against member who complains to Secretary of LABOR, cure election irregularities, **Labor § 66:106**
use of membership lists, election campaigns, **Labor § 66:36**
Dismissal based on moot issue, enforcement of rights of union members by courts, **Labor § 64:47**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Disqualification or ineligibility
candidates for elections, **Labor § 66:8, 66:9**
holding office, **Labor § 65:2 to 65:10**
Distribution
ballots, secret ballot elections, **Labor § 66:65**
campaign literature, elections, **Labor § 66:32 to 66:34**
Dues
rights of union members, **Labor § 64:4, 64:16 to 64:20**
voting rights of members who are delinquent in payment of dues, **Labor § 66:47**
Duration
bond, persons involved with labor organizations, **Labor § 65:17**
disqualification from holding union office, **Labor § 65:6**
Duties
maintenance of records that verify accuracy of reports, **Labor § 68:6**
members of unions, nature of federal regulation of internal union affairs, **Labor § 63:2**
persons involved with labor organizations, **Labor § 65:1 to 65:41**
signer of reports, **Labor § 68:4**
unions, federal regulation of internal union affairs, **Labor § 63:2, 63:14**
Elections
general discussion, **Labor § 66:1 to 66:131**
jurisdiction over violations that occur during election, enforcement of rights of union members by courts, **Labor § 64:35**
rights of union members, **Labor § 64:10, 64:11**
voters and voting, below
Elimination contests in local unions, nomination of candidates for elections, **Labor § 66:27**
Employees
coverage parameters, federal regulation of internal union affairs, **Labor § 63:8**
unions, below
Employers
coverage parameters, federal regulation of internal union affairs, **Labor § 63:7**
positions that are employer-related, disqualification from holding office, **Labor § 65:9**
reports, generally, **Labor § 68:11 to 68:14**
support of employee suits against unions, rights of union members to sue, **Labor § 64:24**
voting rights in elections, **Labor § 66:50**
Enforcement
retention of state's right to enforce criminal laws, **Labor § 63:15**
trusteeships, **Labor § 67:11**
union members' rights, **Labor § 64:33 to 64:53**
Engaging in judicial or political activities, rights of union members, **Labor § 64:5**
Equal rights and privileges of union members, **Labor § 64:2**
Escrow of union officials' salaries during appeal procedure, disqualification from holding union office, **Labor § 65:7**
Establishment
dues, fees and assessments, rights of union members, **Labor § 64:4**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Establishment—Cont'd
good cause to file suit, breach of fiduciary duty actions, **Labor § 65:30**
trusteeships, **Labor § 67:5 to 67:9**
Evidence
burden of proof, enforcement of rights of union members by courts, **Labor § 64:44**
criminal prosecution, breach of fiduciary duties by persons involved with labor organizations, **Labor § 65:40**
hearings, removal of union officers, **Labor § 66:116, 66:117**
presumptions, below
sufficiency of evidence at full and fair hearing, safeguards against improper discipline, **Labor § 64:32**
Examination of union books and records, securing through litigation, **Labor § 68:23 to 68:27**
Exclusions or exemptions
employees of unions excluded as candidates for elections, **Labor § 66:20**
employer reports, **Labor § 68:12**
persuader and informer reports, **Labor § 68:16**
Exhaustion of internal union remedies
rights of union members to sue, **Labor § 64:22, 64:23**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:88**
securing examination of union books and records through litigation, **Labor § 68:25**
trusteeship litigation, **Labor § 67:12**
Expenses. Costs and expenses, above
Extraterritorial application, federal regulation of internal union affairs, **Labor § 63:13**
Failure to secure bond, persons involved with labor organizations, **Labor § 65:19**
Fair or fairness
full and fair hearing, safeguards against improper discipline of union members, **Labor § 64:31, 64:32**
safeguards to assure fairness, secret ballot elections, **Labor § 66:54**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:19**
Federal preemption, **Emp P § 115:24**
Fees
attorney's fees, above
filing fees, qualifications of candidates for elections, **Labor § 66:23**
union fees, rights of union members, **Labor § 64:4, 64:16 to 64:20**
Fiduciary duties, persons involved with labor organizations, **Labor § 65:21 to 65:41**
Filing
complaint, Secretary of LABOR actions to cure election irregularities, **Labor § 66:89**
fees, qualifications of candidates for elections, **Labor § 66:23**
suit for breach of fiduciary duty, **Labor § 65:27, 65:30**
surety company reports, **Labor § 68:21**
Finality of decisions, enforcement of rights of union members by courts, **Labor § 64:46**
Financial matters
transactions, breach of fiduciary duties, **Labor § 65:23 to 65:25**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Financial matters—Cont'd
union's financial report, **Labor § 68:8**
Findings
probable cause finding, Secretary of LABOR actions to cure election irregularities, **Labor § 66:91, 66:92**
removal of union officers, **Labor § 66:112, 66:119**
Force, deprivation of guaranteed rights of union members, **Labor § 64:8**
Form of bond, persons involved with labor organizations, **Labor § 65:15**
Freedom of assembly, rights of union members, **Labor § 64:3, 64:13**
Freedom of speech, rights of union members, **Labor § 64:3, 64:14, 64:15**
Frequency of elections, **Labor § 66:5**
Full and fair hearing, safeguards against improper discipline of union members, **Labor § 64:31, 64:32**
Funds
election campaigns, **Labor § 66:37**
refusal of union officer to disburse funds approved by membership, breach of fiduciary duties, **Labor § 65:25**
Good cause to file suit, breach of fiduciary duty, **Labor § 65:30**
Good standing
qualifications of candidates, elections, **Labor § 66:11**
voting rights, elections, **Labor § 66:46**
Hearings
full and fair hearing, safeguards against improper discipline of union members, **Labor § 64:31, 64:32**
removal of union officers, **Labor § 66:113 to 66:120, 66:125 to 66:127**
trusteeships, **Labor § 67:6**
Hours of voting, secret ballot elections, **Labor § 66:61**
Immunity grants, investigatory powers of Secretary of LABOR, **Labor § 63:18**
Impact on other laws, federal regulation of internal union affairs, **Labor § 63:14, 63:15**
Imposition of trusteeships on unions, **Labor § 67:1 to 67:19**
Improper discipline of union members, safeguards against, **Labor § 64:25 to 64:32**
Increase in dues, rights of union members, **Labor § 64:18 to 64:20**
Indictments
breach of fiduciary duties by persons involved with labor organizations, **Labor § 65:39**
reporting and disclosure violations, **Labor § 68:33**
Individuals
bonding requirements, persons involved with labor organizations, **Labor § 65:13**
entitled to appear at hearings, removal of union officers, **Labor § 66:115**
Ineligibility. Disqualification or ineligibility, above
Information
required to be transmitted to union members, **Labor § 64:7**
surety company reports, **Labor § 68:22**
union reports, **Labor § 68:7**
Informer reports, **Labor § 68:15 to 68:20**
Injunctions
enforcement of rights of union members by courts, **Labor § 64:51**
trusteeship litigation, **Labor § 67:16**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Injunctions—Cont'd
violations of reporting and disclosure provisions, litigation, **Labor § 68:31**
Inspection
membership lists, election campaigns, **Labor § 66:35**
reports, **Labor § 68:5**
Insufficiency. Sufficiency or insufficiency, below
Interested persons, reports by Secretary of LABOR, **Labor § 63:19**
Intermediate
bodies, convention election delegates, **Labor § 66:78, 66:79**
offices, nomination of candidates, **Labor § 66:28**
Internal union regulation, **Labor § 63:1 to 67:19**
International unions
increase in dues or levy of assessments, rights of union members, **Labor § 64:19**
nomination of candidates for international offices, **Labor § 66:28**
Interpretation, federal regulation of internal union affairs, **Labor § 63:4**
Intervention, Secretary of LABOR actions to cure election irregularities, **Labor § 66:96**
Invalidity. Validity or invalidity, below
Investigations by Secretary of LABOR
complaints, actions to cure election irregularities, **Labor § 66:90**
powers of Secretary, **Labor § 63:16 to 63:20**
removal of union officers, **Labor § 66:112, 66:124**
Irregularities in election, Secretary of LABOR actions to cure, **Labor § 66:84, 66:87 to 66:107**
Issues
dismissal based on moot issue, enforcement of rights of union members by courts, **Labor § 64:47**
elections, litigation of issues arising during, **Labor § 66:83 to 66:107**
relitigation of issues, enforcement of rights of union members by courts, **Labor § 64:46**
Jurisdiction, enforcement of rights of union members by courts, **Labor § 64:33 to 64:38**
Jury trial right
breach of fiduciary duty actions, **Labor § 65:34**
enforcement of rights of union members by courts, **Labor § 64:48**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:97**
Just cause standard, securing examination of union books and records through litigation, **Labor § 68:23**
Keeping. Maintenance or maintaining, below
Labor organizations. Unions, below
LABOR relations consultants, coverage parameters, **Labor § 63:12**
Lawyers. Attorneys, above
Leave of court to sue, breach of fiduciary duty actions, **Labor § 65:29**
Levy of assessments, rights of union members, **Labor § 64:18 to 64:20**
Liability, breach of fiduciary duties, **Labor § 65:22**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Limitations
holding office, persons involved with labor organizations, **Labor § 65:1 to 65:41**
jurisdiction, enforcement of rights of union members by courts, **Labor § 64:34**
right to be candidate, elections, **Labor § 66:7 to 66:9**
statute of limitations, below
time limitations, rights of union members to sue, **Labor § 64:23**
voting rights, elections, **Labor § 66:46**
years or terms in office, qualifications of candidates, **Labor § 66:13**
Lists of members, election campaigns, **Labor § 66:35, 66:36**
Litigation. Actions and proceedings, above
Loans, employer reports, **Labor § 68:11**
Local unions
elimination contests in local unions, nomination of candidates, **Labor § 66:27**
increase in dues or levy of assessments, rights of union members, **Labor § 64:18**
safeguards against improper discipline, rights of union members, **Labor § 64:27**
Location
polling places, secret ballot elections, **Labor § 66:60**
speech, rights of union members to freedom of speech, **Labor § 64:15**
venue, below
Mail or mailing
elections by mail ballot, **Labor § 66:44, 66:56**
notice of election to be mailed to last known home address, **Labor § 66:41**
Maintenance or maintaining
records, below
status quo pending court decision, Secretary of LABOR actions to cure election irregularities, **Labor § 66:99**
trusteeships, **Labor § 67:5 to 67:9**
Meetings
attendance at meetings, above
rights of union members, **Labor § 64:12**
Members of unions and membership in unions
coverage of members, federal regulation of internal union affairs, **Labor § 63:11**
duties of members, nature of federal regulation of internal union affairs, **Labor § 63:2**
lists of members, election campaigns, **Labor § 66:35, 66:36**
qualifications of candidates for elections, **Labor § 66:10, 66:11, 66:15**
refusal of union officer to disburse funds approved by membership, breach of fiduciary duties, **Labor § 65:25**
removal of union officers, **Labor § 66:108 to 66:131**
rights, below
Secretary of LABOR actions to cure election irregularities, **Labor § 66:84, 66:87 to 66:107**
voting rights of members, elections, **Labor § 66:46 to 66:52**
Methods
alternative methods to challenge trusteeships, **Labor § 67:10**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Methods—Cont'd
nomination of candidates for elections, **Labor § 66:27 to 66:31**
Moot issue, dismissal of action brought to enforce rights of union members, **Labor § 64:47**
National LABOR Relations Act amendments, **Labor § 1:33, 1:34**
Nature
bonding requirements, persons involved with labor organizations, **Labor § 65:11**
criminal violations, **Labor § 65:38, 68:32**
federal regulation of internal union affairs, **Labor § 63:1 to 63:20**
investigatory powers of Secretary of LABOR, **Labor § 63:16**
jurisdiction, enforcement of rights of union members by courts, **Labor § 64:33**
regulation of elections, **Labor § 66:2**
remedies, enforcement of rights of union members by courts, **Labor § 64:49**
reports, **Labor § 68:2**
secret ballot elections, **Labor § 66:53**
New election, supervision by Secretary of LABOR, **Labor § 66:102**
Newspaper of union, election campaigns, **Labor § 66:38**
Nomination of candidates, **Labor § 64:10, 66:7 to 66:31**
Nonemployer status, qualifications of candidates for elections, **Labor § 66:19**
Nonfinancial transactions, breach of fiduciary duties, **Labor § 65:26**
Nonmembers
delegates, convention elections, **Labor § 66:80**
qualifications of candidates, nonmembership in rival union, **Labor § 66:16**
Nonparties to enforcement proceedings, relief against, **Labor § 64:53**
Nonsupervisory status, qualifications of candidates for elections, **Labor § 66:19**
Nonunion unit delegates, convention elections, **Labor § 66:81**
Notice
election notices, **Labor § 66:41 to 66:45**
hearing, removal of union officers, **Labor § 66:113, 66:126**
nomination of candidates for elections, **Labor § 66:25**
safeguards against improper discipline, rights of union members, **Labor § 64:29**
Objections to evidence, hearings on removal of union officers, **Labor § 66:117**
Observers, secret ballot elections, **Labor § 66:63**
Officers of unions
general discussion, **Labor § 65:1 to 65:41**
coverage parameters, federal regulation of internal union affairs, **Labor § 63:10**
delegates at convention elections, **Labor § 66:77**
election of officers, generally, **Labor § 66:4, 66:70**
removal of union officers, **Labor § 66:108 to 66:131**
reports, **Labor § 68:10**
rights, generally, **Labor § 64:1 to 64:53**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Officials
reports to officials, investigatory powers of Secretary of LABOR, **Labor § 63:19**
union officials. Officers of unions, above
Opportunity
campaign, elections, **Labor § 66:40**
nomination of candidates for elections, **Labor § 66:24**
vote, secret ballot elections, **Labor § 66:55**
Orders, breach of fiduciary duty actions, **Labor § 65:35**
Outcome of election affected by violation, Secretary of LABOR actions to cure election irregularities, **Labor § 66:98**
Parameters of coverage, federal regulation of internal union affairs, **Labor § 63:6 to 63:13**
Participation
meetings, rights of union members, **Labor § 64:12**
public or union elections, qualifications of candidates, **Labor § 66:17**
Parties
breach of fiduciary duty actions, **Labor § 65:27, 65:31**
enforcement of rights of union members by courts, **Labor § 64:41**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:95, 66:96**
securing examination of union books and records through litigation, **Labor § 68:26**
trusteeship litigation, **Labor § 67:13**
violations of reporting and disclosure provisions, litigation, **Labor § 68:29**
Payment or payments
attorney's fees, breach of fiduciary duties, **Labor § 65:24, 65:37**
employer reports, **Labor § 68:11**
unauthorized salary or allowances, breach of fiduciary duties, **Labor § 65:23**
voting rights of members who are delinquent in payment of dues, **Labor § 66:47**
Penalties
crimes and criminal matters, above
willful violations, disqualification from holding union office, **Labor § 65:8**
Pendent jurisdiction of state law claims, enforcement of rights of union members by courts, **Labor § 64:38**
Pending matters
corrective action pending suit, Secretary of LABOR actions to cure election irregularities, **Labor § 66:105**
maintenance of status quo pending court decision, Secretary of LABOR actions to cure election irregularities, **Labor § 66:99**
Persons, coverage parameters, **Labor § 63:6**
Persuader reports, **Labor § 68:15 to 68:20**
Place. Location, above
Political activities, rights of union members to engage in, **Labor § 64:5**
Polling places, secret ballot elections, **Labor § 66:60, 66:62**
Post-balloting incidents' effect on remedy, Secretary of LABOR actions to cure election irregularities, **Labor § 66:104**
Powers
administrative law judges, hearings on removal of union officers, **Labor § 66:114**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Powers—Cont'd
investigatory powers of Secretary of LABOR, **Labor § 63:16 to 63:20**
Presence of nominees at time of nomination of candidates for elections, **Labor § 66:26**
Preservation
ballots, secret ballot election, **Labor § 66:69**
records, elections, **Labor § 66:69, 66:75**
Presumptions
criminal violations of reporting and disclosure provisions, **Labor § 68:34**
trusteeship litigation, **Labor § 67:15**
Primary elections, notices in, **Labor § 66:45**
Prior service in office, qualifications of candidates for elections, **Labor § 66:13**
Privileges of union members, **Labor § 64:2**
Probable cause finding, Secretary of LABOR actions to cure election irregularities, **Labor § 66:91, 66:92**
Proceedings. Actions and proceedings, above
Promises, employer reports, **Labor § 68:11**
Proof. Evidence, above
Proportionate representation, convention elections, **Labor § 66:71**
Proposed findings and conclusions, hearings on removal of union officers, **Labor § 66:119**
Protection of rights of union members, **Labor § 64:1 to 64:53**
Provider of goods and services to unions, disqualification from holding office of person having position with, **Labor § 65:10**
Proxy voting, convention elections, **Labor § 66:74**
Publication of results, secret ballot elections, **Labor § 66:68**
Public election participation, qualifications of candidates for union elections, **Labor § 66:17**
Purpose or purposes
general discussion, **Labor § 1:48**
federal regulation of internal union affairs, **Labor § 63:3**
reports, **Labor § 68:3**
trusteeships, **Labor § 67:4**
Qualifications of candidates, elections, **Labor § 66:9 to 66:23**
Railway LABOR Act relationship with LMRDA, **Labor § 13:27**
Ratification of unlawful dues increase or assessment, rights of union members, **Labor § 64:20**
Reasonable or reasonableness
opportunity for nomination of candidates, elections, **Labor § 66:24**
qualifications of candidates for elections, **Labor § 66:9 to 66:23**
time to prepare defense, safeguards against improper discipline of union members, **Labor § 64:30**
Receipts and disbursements report, persuaders and informers, **Labor § 68:19**
Recommendations, removal of union officers, **Labor § 66:112**
Records
maintenance of records
in support of reports, trusteeships, **Labor § 67:9**
that verify accuracy of reports, **Labor § 68:6**
preservation of records, elections, **Labor § 66:69, 66:75**
securing examination of union records, litigation, **Labor § 68:23 to 68:27**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Referendums, rights of union members to vote in, **Labor § 64:11**
Refusal of union officer to disburse funds approved by membership, breach of fiduciary duties, **Labor § 65:25**
Regulation
federal regulation of internal union affairs, **Labor § 63:1 to 67:19**
union regulation of contents of election campaign literature, **Labor § 66:34**
Relitigation of issues, enforcement of rights of union members by courts, **Labor § 64:46**
Remedies
breach of fiduciary duty actions, **Labor § 65:35**
enforcement of rights of union members by courts, **Labor § 64:49 to 64:53**
exhaustion of internal union remedies, above
injunctions, above
Secretary of LABOR actions to cure election irregularities, **Labor § 66:104**
trusteeship litigation, **Labor § 67:16 to 67:18**
Removal of union officers, **Labor § 66:108 to 66:131**
Reports and reporting
general discussion, **Labor § 68:1 to 68:35**
investigatory powers of Secretary of LABOR, reports to interested persons or officials, **Labor § 63:19**
removal of union officers, **Labor § 66:129, 66:130**
terminal report, below
trusteeships, **Labor § 67:8, 67:9**
Responsibilities. Duties, above
Restrictions. Limitations, above
Results of secret ballot elections, **Labor § 66:67, 66:68**
Retention of state's right to enforce criminal laws, **Labor § 63:15**
Retired members, voting rights, **Labor § 66:52**
Review. Appeal and review, above
Rights
candidates, elections, **Labor § 66:7 to 66:9, 66:35**
inspection of reports, **Labor § 68:5**
jury trial right, above
members of unions
general discussion, **Labor § 64:1 to 64:53**
impact on other laws, federal regulation of internal union affairs, **Labor § 63:14**
nature of federal regulation of internal union affairs, **Labor § 63:2**
retention of state's right to enforce criminal laws, **Labor § 63:15**
unions, nature of federal regulation of internal union affairs, **Labor § 63:2**
voting rights, elections, **Labor § 66:46 to 66:52**
Rival union, nonmembership as qualification of candidates for elections, **Labor § 66:16**
Runoff elections, notices in, **Labor § 66:45**
Safeguards
disciplinary action, rights of union members, **Labor § 64:6, 64:25 to 64:32**
fairness of secret ballot elections, **Labor § 66:54**
Salaries
escrow of union officials' salaries during appeal procedure, disqualification from holding union office, **Labor § 65:7**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Salaries—Cont'd
payment of unauthorized salary, breach of fiduciary duties, **Labor § 65:23**
Sanctions. Penalties, above
Scope
coverage of bond, persons involved with labor organizations, **Labor § 65:14**
direct disciplinary action affected, rights of union members, **Labor § 64:26**
fiduciary duties, persons involved with labor organizations, **Labor § 65:21**
Secretary of Labor
investigations by Secretary of Labor, above
Secretary of LABOR
Assistant Secretary of LABOR, removal of union officers, **Labor § 66:121, 66:122, 66:129 to 66:131**
cure of election irregularities, **Labor § 66:84, 66:87 to 66:107**
removal of union officers, **Labor § 66:108 to 66:131**
Secret ballot elections, **Labor § 66:53 to 66:69**
Secured bond, persons involved with labor organizations, **Labor § 65:18, 65:19**
Securing examination of union books and records, litigation, **Labor § 68:23 to 68:27**
Segment of union, membership in as qualification of candidates for elections, **Labor § 66:15**
Self-incrimination, criminal violations of reporting and disclosure provisions, **Labor § 68:35**
Self-nomination, candidates for elections, **Labor § 66:30**
Service of process, enforcement of rights of union members by courts, **Labor § 64:40**
Services
disqualification from holding office, position with provider of goods and services to unions, **Labor § 65:10**
prior service in office, qualifications of candidates for elections, **Labor § 66:13**
Special report, employers, **Labor § 68:13**
Specificity in indictment, criminal violations of reporting and disclosure provisions, **Labor § 68:33**
Speech, freedom of, rights of union members, **Labor § 64:3, 64:14, 64:15**
States
courts
breach of fiduciary duty actions, **Labor § 65:32**
election issue lawsuits, **Labor § 66:85**
jurisdiction, enforcement of rights of union members by courts, **Labor § 64:37**
retention of state's right to enforce criminal laws, **Labor § 63:15**
statutes
impact of federal regulation of internal union affairs on state laws, **Labor § 63:14, 63:15**
pendent jurisdiction of state law claims, enforcement of rights of union members by courts, **Labor § 64:38**
Status
maintenance of status quo pending court decision, Secretary of LABOR actions to cure election irregularities, **Labor § 66:99**
nonemployer and nonsupervisory status, qualifications of candidates for elections, **Labor § 66:19**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Status—Cont'd
safeguards against improper discipline, rights of union members, **Labor § 64:27, 64:28**
union provision disciplining members for suing union, rights of union members, **Labor § 64:21**
Statute of limitations
enforcement of rights of union members by courts, **Labor § 64:42**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:94**
Stipulations, Secretary of LABOR actions to cure election irregularities, **Labor § 66:101**
Subordinate bodies affected, trusteeships, **Labor § 67:3**
Subpoenas, investigatory powers of Secretary of LABOR, **Labor § 63:17**
Sufficiency or insufficiency
evidence at full and fair hearing, discipline of union members, **Labor § 64:32**
procedures for removal of union officers, **Labor § 66:108 to 66:131**
safeguards to assure fairness of secret ballot elections, **Labor § 66:54**
Summary judgment
enforcement of rights of union members by courts, **Labor § 64:45**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:100**
Supervision of new election by Secretary of LABOR, actions to cure election irregularities, **Labor § 66:102**
Supervisors, voting rights in elections, **Labor § 66:50**
Surety companies
bonds, persons involved with labor organizations, **Labor § 65:18**
reports, **Labor § 68:21, 68:22**
Tabulation of results, secret ballot elections, **Labor § 66:68**
Terminal report
employers, **Labor § 68:14**
persuaders and informers, **Labor § 68:20**
unions, **Labor § 68:9**
Terms in office, qualifications of candidates for elections, **Labor § 66:13**
Threat, deprivation of guaranteed rights of union members, **Labor § 64:8**
Time or date
disqualification from holding union office, **Labor § 65:5, 65:6**
duration, above
hours of voting, secret ballot elections, **Labor § 66:61**
notice of election, **Labor § 66:42**
presence of nominees at time of nomination of candidates, **Labor § 66:26**
reasonable time to prepare defense, discipline of union members, **Labor § 64:30**
rights of union members to sue, limitations, **Labor § 64:23**
statute of limitations, above
Transactions, breach of fiduciary duties, **Labor § 65:23 to 65:26**
Transcript of hearing, removal of union officers, **Labor § 66:118, 66:127**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Trusteeships
delegates from unions in trusteeship, convention elections, **Labor § 66:82**
imposition of trusteeships on unions, **Labor § 67:1 to 67:19**
Trusts, bonding requirements for persons involved with labor organizations, **Labor § 65:12**
Types
elections, **Labor § 66:6**
lawsuits, election issues, **Labor § 66:83 to 66:86**
transactions, breach of fiduciary duties, **Labor § 65:23 to 65:26**
Unauthorized salary or allowance payment, breach of fiduciary duties, **Labor § 65:23**
Unemployed members, voting rights, **Labor § 66:51**
Unions
bylaws of union, above
constitution of union, above
coverage parameters, **Labor § 63:9**
dues, above
elections, above
employees of unions
excluded as candidates for elections, **Labor § 66:20**
reports, **Labor § 68:10**
exhaustion of internal union remedies, above
internal union regulation, **Labor § 63:1 to 67:19**
international unions, above
local unions, above
members of unions and membership in unions, above
officers of unions, above
reports, generally, **Labor § 68:7 to 68:10**
securing examination of union books and records, litigation, **Labor § 68:23 to 68:27**
trusteeships, above
Unlawful dues increase or assessment, rights of union members, **Labor § 64:20**
Use
discrimination in use of membership lists, election campaigns, **Labor § 66:36**
election observers, secret ballot elections, **Labor § 66:63**
funds of union, election campaigns, **Labor § 66:37**
newspaper of union, election campaigns, **Labor § 66:38**
outside agencies to conduct secret ballot elections, **Labor § 66:59**
Validity or invalidity
ballots, secret ballot elections, **Labor § 66:66**
presumptions, trusteeship litigation, **Labor § 67:15**
Venue
breach of fiduciary duty actions, **Labor § 65:28**
enforcement of rights of union members by courts, **Labor § 64:39**
reporting and disclosure violations, **Labor § 68:30**
trusteeship litigation, **Labor § 67:14**
Verification of accuracy of reports, maintenance of records, **Labor § 68:6**
Violations
disqualification from holding union office, **Labor § 65:7, 65:8**
fiduciary duties, persons involved with labor organizations, **Labor § 65:22 to 65:41**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd
Violations—Cont'd
reporting and disclosure provisions, litigation, **Labor § 68:28 to 68:35**
rights of union members, litigation, **Labor § 64:33 to 64:53**
Secretary of LABOR actions to cure election irregularities, **Labor § 66:84, 66:87 to 66:107**
Visiting members, voting rights, **Labor § 66:49**
Voters and voting
ballots, elections, **Labor § 66:44, 66:53 to 66:69, 66:72**
convention elections, **Labor § 66:70 to 66:82**
referendums, rights of union members, **Labor § 64:11**
removal of union officers, voting by members, **Labor § 66:128**
right to vote, elections, **Labor § 64:11, 66:46 to 66:52**
Willful violations, disqualification from holding union office, **Labor § 65:8**
Working at the trade, qualifications of candidates for elections, **Labor § 66:14**
Write-in votes, secret ballot elections, **Labor § 66:58**
Years in office, qualifications of candidates for elections, **Labor § 66:13**

LABOR-MANAGEMENT SERVICES ADMINISTRATION
Department of Labor, **Emp P § 83:28**

LABOR-MANAGEMENT TRAINING COMMITTEES
General discussion, **Emp P § 20:266 et seq., 67:62 et seq.**
Americans with Disabilities Act, **Emp P § 20:267, 67:64**
Executive Order 11246, liability under, **Emp P § 67:65**
Genetic Information Nondiscrimination Act, **Emp P § 67:64.50**
National Apprenticeship Act, liability under, **Emp P § 67:66**
Title VII, **Emp P § 20:267, 67:63**

LABOR MEDIATION ACT
State statutes, court enforcement of Michigan labor relations statutes, **Labor § 62:107**

LABOR ORGANIZATIONS
Unions and Union Practices (this index)

LABOR PEACE ACT
State statutes, court enforcement of Colorado labor relations statutes, **Labor § 62:28**

LABOR RELATIONS
General discussion, **Labor § 1:1 to 70:52**
Actions and proceedings
agency proceedings, **Labor § 41:1 to 46:47**
court proceedings, **Labor § 50:1 to 62:252**
Administrative proceedings, **Labor § 41:1 to 46:47**
Agency proceedings, **Labor § 41:1 to 46:47**
Consultants and Consultation (this index)
Contracts, **Labor § 47:1 to 49:218**
Court proceedings, **Labor § 50:1 to 62:252**
Coverage, **Labor § 1:1 to 15:54**
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)

LABOR RELATIONS—Cont'd
Nature of federal labor-management relations laws, **Labor § 1:1 to 1:55**
Personnel Manual (this index)
Prohibited labor practices, **Labor § 25:1 to 40:95**
Selection of representatives, **Labor § 16:1 to 24:73**
Union regulation, **Labor § 63:1 to 70:52**

LABOR RELATIONS PERSONNEL
White collar employees, **Comp § 3:95**

LABOR-SAVING DEVICE USE
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:63, 40:64**

LACHES
General discussion, **Emp P § 100:70**
ADEA cases, **Emp P § 100:74**
Defined, **Emp P § 100:70**
Early civil rights cases, **Emp P § 100:73**
Equal Employment Opportunity Commission objections to subpoenas, **Emp P § 94:16**
Title VII, **Emp P § 100:71**
Veterans and Other Uniformed Service Members (this index)
Veterans' reemployment cases, **Emp P § 100:72**

LACK OR ABSENCE
Collective bargaining agreements, validity of contract with union lacking majority status, **Labor § 47:10**
LABOR Management Relations Act, remand for lack of reviewability on appeal in contract enforcement action, **Labor § 57:6**
LABOR-Management Reporting and Disclosure Act, absence of serious offenses against union as qualification of candidates for elections, **Labor § 66:21**
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

LADDERS
Workplace Safety (this index)

LAMPS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:209**

LANDING PLATFORMS FOR FIXED LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:32**

LANDINGS
Workplaceplace safety, OSHA safety and health standards for manlifts, **Work S § 3:57, 3:58**

LANDRUM-GRIFFIN ACT
Labor-Management Reporting and Disclosure Act (this index)

LANDSCAPING OPERATIONS
Agricultural employees, **Comp § 4:25, 4:38**

LANGUAGE
National LABOR Relations Board, effect of authorization language on remedial order, **Labor § 43:125**
Unfair labor practices, bad language's effect on activity's protected status, **Labor § 25:16**

LANGUAGE SKILLS
General discussion, **Emp P § 27:11**

LARCENY
Theft (this index)

LARGE POLLING PLACE
Unions, elections, **Labor § 23:56**

LASERS
Workplaceplace safety, health and environmental controls in construction industry, **Work S § 2:9**

LAST CHANCE AGREEMENTS
Collective bargaining agreements, modification and termination, **Labor § 48:7**

LATENESS OR TARDINESS
Personnel Manual (this index)

LATE PAYMENTS
Retirement and Retirement Plans (this index)
Support withholding, **Comp § 34:399, 34:400**

LATHES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**

LAUNDRIES
Equipment dealers, retail or service establishment employees, **Comp § 12:137**
Retail or service establishment employees, **Comp § 12:136**

LAUNDRY
Workplace Safety (this index)

LAW ENFORCEMENT EMPLOYEES
Fire Protection or Law Enforcement Employees (this index)

LAW FIRMS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:32**
Unions, bargaining units, **Labor § 19:127**

LAWFUL MATTERS
National LABOR Relations Act, retention of employee status for participation in lawful strike, **Labor § 5:12, 5:15, 5:16**
Unions and Union Practices (this index)

LAWNMOWERS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:281**

LAWYERS
Attorneys (this index)

LAY AND RELIGIOUS FACULTY SEPARATION
Unions, bargaining units in schools, colleges and universities, **Labor § 19:125**

LAYING GROUNDWORK
Unions, decertification, **Labor § 17:10 to 17:14**

LAYOFFS AND RECALLS
General discussion, **Emp P § 50:1 et seq.**
Alternatives to laying workers off, **Emp P § 50:5**
Application for recall, **Emp P § 50:12**
Availability of position, **Emp P § 50:11**
Collective Bargaining Agreements (this index)
Contracting out work, effect of, **Emp P § 50:17**
Disparate treatment, **Emp P § 50:6**
Early civil rights acts, **Emp P § 50:3**
Employee Retirement Income Security Act, **Ben § 2:68**
Fringe benefits. Payments, below
Group insurance, termination of coverage, **Ben § 1:52**
Intent of employer to discriminate, **Emp P § 50:8**
International employment, **Emp P § 41:64**
Last hired, first fired seniority system provisions, **Emp P § 50:14**
Nonseniority based layoffs, **Emp P § 50:16**
Payments
  general discussion, **Emp P § 46:86**
  state job discrimination laws, **Emp P § 46:91**
  Uniformed Services Employment and Reemployment Rights Act, **Emp P § 46:90**
Personnel Manual (this index)
Qualifications of claimant, **Emp P § 50:10**
Rebutting of employer's economic explanation, **Emp P § 50:13**
Recall rights, discrimination in, **Emp P § 50:9**
Sex-segregated seniority systems, **Emp P § 50:15**
Special remedial issues, **Emp P § 50:4**
Statistical evidence, use to show discrimination, **Emp P § 50:7**
Termination of employment, **Emp P § 59:22**
Title VII, continuing violations, **Emp P § 84:84**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, payments, **Emp P § 46:90**
Unions and Union Practices (this index)
Veterans, **Emp P § 50:2**
Worker Adjustment and Retraining Notification Act (this index)

LEAD
Workplaceplace safety, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:304**

LEADERS
National Labor Relations Act (this index)
Unions, appeals by civil rights leaders in election campaigns, **Labor § 22:70**

LEADERSHIP SCREENING
International Employment (this index)

LEADERSHIP TRAINING
Personnel manual, executives, **Pers M § 16:74**

LEADMEN
National Labor Relations Act (this index)

LEADS
Wage and Hour Division of U.S. Department of Labor (this index)

LEAFLETTING
Nature of federal labor-management relations laws, **Labor § 1:13**

LEARNERS
General discussion, **Comp § 17:72 to 17:93**
Apparel Industry (this index)
Apprentices, distinguished, **Comp § 17:145**
Cigar Industry (this index)
Conditions for issuance of certificates, **Comp § 17:75**
Conditions of operating under learner certificates, **Comp § 17:76**
Duration of certificate, **Comp § 17:77**
Experienced worker available for employment, defined, **Comp § 17:81**
Experienced workers, unavailability of, **Comp § 17:80, 17:81**
Fair Labor Standards Act and similar state laws, **Comp § 1:52 to 1:54, 13:15**
Goal of the subminimum wage, **Comp § 17:72**
Homework prohibited, **Comp § 17:82**
Hosiery Industry (this index)
Issuance of certificate, operation before, **Comp § 17:78**
Knitted-Wear Industry (this index)
Maintenance occupations prohibited, **Comp § 17:82**
Minimum wages, generally, **Comp § 17:72 to 17:93**
Notices, **Comp § 37:73**
Piecework, special rates for, **Comp § 17:84**
Records and reports, **Comp § 37:40, 37:41**
Student Learners (this index)
Temporary occupations prohibited, **Comp § 17:82**

LEASES AND LEASING
National Labor Relations Act (this index)
Service Contract Act, **Comp § 15:48**
Unfair Labor Practices (this index)
Workplaceplace safety, leasing of employee companies, **Work S § 1:40**

LEATHER CLOTHING
General discussion, **Comp § 17:89**

LEAVE DUE TO ACTIVE DUTY OF FAMILY MEMBER
Family and Medical Leave Act, **Ben § 12:11**

LEAVE OF COURT
LABOR-Management Reporting and Disclosure Act, breach of fiduciary duty actions, **Labor § 65:29**
National LABOR Relations Board, additional evidence in Supreme Court of United States, **Labor § 52:89**
Workplaceplace safety, hearings under Michigan's plan for safety and health, **Work S § 4:561**

LEAVES OF ABSENCE
Collective Bargaining Agreements (this index)
Military Matters (this index)
Personal Leave (this index)
Personnel Manual (this index)
Sick Leave (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

LEAVE TO TAKE CARE OF FAMILY SERVICEMEMBER
Family and Medical Leave Act, **Ben § 12:12**

LECTURES
Overtime Pay (this index)

LEGAL HISTORY
Criminal Arrests and Convictions (this index)

LEGAL MATTERS
Collective bargaining agreements, legal services as fringe benefit, **Labor § 47:62, 47:63**
National LABOR Relations Board, legal capacity, **Labor § 41:4**
Nature of federal labor-management relations laws, **Labor § 1:5**
Norris-LaGuardia Act, standard of review of injunctions in labor disputes, **Labor § 50:134**
Personnel Manual (this index)
Unions and Union Practices (this index)

LEGAL SERVICES AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:146 to 15:152**
Cafeteria plans, **Ben § 3:20**
Checklist of legal considerations, **Ben § 15:147**
Deduction where employer pays legal expenses, **Ben § 15:149**
De minimis fringe benefit, payment as, **Ben § 15:150**
Employee Retirement Income Security Act, effect on state laws relating to prepaid legal service plans, **Ben § 15:151**
Group legal service plans, **Ben § 15:152**
Payment by employer of employment-related expenses, **Ben § 15:148**

LEGISLATIVE EMPLOYEES
Elected Officials and Their Aides, Legislative Employees and Architect of the Capitol Employees (this index)

LEGISLATIVE HISTORY
Fair Labor Standards Act, construction and interpretation of, **Comp § 1:18**

LEGITIMATE MATTERS
Nature of federal labor-management relations laws, **Labor § 1:5 to 1:10**
Unfair Labor Practices (this index)

LENDING INSTITUTIONS
Retail or service establishment employees, **Comp § 12:55**

LENGTH FOR PORTABLE LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29, 3:30**

LENGTH OF SERVICE
Personnel manual, vacation eligibility, **Pers M § 14:78**

LESSORS AND LESSEES
Leases and Leasing (this index)

LETTERS
National LABOR Relations Board, dismissal of charges of unfair labor practices, **Labor § 42:64, 42:65**
Personnel Manual (this index)
Unions and Union Practices (this index)

LETTERS OF DETERMINATION
Age Discrimination in Employment Act, **Emp P § 87:60, 87:61**

LETTER STUFFING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:30**

LEVEL OF ENFORCEMENT
Workplace Safety (this index)

LEVI-STRAUSS
Personnel manual, ethical business conduct and behavior, **Pers M § 5:19, 5:46, 5:47**

LEVY OF ASSESSMENTS
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:18 to 64:20**

LIABILITY
Joint Liability (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, breach of fiduciary duties, **Labor § 65:22**
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway LABOR Act, breach of duty of fair representation, **Labor § 59:89**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:2 to 60:7**
Workplace Safety (this index)

LIABILITY INSURANCE
Retirement plans, indemnification of fiduciaries, **Ben § 37:69**
Selection and retention of employees, **Emp P § 22:13**

LIBEL
Defamation (this index)

LIBERAL CONSTRUCTION
Collective bargaining agreements, **Labor § 47:16**

LIBERAL FLEXTIME POLICY
Personnel manual, alternative work schedules, **Pers M § 13:69**

LIBRARIANS AND LIBRARY WORKERS
Compensation, discrimination, **Emp P § 44:61**
National Labor Relations Act (this index)
White collar employees, **Comp § 3:97**

LICENSED PRACTICAL NURSES
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:90**

LICENSE OR LEGAL DOCUMENT SERVICE FIRMS
Retail or service establishment employees, **Comp § 12:138**

LICENSES AND LICENSING
Affirmative Action (this index)

LICENSORS AND LICENSEES
National LABOR Relations Act, employer coverage of stores and licensees, **Labor § 4:31**
Unions, bargaining units where licensee and licensor sell on same premises, **Labor § 19:113**

LIE DETECTORS
Polygraph Tests (this index)

LIENS
Workplaceplace safety, Kentucky's plan for safety and health, **Work S § 4:418**

LIFE ENDANGERMENT
Unfair labor practices, violation of collective bargaining agreement, **Labor § 40:72**

LIFE EXPECTANCY
Retirement plans, **Ben § 21:9**

LIFE INSURANCE
General discussion, **Ben § 7:1 et seq.**
Accelerated death benefits, income tax consequences to beneficiaries, **Ben § 7:70**
Age-based reductions in life insurance, **Emp P § 46:95**
Age restrictions on participation, **Emp P § 46:94**
Aggregation of separate policies, nondiscrimination rules, **Ben § 7:18**
Amendments to group term life plans, **Ben § 7:3**
Annuities, avoidance of taxes, **Ben § 7:47**
Assignment of policy, **Ben § 7:80, 7:84, 7:85**
Avoidance of taxes, **Ben § 7:47**
Backpay, **Emp P § 72:36**
Beneficiaries
  employer or charity as beneficiary, **Ben § 7:16**
  income tax consequences to beneficiaries, below
  taxation, below
Buyout, use of insurance to fund, **Ben § 7:74**
Collective bargaining agreements, fringe benefits, **Labor § 47:60, 47:61**
Community property, estate tax consequences to employees, **Ben § 7:55**
Continuation and Conversion Privileges (this index)
Contributions by employee to group term life insurance plan, income tax consequences to employee, **Ben § 7:7**
Cost of taxable group term insurance, computation of, **Ben § 7:6**
Death benefits under employee plans as insurance, estate tax consequences to employees, **Ben § 7:57**
Deductibility of premiums, **Ben § 7:38, 7:40, 7:72**
Directly or indirectly carried by employer, income tax consequences to employee, **Ben § 7:11**
Disability benefits provided through life insurance policies, **Ben § 7:28**
Disabled employees, income tax consequences to employee, **Ben § 7:15**
Divesting incidents of ownership, estate tax consequences to employees, **Ben § 7:52**
Election to treat policies as separate, income tax consequences to employee, **Ben § 7:14**
Eligibility to participate in plan, nondiscrimination rules, **Ben § 7:22**

LIFE INSURANCE—Cont'd
Employee-pay-all group term life insurance plans, income tax consequences to employee, **Ben § 7:8**
Employee Retirement Income Security Act
general discussion, **Ben § 7:26, 7:27**
permanent and universal life insurance, **Ben § 7:36**
post-retirement benefits, prefunding of, **Ben § 7:32**
transfer of excess pension assets to life insurance fund, **Ben § 7:32.50**
Estate tax consequences to employees
general discussion, **Ben § 7:48 to 7:59, 7:81, 7:82**
community property, **Ben § 7:55**
death benefits under employee plans as insurance, **Ben § 7:57**
divesting incidents of ownership, **Ben § 7:52**
general and special rules, **Ben § 7:49**
gross estate, inclusion in, **Ben § 7:48, 7:50, 7:53**
incidents of ownership test, **Ben § 7:51, 7:52**
lifetime transfer rules, **Ben § 7:56**
pledge of policy for employee's loan, **Ben § 7:54**
power of appointment, right to designate beneficiaries as, **Ben § 7:58**
Fringe benefits. Payments, below
Funded welfare benefit plans, employer as beneficiary, **Ben § 3:49**
Gift tax consequences, **Ben § 7:46, 7:79**
Gross estate, estate tax consequences to employees, **Ben § 7:48, 7:50, 7:53**
Group of employees, defined, **Ben § 7:10**
Incidents of ownership test, estate tax consequences to employees, **Ben § 7:51, 7:52**
Income tax consequences to beneficiaries
general discussion, **Ben § 7:60 to 7:70**
accelerated death benefits, **Ben § 7:70**
death, payments must be made because of, **Ben § 7:65**
installment option, proceeds paid under, **Ben § 7:68**
insurable interest, **Ben § 7:64**
interest, proceeds left at, **Ben § 7:67**
life insurance contract proceeds paid because of death, **Ben § 7:66**
payment not made to beneficiary directly, **Ben § 7:63**
persons who may receive proceeds, **Ben § 7:62**
premiums, payment by employer, **Ben § 7:69**
Income tax consequences to employee
general discussion, **Ben § 7:4 to 7:16**
beneficiary, employer or charity as, **Ben § 7:16**
contributions by employee to group term life insurance plan, **Ben § 7:7**
cost of taxable group term insurance, computation of, **Ben § 7:6**
coverage, taxation of group term life insurance, **Ben § 7:5**
directly or indirectly carried by employer, **Ben § 7:11**
disabled employees, **Ben § 7:15**
election to treat policies as separate, **Ben § 7:14**
employee-pay-all group term life insurance plans, **Ben § 7:8**
excludability of group term life insurance purchased by employer, **Ben § 7:4**
formula precluding individual selection must be used in providing coverage levels, **Ben § 7:12**
group of employees, defined, **Ben § 7:10**
permanent benefits, addition of, **Ben § 7:13**

LIFE INSURANCE—Cont'd
Income tax consequences to employee—Cont'd
post-retirement benefits, prefunding of, **Ben § 7:30, 7:31**
qualification requirements for group term life insurance, **Ben § 7:9**
Installment options, income tax consequences to beneficiaries, **Ben § 7:68**
Insurable interest, income tax consequences to beneficiaries, **Ben § 7:64**
Interest, proceeds left at, **Ben § 7:67**
International employment, **Emp P § 41:69**
Key employee for purposes of applying nondiscrimination rules, **Ben § 7:21**
Lifetime transfer rules, estate tax consequences to employees, **Ben § 7:56**
Net premium allocable to key employee, nondiscrimination rules, **Ben § 7:20**
Nondiscrimination rules
general discussion, **Ben § 7:17 to 7:25**
additional coverage purchased by employees, **Ben § 7:25**
aggregation of separate policies, **Ben § 7:18**
amount of plan benefits, **Ben § 7:23**
eligibility to participate in plan, **Ben § 7:22**
key employee for purposes of applying nondiscrimination rules, **Ben § 7:21**
net premium allocable to key employee, **Ben § 7:20**
separate groups of employees, separate application of test to, **Ben § 7:24**
tax consequences to key employees when policy discriminates, **Ben § 7:17**
treatment of key employees under discriminatory plan, **Ben § 7:19**
type of plan benefits, **Ben § 7:23**
Oklahoma, payments, **Emp P § 46:97**
Payments
general discussion, **Emp P § 46:92 to 46:97**
age-based reductions in life insurance, **Emp P § 46:95**
age restrictions on participation, **Emp P § 46:94**
Oklahoma, **Emp P § 46:97**
sex discrimination, **Emp P § 46:93**
state job discrimination laws, **Emp P § 46:96**
Permanent and universal life insurance
general discussion, **Ben § 7:33 to 7:36**
Employee Retirement Income Security Act, **Ben § 7:36**
employees, tax consequences to, **Ben § 7:34**
employers, tax and compliance consequences to, **Ben § 7:35**
Personnel Manual (this index)
Pledge of policy for employee's loan, estate tax consequences to employees, **Ben § 7:54**
Post-retirement benefits, prefunding of, **Ben § 7:30 to 7:32**
Power of appointment, right to designate beneficiaries as, **Ben § 7:58**
Premiums, payment of, **Ben § 7:38, 7:40, 7:43, 7:69**
Qualification requirements for group term life insurance, income tax consequences to employee, **Ben § 7:9**
Retirement plans, taxation of employees, **Ben § 27:30 to 27:32**
Sex discrimination, payments, **Emp P § 46:93**
Social security tax on benefits, **Ben § 7:41, 7:75**
Split-dollar life insurance, taxation, **Ben § 7:71**
Taxation
general discussion, **Ben § 7:2, 7:4 to 7:16, 7:37 to 7:85**

LIFE INSURANCE—Cont'd
Taxation—Cont'd
annuities, avoidance of taxes, **Ben § 7:47**
assignment of group policy, **Ben § 7:84, 7:85**
assignment of policy by insured, **Ben § 7:80**
avoidance of taxes, **Ben § 7:47**
beneficiaries
general discussion, **Ben § 7:78**
employer may not be beneficiary, **Ben § 7:73**
proceeds payable to beneficiary, **Ben § 7:44**
buyout, use of insurance to fund, **Ben § 7:74**
deductibility of premiums, **Ben § 7:38, 7:40, 7:72**
discrimination by policy, **Ben § 7:17**
employee, federal tax consequences to, generally, **Ben § 7:43 to 7:47**
employee-shareholders, premiums paid for, **Ben § 7:40**
employer, federal tax consequences to, generally, **Ben § 7:35, 7:38 to 7:42**
employer, proceeds payable to, **Ben § 7:45**
estate tax consequences to employees, above
FICA obligations of employer for insurance provided to former employees, **Ben § 7:76**
gift tax consequences, **Ben § 7:46, 7:79**
incidents of ownership in insurance, **Ben § 7:83**
income tax consequences to beneficiaries, above
income tax consequences to employee, above
interest of employer in policy, **Ben § 7:39**
premiums, payment of, **Ben § 7:38, 7:40, 7:43**
social security tax on benefits, **Ben § 7:41, 7:75**
split-dollar life insurance, **Ben § 7:71**
unemployment tax, **Ben § 7:42, 7:77**
Term life insurance, generally, **Ben § 7:1 et seq.**
Transfer of excess pension assets to life insurance fund, **Ben § 7:32.50**
Unemployment tax, **Ben § 7:42, 7:77**
Universal life insurance. Permanent and universal life insurance, above

LIFE OF CONTRACT
Unfair labor practices, effect of notice on, **Labor § 35:84**

LIFESAVING EQUIPMENT
Workplaceplace safety, construction industry, **Work S § 2:5, 2:19 to Work S § 2:25**

LIFESTYLE BENEFITS
Personnel manual, **Pers M § 13:1 to 13:70**

LIFETIME TRANSFER RULES
Life insurance, estate tax consequences to employees, **Ben § 7:56**

LIFTS
Workplaceplace safety, OSHA safety and health standards for manlifts, **Work S § 3:50 to Work S § 3:59**

LIGHTERS
Seamen, **Comp § 7:24**

LIGHTING
Personnel manual, video display terminals, **Pers M § 17:120**
Workplace Safety (this index)

LIGHT VEHICLES
Workplaceplace safety, motor carrier maximum hour safety restrictions, **Work S § 5:133, 5:143**

LIKELIHOOD OF SUCCESS
LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:44**

LIMITATIONS OR RESTRICTIONS
Collective Bargaining Agreements (this index)
Employee Retirement Income Security Act, **Ben § 32:21**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Statutes of Limitation (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

LIMOUSINE SERVICES
Retail or service establishment employees, **Comp § 12:193**

LINE GRAPHS
Personnel manual, tools for recording training needs assessment information, **Pers M § 16:14**

LINE MANAGERS
Affirmative action plans, nonconstruction contractors, **Emp P § 68:35**

LINES OF BUSINESS
Discounts for employees, **Ben § 15:108**
No-additional-cost services, **Ben § 15:213**
Retirement and Retirement Plans (this index)

LINES OF PROGRESSION
Affirmative action plans, workforce analysis, **Emp P § 68:41**

LINE-STAFF COOPERATION
Personnel manual, job analysis, **Pers M § 8:64**

LIQUEFIED PETROLEUM GAS DEALERS
Retail or service establishment employees, **Comp § 12:117**

LIQUIDATED DAMAGES
General discussion, **Emp P § 70:7, 76:1 et seq.**
Arbitration awards, effect of, **Emp P § 76:8**
Awareness of law's requirements, effect on willfulness determinations, **Emp P § 76:6**
Backpay, **Emp P § 72:64**
Calculation, **Emp P § 76:7**
Deterrence, role in calculating liquidated damages, **Emp P § 76:9**
Fair Labor Standards Act and Similar State Laws (this index)
Front pay, **Emp P § 73:9**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:284**

LIQUIDATED DAMAGES—Cont'd
Retaliation, effect on willfulness issue, **Emp P § 76:5**
Tax consequences, **Emp P § 79:9**
Unfair labor practices, subjects of bargaining, **Labor § 34:40**
Willfulness, **Emp P § 76:4 to 76:6**

LIQUIFIED PETROLEUM GAS
Workplace Safety (this index)

LIQUOR
Alcoholic Beverages (this index)

LIQUOR STORES
Retail or service establishment employees, **Comp § 12:139**

LISTS
Blacklists and Blacklisting (this index)
Checklists (this index)
Collective Bargaining Agreements (this index)
LABOR-Management Reporting and Disclosure Act, election campaigns and membership lists, **Labor § 66:35, 66:36**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, California's plan for safety and health, **Work S § 4:164**

LITERATURE
Distribution
LABOR-Management Reporting and Disclosure Act, distribution of election campaign literature, **Labor § 66:32 to 66:34**
Unfair Labor Practices (this index)
Unfair Labor Practices (this index)
Unions, last-minute circulation of election campaign literature, **Labor § 22:32**

LITHOGRAPHERS' SUPPLIES DEALERS
Retail or service establishment employees, **Comp § 12:164**

LIVE-IN DOMESTIC SERVANTS
General discussion, **Comp § 10:1, 10:11 to 10:18**
Combined minimum wage and overtime pay exemption under state law, **Comp § 10:16**
Domestic service, defined, **Comp § 10:12**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 10:1, 10:11 to 10:18**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 10:1, 10:11 to 10:18**
Household, defined, **Comp § 10:13**
Intermediary, employees of, **Comp § 10:14**
Minimum wage exemption under state law, **Comp § 10:17**
Overtime pay, **Comp § 10:11, 10:18, 20:279; Emp P § 20:211**
Setoffs for expenses, **Comp § 41:265**
State law exemptions, **Comp § 10:16 to 10:18**
Yard workers, **Comp § 10:15**

LIVESTOCK
Agricultural Employees (this index)
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:15 to 6:19**
Records and reports, **Comp § 37:51**

L.L. BEAN
Personnel manual, fitness programs, **Pers M § 12:92**

LMRA
Labor Management Relations Act (this index)

LMRDA
Labor-Management Reporting and Disclosure Act (this index)

LOADING ACTIVITIES
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:183**
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:63**
Unfair Labor Practices (this index)
Workplace Safety (this index)

LOANS
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:143, 39:144, 39:148**
LABOR-Management Reporting and Disclosure Act, employer reports, **Labor § 68:11**
Unfair labor practices, discrimination in administration of personal loans, **Labor § 30:108**

LOANS TO EMPLOYEES
General discussion, **Ben § 15:153 to 15:162**
Below-market loans, receipt of, **Ben § 15:156, 15:157**
Checklists, **Ben § 15:154, 15:155**
COVID-19, loan from retirement programs, **Ben § 15:158.50**
Determination whether advance is loan or compensation, **Ben § 15:155**
Distributions, loans from qualified plans as, **Ben § 15:161, 15:162**
Owner-employees, loans from retirement plans to, **Ben § 15:160**
Retirement and Retirement Plans (this index)
Retirement plans, loans from
general discussion, **Ben § 15:158 to 15:162**
checklist of factors for eligible participant loans, **Ben § 15:159**
distributions, loans from qualified plans as, **Ben § 15:161, 15:162**
owner-employees, loans to, **Ben § 15:160**
participants and beneficiaries, loans to, **Ben § 15:158**
Transfer of loans, **Ben § 15:158.30**

LOBBYING
Personnel manual, policy statements on political activities, **Pers M § 5:40**

LOCAL DRIVERS AND DRIVERS' HELPERS
General discussion, **Comp § 6:1, 6:26 to 6:33**
Average weekly hours, defined, **Comp § 6:34**
COMPENSATNensated on the basis of trip rates or other delivery payment plan, defined, **Comp § 6:31**
Driver or driver's helper, defined, **Comp § 6:29**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 6:1, 6:26 to 6:33**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 6:1, 6:26 to 6:33**
Hours worked, necessary effect of plan on, **Comp § 6:32**
Making local deliveries, defined, **Comp § 6:30**

LOCAL DRIVERS AND DRIVERS' HELPERS —Cont'd
Overtime pay exemption, **Comp § 6:28, 6:33**
Representative year, defined, **Comp § 6:33**
State law exemptions, **Comp § 6:35**

LOCAL GOVERNMENTS
Americans with Disabilities Act, **Emp P § 20:89**
Early Civil Rights Acts, **Emp P § 20:89**
Employee Retirement Income Security Act, **Ben § 2:36**
Employment practices, **Emp P § 20:89 to 20:91**
Family and Medical Leave Act, **Ben § 12:19**
Title VII, **Emp P § 20:89**

LOCALITY REQUIREMENTS
Radio or television employees, **Comp § 11:9**

LOCATION OR PLACE
Executive Order 11246 (this index)
Federal employment, exercise of powers by administering agencies at any location, **Labor § 45:11**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Venue (this index)
Workplace Safety (this index)

LOCKED EXITS BANNED
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:44**

LOCKOUTS
Aliens, effect on nonimmigrant alien's continued work authorization, **Emp P § 90:30**
Collective Bargaining Agreements (this index)
International employment, **Emp P § 41:297**
Nature of federal labor-management relations laws, **Labor § 1:17**
Unfair Labor Practices (this index)
Unions, voter eligibility of locked out employees, **Labor § 22:129**
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:244**

LOCKOUT/TAGOUT REQUIREMENTS
Workplaceplace safety, OSHA safety and health standards for hazardous energy sources, **Work S § 3:127**

LOCOMOTIVE CRANES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**

LODGING
Fringe benefits, **Emp P § 46:99**
Minimum wages, **Ben § 19:26; Comp § 17:37, 17:38**
Personnel Manual (this index)
Service Contract Act, **Comp § 19:26**

LOGGING
Aliens (this index)
Child labor, **Comp § 24:54**

LOGISTICAL OBSTACLES
Personnel manual, absenteeism and ability to attend, **Pers M § 6:20**

LOGS
Personnel manual, affirmative action programs, **Pers M § 1:128 to 1:132**
Workplace Safety (this index)

LONGSHORING
Aliens, temporary employment of nonimmigrant aliens (D-visa), **Emp P § 42:36**
Workplaceplace safety, scope of federal law, **Work S § 1:18**

LONG TERM CARE
Medical benefits, **Ben § 5:42**

LOOSE GEAR PROTECTION
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:240**

LOSS
Labor Management Relations Act (this index)
National LABOR Relations Act, loss of employee status for participation in unlawful strikes, **Labor § 5:13, 5:17 to 5:21**
Personnel manual, allowing employees to acknowledge loss of deceased employee, **Pers M § 21:77**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, loss of employment, **Labor § 39:235 to 39:238**
Workplaceplace safety, reporting and recordkeeping under Michigan's plan for safety and health, **Work S § 4:479**

LOST MAIL BALLOTS
Unions, elections, **Labor § 23:44**

LOTTERIES
Personnel manual, rewards and incentives for absence control, **Pers M § 6:54**
Unions, conduct of employer in election campaigns, **Labor § 22:85**

LOUISIANA
Administrative orders, enforcement of, **Emp P § 111:84**
Administrative sanctions and remedies, **Emp P § 82:28, 82:47, 82:85**
Advisory committees, job discrimination agencies, **Emp P § 83:158**
Age discrimination
  general discussion, **Emp P § 8:14, 8:32**
  Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
  criminal sanctions, **Emp P § 82:147**
  employment practices, **Emp P § 8:32**
Agency proceedings, **Labor § 46:18**
Ancestry discrimination, **Emp P § 7:14, 7:31**
Annual reports, job discrimination agencies, **Emp P § 83:156**
Antiretaliation measures, compensation, **Comp § 39:52**

LOUISIANA—Cont'd
Attorney's fees
garnishment, **Comp § 34:215**
support withholding, **Comp § 42:551**
At-will employment, exceptions to, **Emp P § 62:20**
Birth place, discrimination based on, **Emp P § 7:14, 7:31**
Biweekly payment of compensation, **Comp § 29:57**
Bona fide occupational qualifications, **Emp P § 15:13, 15:27**
Certificates, child labor, **Comp § 26:34**
Child labor
general discussion, **Comp § 25:38, 25:39**
administrative procedures, **Comp § 28:101**
certificates and permits, **Comp § 26:34**
court proceedings, **Comp § 28:139**
exemptions, **Comp § 25:38**
notices, **Comp § 27:37**
prohibitions, **Comp § 25:39**
records and reports, **Comp § 27:9.50**
sanctions and remedies, **Comp § 28:41**
Citizenship discrimination, **Emp P § 7:14, 7:31**
Coerced discrimination, **Emp P § 11:3, 11:20**
Color discrimination, **Emp P § 3:28**
Compensation
antiretaliation measures, **Comp § 39:52**
assignments, employer's consent required, **Comp § 34:36**
child labor, above
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:97**
exemptions, **Comp § 36:14**
form of payment, below
garnishment, below
new-hire reporting, **Comp § 37:216**
overtime pay, below
payment of compensation, below
rules for various types of claims, **Comp § 39:50 to 39:52**
support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:133**
Complicity in discrimination, **Emp P § 12:4, 12:15**
Conciliation, job discrimination proceedings, **Emp P § 89:136**
Conditions of employment. Terms, conditions and privileges of employment, below
Confidentiality of drug testing records, **Emp P § 30:131**
Constitutionality, overtime pay, **Comp § 21:6**
Contempt, support withholding, **Comp § 42:552, 42:554**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:106**
Conversion privileges for health and life insurance, **Ben § 8:165**
Coordination of medical benefits, **Ben § 5:266**
Court enforcement of state labor relations statutes, **Labor § 62:84 to 62:89**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:82 to 111:86**
administrative orders, enforcement of, **Emp P § 111:84**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
fair employment practices statute, **Emp P § 111:83, 111:83 to 111:86**
fair employment practices statute (1983) actions, **Emp P § 111:83**
private rights, enforcement of, **Emp P § 111:86**
review of commission decision, **Emp P § 111:85**

LOUISIANA—Cont'd
Court proceedings—Cont'd
temporary relief, commission actions for, **Emp P § 111:87**
time off cases, **Emp P § 117:1, 117:3**
veterans' reemployment cases, **Emp P § 114:1, 114:7**
Coverage of state statutes affecting labor relations, **Labor § 15:20**
Creed discrimination, **Emp P § 4:18, 4:35**
Criminal penalties
general discussion, **Emp P § 82:100, 82:147 to 82:149**
age discrimination statute, **Emp P § 82:147**
fair employment practices statutes, **Emp P § 82:149**
payment of compensation, **Comp § 42:298, 42:299, 42:302**
time off statutes, **Emp P § 82:148**
Deductions from compensation
general discussion, **Comp § 32:80 to 32:84**
drug tests, charges for, **Comp § 32:82**
dues, **Comp § 32:81**
fines, charges for, **Comp § 32:80**
fingerprinting, charges for, **Comp § 32:82**
interest on employees' cash deposits, **Comp § 32:84**
medical exams, charges for, **Comp § 32:82**
records, charges for, **Comp § 32:82**
termination, forfeiture of wages upon, **Comp § 32:83**
Defamation, substance abuse and testing, **Emp P § 30:132**
Defenses for untimely payment of compensation, **Comp § 42:297**
Disabilities discrimination, **Emp P § 9:76, 9:95**
Disability benefits, ban as to garnishment of, **Comp § 34:216**
Disclosures, employment practices, **Emp P § 92:83, 92:100**
Door-to-door magazine or periodical salesmen, payment of compensation, **Comp § 29:58**
Drug tests, deductions from compensation for charges for, **Comp § 32:82**
Dues, deductions from compensation, **Comp § 32:81**
Employment agencies, **Emp P § 20:215, 20:232, 67:16, 67:31**
Employment practices
general discussion, **Emp P § 2:1, 2:19**
administrative sanctions and remedies, **Emp P § 82:28, 82:47, 82:85**
age discrimination, **Emp P § 8:14, 8:32**
at-will employment, exceptions to, **Emp P § 62:20**
bona fide occupational qualifications, **Emp P § 15:13, 15:27**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:20**
complicity in discrimination, **Emp P § 12:4, 12:15**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:95**
disclosures, **Emp P § 92:83, 92:100**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:232**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:26**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:317**
job discrimination agencies, below

LOUISIANA—Cont'd
Employment practices—Cont'd
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:19**
labor law retaliation statute, administrative sanctions and remedies, **Emp P § 82:85**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:278**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:183**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:31**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:23**
notices, **Emp P § 92:83, 92:100**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:13**
persons protected, **Emp P § 21:18, 21:36**
privacy statute, proceedings under, **Emp P § 90:272**
private employers subject to discrimination laws, **Emp P § 20:28, 20:46**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:111**
race or color discrimination, **Emp P § 3:28**
records and reports, **Emp P § 92:45, 92:58**
reference check immunity, **Emp P § 65:14, 65:26**
religious or creed discrimination, **Emp P § 4:18, 4:35**
retaliation against opponents of discrimination, **Emp P § 10:60**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:30**
sexual or affectional orientation discrimination, **Emp P § 6:17**
substance abuse and testing, below
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:13**
Evidence, job discrimination proceedings, **Emp P § 89:137**
Exemptions
child labor, **Comp § 25:38**
compensation, **Comp § 36:14**
payment of compensation, **Comp § 14:13**
Family leave, **Ben § 12:89**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fines, deductions from compensation for charges for, **Comp § 32:80**
Fingerprinting, deductions from compensation for charges for, **Comp § 32:82**
Forfeiture or assessment, criminal penalties, **Comp § 42:299**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:36**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, payment by mail to, **Comp § 33:39**
Garnishment
general discussion, **Comp § 34:212 to 34:216, 42:463**
adverse employment actions, **Emp P § 63:7, 63:26**

LOUISIANA—Cont'd
Garnishment—Cont'd
amount of earnings subject to garnishment, **Comp § 34:212**
attorney's fee of employer, deposit by creditor to cover, **Comp § 34:215**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
processing fee of employer, **Comp § 34:213**
retirement, disability, survivor or other benefits, ban as to, **Comp § 34:216**
service on employer, **Comp § 34:214**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:317**
Harassment, **Emp P § 51:62**
Health, selection and retention of employees, **Emp P § 28:31, 28:45**
Hearings, job discrimination proceedings, **Emp P § 89:137**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:63**
Holidays, **Ben § 10:23**
Interagency cooperation, job discrimination agencies, **Emp P § 83:153**
Interest on employees' cash deposits, deductions from compensation, **Comp § 32:84**
Invasion of privacy, substance abuse and testing, **Emp P § 30:132**
Investigations, job discrimination proceedings, **Emp P § 89:134**
Job assignments, **Emp P § 49:15, 49:19**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:151 to 83:158**
advisory committees, **Emp P § 83:158**
annual reports, **Emp P § 83:156**
basic organization, powers and duties, **Emp P § 83:151**
interagency cooperation, **Emp P § 83:153**
local agencies, **Emp P § 83:157**
research and education projects, **Emp P § 83:155**
rule making, **Emp P § 83:152**
technical assistance, **Emp P § 83:154**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:133 to 89:138**
basic 1988 fair employment practices statute procedures, **Emp P § 89:133**
complaints, **Emp P § 89:133**
conciliation, **Emp P § 89:136**
decision of commission, **Emp P § 89:138**
evidence, procurement of, **Emp P § 89:137**
hearings, **Emp P § 89:137**
investigations, **Emp P § 89:134**
probable cause determination, **Emp P § 89:135**
Judicial remedies, employment practices, **Emp P § 80:1, 80:19**
Jury duty, **Ben § 14:21**
Labor law retaliation statute, administrative sanctions and remedies, **Emp P § 82:85**
Labor-management training committees, **Emp P § 20:268, 20:278, 67:67, 67:74**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:183**
Life insurance, **Ben § 8:106; Emp P § 8:165**
Mandatory retirement, **Emp P § 52:35, 52:49**
Meal breaks, **Emp P § 45:32, 45:45**

LOUISIANA—Cont'd
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:106**
conversion privileges, **Ben § 8:165**
coordination of benefits, **Ben § 5:266**
mandated provisions, **Ben § 5:209**
Medical examinations, charges for, **Comp § 32:82, 42:300**
National origin discrimination, **Emp P § 7:14, 7:31**
Nature of state statutes affecting labor relations, **Labor § 2:23**
New-hire reporting, compensation, **Comp § 37:216**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:23**
Notice
child labor, **Comp § 27:37**
employment practices, **Emp P § 92:83, 92:100**
support withholding, **Comp § 42:500, 42:553**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:13**
Older workers' benefits, **Emp P § 44:224, 44:232**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:78**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
Parental leave, **Ben § 12:89**
Payment of compensation
general discussion, **Comp § 29:57, 29:58, 39:51, 42:295 to 42:302**
biweekly wages, **Comp § 29:57**
criminal penalties, **Comp § 42:298, 42:299, 42:302**
deductions from compensation, above
defenses for untimely payment, **Comp § 42:297**
door-to-door magazine or periodical salesmen, **Comp § 29:58**
employee's suit for wages, salary and the like, **Comp § 42:296**
exemptions, **Comp § 14:13**
federal preemption regarding vacation pay, **Comp § 31:2**
forfeiture or assessment, criminal penalties, **Comp § 42:299**
form of payment, above
medical examination or record charges, liability for, **Comp § 42:300**
retaliation, criminal and civil penalties, **Comp § 42:302**
support withholding, below
termination of employment, **Comp § 30:36, 31:24, 42:295**
untimely payment, **Comp § 42:297, 42:298**
vacation pay, **Comp § 31:2, 31:23, 31:24, 42:301**
Permits, child labor, **Comp § 26:34**
Persons protected, employment practices, **Emp P § 21:18, 21:36**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:45**
Pregnancy benefits, **Emp P § 44:178, 44:187**
Pregnancy discrimination, **Emp P § 5:12, 5:30**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:63**
Privacy, employment practices, **Emp P § 90:272**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:46**
Private rights, enforcement of, **Emp P § 111:86**

LOUISIANA—Cont'd
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:135**
Processing fee of employer, garnishment, **Comp § 34:213**
Promotions, **Emp P § 47:23, 47:27**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:111**
Race discrimination, **Emp P § 3:28**
Records and reports
child labor, **Comp § 27:9.50**
deductions from compensation for charges, **Comp § 32:82**
drug testing records, access to, **Emp P § 30:131**
employment and consumer records, access to, **Emp P § 54:20**
employment practices, **Emp P § 92:45, 92:58**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:63**
Reference check immunity, **Emp P § 65:14, 65:26**
Religious discrimination, **Emp P § 4:18, 4:35**
Remedies, child labor, **Comp § 28:41**
Research and education projects, job discrimination agencies, **Emp P § 83:155**
Rest breaks, **Emp P § 45:32, 45:45**
Retaliation, **Comp § 42:302; Emp P § 10:60**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment of, **Comp § 34:216**
Rule making, job discrimination agencies, **Emp P § 83:152**
Sanctions, child labor, **Comp § 28:41**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:45**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:63**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:12**
veterans and other uniformed service members, **Emp P § 40:59**
Seniority systems, **Emp P § 43:78, 43:88**
Service on employer, garnishment, **Comp § 34:214**
Sex discrimination, **Emp P § 5:12, 5:30**
Sexual or affectional orientation discrimination, **Emp P § 6:17**
Sick leave, **Ben § 11:27**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:12**
State statutes
court enforcement of state labor relations statutes, **Labor § 62:84 to 62:89**
coverage of state statutes affecting labor relations, **Labor § 15:20**
nature of state statutes affecting labor relations, **Labor § 2:23**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:129 to 30:133**
access to drug testing records, **Emp P § 30:131**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
confidentiality of drug testing records, **Emp P § 30:131**
defamation, protection of employer against actions for, **Emp P § 30:132**

LOUISIANA—Cont'd
Substance abuse and testing—Cont'd
invasion of privacy, protection of employer against actions for, **Emp P § 30:132**
testing procedures, **Emp P § 30:130**
unemployment compensation benefits, effect of drug testing, **Emp P § 30:133**
use of drug tests, **Emp P § 30:129**
Support withholding
general discussion, **Comp § 34:439, 42:504 to 42:507, 42:550 to 42:554**
attorney's fees and costs, **Comp § 42:551**
contempt, **Comp § 42:552, 42:554**
employer's liability, **Comp § 42:550**
false proceedings or failure to comply with withholding law, contempt for, **Comp § 42:553**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:549**
mistake of fact, defined, **Comp § 42:502**
notice of employment change, contempt for failure to give, **Comp § 42:552**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Survivor benefits, ban as to garnishment of, **Comp § 34:216**
Technical assistance, job discrimination agencies, **Emp P § 83:154**
Temporary relief, commission actions for, **Emp P § 111:87**
Termination of employment, compensation, **Comp § 30:36, 31:24, 32:84, 33:36, 42:295**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:24**
employment and consumer records, access to, **Emp P § 54:20**
harassment, **Emp P § 51:62**
mandatory retirement, **Emp P § 52:35, 52:49**
older workers' benefits, **Emp P § 44:224, 44:232**
pregnancy benefits, **Emp P § 44:178, 44:187**
promotions, **Emp P § 47:23, 47:27**
rest and meal breaks, **Emp P § 45:32, 45:45**
seniority systems, **Emp P § 43:78, 43:88**
training programs, **Emp P § 48:30, 48:44**
transfers and job assignments, **Emp P § 49:15, 49:19**
wage and salary discrimination, **Emp P § 44:79, 44:97**
Time off, employment practices, **Emp P § 82:148, 117:1, 117:3**
Training programs, **Emp P § 48:30, 48:44**
Transfers, **Emp P § 49:15, 49:19**
Unemployment compensation, **Ben § 4:63; Emp P § 30:133**
Uniformed service members, proceedings related to, **Emp P § 90:13**
Union practices, **Emp P § 66:12, 66:27**
Vacations, **Ben § 9:16; Comp § 31:2, 31:23, 31:24, 42:301**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:7**
selection and retention of employees, **Emp P § 40:59**
Witness duty, **Ben § 14:21**
Workplaceplace safety, smoking restrictions, **Work S § 5:210**

LOUSIANA
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:19.50**

LOUSIANA—Cont'd
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:19.50**

LOW HAZARD INDUSTRIES
Workplaceplace safety, recordkeeping and reporting exemptions, **Work S § 5:12**

LOW SALES
Unfair labor practices, unsatisfactory work as reason for discharge of employee, **Labor § 30:161**

LOW VOTER TURNOUT
Unions, votes needed for decision, **Labor § 23:107**

LOYALTY
Veterans and other uniformed service members, **Emp P § 40:21**

LUGGAGE INDUSTRY
Retail or service establishment employees, **Comp § 12:140**

LUMBER AND LUMBER DEALERS
Agricultural Employees (this index)
National Labor Relations Act (this index)
Records and reports, **Comp § 37:38**
Retail or service establishment employees, **Comp § 12:141**
Unions, bargaining units, **Labor § 19:80, 19:81**

LUMP SUM DISTRIBUTIONS
Retirement plans, **Ben § 26:33 to 26:35, 27:26, 27:27**

LUMP SUM PAYMENTS
Overtime pay, **Comp § 20:72**
Retirement plans, termination, **Ben § 29:125**

LUMP SUM PREMIUMS
Overtime pay, **Comp § 20:57**

LUMP SUM TAX TREATMENT
Retirement plans, **Ben § 27:23**

LUXEMBOURG
International employment, tax treaties, **Emp P § 41:226 to 41:228**

MACHINE OPERATORS
Compensation, discrimination, **Emp P § 44:62**

MACHINERY AND EQUIPMENT
See also specific states
Collective bargaining agreement provisions, **Labor § 47:113, 47:114**
Disabilities discrimination, reasonable accommodations, **Emp P § 9:63**
Minimum wages, **Comp § 17:47**
National LABOR Relations Act, independent contractor coverage of equipment owner-operators, **Labor § 7:27**
National LABOR Relations Act, supervisor coverage of machine owner-operators in lumbering, **Labor § 5:53**
Overtime Pay (this index)
Personnel manual, occupational pay data for maintenance mechanics, **Pers M § 10:173**
Rentals, bonds of contractors, **Comp § 35:19, 43:45**
Retail or Service Establishments (this index)
Unfair Labor Practices (this index)

MACHINERY AND EQUIPMENT—Cont'd
Workplace Safety (this index)

MACHINISTS
Personnel manual, occupational pay data for maintenance machinists, **Pers M § 10:172, 10:176, 10:177**

MADE WORK
Unfair labor practices, featherbedding, **Labor § 29:34**

MAGAZINE PROMOTION
Child labor, **Comp § 24:55**

MAGAZINE SUBSCRIPTION AGENCIES
Retail or service establishment employees, **Comp § 12:144**

MAGISTRATES
National LABOR Relations Board, referring hearings on temporary injunctions to, **Labor § 50:50**
Summary judgment, **Emp P § 101:69**

MAIL AND MAILING
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Board remedial order, mailing employer notice to employees, **Labor § 43:11**
Retail or service establishment employees, **Comp § 12:30**
Service Contract Act, **Comp § 15:59**
Unions, mail ballots, **Labor § 23:41 to 23:44, 23:80**
Workplaceplace safety, service by mail, **Work S § 4:241**

MAINE
Absence of employee on payday, **Comp § 29:60**
Administrative subpoena, enforcement of, **Emp P § 111:88**
Advisory committees, job discrimination agencies, **Emp P § 83:164**
Affirmative action plans, **Emp P § 68:92, 68:114**
Age discrimination, **Emp P § 8:14, 8:33, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:19**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:15, 29:16**
Ancestry discrimination, **Emp P § 7:14, 7:32**
Annual reports, job discrimination agencies, **Emp P § 83:163**
Antiretaliation measures, compensation, **Comp § 39:55**
Apprentices, minimum wages, **Comp § 18:94**
Arbitrary testing for substance abuse, **Emp P § 30:137**
Assignments, conditions governing most, **Comp § 34:37**
Attorney general's suit for injunction, minimum wages, **Comp § 42:134**
At-will employment, exceptions to, **Emp P § 62:21**
Bad checks or credit cards, deductions from compensation for charges for, **Comp § 32:86**
Bankrupt firms, payment of compensation by, **Comp § 33:41**
Birth place, discrimination based on, **Emp P § 7:14, 7:32**
Blacklisting, **Emp P § 65:42, 65:55**
Bona fide occupational qualifications, **Emp P § 15:13, 15:28**
Cash shortages, deductions from compensation for charges for, **Comp § 32:86**
Certificates, child labor, **Comp § 26:35**
Child labor
  general discussion, **Comp § 25:40, 25:41**

MAINE—Cont'd
Child labor—Cont'd
  administrative procedures, **Comp § 28:102**
  certificates and permits, **Comp § 26:35**
  court proceedings, **Comp § 28:140**
  exemptions, **Comp § 25:40**
  notices, **Comp § 27:38**
  prohibitions, **Comp § 25:41**
  records and reports, **Comp § 27:10**
  sanctions and remedies, **Comp § 28:42**
Citizenship discrimination, **Emp P § 7:14, 7:32**
Civil fines, compensation, **Comp § 42:29, 42:134**
Coerced discrimination, **Emp P § 11:3, 11:21**
Collective bargaining, substance abuse and testing, **Emp P § 30:156**
Color discrimination, **Emp P § 3:29**
Commercial facility, relocation or termination of, **Comp § 31:78**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  antiretaliation measures, **Comp § 39:55**
  assignments, conditions governing most, **Comp § 34:37**
  child labor, above
  civil fines for violations as to inspections, records and notices, **Comp § 42:29**
  court proceedings, generally, **Comp § 42:29**
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:98**
  exemptions, **Comp § 36:15**
  form of payment, below
  garnishment, below
  minimum wages, below
  new-hire reporting, **Comp § 37:217**
  notices, **Comp § 37:124**
  overtime pay, below
  payment of compensation, below
  records, below
  rules, **Comp § 39:53 to 39:55**
  support withholding, below
  vacation pay, below
Complaints, job discrimination proceedings, **Emp P § 89:139**
Complicity in discrimination, **Emp P § 12:4, 12:16**
Conciliation, job discrimination proceedings, **Emp P § 89:142**
Conditions of employment. Terms, conditions and privileges of employment, below, below
Constitutionality, overtime pay, **Comp § 21:6**
Consultation by employees required, substance abuse and testing, **Emp P § 30:142**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:107**
Conversion privileges for health and life insurance, **Ben § 8:166**
Coordination of medical benefits, **Ben § 5:267**
Counterclaims in action for wages, ban on, **Comp § 42:305**
Court proceedings
  general discussion, **Emp P § 111:1, 111:2, 111:87, 111:88**
  administrative subpoena, enforcement of, **Emp P § 111:88**
  Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
  fair employment practices statute, **Emp P § 111:88**
  garnishment cases, **Emp P § 116:1, 116:11**
  privacy cases, **Emp P § 112:1, 112:10**
  private rights, enforcement of, **Emp P § 111:89**

MAINE—Cont'd
Court proceedings—Cont'd
time off cases, **Emp P § 117:1, 117:4**
Credits, minimum wages, **Comp § 18:95**
Creed discrimination, **Emp P § 4:18, 4:36**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:19.75**
Criminal sanctions
general discussion, **Emp P § 82:100, 82:150 to 82:153**
employee privacy statute, **Emp P § 82:151**
equal pay statute, **Emp P § 82:150**
time off statutes, **Emp P § 82:152**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:153**
Damage to property or merchandise, deductions from compensation for charges for, **Comp § 32:86**
Deductions from compensation
general discussion, **Comp § 32:85 to 32:91**
bad checks or credit cards, charges for, **Comp § 32:86**
cash shortages, charges for, **Comp § 32:86**
damage to property or merchandise, charges for, **Comp § 32:86**
eye exams, charges for, **Comp § 32:88**
insurance premiums, **Comp § 32:85**
inventory shortages, charges for, **Comp § 32:86**
liability for unlawful deductions, **Comp § 42:306**
loan repayments, **Comp § 32:85**
lodging expenses, **Comp § 32:85**
medical exams, charges for, **Comp § 32:88**
medical support, **Comp § 32:91**
overcompensation, recovery of, **Comp § 32:89**
purchases from employer, **Comp § 32:85**
terminated employee, wages of, **Comp § 32:90**
Disabilities discrimination, **Emp P § 9:76, 9:96**
Disclaimer of liability prohibited, substance abuse and testing, **Emp P § 30:144**
Disclosure
employee right to disclose amount of wages, **Comp § 29:60.50**
employment practices, **Emp P § 92:83, 92:101**
substance abuse test results or information, **Emp P § 30:149, 30:154**
Education regarding substance abuse, **Emp P § 30:155**
Employee assistance programs, substance abuse and testing, **Emp P § 30:140**
Employee privacy statute, criminal sanctions, **Emp P § 82:151**
Employee right to disclose amount of wages, **Comp § 29:60.50**
Employment agencies, **Emp P § 20:215, 20:233, 67:16, 67:32**
Employment practices
general discussion, **Emp P § 2:1, 2:20**
affirmative action plans, **Emp P § 68:92, 68:114**
age discrimination, **Emp P § 8:14, 8:33**
at-will employment, exceptions to, **Emp P § 62:21**
blacklisting, **Emp P § 65:42, 65:55**
bona fide occupational qualifications, **Emp P § 15:13, 15:28**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:21**
complicity in discrimination, **Emp P § 12:4, 12:16**
conditions of employment. Terms, conditions and privileges of employment, below, below

MAINE—Cont'd
Employment practices—Cont'd
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:96**
disclosures, **Emp P § 92:83, 92:101**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:233**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:27**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:318**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:20**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:32**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:24**
notices, **Emp P § 92:83, 92:101**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:14**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:16**
persons protected, **Emp P § 21:18, 21:37**
privacy statutes, proceedings under, **Emp P § 90:273**
private employers subject to discrimination laws, **Emp P § 20:28, 20:47**
privileges of employment. Terms, conditions and privileges of employment, below, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:112**
race or color discrimination, **Emp P § 3:29**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:351**
reference check immunity, **Emp P § 65:14, 65:27**
religious or creed discrimination, **Emp P § 4:18, 4:36**
retaliation against opponents of discrimination, **Emp P § 10:61**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:75**
sex and pregnancy discrimination, **Emp P § 5:12, 5:31**
sexual or affectional orientation discrimination, **Emp P § 6:18**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay statute, criminal sanctions, **Emp P § 82:150**
Evidence, job discrimination proceedings, **Emp P § 89:144**
Exemptions
child labor, **Comp § 25:40**
compensation, **Comp § 36:15**
payment of compensation, **Comp § 14:14**
Eye exams, deductions from compensation for charges for, **Comp § 32:88**
Family leave, **Ben § 12:90**
Federal contractors, form of payment, **Comp § 33:2**
Federal preemption, vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:37 to 33:39**
federal contractors, **Comp § 33:2**

MAINE—Cont'd
Form of payment—Cont'd
lawful money, rule requiring payment in, **Comp § 33:3**
mills operating looms, payment by, **Comp § 33:42**
terminated employees, place for paying, **Comp § 33:40**
terminated or bankrupt firms, payment by, **Comp § 33:41**
Fringe benefits, **Emp P § 44:138, 44:150**
Garnishment
general discussion, **Comp § 34:217, 34:218, 42:463**
amount of earnings subject to garnishment, **Comp § 34:217**
employment practices, **Emp P § 63:7, 63:27, 116:1, 116:11**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
installment payments, failure of employee to make, **Comp § 34:218**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:318**
Handicapped persons, minimum wages, **Comp § 18:93**
Harassment, **Emp P § 51:63**
Health, selection and retention of employees, **Emp P § 28:31, 28:46**
Hearings, job discrimination proceedings, **Emp P § 89:143**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:64**
Holidays, **Ben § 10:24**
Industrial facility, relocation or termination of, **Comp § 31:78**
Installment payments, failure of employee to make, **Comp § 34:218**
Insurance premiums, deductions from compensation, **Comp § 32:85**
Interagency cooperation, job discrimination agencies, **Emp P § 83:161**
Inventory shortages, deductions from compensation for charges for, **Comp § 32:86**
Investigations, job discrimination proceedings, **Emp P § 89:140**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:159 to 83:164**
advisory committees, **Emp P § 83:164**
annual reports, **Emp P § 83:163**
basic organization, powers and duties, **Emp P § 83:159**
interagency cooperation, **Emp P § 83:161**
research and education projects, **Emp P § 83:162**
rule making, **Emp P § 83:160**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:139 to 89:144**
basic fair employment practices statute procedures, **Emp P § 89:139**
complaints, **Emp P § 89:139**
conciliation, **Emp P § 89:142**
evidence, procurement of, **Emp P § 89:144**
hearings, **Emp P § 89:143**
investigations, **Emp P § 89:140**
reasonable cause determination, **Emp P § 89:141**
Judicial remedies, employment practices, **Emp P § 80:1, 80:20**
Jury duty, **Ben § 14:22**
Layoffs, **Emp P § 50:18, 50:20**
Loan repayments, deductions from compensation, **Comp § 32:85**
Lodging expenses, deductions from compensation, **Comp § 32:85**
Maine Wage Assurance Fund, vacation pay, **Comp § 31:28**

MAINE—Cont'd
Manufacturing business, severance pay when employer gives no notice of termination, **Comp § 31:77**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:22**
Meal breaks, **Emp P § 45:32, 45:46**
Mechanical business, severance pay when employer gives no notice of termination, **Comp § 31:77**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:107**
conversion privileges, **Ben § 8:166**
coordination of benefits, **Ben § 5:267**
mandated provisions, **Ben § 5:210**
Medical examinations, charges for, **Comp § 32:88, 42:308**
Medical support, deductions from compensation, **Comp § 32:91**
Mills operating looms, payment of compensation, **Comp § 33:42**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:91 to 18:95, 39:53, 42:93, 42:132 to 42:134**
apprentices, **Comp § 18:94**
attorney general's suit for injunction, **Comp § 42:134**
civil fines, **Comp § 42:135**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:95**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:133**
handicapped persons, **Comp § 18:93**
most employees, **Comp § 18:91**
students, **Comp § 18:92**
National origin discrimination, **Emp P § 7:14, 7:32**
New-hire reporting, compensation, **Comp § 37:217**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:24**
Notice
child labor, **Comp § 27:38**
compensation, **Comp § 37:124**
employment practices, **Emp P § 92:83, 92:101**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:14**
Older workers' benefits, **Emp P § 44:224, 44:233**
Overcompensation, recovery of, **Comp § 32:89**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:79, 21:80, 42:93, 42:132 to 42:134**
attorney general's suit for injunction, **Comp § 42:134**
civil fines, **Comp § 42:135**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:133**
maximum hours, **Comp § 21:79**
time worked, **Comp § 21:80**
Parental leave, **Ben § 12:90**
Payment for substance abuse testing, **Emp P § 30:151**
Payment of compensation
general discussion, **Comp § 29:59, 29:60, 39:54, 42:303 to 42:309**

MAINE—Cont'd
Payment of compensation—Cont'd
absence of employee on payday, **Comp § 29:60**
commercial facility, relocation or termination of, **Comp § 31:78**
counterclaims in action for wages, ban on, **Comp § 42:305**
deductions from compensation, above
Department of Labor's suit for wages, liquidated damages, interest and attorney's fees, **Comp § 42:303**
disclosure, employee right to disclose amount of wages, **Comp § 29:60.50**
employee right to disclose amount of wages, **Comp § 29:60.50**
employee's suit for severance pay, attorney's fees, and costs, **Comp § 42:304**
employee's suit for wages, liquidated damages, interest and attorney's fees, **Comp § 42:303**
exemptions, **Comp § 14:14**
form of payment, below
industrial facility, relocation or termination of, **Comp § 31:78**
labor director's suit for severance pay, attorney's fees and costs, **Comp § 42:304**
manufacturing or mechanical business, severance pay when employer gives no notice of termination, **Comp § 31:77**
medical examination charges, penalty for, **Comp § 42:308**
periodic wages, **Comp § 29:59**
right to disclose amount of wages, employee's, **Comp § 29:60.50**
setoffs in action for wages, ban on, **Comp § 42:305**
termination of employment, **Comp § 30:37**
textile piecework payment violations, criminal penalties, **Comp § 42:309**
union's suit for severance pay, attorney's fees, and costs, **Comp § 42:304**
untimely or insufficient payment, civil fines, **Comp § 42:307**
vacation pay, below
wage disclosure, employee right to disclose amount of wages, **Comp § 29:60.50**
Pension and retirement payments, **Emp P § 46:48, 46:57**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:16**
Periodic wages, **Comp § 29:59**
Permits, child labor, **Comp § 26:35**
Persons protected, employment practices, **Emp P § 21:18, 21:37**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:46**
Polygraph tests, **Emp P § 53:26, 53:37**
Pregnancy benefits, **Emp P § 44:178, 44:188**
Pregnancy discrimination, **Emp P § 5:12, 5:31**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:64**
Privacy, employment practices, **Emp P § 90:273, 112:1, 112:10**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:47**
Private rights, enforcement of, **Emp P § 111:89**
Privileges of employment. Terms, conditions and privileges of employment, below, below
Probable cause, substance abuse testing, **Emp P § 30:136**
Promotions, **Emp P § 47:27.10**

MAINE—Cont'd
Public employers subject to discrimination laws, **Emp P § 20:93, 20:112**
Purchases from employer, deductions from compensation, **Comp § 32:85**
Race discrimination, **Emp P § 3:29**
Random substance abuse testing, **Emp P § 30:137**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:141**
Recalls, **Emp P § 50:18, 50:20**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:351**
Records and reports
general discussion, **Comp § 37:123, 42:630, 42:635**
child labor, **Comp § 27:10**
employment and consumer records, access to, **Emp P § 54:21**
substance abuse and testing, **Emp P § 30:149, 30:150**
textile piecework poster violations, criminal penalties for, **Comp § 42:630**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:64**
Reference check immunity, **Emp P § 65:14, 65:27**
Rehabilitation, substance abuse and testing, **Emp P § 30:138, 30:153**
Religious discrimination, **Emp P § 4:18, 4:36**
Remedies, child labor, **Comp § 28:42**
Research and education projects, job discrimination agencies, **Emp P § 83:162**
Rest breaks, **Emp P § 45:32, 45:46**
Retaliation against opponents of discrimination, **Emp P § 10:61**
Retention of employees. Selection and retention of employees, below
Return to work, substance abuse testing upon, **Emp P § 30:139**
Right to disclose amount of wages, employee's, **Comp § 29:60.50**
Rule making, job discrimination agencies, **Emp P § 83:160**
Safety-related medical exams, substance abuse and testing, **Emp P § 30:156**
Sanctions, child labor, **Comp § 28:42**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:15, 29:16**
health and physical fitness, **Emp P § 28:31, 28:46**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:64**
marital status, **Emp P § 32:10, 32:22**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:13**
veterans and other uniformed service members, **Emp P § 40:60**
Service letters, **Emp P § 65:71, 65:75**
Setoffs in action for wages, ban on, **Comp § 42:305**
Sex discrimination, **Emp P § 5:12, 5:31**
Sexual or affectional orientation discrimination, **Emp P § 6:18**
Sick leave, **Ben § 11:28**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:13**
State statutes
arbitration of contract disputes, **Labor § 49:188**
court enforcement of state labor relations statutes, **Labor § 62:90 to 62:96**

MAINE—Cont'd
State statutes—Cont'd
coverage of state statutes affecting labor relations, **Labor § 15:21**
nature of state statutes affecting labor relations, **Labor § 2:24**
Students, minimum wages, **Comp § 18:92**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:134 to 30:157**
adverse actions employer can take to combat workplace substance abuse, **Emp P § 30:152**
alternative testing opportunity, duty to provide, **Emp P § 30:145**
arbitrary testing, **Emp P § 30:137**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
collective bargaining, effect of, **Emp P § 30:156**
consistent supplemental policies, effect of, **Emp P § 30:156**
consultation by employees required, **Emp P § 30:142**
copy of policy, duty to give to employees and applicants, **Emp P § 30:143**
disclaimer of liability prohibited, **Emp P § 30:144**
disclosure of substance abuse test results or information, **Emp P § 30:154**
disclosures in laboratory reports, **Emp P § 30:149**
education regarding substance abuse, **Emp P § 30:155**
employee assistance programs, requirement of, **Emp P § 30:140**
labor department approval required, **Emp P § 30:142**
payment for tests, **Emp P § 30:151**
probable cause testing, **Emp P § 30:136**
qualified testing laboratory required, **Emp P § 30:147**
random testing, **Emp P § 30:137**
rehabilitation, testing while undergoing, **Emp P § 30:138**
rehabilitation programs, participation in, **Emp P § 30:153**
reports to Department of Labor, **Emp P § 30:150**
return to work, testing upon, **Emp P § 30:139**
safety-related medical exams, effect of, **Emp P § 30:156**
similar local, state and federal laws, effect of, **Emp P § 30:157**
standards for testing employees, **Emp P § 30:135**
test procedures, **Emp P § 30:148**
treatment, testing while undergoing, **Emp P § 30:138**
use of substance abuse tests, **Emp P § 30:134**
waiver of rights prohibited, **Emp P § 30:144**
written testing policy required, **Emp P § 30:141**
Support withholding
general discussion, **Comp § 34:440, 42:504 to 42:507, 42:555, 42:556**
employer's liability, **Comp § 42:555**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:554**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Terminated firms, payment of compensation by, **Comp § 33:41**
Termination of employment
deductions from wages, **Comp § 32:90**
payment of compensation, **Comp § 30:37**

MAINE—Cont'd
Termination of employment—Cont'd
place for payment of compensation, **Comp § 33:40**
vacation pay, receipt of, **Comp § 31:26**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:25**
employment and consumer records, access to, **Emp P § 54:21**
fringe benefits, **Emp P § 44:138, 44:150**
harassment, **Emp P § 51:63**
layoffs and recalls, **Emp P § 50:18, 50:20**
older workers' benefits, **Emp P § 44:224, 44:233**
pension and retirement payments, **Emp P § 46:48, 46:57**
polygraph tests, **Emp P § 53:26, 53:37**
pregnancy benefits, **Emp P § 44:178, 44:188**
rest and meal breaks, **Emp P § 45:32, 45:46**
training programs, **Emp P § 48:30, 48:45**
wage and salary discrimination, **Emp P § 44:79, 44:98**
Textile piecework violations, criminal penalties, **Comp § 42:309, 42:620**
Time off, employment practices, **Emp P § 82:152, 117:1, 117:4**
Training programs, **Emp P § 48:30, 48:45**
Unemployment compensation, **Ben § 4:64**
Uniforms or equipment, charges for, **Comp § 32:87**
Union practices, **Emp P § 66:12, 66:28**
Union's suit for severance pay, attorney's fees, and costs, **Comp § 42:304**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:153**
Vacation pay
general discussion, **Ben § 9:17; Comp § 31:25 to 31:28**
federal preemption, **Comp § 31:2**
Maine Wage Assurance Fund, exclusion from coverage by, **Comp § 31:28**
sale of business, receipt upon, **Comp § 31:27**
status as earned wages, **Comp § 31:25**
termination or employment, receipt upon, **Comp § 31:26**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:60**
Wage disclosure, employee right to disclose amount of wages, **Comp § 29:60.50**
Waiver of rights prohibited, substance abuse and testing, **Emp P § 30:144**
Witness duty, **Ben § 14:22**
Workplace Safety (this index)

MAINTAINING OR KEEPING
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Railway LABOR Act, second special emergency board for publicly-funded rail commuter services, **Labor § 48:34**
Records and Reports (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

MAINTENANCE AND REPAIRS
Automobile use as employee benefit, valuation, **Ben § 15:34, 15:39**
National Labor Relations Act (this index)

MAINTENANCE AND REPAIRS—Cont'd
National LABOR Relations Board, assertion of jurisdiction over repair businesses, **Labor § 3:45**
Personnel manual, occupational pay data for maintenance workers, **Pers M § 10:163 to 10:177**
Repairmen (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

MAINTENANCE SERVICES
Amusement or recreational establishment employees, **Comp § 9:3**
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:180, 1:181**

MAJOR MEDICAL CARE BENEFITS
Personnel manual, health insurance plans, **Pers M § 12:50**

MALICIOUS PROSECUTION
Termination of employment, wrongful, **Emp P § 61:22**

MALICIOUS STATEMENTS
Unfair labor practices, free speech right of employer limited by rights of employees, **Labor § 26:20**

MALPRACTICE
Health maintenance organizations, **Ben § 5:171**
Preemption, **Ben § 1:119**

MALTA
International employment, tax treaties, **Emp P § 41:229, 41:230**

MANAGED HEALTH CARE
Medical Benefits (this index)

MANAGEMENT
Collective bargaining agreements, management rights clauses, **Labor § 47:31**
Federal employment, coverage of management officials, **Labor § 14:13**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Railway LABOR Act jurisdiction, management and employees distinguished, **Labor § 13:20**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

MANAGEMENT CONSULTANTS
White collar employees, **Comp § 3:98**

MANAGERS
Aliens (L visa), **Emp P § 40:36, 90:23**
Compensation, discrimination, **Ben § 44:64; Emp P § 44:63**
LABOR Management Relations Act, preemption of state law claims based on contract, **Labor § 53:134**
National Labor Relations Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

MANDATE PROCEEDING
Workplaceplace safety, judicial review under California's plan for safety and health, **Work S § 4:265 to Work S § 4:268**

MANDATORY MATTERS
National Labor Relations Board (this index)
Personnel manual, mandatory retirement, **Pers M § 21:57**
Unfair Labor Practices (this index)
Workplaceplace safety, settlement of administrative proceedings, **Work S § 8:113 to Work S § 8:116**

MANDATORY RETIREMENT
General discussion, **Emp P § 52:1 et seq.**
Air traffic controllers, **Emp P § 52:32**
Bona fide executive, defined, **Emp P § 52:13**
Bona fide executives and high-level policymakers
- general discussion, **Emp P § 52:12 to 52:25**
- annual basis, benefit figured on, **Emp P § 52:18**
- benefits that may be counted toward minimum required to qualify for exemption, **Emp P § 52:19**
- bona fide executive, defined, **Emp P § 52:13**
- calculation of benefits, **Emp P § 52:20**
- defined benefit plans, exclusion of employee contributions from calculation of qualifying amount, **Emp P § 52:23**
- defined contribution plans, exclusion of employee contributions from calculation of qualifying benefit amount, **Emp P § 52:22**
- high policy-making position, defined, **Emp P § 52:14**
- immediate benefits, **Emp P § 52:16**
- nonforfeitable benefits, **Emp P § 52:17**
- prior employer's contributions, exclusion from qualifying amount determination, **Emp P § 52:24**
- qualifying benefit amount, **Emp P § 52:15**
- rollover contributions, exclusion from computation of qualifying benefit amount, **Emp P § 52:25**
- straight life annuity, benefit as equivalent of, **Emp P § 52:21**

Bona fide occupational qualifications
- general discussion, **Emp P § 52:26 to 52:28**
- flight engineers, **Emp P § 52:28**
- pilots, **Emp P § 52:27**

Cause, retirement for, **Emp P § 52:29**
Checklist of exceptions to age discrimination in mandatory retirement, **Emp P § 52:4**
Collective bargaining agreements, **Emp P § 52:3, 52:11**
Defined benefit plans, exclusion of employee contributions from calculation of qualifying amount, **Emp P § 52:23**
Defined contribution plans, exclusion of employee contributions from calculation of qualifying benefit amount, **Emp P § 52:22**
Discontinuation of discriminatory plan, **Emp P § 52:35**
Early retirement, voluntary acceptance of, **Emp P § 52:7**
Economic necessity, **Emp P § 52:33**
Fire fighters, **Emp P § 52:31, 52:32**
Flight engineers, bona fide occupational qualifications, **Emp P § 52:28**
High-level policymakers. Bona fide executives and high-level policymakers, above
High policy-making position, defined, **Emp P § 52:14**
Immediate benefits, **Emp P § 52:16**
Law enforcement officers, **Emp P § 52:31, 52:32**
Nonforfeitable benefits, **Emp P § 52:17**
Pilots, bona fide occupational qualifications, **Emp P § 52:27**
Rollover contributions, exclusion from computation of qualifying benefit amount, **Emp P § 52:25**
Straight life annuity, benefit as equivalent of, **Emp P § 52:21**

MANDATORY RETIREMENT—Cont'd
Tenured faculty, **Emp P § 52:30**
Time and professional advice available for decision, voluntary retirement, **Emp P § 52:9**
Voluntary retirement
benefits, effect of acceptance of, **Emp P § 52:8**
checklist of exceptions to age discrimination in mandatory retirement, **Emp P § 52:5 to 52:11**
collective bargaining agreements, effect on issue of voluntariness of retirement, **Emp P § 52:11**
early retirement, voluntary acceptance of, **Emp P § 52:7**
incentives, effect of, **Emp P § 52:10**
standard for determining voluntariness of choice to retire, **Emp P § 52:6**
time and professional advice available for decision, effect of, **Emp P § 52:9**

MANLIFTS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:50 to Work S § 3:59**

MANNER
Method or Manner (this index)

MANUAL HOTEL EMPLOYEE BARGAINING UNITS
Unions, **Labor § 19:105**

MANUALLY PROPELLED MOBILE LADDER STANDS AND TOWERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:38**

MANUALS
Personnel Manual (this index)

MANUFACTURERS AND MANUFACTURING
Child labor, **Comp § 24:56**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:22**
Personnel Manual (this index)
Retail or Service Establishments (this index)
Unions, bargaining units, **Labor § 19:75 to 19:78**
Workplace Safety (this index)

MAPLE SAP PROCESSING
Agricultural Employees (this index)

MARIJUANA
Personnel manual, drug screening, **Pers M § 20:42**

MARINE WORKERS
Substance Abuse and Testing (this index)

MARITAL COMMUNICATIONS PRIVILEGE
Discovery, **Emp P § 104:17**

MARITIME LAW
Jurisdiction, **Emp P § 115:9**

MARITIME MATTERS
National LABOR Relations Act, supervisor coverage over marine workers, **Labor § 5:68**

MARITIME MATTERS—Cont'd
National LABOR Relations Board, impact of maritime laws on right to consider dispute, **Labor § 11:40**
Unfair labor practices, hot cargo clauses in maritime industry, **Labor § 38:209**
Unions, maritime operation bargaining units, **Labor § 19:90**
Workplaceplace safety, scope of federal law, **Work S § 1:20**

MARKET-BASED JOB EVALUATION SYSTEMS
Personnel manual, compensation planning and design, **Pers M § 8:142 to 8:144**

MARKET RESEARCHERS
White collar employees, **Comp § 3:99**

MARKING OR MARKINGS
Unions, markings on election ballots, **Labor § 23:39**
Workplace Safety (this index)

MARRIAGE AND MARITAL STATUS
General discussion, **Emp P § 32:1 et seq.**
At-will employment, **Emp P § 58:65**
Bona fide occupational qualification, single status as, **Emp P § 32:4**
Competitor, rules restricting employment based on employment of spouse by, **Emp P § 32:6**
Divorce (this index)
Federal employment, discrimination in, **Emp P § 32:9**
Individual retirement accounts, **Ben § 23:81, 23:87**
Married individuals, rules against employing, **Emp P § 32:3**
Medical and health insurance, health insurance benefits for pregnancy-related conditions, **Emp P § 46:6**
Medical benefits, effect of marital status on benefits for pregnancy-related conditions, **Ben § 5:37**
National origin of spouse, rules restricting employment based on, **Emp P § 32:5**
Personnel manual, leave of absence, **Pers M § 14:103**
Race of spouse, rules restricting employment based on, **Emp P § 32:5**
Sex and pregnancy discrimination, **Emp P § 32:2, 44:176**
Spouses of employees, rules against employing, **Emp P § 32:7, 32:8**

MARYLAND
Accident payments, ban as to garnishment of, **Comp § 34:231**
Administrative sanctions and remedies, **Emp P § 82:28, 82:48**
Administrative subpoena, enforcement of, **Emp P § 111:91**
Affirmative action plans, **Emp P § 68:92, 68:115**
Age discrimination, **Emp P § 8:14, 8:34, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:20**
Agricultural employees, overtime pay, **Comp § 21:83**
Ancestry discrimination, **Emp P § 7:14, 7:33**
Annual reports, job discrimination agencies, **Emp P § 83:168**
Answer of employer, garnishment, **Comp § 34:221**
Antiretaliation measures, compensation, **Comp § 39:58**
Apprentices, minimum wages, **Comp § 18:98**
Arbitration of contract disputes, **Labor § 49:189**
Assignments
general discussion, **Comp § 34:38, 34:39**
conditions, **Comp § 34:38**
usurious contracts or loans, receipt for, **Comp § 34:39**

MARYLAND—Cont'd
At-will employment, exceptions to, **Emp P § 62:22**
Birth place, discrimination based on, **Emp P § 7:14, 7:33**
Biweekly payment of compensation, **Comp § 29:61**
Bona fide occupational qualifications, **Emp P § 15:13, 15:29**
Bowling establishment employees, overtime pay, **Comp § 21:82**
Certificates, child labor, **Comp § 26:36**
Child labor
general discussion, **Comp § 25:42, 25:43**
administrative procedures, **Comp § 28:103**
certificates and permits, **Comp § 26:36**
exemptions, **Comp § 25:42**
notices, **Comp § 27:39**
prohibitions, **Comp § 25:43**
sanctions and remedies, **Comp § 28:43**
Citizenship discrimination, **Emp P § 7:14, 7:33**
Coerced discrimination, **Emp P § 11:3, 11:22**
Color discrimination, **Emp P § 3:30**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:58**
assignments, above
child labor, above
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:99**
exemptions, **Comp § 36:16**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:218**
notices, **Comp § 37:126**
overtime pay, below
payment of compensation, below
records, **Comp § 37:125**
rules, **Comp § 39:56 to 39:58**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:145**
Complicity in discrimination, **Emp P § 12:4, 12:17**
Conciliation, job discrimination proceedings, **Emp P § 89:148**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutional law
drug testing, **Emp P § 30:159**
overtime pay, **Comp § 21:6**
Contest by employee, garnishment, **Comp § 34:222**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:108**
Conversion privileges for health and life insurance, **Ben § 8:167**
Coordination of medical benefits, **Ben § 5:268**
Court enforcement of state labor relations statutes, **Labor § 62:97 to 62:101**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:89 to 111:93**
administrative subpoena, enforcement of, **Emp P § 111:91**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decision
enforcement of, **Emp P § 111:93**
review of, **Emp P § 111:92**

MARYLAND—Cont'd
Court proceedings—Cont'd
fair employment practices statute, **Emp P § 111:90 et seq.**
privacy cases, **Emp P § 112:1, 112:11**
review of commission decision, **Emp P § 111:92**
temporary equitable relief, **Emp P § 111:90**
veterans' reemployment cases, **Emp P § 114:1, 114:8**
Coverage of state statutes affecting labor relations, **Labor § 15:22**
Credits
garnishment, **Comp § 34:227**
minimum wages, **Comp § 18:101**
Creed discrimination, **Emp P § 4:18, 4:37**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:20**
Criminal penalties
general discussion, **Emp P § 82:100, 82:154 to 82:158**
employee privacy statute, **Emp P § 82:156**
equal pay statute, **Emp P § 82:155**
fair employment practices statute, **Emp P § 82:154**
payment of compensation, **Comp § 42:311 to 42:313**
time off statute, **Emp P § 82:158**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:157**
Death payments, ban as to garnishment of, **Comp § 34:231**
Deductions from compensation
general discussion, **Comp § 32:92 to 32:94**
conditions governing deductions, **Comp § 32:92**
political contributions, **Comp § 32:94**
union dues, **Comp § 32:93**
Direct deposit of compensation, **Comp § 33:43**
Disabilities discrimination, **Emp P § 9:76, 9:97**
Disabled persons, minimum wages, **Comp § 18:97**
Disclosures, employment practices, **Emp P § 92:83, 92:102**
Dress codes, **Emp P § 31:18**
Employee privacy statute, criminal sanctions, **Emp P § 82:156**
Employment agencies, **Emp P § 20:215, 20:234, 67:16, 67:33**
Employment practices
general discussion, **Emp P § 2:1, 2:21**
administrative sanctions and remedies, **Emp P § 82:28, 82:48**
affirmative action plans, **Emp P § 68:92, 68:115**
age discrimination, **Emp P § 8:14, 8:34**
at-will employment, exceptions to, **Emp P § 62:22**
bona fide occupational qualifications, **Emp P § 15:13, 15:29**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:22**
complicity in discrimination, **Emp P § 12:4, 12:17**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, below
criminal penalties, below
disabilities discrimination, **Emp P § 9:76, 9:97**
disclosures, **Emp P § 92:83, 92:102**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:234**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:28**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:319**

MARYLAND—Cont'd
Employment practices—Cont'd
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:21**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:279**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:184**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:33**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:25**
notices, **Emp P § 92:83, 92:102**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:15**
persons protected, **Emp P § 21:18, 21:38**
privacy statutes, proceedings under, **Emp P § 90:274**
private employers subject to discrimination laws, **Emp P § 20:28, 20:48**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:113**
race or color discrimination, **Emp P § 3:30**
records and reports, **Emp P § 92:45, 92:59**
reference check immunity, **Emp P § 65:14, 65:28**
religious or creed discrimination, **Emp P § 4:18, 4:37**
retaliation against opponents of discrimination, **Emp P § 10:62**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:32**
sexual or affectional orientation discrimination, **Emp P § 6:19**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Enforcement of private rights, **Emp P § 111:95**
Equal pay
general discussion, **Emp P § 111:94**
criminal sanctions, **Emp P § 82:155**
job discrimination proceedings, **Emp P § 89:152**
Evidence, job discrimination proceedings, **Emp P § 89:150**
Exemptions
child labor, **Comp § 25:42**
compensation, **Comp § 36:16**
payment of compensation, **Comp § 14:15**
False statements to labor commissioner, payment of compensation, **Comp § 42:312**
Family leave, **Ben § 12:91**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:40**
direct deposit, **Comp § 33:43**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:151**
Garnishment
general discussion, **Comp § 34:219 to 34:232, 42:463**
adverse employment actions, **Emp P § 63:7, 63:28**

MARYLAND—Cont'd
Garnishment—Cont'd
amount of earnings subject to garnishment, **Comp § 34:219**
answer of employer, **Comp § 34:221**
contest by employee, **Comp § 34:222**
credit of payments and disclosure statement, creditor's order, **Comp § 34:227**
duration of lien, **Comp § 34:228**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
liability of employer, **Comp § 34:232**
medical insurance payments, ban as to, **Comp § 34:230**
notice and option to object, **Comp § 34:220**
notice to employee of amounts withheld, **Comp § 34:225**
payment to the court or creditor, **Comp § 34:224**
preference of writs, **Comp § 34:226**
prompt hearing, right to, **Comp § 34:223**
sickness, accident, death or retirement payments, ban as to, **Comp § 34:231**
termination of garnishment upon employee's termination, **Comp § 34:229**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:319**
Handicapped persons, minimum wages, **Comp § 18:99**
Harassment, **Emp P § 51:63.50**
Health, selection and retention of employees, **Emp P § 28:31, 28:47**
Hearings, job discrimination proceedings, **Emp P § 89:149**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:65**
Holidays, **Ben § 10:25; Comp § 31:79**
Institution for the sick, aged or mentally ill or defective, overtime pay for employees of, **Comp § 21:82**
Investigations, job discrimination proceedings, **Emp P § 89:146**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:165 to 83:169**
annual reports, **Emp P § 83:168**
basic organization, powers and duties, **Emp P § 83:165**
local agencies, **Emp P § 83:169**
research and education projects, **Emp P § 83:167**
rule making, **Emp P § 83:166**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:145 to 89:152**
basic fair employment practices statute procedures, **Emp P § 89:145**
complaint processing, **Emp P § 89:145**
conciliation, **Emp P § 89:148**
decision of commission, **Emp P § 89:151**
equal pay proceedings, **Emp P § 89:152**
evidence, procurement of, **Emp P § 89:150**
hearings, **Emp P § 89:149**
investigations, **Emp P § 89:146**
probable cause determination, **Emp P § 89:147**
Judicial remedies, employment practices, **Emp P § 80:1, 80:21**
Jury duty, **Ben § 14:23**
Labor-management training committees, **Emp P § 20:268, 20:279, 67:67, 67:75**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:184**
Learners, minimum wages, **Comp § 18:98**

MARYLAND—Cont'd
Marital status, selection and retention of employees, **Emp P § 32:10, 32:23**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:108**
conversion privileges, **Ben § 8:167**
coordination of benefits, **Ben § 5:268**
mandated provisions, **Ben § 5:211**
Medical insurance payments, ban as to garnishment of, **Comp § 34:230**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:96 to 18:101, 39:56, 42:93, 42:135 to 42:138**
civil penalties, **Comp § 42:138**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:101**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons, **Comp § 18:97**
employee's suit for wages, costs and attorney's fees, **Comp § 42:136**
handicapped persons, **Comp § 18:99**
labor commissioner's petition to enforce subpoena, **Comp § 42:137**
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:136**
learners and apprentices, **Comp § 18:98**
most employees, **Comp § 18:96**
other employees, **Comp § 18:100**
review of wage and hour administrative rules and orders, **Comp § 42:139**
National origin discrimination, **Emp P § 7:14, 7:33**
Nature of state statutes affecting labor relations, **Labor § 2:25**
New-hire reporting, compensation, **Comp § 37:218**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:25**
Notice
child labor, **Comp § 27:39**
compensation, **Comp § 37:126**
employment practices, **Emp P § 92:83, 92:102**
garnishment, **Comp § 34:220, 34:225**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:15**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:81 to 21:84, 39:56, 42:93, 42:135 to 42:138**
agricultural employees, **Comp § 21:83**
bowling establishment, employees of, **Comp § 21:82**
civil penalties, **Comp § 42:138**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, costs and attorney's fees, **Comp § 42:136**
institution for the sick, aged or mentally ill or defective, employees of, **Comp § 21:82**
labor commissioner's petition to enforce subpoena, **Comp § 42:137**
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:136**
maximum hours, **Comp § 21:81 to 21:83**

MARYLAND—Cont'd
Overtime pay—Cont'd
most employees, **Comp § 21:81**
review of wage and hour administrative rules and orders, **Comp § 42:139**
time worked, **Comp § 21:84**
Parental leave, **Ben § 12:91**
Payment of compensation
general discussion, **Comp § 29:61, 29:62, 39:57, 42:310 to 42:313**
benefit contributions and union dues, criminal penalties for failure to make or pay, **Comp § 42:313**
benefit plans, contributions within 30 days, **Comp § 29:62**
biweekly or semi-monthly wages, **Comp § 29:61**
criminal fines and penalties, **Comp § 42:311 to 42:313**
deductions from compensation, above
employee's suit for triple wages, **Comp § 42:310**
exemptions, **Comp § 14:15**
false statements to labor commissioner, criminal fine, **Comp § 42:312**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay as wages, **Comp § 31:79**
labor commissioner's suit for triple wages, **Comp § 42:310**
other employees, **Comp § 13:37**
severance pay as wages, **Comp § 31:79**
support withholding, below
termination of employment, **Comp § 30:38**
untimely or insufficient payment, criminal fine, **Comp § 42:311**
vacation pay, **Comp § 31:2, 31:29**
Pension and retirement payments, **Emp P § 46:48, 46:58**
Permits, child labor, **Comp § 26:36**
Persons protected, employment practices, **Emp P § 21:18, 21:38**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:47**
Political contributions, deductions from compensation, **Comp § 32:94**
Polygraph tests, **Emp P § 53:26, 53:38**
Pregnancy benefits, **Emp P § 44:178, 44:189**
Pregnancy discrimination, **Emp P § 5:12, 5:32**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:65**
Privacy, employment practices, **Emp P § 90:274, 112:1, 112:11**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:48**
Private rights, enforcement, **Emp P § 111:95**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:147**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:113**
Race discrimination, **Emp P § 3:30**
Records and reports
compensation, **Comp § 37:125**
employment and consumer records, access to, **Emp P § 54:22**
employment practices, **Emp P § 92:45, 92:59**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:65**

MARYLAND—Cont'd
Reference check immunity, **Emp P § 65:14, 65:28**
Religious discrimination, **Emp P § 4:18, 4:37**
Remedies, child labor, **Comp § 28:43**
Research and education projects, job discrimination agencies, **Emp P § 83:167**
Retaliation against opponents of discrimination, **Emp P § 10:62**
Retention of employees. Selection and retention of employees, below
Retirement payments, ban as to garnishment of, **Comp § 34:231**
Rule making, job discrimination agencies, **Emp P § 83:166**
Sanctions, child labor, **Comp § 28:43**
Selection and retention of employees
- criminal arrests and convictions, **Emp P § 33:12, 33:20**
- health and physical fitness, **Emp P § 28:31, 28:47**
- hiring, preselection and recruitment practices, **Emp P § 39:45, 39:65**
- marital status, **Emp P § 32:10, 32:23**
- veterans and other uniformed service members, **Emp P § 40:61**

Selection of representative, **Labor § 24:55**
Semi-monthly payment of compensation, **Comp § 29:61**
Seniority systems, **Emp P § 43:78, 43:89**
Severance pay as wages, **Comp § 31:79**
Sex discrimination, **Emp P § 5:12, 5:32**
Sexual or affectional orientation discrimination, **Emp P § 6:19**
Sick leave, **Ben § 11:28.30**
Sickness payments, ban as to garnishment of, **Comp § 34:231**
State statutes
- arbitration of contract disputes, **Labor § 49:189**
- court enforcement of state labor relations statutes, **Labor § 62:97 to 62:101**
- coverage of state statutes affecting labor relations, **Labor § 15:22**
- nature of state statutes affecting labor relations, **Labor § 2:25**
- selection of representative, **Labor § 24:55**

Substance abuse and testing
- general discussion, **Emp P § 30:82, 30:158, 30:159**
- chart of state laws regulating substance abuse testing, **Emp P § 30:204**
- constitutional restrictions on drug testing, **Emp P § 30:159**
- use of substance abuse or alcohol tests, **Emp P § 30:158**

Support withholding
- general discussion, **Comp § 34:441, 42:504 to 42:507, 42:557, 42:558**
- employer's liability, **Comp § 42:556**
- federal standard on expedited proceedings, **Comp § 42:499**
- mistake of fact, defined, **Comp § 42:502**
- notices and opportunity to contest withholding, **Comp § 42:500**
- penalty for failure of employee to give notice, **Comp § 42:557**
- performance standard for disposition of cases, **Comp § 42:501**

Temporary equitable relief, **Emp P § 111:90**
Termination of employment, compensation, **Comp § 30:38, 34:229**
Termination of garnishment upon employee's termination, **Comp § 34:229**
Terms, conditions and privileges of employment
- general discussion, **Emp P § 43:6, 43:26**

MARYLAND—Cont'd
Terms, conditions and privileges of employment—Cont'd
- employment and consumer records, access to, **Emp P § 54:22**
- fringe benefits, **Emp P § 44:138, 44:151**
- harassment, **Emp P § 51:63.50**
- pension and retirement payments, **Emp P § 46:48, 46:58**
- polygraph tests, **Emp P § 53:26, 53:38**
- pregnancy benefits, **Emp P § 44:178, 44:189**
- seniority systems, **Emp P § 43:78, 43:89**
- wage and salary discrimination, **Emp P § 44:79, 44:99**

Time off statute, criminal sanctions, **Emp P § 82:158**
Unemployment compensation, **Ben § 4:65**
Union dues, deductions from compensation, **Comp § 32:93**
Union practices, **Emp P § 66:12, 66:29**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:157**
Usurious contracts or loans, assignments, **Comp § 34:39**
Vacations, **Ben § 9:18; Comp § 31:2, 31:29**
Veterans and other uniformed service members
- reemployment cases, **Emp P § 114:1, 114:8**
- selection and retention of employees, **Emp P § 40:61**

Voting time off, **Ben § 13:14**
Witness duty, **Ben § 14:23**
Workplace Safety (this index)

MASKS
Workplaceplace safety, bloodborne pathogen exposure, **Work S § 5:94**

MASSACHUSETTS
Administrative sanctions and remedies, **Emp P § 82:28, 82:49, 82:50**
Administrators, biweekly or semi-monthly payments for, **Comp § 29:64**
Advisory committees, job discrimination agencies, **Emp P § 83:176**
Age discrimination
- general discussion, **Emp P § 8:14, 8:35, 89:161, 111:98**
- administrative sanctions and remedies, **Emp P § 82:50**
- Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
- criminal sanctions, **Emp P § 82:160**
- employment practices, **Emp P § 8:35**

Agency proceedings, **Labor § 46:21**
Agricultural employees, compensation, **Comp § 18:109, 29:66**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:17, 29:18**
Ancestry discrimination, **Emp P § 7:14, 7:34**
Annual reports, job discrimination agencies, **Emp P § 83:175**
Antiretaliation measures, compensation, **Comp § 39:60**
Appeals, employment practices, **Emp P § 111:99**
Arbitration of contract disputes, **Labor § 49:190**
Assignments
- general discussion, **Comp § 34:40, 34:41**
- amount, limit on, **Comp § 34:41**
- conditions, **Comp § 34:40**

At-will employment, exceptions to, **Emp P § 62:23**
Bank transactions, deductions from compensation, **Comp § 32:96**
Benefit fund contributions, deductions from compensation, **Comp § 32:98**

MASSACHUSETTS—Cont'd
Birth place, discrimination based on, **Emp P § 7:14, 7:34**
Board, minimum wages, **Comp § 18:112**
Bona fide occupational qualifications, **Emp P § 15:13, 15:30**
Caretakers, minimum wages, **Comp § 18:107**
Casual employees, weekly wages for, **Comp § 29:67**
Certificates, child labor, **Comp § 26:37**
Child labor
general discussion, **Comp § 25:44, 25:45**
certificates and permits, **Comp § 26:37**
exemptions, **Comp § 25:44**
notices, **Comp § 27:40**
prohibitions, **Comp § 25:45**
records and reports, **Comp § 27:11**
sanctions and remedies, **Comp § 28:44**
Citizenship discrimination, **Emp P § 7:14, 7:34**
Civil fines, minimum wages and overtime pay, **Comp § 42:142, 42:143**
Coerced discrimination, **Emp P § 11:3, 11:23**
Color discrimination, **Emp P § 3:31**
Commissions, **Comp § 21:86, 29:65**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:60**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:30 to 42:32**
criminal penalties, **Comp § 42:30 to 42:32**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:100**
exemptions, **Comp § 36:17**
form of payment, below
garnishment, amount of earnings subject to, **Comp § 34:233**
independent contractor arrangements, criminal penalties for evading commissioner's order as to, **Comp § 42:31**
inspections or records, criminal penalties for violations as to, **Comp § 42:30**
kickbacks on wages, criminal penalties for seeking, **Comp § 42:32**
minimum wages, below
new-hire reporting, **Comp § 37:219**
notices, **Comp § 37:128**
overtime pay, below
payment of compensation, below
records and reports, below
rules, **Comp § 39:59, 39:60**
support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:153**
Complicity in discrimination, **Emp P § 12:4, 12:18**
Conciliation, job discrimination proceedings, **Emp P § 89:157**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:109**
Conversion privileges for health and life insurance, **Ben § 8:168**
Coordination of medical benefits, **Ben § 5:269**
Court enforcement of state labor relations statutes, **Labor § 62:102 to 62:106**

MASSACHUSETTS—Cont'd
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:94 to 111:99**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
age discrimination statute actions, **Emp P § 111:100**
appeals, **Emp P § 111:99**
commission decisions, review and enforcement of, **Emp P § 111:97**
equal pay statute actions, **Emp P § 111:101**
fair employment practices statute, **Emp P § 111:96 et seq.**
privacy cases, **Emp P § 112:1, 112:12**
private rights, enforcement of, **Emp P § 111:98**
review of commission decisions, **Emp P § 111:97**
temporary equitable relief, **Emp P § 111:96**
time off cases, **Emp P § 117:1, 117:5**
veterans' reemployment cases, **Emp P § 114:1, 114:9**
Coverage of state statutes affecting labor relations, **Labor § 15:23**
Credits, minimum wages, **Comp § 18:111, 18:112**
Credit union transactions, deductions from compensation, **Comp § 32:96**
Creed discrimination, **Emp P § 4:18, 4:38**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:21**
Criminal penalties
general discussion, **Emp P § 82:100, 82:159 to 82:163**
age discrimination statute, **Emp P § 82:160**
compensation, **Comp § 42:30 to 42:32**
employee privacy statutes, **Emp P § 82:162**
equal pay statute, **Emp P § 82:161**
fair employment practices statute, **Emp P § 82:159**
minimum wages, **Comp § 42:141**
overtime pay, **Comp § 42:143**
payment of compensation, **Comp § 29:70, 42:317 et seq.**
time off statutes, **Emp P § 82:163**
Death of employee, payment of compensation, **Comp § 30:41**
Deductions from compensation
general discussion, **Comp § 32:95 to 32:98**
bank transactions, **Comp § 32:96**
benefit fund contributions, **Comp § 32:98**
credit union transactions, **Comp § 32:96**
insurance premiums, **Comp § 32:96**
machinery shutdowns, charges for, **Comp § 32:95**
medical insurance premiums, **Comp § 32:96**
securities purchases, **Comp § 32:96**
social security taxes, **Comp § 32:98**
tardiness, charges for, **Comp § 32:95**
unemployment compensation taxes, **Comp § 32:98**
union dues, **Comp § 32:96**
weaving imperfections, charges for, **Comp § 32:95, 42:318**
Disabilities discrimination, **Emp P § 9:76, 9:98**
Disclosures, employment practices, **Emp P § 92:83, 92:103**
Doctors' office employees, overtime pay, **Comp § 21:88**
Door-to-door sales of goods or periodicals, payments to minors, **Comp § 29:69**
Employee privacy statutes, criminal sanctions, **Emp P § 82:162**
Employment agencies, **Emp P § 20:215, 20:235, 67:16, 67:34**
Employment practices
general discussion, **Emp P § 2:1, 2:22**

MASSACHUSETTS—Cont'd
Employment practices—Cont'd
administrative sanctions and remedies, **Emp P § 82:28, 82:49, 82:50**
age discrimination, **Emp P § 8:14, 8:35**
age discrimination statute, administrative sanctions and remedies, **Emp P § 82:50**
at-will employment, exceptions to, **Emp P § 62:23**
bona fide occupational qualifications, **Emp P § 15:13, 15:30**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:23**
complicity in discrimination, **Emp P § 12:4, 12:18**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:98**
disclosures, **Emp P § 92:83, 92:103**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:235**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:29**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:320**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:22**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:185**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:34**
nondiscriminatory preferences and conduct, **Emp P § 17:26**
notices, **Emp P § 92:83, 92:103**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:16**
persons protected, **Emp P § 21:18, 21:39**
private employers subject to discrimination laws, **Emp P § 20:28, 20:49**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:114**
race or color discrimination, **Emp P § 3:31**
records and reports, **Emp P § 92:45, 92:60**
religious or creed discrimination, **Emp P § 4:18, 4:38**
retaliation against opponents of discrimination, **Emp P § 10:63**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:33**
sexual or affectional orientation discrimination, **Emp P § 6:20**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 111:101**
criminal sanctions, **Emp P § 82:161**
job discrimination proceedings, **Emp P § 89:162**
Evidence, job discrimination proceedings, **Emp P § 89:159**

MASSACHUSETTS—Cont'd
Executives, biweekly or semi-monthly payments for, **Comp § 29:64**
Exemptions
child labor, **Comp § 25:44**
compensation, **Comp § 36:17**
payment of compensation, **Comp § 14:16**
Family leave, **Ben § 12:92**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:41**
check cashing facilities required, **Comp § 33:44**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:152**
Funeral home employees, overtime pay, **Comp § 21:88**
Garnishment
adverse employment actions, **Emp P § 63:7, 63:29**
amount of earnings subject to garnishment, **Comp § 34:233**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:320**
Handicapped persons, minimum wages, **Comp § 18:106**
Harassment, **Emp P § 51:64**
Health, selection and retention of employees, **Emp P § 28:31, 28:48**
Hearings, job discrimination proceedings, **Emp P § 89:158**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:66**
Holidays, **Ben § 10:26**
Independent contractors, compensation, **Comp § 42:31, 42:321**
Inexperienced employees, minimum wages, **Comp § 18:104**
Inspections or records, criminal penalties for violations as to, **Comp § 42:30**
Insurance coverage, criminal penalties and damages for improper, **Comp § 42:319**
Insurance premiums, deductions from compensation, **Comp § 32:96**
Inter-agency cooperation, job discrimination agencies, **Emp P § 83:172**
Investigations, job discrimination proceedings, **Emp P § 89:155**
Janitors, minimum wages, **Comp § 18:107**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:170 to 83:176**
advisory committees, **Emp P § 83:176**
annual reports, **Emp P § 83:175**
basic organization, powers and duties, **Emp P § 83:170**
inter-agency cooperation, **Emp P § 83:172**
research and education projects, **Emp P § 83:174**
rule making, **Emp P § 83:171**
technical assistance, **Emp P § 83:173**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:153 to 89:162**
age discrimination proceedings, **Emp P § 89:161**
basic fair employment practices statute procedures, **Emp P § 89:153**
complaints, **Emp P § 89:153**
conciliation, **Emp P § 89:157**
decision of commission, **Emp P § 89:160**
equal pay proceedings, **Emp P § 89:162**

MASSACHUSETTS—Cont'd
Job discrimination proceedings—Cont'd
evidence, procurement of, **Emp P § 89:159**
hearings, **Emp P § 89:158**
investigations, **Emp P § 89:155**
probable cause determination, **Emp P § 89:156**
recalcitrant workers, complaints against, **Emp P § 89:154**
Judicial remedies, employment practices, **Emp P § 80:1, 80:22**
Jury duty, **Ben § 14:24**
Kickbacks on wages, criminal penalties for seeking, **Comp § 42:32**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:185**
Life insurance, **Ben § 8:109; Emp P § 8:168**
Lodging, minimum wages, **Comp § 18:112**
Machinery shutdowns, deductions from compensation for charges for, **Comp § 32:95**
Mandatory retirement, **Emp P § 52:35, 52:50**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:109**
conversion privileges, **Ben § 8:168**
coordination of benefits, **Ben § 5:269**
mandated provisions, **Ben § 5:212**
Medical insurance premiums, deductions from compensation, **Comp § 32:96**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:102 to 18:112, 42:93, 42:139 to 42:143**
agricultural employees, **Comp § 18:109**
board, lodging or other facilities, credits for, **Comp § 18:112**
civil fines, **Comp § 42:142, 42:143**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:111, 18:112**
criminal penalties, **Comp § 42:141**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
handicapped persons, **Comp § 18:106**
inexperienced employees, **Comp § 18:104**
janitors or caretakers, **Comp § 18:107**
most employees, **Comp § 18:102**
oppressive and unreasonable wages, persons paid, **Comp § 18:103**
repairs to machinery, civil fine for nonpayment during, **Comp § 42:142**
students, **Comp § 18:105**
Sunday premium pay violations, civil fines for, **Comp § 42:144**
textile employees, piece rates for, **Comp § 18:110**
tips, credits for, **Comp § 18:111**
ushers, ticket sellers or ticket takers, **Comp § 18:108**
Minor sales agents, criminal penalties for failure to timely pay earnings to, **Comp § 42:322**
National origin discrimination, **Emp P § 7:14, 7:34**
Nature of state statutes affecting labor relations, **Labor § 2:26**
New-hire reporting, compensation, **Comp § 37:219**
Nondiscriminatory preferences and conduct, **Emp P § 17:26**
Notice
child labor, **Comp § 27:40**
compensation, **Comp § 37:128**

MASSACHUSETTS—Cont'd
Notice—Cont'd
discharge by manufacturer, payment of compensation, **Comp § 30:40**
employment practices, **Emp P § 92:83, 92:103**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:16**
Older workers' benefits, **Emp P § 44:224, 44:234**
Oppressive and unreasonable wages, minimum wages, **Comp § 18:103**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:85 to 21:91, 42:93, 42:139 to 42:143**
civil fines, **Comp § 42:142, 42:143**
commissions and other types of incentive pay, **Comp § 21:86**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:143**
employee's suit for overtime pay, costs and attorney's fees, **Comp § 42:140**
funeral homes, doctors' offices and similar places, employees of, **Comp § 21:88**
January 1, Veterans Day and Columbus Day, premium pay for work on, **Comp § 21:90**
labor commissioner's suit for overtime pay, costs and attorney's fees, **Comp § 42:140**
maximum hours, **Comp § 21:85**
repairs to machinery, civil fine for nonpayment during, **Comp § 42:142**
service employees, regular rate for, **Comp § 21:91**
Sundays, premium pay for work on, **Comp § 21:89, 42:143**
time worked, **Comp § 21:87, 21:88**
Parental leave, **Ben § 12:92**
Payment of compensation
general discussion, **Comp § 29:63 to 29:70, 30:39 to 30:41, 42:314 to 42:323**
agricultural employees, monthly wages for, **Comp § 29:66**
benefit contributions, criminal penalties for failing to make, **Comp § 42:320**
benefit plans, contributions to, **Comp § 29:68**
casual employees, weekly wages for, **Comp § 29:67**
commissions, **Comp § 29:65**
criminal penalties, **Comp § 29:70, 42:317 et seq.**
death of employee, **Comp § 30:41**
deductions from compensation, above
door-to-door sales of goods or periodicals, payments to minors, **Comp § 29:69**
employee's suit for wages while on jury service, **Comp § 42:315**
executives, administrators, professionals or other salaried employees, biweekly or semi-monthly payments for, **Comp § 29:64**
exemptions, **Comp § 14:16**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
independent contractors, criminal penalties for treating employees as, **Comp § 42:321**
insurance coverage, criminal penalties and damages for improper, **Comp § 42:319**

MASSACHUSETTS—Cont'd
Payment of compensation—Cont'd
minor sales agents, criminal penalties for failure to timely pay earnings to, **Comp § 42:322**
notice of discharge by manufacturer, **Comp § 30:40**
other employees, **Comp § 13:38**
severance pay in connection with transfer of control, **Comp § 31:80**
statement of criminal charges, sufficiency of, **Comp § 42:316**
support withholding, below
termination of employment, **Comp § 30:39, 31:30**
time limit for filing suit, **Comp § 42:314**
union dues, fine for failing to timely forward, **Comp § 42:323**
untimely or insufficient payment, criminal penalties, **Comp § 42:317**
vacation pay, **Comp § 31:2, 31:30**
weaving imperfections, civil fine for improper deductions for, **Comp § 42:318**
weekly or biweekly wages for most employees, **Comp § 29:63**
Pension and retirement payments, **Emp P § 46:48, 46:59**
Permits, child labor, **Comp § 26:37**
Persons protected, employment practices, **Emp P § 21:18, 21:39**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:48**
Polygraph tests, **Emp P § 53:26, 53:39**
Pregnancy benefits, **Emp P § 44:178, 44:190**
Pregnancy discrimination, **Emp P § 5:12, 5:33**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:66**
Privacy cases, **Emp P § 112:1, 112:12**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:49**
Private rights, enforcement of, **Emp P § 111:98**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:156**
Professionals, biweekly or semi-monthly payments for, **Comp § 29:64**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:114**
Race discrimination, **Emp P § 3:31**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:154**
Records and reports
general discussion, **Comp § 37:127, 42:632**
child labor, **Comp § 27:11**
civil fines, **Comp § 42:632**
criminal penalties for violations, **Comp § 42:30**
employment and consumer records, access to, **Emp P § 54:23**
employment practices, **Emp P § 92:45, 92:60**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:66**
Regulation of internal union affairs and reporting requirements, **Labor § 70:21 to 70:23**
Religious discrimination, **Emp P § 4:18, 4:38**
Remedies, child labor, **Comp § 28:44**

MASSACHUSETTS—Cont'd
Repairs to machinery, civil fine for nonpayment of compensation during, **Comp § 42:142**
Research and education projects, job discrimination agencies, **Emp P § 83:174**
Rest and meal breaks, **Emp P § 45:32, 45:47**
Retaliation against opponents of discrimination, **Emp P § 10:63**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:171**
Salaried employees, biweekly or semi-monthly payments for, **Comp § 29:64**
Sanctions, child labor, **Comp § 28:44**
Securities purchases, deductions from compensation, **Comp § 32:96**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:17, 29:18**
criminal arrests and convictions, **Emp P § 33:12, 33:21**
health and physical fitness, **Emp P § 28:31, 28:48**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:66**
veterans and other uniformed service members, **Emp P § 40:62**
Selection of representative, **Labor § 24:56**
Seniority systems, **Emp P § 43:78, 43:90**
Service employees, overtime pay, **Comp § 21:91**
Severance pay in connection with transfer of control, payment of compensation, **Comp § 31:80**
Sex discrimination, **Emp P § 5:12, 5:33**
Sexual or affectional orientation discrimination, **Emp P § 6:20**
Sick leave, **Ben § 11:28.50**
Social security taxes, deductions from compensation, **Comp § 32:98**
State statutes
arbitration of contract disputes, **Labor § 49:190**
court enforcement of state labor relations statutes, **Labor § 62:102 to 62:106**
coverage of state statutes affecting labor relations, **Labor § 15:23**
nature of state statutes affecting labor relations, **Labor § 2:26**
regulation of internal union affairs and reporting requirements, **Labor § 70:21 to 70:23**
selection of representative, **Labor § 24:56**
Students, minimum wages, **Comp § 18:105**
Sundays, premium pay for work on, **Comp § 21:89, 42:143**
Support withholding
general discussion, **Comp § 34:442, 42:504 to 42:507, 42:559**
employer's liability, **Comp § 42:558**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Tardiness, deductions from compensation for charges for, **Comp § 32:95**
Technical assistance, job discrimination agencies, **Emp P § 83:173**
Temporary equitable relief, **Emp P § 111:96**

MASSACHUSETTS—Cont'd
Termination of employment, payment of compensation, **Comp § 30:39, 31:30**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:27**
employment and consumer records, access to, **Emp P § 54:23**
fringe benefits, **Emp P § 44:138, 44:152**
harassment, **Emp P § 51:64**
mandatory retirement, **Emp P § 52:35, 52:50**
older workers' benefits, **Emp P § 44:224, 44:234**
pension and retirement payments, **Emp P § 46:48, 46:59**
polygraph tests, **Emp P § 53:26, 53:39**
pregnancy benefits, **Emp P § 44:178, 44:190**
rest and meal breaks, **Emp P § 45:32, 45:47**
seniority systems, **Emp P § 43:78, 43:90**
wage and salary discrimination, **Emp P § 44:79, 44:100**
Textile employees, piece rates for, **Comp § 18:110**
Ticket sellers and ticket takers, minimum wages, **Comp § 18:108**
Time off, employment practices, **Emp P § 82:163, 117:1, 117:5**
Tips, minimum wages, **Comp § 18:111**
Unemployment compensation, **Ben § 4:66; Comp § 32:98**
Union dues, compensation, **Comp § 32:96, 42:323**
Union practices, **Emp P § 66:12, 66:30**
Ushers, minimum wages, **Comp § 18:108**
Vacations, **Ben § 9:19; Comp § 31:2, 31:30**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:9**
selection and retention of employees, **Emp P § 40:62**
Voting time off, **Ben § 13:15**
Weaving imperfections, deductions from compensation for charges for, **Comp § 32:95, 42:318**
Witness duty, **Ben § 14:24**
Workplace Safety (this index)

MASSAGE PARLORS
Retail or service establishment employees, **Comp § 12:145**

MASS ASSEMBLY SPEECHES
Unions, election campaigns, **Labor § 22:29, 22:30**

MASS LAYOFFS
Worker Adjustment and Retraining Notification Act (this index)

MASS MEDIA USE
Unfair labor practices, nonpicketing appeals to public, **Labor § 38:144**

MASS TRANSIT SUBSIDIES
General discussion, **Ben § 15:182 to 15:185**
Checklist of legal considerations, **Ben § 15:183**
In kind subsidies, **Ben § 15:184**
Subsidies in excess of exclusion limitation or employee payments, **Ben § 15:185**

MASS TRANSIT WORKERS
Substance Abuse and Testing (this index)

MASTER AGREEMENTS
Unions, contract bar, **Labor § 18:154**

MASTER PLANS
Retirement and Retirement Plans (this index)

MATCHING CONTRIBUTIONS
Simple savings plans, **Ben § 23:211, 23:212**

MATCHING GIFT PROGRAMS
General discussion, **Ben § 15:189 to 15:191**
Checklist of legal considerations, **Ben § 15:190**
Employee interest in employer contributions, **Ben § 15:191**

MATCHING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**

MATCH OR MATCHING
Personnel Manual (this index)

MATERIAL MATTERS
LABOR Management Relations Act, material factual error by arbitrator, **Labor § 53:244**
Unions, material factual issues in hearings on election objections and challenges, **Labor § 23:140**

MATERIALMEN
Davis-Bacon Act, **Comp § 15:32**

MATERIALS
National Labor Relations Board (this index)
Personnel manual, occupational pay data for material movement workers, **Pers M § 10:209 to 10:214**
Safety data sheet. **Workplace Safety** (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

MATERNITY LEAVE AND BENEFITS
General discussion, **Emp P § 45:10 to 45:21**
Ability to work, restrictions on mandatory maternity leave based on, **Emp P § 45:14**
Childcare, extension of antidiscrimination requirements for maternity leave to, **Emp P § 45:18**
Disabling conditions, requirement that maternity leave be treated equally to leaves for other, **Emp P § 45:11**
Duration of maternity leaves, **Emp P § 45:20**
Equal availability of maternity leave, **Emp P § 45:16**
Family and Medical Leave Act, effect on nondiscrimination rules, **Emp P § 45:13**
International employment, **Emp P § 41:63**
Medical benefits, **Ben § 5:20**
Nursing mothers, reasonable break time, **Emp P § 45:31.50**
Obligations of employer, availability of maternity leave as affecting, **Emp P § 45:17**
Reinstatement following maternity leave, **Emp P § 45:21**
Restrictions on mandatory maternity leave that are not placed on other leave, **Emp P § 45:15**
Retirement and Retirement Plans (this index)
Service credit during maternity leave, **Emp P § 45:19**
State statutes requiring specific amounts of maternity leave, validity of, **Emp P § 45:12**
Unions, voter eligibility of workers on, **Labor § 22:115**

MAXIMUM MATTERS
Workplace Safety (this index)

MBO (MANAGEMENT BY OBJECTIVES)
Personnel manual, performance appraisals, **Pers M § 15:33 to 15:35, 15:49**

MCCARREN-FERGUSON ACT
Pension and retirement plans, **Emp P § 46:38**

MCDONNELL DOUGLAS
Personnel manual, ridesharing policy, **Pers M § 12:133**

MEADOWLINK
Personnel manual, ridesharing policy, **Pers M § 12:134**

MEALS
Personnel Manual (this index)
Unfair labor practices, subjects of bargaining, **Labor § 34:42**

MEALS PROVIDED TO EMPLOYEES
General discussion, **Ben § 15:192 to 15:197**
Aliens, labor certification for agricultural and logging employment, **Emp P § 90:38**
Checklists, **Ben § 15:193, 15:195, 15:196**
Convenience of employer, meals furnished on employer's premises for, **Ben § 15:194 to 15:196**
De minimis fringe benefit, **Ben § 15:197**
Dining Room as Employee Benefit (this index)
Fire protection or law enforcement employees, overtime pay, **Comp § 23:11**
Fringe Benefits (this index)
Overtime Pay (this index)

MEANS OF EGRESS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:42 to Work S § 3:49**

MEASUREMENT OR MEASUREMENTS
Collective bargaining agreements, overtime pay, **Labor § 47:44**
Personnel manual, measuring absenteeism, **Pers M § 6:28**
Unfair labor practices, measuring date for determining successor employer status, **Labor § 33:5**
Worker Adjustment and Retraining Notification Act, measurement of employment level, **Labor § 39:220**

MEASURE OF DAMAGES
Labor Management Relations Act (this index)

MEAT MARKETS AND MEATPACKING COMPANIES
Child labor, **Comp § 24:58**
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:17**
Personnel manual, ergonomics, **Pers M § 17:89, 17:104**
Retail or service establishment employees, **Comp § 12:146**

MECHANICAL EQUIPMENT
Workplace Safety (this index)

MECHANICS
Contract Work Hours and Safety Standards Act, **Comp § 15:37**
Davis-Bacon Act, **Comp § 15:28**
National LABOR Relations Act, supervisor coverage, **Labor § 5:51**
Personnel manual, occupational pay data for maintenance mechanics, **Pers M § 10:173, 10:174, 10:176, 10:177**

MECHANICS' LIEN ACTIONS
Preemption, **Ben § 1:115.50**

MEDDLING IN PERFORMANCE OF DUTIES
National LABOR Relations Board employees, **Labor § 41:50**

MEDIA
Personnel Manual (this index)
Unfair labor practices, use of mass media for nonpicketing appeals to public, **Labor § 38:144**
Unions, statements by third party in election campaigns, **Labor § 22:71**

MEDIATION
Collective Bargaining Agreements (this index)
Personnel manual, grievances and complaints, **Pers M § 7:28 to 7:31**
Railway Labor Act (this index)
Unfair labor practices, use of mediator as factor considered in determining bargaining impasse, **Labor § 36:7**

MEDICAL AND HEALTH INSURANCE
General discussion, **Emp P § 46:1 et seq.**
Abortions, limitations on coverage for, **Emp P § 46:7**
Americans with Disabilities Act, effect of, **Emp P § 46:8, 46:9**
Backpay, **Emp P § 72:36**
Contraceptives, limitations on coverage for, **Emp P § 46:7.50**
Dependents, sex discrimination in providing medical and health benefits to pregnant, **Emp P § 46:5**
International employment, **Emp P § 41:60, 41:65**
Making of payments, sex discrimination in, **Emp P § 46:3**
Marital status, effect on providing health insurance benefits for pregnancy-related conditions, **Emp P § 46:6**
Notice requirements, uniformed service members, **Emp P § 46:14**
Pregnancy-related conditions, sex discrimination in providing benefits for, **Emp P § 46:4 to 46:6**
Premium payments for continuation coverage, uniformed service members, **Emp P § 46:13**
Provision of insurance payments, sex discrimination in, **Emp P § 46:2**
Reemployment of veterans. Uniformed service members, below
Rehabilitation Act, effect of, **Emp P § 46:10**
Sex discrimination, **Emp P § 46:2 to 46:6**
Uniformed service members
  general discussion, **Emp P § 46:11 to 46:15**
  continued coverage while in uniformed service, **Emp P § 46:12**
  notice requirements, **Emp P § 46:14**
  premium payments for continuation coverage, **Emp P § 46:13**
  Uniformed Services Employment and Reemployment Rights Act, **Emp P § 46:11**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 46:11**

MEDICAL ATTENTION
Overtime pay, seeking during workday, **Comp § 20:291**

MEDICAL BENEFITS
General discussion, **Ben § 5:1 et seq.**
Abortions, **Ben § 5:38**

MEDICAL BENEFITS—Cont'd
Accident and health insurance for purpose of taxability of proceeds, **Ben § 5:94**
Accident and health plan, defined, **Ben § 5:97**
Accident and sickness plans, **Ben § 5:1 et seq.**
Adopted children, **Ben § 5:9, 5:185**
Alcoholism treatment, **Ben § 5:187**
Ambulance ride reimbursement, **Ben § 5:34.50**
Annual physical examinations, **Ben § 5:46**
Antitrust laws, preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:176**
Armed forces retirees and dependents, recovery of cost of certain care and services for, **Ben § 5:306**
Birthday rule, coordination of benefits, **Ben § 5:244**
Cafeteria plans, **Ben § 3:15, 3:18, 3:25 to 3:31, 5:134**
Combination profit sharing, recipients of benefits, **Ben § 5:99**
Continuation and Conversion Privileges (this index)
Contributory plans, recipients of benefits, **Ben § 5:107, 5:110 to 5:112**
Coordination of benefits
- general discussion, **Ben § 5:242 to 5:297**
- birthday rule, use in Employee Retirement Income Security Act plans, **Ben § 5:244**
- cross-plan offsetting, **Ben § 5:247.50**
- defined, **Ben § 5:243**
- Employee Retirement Income Security Act, **Ben § 5:244 to 5:246, 5:248**
- employer first rule, use in Employee Retirement Income Security Act plans, **Ben § 5:245**
- interpretation of provisions under Employee Retirement Income Security Act, **Ben § 5:246**
- model state coordination of benefits rules, **Ben § 5:249**
- overlapping coverage situations, **Ben § 5:247**

Cosmetic surgery, **Ben § 5:28**
Counseling of employees, **Ben § 5:22**
Coverage and eligibility
- general discussion, **Ben § 5:6 to 5:15.50**
- adopted children, **Ben § 5:9**
- amount of benefits owed, determination of, **Ben § 5:11**
- COVID-19, CARES ACT expanded coverage, **Ben § 5:6.50**
- dependent coverage, **Ben § 5:7, 5:8**
- determination of eligibility, **Ben § 5:6**
- Employee Retirement Income Security Act, **Ben § 5:5**
- Genetic Information Nondiscrimination Act, **Ben § 5:15.50**
- medical child support orders, children subject to, **Ben § 5:9**
- medical necessity, determination of, **Ben § 5:10**
- notice to participants of changes in benefits or eligibility requirements, **Ben § 5:14**
- persons who are dependents, **Ben § 5:8**
- self-insured plan nondiscrimination rules, **Ben § 5:126**
- shared responsibility regulations under ACA, **Ben § 5:13.50**
- suspension of benefits, **Ben § 5:12**
- term of coverage, reduction of, **Ben § 5:13**
- women, special rules for, **Ben § 5:15**

Criminal enterprise or activity, treatment of injuries sustained in, **Ben § 5:32**
Cross-plan offsetting, **Ben § 5:247.50**
Custodial care, **Ben § 5:25**
Deduction for cost of medical reimbursement plans, self-insured medical benefits, **Ben § 5:117**

MEDICAL BENEFITS—Cont'd
Dental care, **Ben § 5:43, 5:44**
Dependent coverage, **Ben § 5:7, 5:8**
Diagnostic procedure reimbursement plans, self-insured plan nondiscrimination rules, **Ben § 5:135**
Disabled dependents, **Ben § 5:186**
Domiciliary care, **Ben § 5:26**
Drug abuse treatment, **Ben § 5:187**
Elective surgery, **Ben § 5:28**
Eligibility. Coverage and eligibility, above
Employee assistance plans (EAPs), **Ben § 5:47**
Employee rehabilitation programs, **Ben § 5:47**
Employee Retirement Income Security Act
- general discussion, **Ben § 5:2 et seq.**
- applicability, **Ben § 5:2**
- coordination of benefits, **Ben § 5:244 to 5:246, 5:248**
- coverage requirements, **Ben § 5:5**
- eligibility requirements, **Ben § 5:5**
- major medical benefit requirements, **Ben § 5:5**
- managed health care, **Ben § 5:180, 5:181**
- mandated provisions, effect on, **Ben § 5:184**
- preemption of state laws, **Ben § 5:4**
- preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:175**
- purchase of health insurance by employer as creating ERISA plan, **Ben § 5:3**
- subrogation, **Ben § 5:302**

Employees for purposes of taxation and exclusion of health benefits, **Ben § 5:95, 5:96**
Employer first rule, coordination of benefits, **Ben § 5:245**
Enforceability of employee's rights, **Ben § 5:115**
Evidence of insurability, requirement of, **Ben § 5:16**
Excess medical reimbursements for discriminatory plans taxable to highly compensated individuals, **Ben § 5:122**
Exclusion of employer-provided health insurance coverage from employee's income, **Ben § 5:90**
Experimental procedures, **Ben § 5:29**
Family and Medical Leave Act (this index)
For employees, requirement that plan be, **Ben § 5:102**
Former employees and their beneficiaries, **Ben § 5:103**
Funded welfare benefit plans, qualified asset accounts, **Ben § 3:67**
Genetic Information Nondiscrimination Act, **Ben § 5:15.50**
Group policies, contributory plans, **Ben § 5:112**
Health Care and Education Reconciliation Act**Health Care Reform** (this index)
Health care coverage tax credit, self-insured plan nondiscrimination rules, **Ben § 5:137**
Health Care Reform (this index)
Health Insurance Portability and Accountability Act privacy regulations, preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:177**
Health Maintenance Organizations (this index)
Health reimbursement arrangements/defined contribution health care plans, self-insured plan nondiscrimination rules, **Ben § 5:136**
Highly compensated individuals, defined, **Ben § 5:123**
Hmos, subrogation rights of, **Ben § 5:305**
Home health care, **Ben § 5:189**
Illegal enterprise of activity, treatment of injuries sustained in, **Ben § 5:32**
Individual policies, contributory plans, **Ben § 5:111**

MEDICAL BENEFITS—Cont'd
Infertility, **Ben § 5:24**
Investigative procedures, **Ben § 5:29**
Lodging associated with medical care, **Ben § 5:34**
Long term care, **Ben § 5:42**
Major medical benefit requirements, Employee Retirement Income Security Act, **Ben § 5:5**
Managed health care
general discussion, **Ben § 5:178 to 5:182**
benefit claims procedures for benefits under Employee Retirement Income Security Act, **Ben § 5:181**
checklist of types of utilization review, **Ben § 5:179**
defined, **Ben § 5:178**
Employee Retirement Income Security Act, **Ben § 5:180, 5:181**
inadequate treatment, liability of insurer following managed care decision, **Ben § 5:182**
Management approval before payment of benefits, **Ben § 5:100**
Mandated provisions
general discussion, **Ben § 5:183 to 5:241**
alcoholism and drug abuse treatment, **Ben § 5:187**
disabled dependents, **Ben § 5:186**
Employee Retirement Income Security Act, effect on state-mandated provisions, **Ben § 5:184**
home health care, **Ben § 5:189**
mandated providers, **Ben § 5:190**
mental health treatment, **Ben § 5:188**
newborn and adopted children, **Ben § 5:185**
Marital status, effect on benefits for pregnancy-related conditions, **Ben § 5:37**
Maternity benefits, **Ben § 5:20**
Medical care expenses, recipients of benefits, **Ben § 5:93**
Medical child support orders, children subject to, **Ben § 5:9**
Medical necessity, determination of, **Ben § 5:10**
Medical savings accounts
general discussion, **Ben § 5:138 to 5:142**
eligible individuals, **Ben § 5:141**
High Deductible Health Plan, COVID-19, **Ben § 5:142.30**
high deductible plan definition, **Ben § 5:142**
reporting, **Ben § 5:140**
Medicare and Medicaid-Eligible Employees, Dependents and Retirees (this index)
Mental Health Parity and Addiction Equity Act, **Ben § 5:21.50**
Mental health treatment, **Ben § 5:21, 5:188**
Model state coordination of benefits rules, **Ben § 5:249**
Multiple plans, self-insured plan nondiscrimination rules, **Ben § 5:130**
Nervous disorders, **Ben § 5:21**
Newborn children, **Ben § 5:185**
Non-core health benefits
general discussion, **Ben § 5:39 to 5:47**
additional health-related benefits, **Ben § 5:39**
annual physical examinations, **Ben § 5:46**
dental care, **Ben § 5:43, 5:44**
employee assistance plans (EAPs), **Ben § 5:47**
employee rehabilitation programs, **Ben § 5:47**
long term care, **Ben § 5:42**
prescription drugs, **Ben § 5:40**
tests, **Ben § 5:40**
vision care, **Ben § 5:45**
wellness programs, **Ben § 5:47**

MEDICAL BENEFITS—Cont'd
Notice to participants of changes in benefits or eligibility requirements, **Ben § 5:14**
Nursing care, **Ben § 5:25**
One employee plans, recipients of benefits, **Ben § 5:101**
Optional benefits, self-insured plan nondiscrimination rules, **Ben § 5:128**
Overlapping coverage situations, coordination of benefits, **Ben § 5:247**
Partial exclusion of coverage benefit if plan provides benefits in addition to health benefits, **Ben § 5:91**
Partially self-insured plans, nondiscrimination rules, **Ben § 5:125**
Patient Protection and Affordable Care Act**Health Care Reform** (this index)
Payment for insurance by employee, **Ben § 5:105**
Persons who are dependents, **Ben § 5:8**
Physical therapy, **Ben § 5:27**
Plan, defined, **Ben § 5:98**
Preadmission certification as condition for hospitalization benefits, **Ben § 5:33**
Preemption of state laws by Employee Retirement Income Security Act, **Ben § 5:4**
Preexisting conditions
general discussion, **Ben § 5:17 to 5:19**
exclusion, **Ben § 5:17**
state restrictions on exclusionary clauses, **Ben § 5:18**
Preferred provider organizations (PPOs) and other cost containment methods
general discussion, **Ben § 5:172 to 5:182**
antitrust laws, **Ben § 5:176**
Employee Retirement Income Security Act, **Ben § 5:175**
federal taxation, **Ben § 5:173, 5:174**
Health Insurance Portability and Accountability Act privacy regulations, **Ben § 5:177**
managed health care, above
taxation, **Ben § 5:173, 5:174**
Pregnancy-related conditions, **Ben § 5:35 to 5:37**
Pregnant dependents, **Ben § 5:36**
Prescription drugs, **Ben § 5:41**
Prescription drugs, **Ben § 5:40, 5:41**
Proceeds of insurance, exclusion from employee's income, **Ben § 5:92**
Recipients of benefits
general discussion, **Ben § 5:90 to 5:116**
accident and health insurance for purpose of taxability of proceeds, **Ben § 5:94**
accident and health plan, defined, **Ben § 5:97**
checklist indicating deductibility of various medical expenses, **Ben § 5:116**
combination profit sharing, **Ben § 5:99**
contributory plans, **Ben § 5:107, 5:110 to 5:112**
employees' for purposes of taxation and exclusion of health benefits, **Ben § 5:95, 5:96**
enforceability of employee's rights, **Ben § 5:115**
establishment of accident or health plan, **Ben § 5:114**
exclusion of employer-provided health insurance coverage from employee's income, **Ben § 5:90**
for employees, requirement that plan be, **Ben § 5:102**
former employees and their beneficiaries, **Ben § 5:103**
group policies, contributory plans, **Ben § 5:112**
individual policies, contributory plans, **Ben § 5:111**

MEDICAL BENEFITS—Cont'd
Recipients of benefits—Cont'd
management approval before payment of benefits, **Ben § 5:100**
medical care expenses, **Ben § 5:93**
noncontributory plan of employer, benefits paid for entirely by, **Ben § 5:106**
one employee plans, **Ben § 5:101**
partial exclusion of coverage benefit if plan provides benefits in addition to health benefits, **Ben § 5:91**
payment for insurance by employee, **Ben § 5:105**
plan, defined, **Ben § 5:98**
proceeds of insurance, exclusion from employee's income, **Ben § 5:92**
reimbursement by employer of policy costs as employer-provided coverage, **Ben § 5:113**
sales persons as employees, **Ben § 5:96**
separate employer-employee allocation for separate classes of employees, **Ben § 5:108, 5:109**
stockholder-employees, plan coverage that is not proportionate to stock ownership, **Ben § 5:104**
Rehabilitative therapy, **Ben § 5:27**
Reimbursement by employer of policy costs as employer-provided coverage, **Ben § 5:113**
Reporting, medical savings accounts, **Ben § 5:140**
Sales persons as employees, **Ben § 5:96**
Self-inflicted injuries, treatment of, **Ben § 5:30**
Self-insured medical benefits
general discussion, **Ben § 5:117 to 5:121**
deduction for cost of medical reimbursement plans, **Ben § 5:117**
exclusion of medical expense reimbursements from employee's income, **Ben § 5:119**
nondiscrimination rules. Self-insured plan nondiscrimination rules, below
provision of benefits for employees, **Ben § 5:121**
relation of reimbursements to medical expenses, **Ben § 5:120**
time to deduct payments for employee medical expenses, **Ben § 5:118**
Self-insured medical reimbursement plan, defined, **Ben § 5:124**
Self-insured plan nondiscrimination rules
general discussion, **Ben § 5:122 to 5:137**
benefit requirements, **Ben § 5:127**
cafeteria plans, **Ben § 5:134**
eligibility classifications, **Ben § 5:126**
excess medical reimbursements for discriminatory plans taxable to highly compensated individuals, **Ben § 5:122**
health care coverage tax credit, **Ben § 5:137**
health reimbursement arrangements/defined contribution health care plans, **Ben § 5:136**
highly compensated individuals, defined, **Ben § 5:123**
medical diagnostic procedure reimbursement plans, **Ben § 5:135**
multiple plans, **Ben § 5:130**
optional benefits, **Ben § 5:128**
partially self-insured plans, **Ben § 5:125**
related entities, employees of, **Ben § 5:133**
self-insured medical reimbursement plan, defined, **Ben § 5:124**
taxation of excess reimbursements to highly compensated individuals, **Ben § 5:131**

MEDICAL BENEFITS—Cont'd
Self-insured plan nondiscrimination rules—Cont'd
time to report income from discriminatory fiscal year plans, **Ben § 5:132**
Sex discrimination
general discussion, **Ben § 5:35 to 5:38**
abortions, **Ben § 5:38**
marital status, effect on benefits for pregnancy-related conditions, **Ben § 5:37**
pregnancy-related conditions, **Ben § 5:35 to 5:37**
pregnant dependents, **Ben § 5:36**
Sexual disorders, **Ben § 5:23**
Shared responsibility regulations under ACA, **Ben § 5:13.50**
Stockholder-employees, plan coverage that is not proportionate to stock ownership, **Ben § 5:104**
Subrogation
general discussion, **Ben § 5:298 et seq.**
armed forces retirees and dependents, recovery of cost of certain care and services for, **Ben § 5:306**
Employee Retirement Income Security Act, effect of, **Ben § 5:302**
enforcement of subrogation rights, **Ben § 5:300, 5:301**
full recovery of damages, enforcement of subrogation rights where participant has not had, **Ben § 5:301**
HMOs, subrogation rights of, **Ben § 5:305**
language to be used in establishing subrogation, **Ben § 5:299**
obligation of plan to pay benefits, effect of subrogation, **Ben § 5:303**
recovery against third persons, effect of plan on, **Ben § 5:304**
United States, recovery of cost of certain care and services for veterans and armed forces retirees and dependents, **Ben § 5:306**
veterans, recovery of cost of certain care and services for, **Ben § 5:306**
Suspension of benefits, **Ben § 5:12**
Taxation
general discussion, **Ben § 5:85 to 5:142**
cost of health care benefits, **Ben § 5:86**
medical savings accounts, above
preferred provider organizations (PPOs) and other cost containment methods, **Ben § 5:173, 5:174**
recipients of benefits, above
self-employed individuals deduction, **Ben § 5:87**
self-insured medical benefits, above
self-insured plan nondiscrimination rules, above
social security taxes on coverage and benefits, **Ben § 5:88**
unemployment taxes on coverage and benefits, **Ben § 5:89**
Ten-year limit on regulations, **Ben § 5:1.50**
Term of coverage, reduction of, **Ben § 5:13**
Tests, **Ben § 5:40**
Time and date
deduction of payments for employee medical expenses, self-insured medical benefits, **Ben § 5:118**
report of income from discriminatory fiscal year plans, **Ben § 5:132**
Transportation associated with medical care, **Ben § 5:34**
United States, recovery of cost of certain care and services for veterans and armed forces retirees and dependents, **Ben § 5:306**

MEDICAL BENEFITS—Cont'd
Veterans, recovery of cost of certain care and services for, **Ben § 5:306**
Vision care, **Ben § 5:45**
Wellness programs, **Ben § 5:47**
Women, special rules for, **Ben § 5:15**
Work related illnesses and injuries, treatment of, **Ben § 5:31**

MEDICAL CHILD SUPPORT
Support Withholding (this index)

MEDICAL CLINICS
Retail or service establishment employees, **Comp § 12:147**

MEDIC ALERT
Personnel manual, health improvement programs, **Pers M § 12:85**

MEDICAL EVALUATION PRIVILEGE
Discovery, **Emp P § 104:24**

MEDICAL EXAMINATIONS
Health and Physical Fitness (this index)

MEDICAL EXPENSES
Minimum wages, **Comp § 17:39**

MEDICAL MATTERS
National LABOR Relations Board, assertion of jurisdiction over medically-related enterprises, **Labor § 3:49**
Personnel Manual (this index)
Records. **Medical Records** (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

MEDICAL RECORDS
Personnel Manual (this index)
Records and reports, confidentiality of, **Emp P § 54:6**
Unfair labor practices, duty of employer to provide employee medical records to union, **Labor § 35:46**
Workplace Safety (this index)

MEDICAL SAVINGS ACCOUNTS
Medical Benefits (this index)

MEDICAL TECHNICIANS
White collar employees, **Comp § 3:100**

MEDICARE AND MEDICAID-ELIGIBLE EMPLOYEES, DEPENDENTS AND RETIREES
General discussion, **Ben § 5:48 to 5:84**
ADEA, impact of, **Ben § 5:76.50**
Age Discrimination in Employment Act, impact of, **Ben § 5:76.50**
Bankruptcy, protection of retiree benefits, **Ben § 5:77 to 5:79**
Conditional payments, recovery of, **Ben § 5:57**
Coordination of secondary payments with primary plans, **Ben § 5:68**
Disabled individuals, **Ben § 5:53, 5:54**
Duplicative supplemental coverage, ban of sales of, **Ben § 5:84**
Eligible governmental plan, retiree benefit funding from, **Ben § 5:82.50**
Employee Retirement Income Security Act, retiree benefits, **Ben § 5:75, 5:76**

MEDICARE AND MEDICAID-ELIGIBLE EMPLOYEES, DEPENDENTS AND RETIREES —Cont'd
End-stage renal disease, secondary payer rules applicable to individuals with, **Ben § 5:55**
Enforcement of secondary payer rules, **Ben § 5:56**
401(h) accounts, transfers of excess pension assets to, **Ben § 5:82**
Group health plans subject to rules for older workers, **Ben § 5:50**
Hmo plan, Medicare as secondary payer under, **Ben § 5:70**
Identification of individuals for whom Medicare is secondary payer, **Ben § 5:59**
Impact of ADEA on retiree benefits, **Ben § 5:76.50**
Incomplete information, notice requirement, **Ben § 5:66**
Marketing activities, prohibition of, **Ben § 5:58**
Medicare+Choice, secondary payments, **Ben § 5:71**
Medicare-Like Rates, **Ben § 5:52.50**
Medigap coverage, **Ben § 5:83, 5:84**
Modification of retiree benefits, **Ben § 5:73, 5:79**
Notice requirement
  general discussion, **Ben § 5:61 to 5:67**
  contents of notice, **Ben § 5:65**
  incomplete information, duty to give, **Ben § 5:66**
  overpayment, notice requirement, **Ben § 5:61**
  persons who must be notified, **Ben § 5:64**
  persons who must provide notice, **Ben § 5:63**
  secondary payer for beneficiaries that are also beneficiaries of employer health plan, **Ben § 5:67**
  supplemental information, duty to give, **Ben § 5:66**
  triggering of notice obligation, **Ben § 5:62**
Older workers and group health plans, **Ben § 5:49**
Overpayment, notice requirement, **Ben § 5:61**
Primary payer, Medicare as, **Ben § 5:52**
Qualification requirements for pension plan providing medical benefits to retired employees, **Ben § 5:81**
Qualified plan, providing retiree benefits in, **Ben § 5:80**
Recovery of conditional payments, **Ben § 5:57**
Renal disease, secondary payer rules applicable to individuals with end-stage, **Ben § 5:55**
Representation for retirees, protection of benefits in bankruptcy, **Ben § 5:78**
Retiree benefits
  general discussion, **Ben § 5:72 to 5:82**
  ADEA, impact of, **Ben § 5:76.50**
  Age Discrimination in Employment Act, impact of, **Ben § 5:76.50**
  bankruptcy, protection of benefits in, **Ben § 5:77 to 5:79**
  decision of employer to discontinue or change benefits, **Ben § 5:72**
  disclosure under Employee Retirement Income Security Act, **Ben § 5:75**
  eligible governmental plan, funding from, **Ben § 5:82.50**
  Employee Retirement Income Security Act, **Ben § 5:75, 5:76**
  fiduciary, HMO as, **Ben § 5:74**
  401(h) accounts, transfers of excess pension assets to, **Ben § 5:82**
  funding benefits in pension plan, **Ben § 5:80 to 5:82**
  impact of ADEA, **Ben § 5:76.50**
  modification of benefits, **Ben § 5:73, 5:79**

MEDICARE AND MEDICAID-ELIGIBLE EMPLOYEES, DEPENDENTS AND RETIREES —Cont'd
Retiree benefits—Cont'd
qualification requirements for pension plan providing medical benefits to retired employees, **Ben § 5:81**
qualified plan, providing benefits in, **Ben § 5:80**
representation for retirees, protection of benefits in bankruptcy, **Ben § 5:78**
transfers of excess pension assets to 401(h) accounts, **Ben § 5:82**
unilateral cutoff of benefits by employer, protection of benefits in bankruptcy, **Ben § 5:77**
Retiree prescription drug plans, **Ben § 5:49.50**
Secondary payer, Medicare as, **Ben § 5:51 et seq.**
Secondary payments
general discussion, **Ben § 5:68 to 5:71**
coordination with primary plans, **Ben § 5:68**
determination of payment when secondary to reimbursement-type plan, **Ben § 5:69**
HMO plan, Medicare as secondary payer under, **Ben § 5:70**
Medicare+Choice, **Ben § 5:71**
Supplemental information, notice requirement, **Ben § 5:66**
Supplemental insurance, **Ben § 5:83, 5:84**
Transfers of excess pension assets to 401(h) accounts, **Ben § 5:82**
Unilateral cutoff of benefits by employer, protection of retiree benefits in bankruptcy, **Ben § 5:77**
Voluntary reporting of possible secondary payer situations, **Ben § 5:60**

MEDICARE+CHOICE
Secondary payments, **Ben § 5:71**

MEDICARE TAX TABLE
Personnel manual, FICA withholding tables, **Pers M § 9:46**

MEDICATION QUESTIONNAIRE
Personnel manual, drug testing, **Pers M § 20:59**

MEDIGAP
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:83, 5:84**

MEETING OF MINDS
Fair Labor Standards Act and similar state laws, necessity for valid settlement, **Comp § 41:101**

MEETINGS
Labor-Management Reporting and Disclosure Act (this index)
Overtime Pay (this index)
Personnel Manual (this index)
Railway LABOR Act, National Railroad Adjustment Board, **Labor § 44:21**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, California's plan for safety and health, **Work S § 4:137**

MEMBERS AND MEMBERSHIP
Collective Bargaining Agreements (this index)
Dues and Membership Fees (this index)

MEMBERS AND MEMBERSHIP—Cont'd
Federal Employment (this index)
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel manual, club memberships as benefits, **Pers M § 12:153**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

MEMORANDA
Personnel Manual (this index)

MENTAL AND PHYSICAL DISABILITIES
Hiring, preselection and recruitment practices, accommodation in interviews, **Emp P § 39:43**

MENTAL DISTRESS DAMAGES
LABOR Management Relations Act, contract enforcement actions, **Labor § 56:3, 56:6**

MENTAL EXAMINATIONS
Discovery, **Emp P § 104:38**

MENTAL HEALTH
Disabilities discrimination, **Emp P § 9:23**
Medical benefits, **Ben § 5:21, 5:188**
Mental Health Parity and Addiction Equity Act, **Ben § 5:21.50**

MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT
Medical benefits, **Ben § 5:21.50**
Mental health, **Ben § 5:21.50**

MENTALLY RETARDED PERSONS
Personnel manual, recruitment of persons with disabilities, **Pers M § 2:76**

MERCHANDISING
Unions, bargaining units, **Labor § 19:107 to 19:113**

MERGERS
Collective bargaining agreements, arbitration clause applicability, **Labor § 49:17**
Personnel Manual (this index)
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Seniority systems, **Emp P § 43:76**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

MERIT
Personnel manual, basis for selection for layoffs, **Pers M § 21:40**
Unfair labor practices, duty of employer to provide information to union on merit increases, **Labor § 35:29**

MERITS OF GRIEVANCE
Grievances (this index)

MERIT SYSTEM
Compensation, **Emp P § 44:17**
Employment practices, **Emp P § 16:1, 16:3**

MERIT SYSTEMS PROTECTION ACT
Agricultural employees, report of violations, **Emp P § 90:118**

MERIT SYSTEMS PROTECTION BOARD
Federal Employment (this index)

MESH
Workplaceplace safety, OSHA safety and health standards for metal mesh slings, **Work S § 3:255**

MESSENGERS
Attendance of witnesses, securing of, **Comp § 38:120**
Certificates
general discussion, **Comp § 38:116 to 38:123**
attendance of witnesses, securing of, **Comp § 38:120**
contents of application, **Comp § 38:118**
determination, **Comp § 38:122**
evidence at hearing, **Comp § 38:121**
hearing on application, **Comp § 38:119**
persons who may apply, **Comp § 38:116**
place application may be sent, **Comp § 38:117**
review, **Comp § 38:123**
Evidence at hearing, certificates, **Comp § 38:121**
Hearing on application, certificates, **Comp § 38:119**
Minimum wages, **Comp § 17:132**
Records and reports, **Comp § 37:40**
Retail or service establishment employees, **Comp § 12:148**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

METAL
Workplace Safety (this index)

METAL WORK
Child labor, **Comp § 24:59**

METHOD OR MANNER
Collective bargaining agreements, payment of wages, **Labor § 47:43**
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Railway LABOR Act, selection of representatives, **Labor § 44:16**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, discovery in administrative proceedings, **Work S § 8:78**

METHYLENE CHLORIDE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:315**

METHYLENEDIANILINE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:313**

MEXICO
International employment, tax treaties, **Emp P § 41:231, 41:232**

MICHIGAN
Administrative sanctions and remedies, **Emp P § 82:28, 82:51**
Affirmative action plans, **Emp P § 68:92, 68:116**
Age discrimination, **Emp P § 8:14, 8:36, 111:2**

MICHIGAN—Cont'd
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:22**
Agricultural employees, minimum wages, **Comp § 18:115**
Ancestry discrimination, **Emp P § 7:14, 7:35**
Annual reports, job discrimination agencies, **Emp P § 83:180**
Antiretaliation measures, compensation, **Comp § 39:64**
Appeals, employment practices, **Emp P § 111:105**
Apprentices, minimum wages, **Comp § 18:114**
Arbitration of contract disputes, **Labor § 49:191**
Assignments
general discussion, **Comp § 34:42 to 34:44**
amount, limit on, **Comp § 34:44**
court clerk, receipt by, **Comp § 34:43**
small loan company, receipt by, **Comp § 34:42**
At-will employment, exceptions to, **Emp P § 62:24**
Beneficial funds, deductions from compensation for contributions to, **Comp § 32:100**
Birth place, discrimination based, **Emp P § 7:14, 7:35**
Bona fide occupational qualifications, **Emp P § 15:13, 15:31**
Certificates, child labor, **Comp § 26:38**
Charitable funds, deductions from compensation for contributions to, **Comp § 32:100**
Child labor
general discussion, **Comp § 25:46, 25:47**
certificates and permits, **Comp § 26:38**
court proceedings, **Comp § 28:141**
exemptions, **Comp § 25:46**
notices, **Comp § 27:41**
prohibitions, **Comp § 25:47**
records and reports, **Comp § 27:12**
sanctions and remedies, **Comp § 28:45**
Citizenship discrimination, **Emp P § 7:14, 7:35**
Coerced discrimination, **Emp P § 11:3, 11:24**
Color discrimination, **Emp P § 3:32**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:64**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:33**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:101**
exemptions, **Comp § 36:18**
form of payment, below
garnishment, below
labor department's suit for enforcement, **Comp § 42:33**
minimum wages, below
new-hire reporting, **Comp § 37:220**
notices, **Comp § 37:130**
overtime pay, below
payment of compensation, below
records, **Comp § 37:129**
rules for various types of claims, **Comp § 39:61 to 39:64**
support withholding, below
Complicity in discrimination, **Emp P § 12:4, 12:19**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Conversion privileges for health and life insurance, **Ben § 8:169**

MICHIGAN—Cont'd
Coordination of medical benefits, **Ben § 5:270**
Court enforcement of state labor relations statutes, **Labor § 62:107 to 62:109**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:100 to 111:105**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:105**
commission decisions, review and enforcement of, **Emp P § 111:103**
equal pay statute actions, **Emp P § 111:106**
fair employment practices statute, **Emp P § 111:102 et seq.**
garnishment cases, **Emp P § 116:1, 116:12**
handicap statute, enforcement of, **Emp P § 111:107**
privacy cases, **Emp P § 112:1, 112:13**
private rights, enforcement of, **Emp P § 111:104**
review of commission decisions, **Emp P § 111:103**
temporary equitable relief, **Emp P § 111:102**
Coverage of state statutes affecting labor relations, **Labor § 15:24**
Credits, minimum wages, **Comp § 18:116**
Creed discrimination, **Emp P § 4:18, 4:39**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:22**
Criminal penalties
general discussion, **Emp P § 82:100, 82:164 to 82:168**
deductions from compensation, **Comp § 42:327**
employee privacy statute, **Emp P § 82:166**
equal pay statute, **Emp P § 82:164**
payment of compensation, **Comp § 42:326 to 42:328**
time off statute, **Emp P § 82:168**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:167**
veterans' reemployment statute, **Emp P § 82:165**
Death of employee, payment of compensation, **Comp § 30:43**
Deceased employees, payment of fringe benefits owed to, **Comp § 33:45**
Deductions from compensation
general discussion, **Comp § 32:98 to 32:104**
beneficial funds, contributions to, **Comp § 32:100**
charitable funds, contributions to, **Comp § 32:100**
conditions governing most deductions, **Comp § 32:99**
criminal penalties for unlawful deductions, **Comp § 42:327**
fingerprinting, charges for, **Comp § 32:102**
fringe benefits upon termination, charges for, **Comp § 32:103**
insurance policies, charges for, **Comp § 32:101**
kickbacks prohibited, **Comp § 32:98**
medical exams, charges for, **Comp § 32:102**
overpayments, recovery of, **Comp § 32:104**
photography, charges for, **Comp § 32:102**
social funds, contributions to, **Comp § 32:100**
Direct deposit of compensation, **Comp § 33:44**
Disabilities discrimination, **Emp P § 9:76, 9:99**
Disabled persons, minimum wages, **Comp § 18:114**
Disclosures, employment practices, **Emp P § 92:83, 92:104**
Dress codes, **Emp P § 31:19**
Employee privacy statute, criminal sanctions, **Emp P § 82:166**
Employment agencies, **Emp P § 20:215, 20:236, 67:16, 67:35**

MICHIGAN—Cont'd
Employment practices
general discussion, **Emp P § 2:1, 2:23**
administrative sanctions and remedies, **Emp P § 82:28, 82:51**
affirmative action plans, **Emp P § 68:92, 68:116**
age discrimination, **Emp P § 8:14, 8:36**
at-will employment, exceptions to, **Emp P § 62:24**
bona fide occupational qualifications, **Emp P § 15:13, 15:31**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:24**
complicity in discrimination, **Emp P § 12:4, 12:19**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:99**
disclosures, **Emp P § 92:83, 92:104**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:236**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:30**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:321**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:23**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:280**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:186**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:35**
notices, **Emp P § 92:83, 92:104**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:17**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:17**
persons protected, **Emp P § 21:18, 21:40**
private employers subject to discrimination laws, **Emp P § 20:28, 20:50**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:115**
race or color discrimination, **Emp P § 3:32**
reference check immunity, **Emp P § 65:14, 65:29**
religious or creed discrimination, **Emp P § 4:18, 4:39**
retaliation against opponents of discrimination, **Emp P § 10:64**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:34**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:164, 89:165, 111:104**
Exemptions
child labor, **Comp § 25:46**
compensation, **Comp § 36:18**
payment of compensation, **Comp § 14:17**

MICHIGAN—Cont'd
Family leave, **Ben § 12:92.50**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fee of employer, garnishment, **Comp § 34:237**
Fingerprinting, deductions from compensation for charges for, **Comp § 32:102, 42:329**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:42, 33:43**
deceased employees, payment of fringe benefits owed to, **Comp § 33:46**
direct deposit, **Comp § 33:45**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Comp § 29:73, 32:103; Emp P § 44:138, 44:153**
Garnishment
general discussion, **Comp § 34:234 to 34:238, 42:463**
amount of earnings subject to garnishment, **Comp § 34:234**
duration of garnishment, **Comp § 34:235**
employment practices, **Emp P § 63:7, 63:30, 116:1, 116:12**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fee of employer, **Comp § 34:237**
priority of garnishment, **Comp § 34:236**
retirement benefits, ban on, **Comp § 34:238**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:321**
Hand-harvest employees, payment of compensation, **Comp § 29:72**
Handicap statute, enforcement of, **Emp P § 111:107**
Harassment, **Emp P § 51:65**
Health, selection and retention of employees, **Emp P § 28:31, 28:49**
Health insurance, **Emp P § 46:16, 46:19**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:67**
Holidays, **Ben § 10:27; Comp § 31:81**
Insurance, criminal penalties relating to, **Comp § 42:328**
Insurance policies, deductions from compensation for charges for, **Comp § 32:101**
Interagency cooperation, job discrimination agencies, **Emp P § 83:179**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:177 to 83:181**
annual reports, **Emp P § 83:180**
basic organization, powers and duties, **Emp P § 83:177**
interagency cooperation, **Emp P § 83:179**
local agencies, **Emp P § 83:181**
rule making, **Emp P § 83:178**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:163 to 89:165**
basic fair employment practices statute procedures, **Emp P § 89:163**
civil rights commission, proceedings before, **Emp P § 89:164**
civil rights department, proceedings before, **Emp P § 89:163**
equal pay proceedings, **Emp P § 89:165**

MICHIGAN—Cont'd
Judicial remedies, employment practices, **Emp P § 80:1, 80:23**
Jury duty, **Ben § 14:25**
Kickbacks prohibited, deductions from compensation, **Comp § 32:98**
Labor-management training committees, **Emp P § 20:268, 20:280, 67:67, 67:76**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:186**
Learners, minimum wages, **Comp § 18:114**
Life insurance, conversion privileges, **Ben § 8:169**
Mandatory retirement, **Emp P § 52:35, 52:51**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:24**
Medical benefits
conversion privileges, **Ben § 8:169**
coordination of benefits, **Ben § 5:270**
mandated provisions, **Ben § 5:213**
Medical examinations, deductions from compensation for charges for, **Comp § 32:102, 42:329**
Medical insurance, **Emp P § 46:16, 46:19**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:113 to 18:116, 42:93, 42:144, 42:145; Emp P § 39:62**
agricultural employees, **Comp § 18:115**
apprentices, learners or disabled persons, **Comp § 18:114**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:116**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:145**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:145**
most employees, **Comp § 18:113**
time limit for filing suit, **Comp § 42:146**
National origin discrimination, **Emp P § 7:14, 7:35**
Nature of state statutes affecting labor relations, **Labor § 2:27**
New-hire reporting, compensation, **Comp § 37:220**
Notice
child labor, **Comp § 27:41**
compensation, **Comp § 37:130**
employment practices, **Emp P § 92:83, 92:104**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:17**
Overpayments, recovery of, **Comp § 32:104**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:92, 42:93, 42:144, 42:145**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:145**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:145**
time limit for filing suit, **Comp § 42:146**
Parental leave, **Ben § 12:92.50**
Payment of compensation
general discussion, **Comp § 29:71 to 29:74, 30:42, 30:43, 39:63, 42:324 to 42:329**
benefit plans, contributions to, **Comp § 29:74**

MICHIGAN—Cont'd
Payment of compensation—Cont'd
criminal penalties, **Comp § 42:326 to 42:328**
death of employee, **Comp § 30:43**
deductions from compensation, above
Department of Labor's exclusive remedy for wage claims, **Comp § 42:325**
exemptions, **Comp § 14:17**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
fringe benefits, **Comp § 29:73**
hand-harvest employees, **Comp § 29:72**
holiday pay, payment in accordance with written contract or policy, **Comp § 31:81**
insurance, criminal penalties relating to, **Comp § 42:328**
labor commissioner's suit for enforcement, **Comp § 42:324**
medical examination, photographing, or fingerprinting charges, civil fine for, **Comp § 42:329**
periodic wages for most employees, **Comp § 29:71**
support withholding, below
termination of employment, **Comp § 30:42**
untimely or insufficient payment, criminal penalties for, **Comp § 42:326**
vacation pay, **Comp § 31:2, 31:31**
Pension and retirement payments, **Emp P § 46:48, 46:60**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:17**
Periodic wages for most employees, **Comp § 29:71**
Permits, child labor, **Comp § 26:38**
Persons protected, employment practices, **Emp P § 21:18, 21:40**
Photography, deductions from compensation for charges for, **Comp § 32:102, 42:329**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:49**
Polygraph tests, **Emp P § 53:26, 53:40**
Pregnancy discrimination, **Emp P § 5:12, 5:34**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:67**
Priority of garnishment, **Comp § 34:236**
Privacy cases, **Emp P § 112:1, 112:13**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:50**
Private rights, enforcement of, **Emp P § 111:104**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:27.40**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:115**
Race discrimination, **Emp P § 3:32**
Records and reports
child labor, **Comp § 27:12**
compensation, **Comp § 37:129**
employment and consumer records, access to, **Emp P § 54:24**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:67**
Reference check immunity, **Emp P § 65:14, 65:29**
Religious discrimination, **Emp P § 4:18, 4:39**
Remedies, child labor, **Comp § 28:45**
Retaliation against opponents of discrimination, **Emp P § 10:64**

MICHIGAN—Cont'd
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban on garnishment of, **Comp § 34:238**
Rule making, job discrimination agencies, **Emp P § 83:178**
Sanctions, child labor, **Comp § 28:45**
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:12, 33:22**
health and physical fitness, **Emp P § 28:31, 28:49**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:67**
marital status, **Emp P § 32:10, 32:24**
veterans and other uniformed service members, **Emp P § 40:63**
Selection of representative, **Labor § 24:57**
Seniority systems, **Emp P § 43:78, 43:91**
Sex discrimination, **Emp P § 5:12, 5:34**
Small loan company, receipt of assignment by, **Comp § 34:42**
Social funds, deductions from compensation for contributions to, **Comp § 32:100**
State statutes
arbitration of contract disputes, **Labor § 49:191**
court enforcement of state labor relations statutes, **Labor § 62:107 to 62:109**
coverage of state statutes affecting labor relations, **Labor § 15:24**
nature of state statutes affecting labor relations, **Labor § 2:27**
selection of representative, **Labor § 24:57**
Support withholding
general discussion, **Comp § 34:443, 42:504 to 42:507, 42:560, 42:561**
employer's liability, **Comp § 42:560**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:559**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary equitable relief, **Emp P § 111:102**
Termination of employment, payment of compensation, **Comp § 30:42**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:28**
employment and consumer records, access to, **Emp P § 54:24**
fringe benefits, **Emp P § 44:138, 44:153**
harassment, **Emp P § 51:65**
mandatory retirement, **Emp P § 52:35, 52:51**
medical and health insurance, **Emp P § 46:16, 46:19**
pension and retirement payments, **Emp P § 46:48, 46:60**
polygraph tests, **Emp P § 53:26, 53:40**
seniority systems, **Emp P § 43:78, 43:91**
training programs, **Emp P § 48:30, 48:46**
wage and salary discrimination, **Emp P § 44:79, 44:101**
Time off statute, criminal sanctions, **Emp P § 82:168**
Training programs, **Emp P § 48:30, 48:46**
Unemployment compensation, **Ben § 4:67**
Union practices, **Emp P § 66:12, 66:31**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:167**

MICHIGAN—Cont'd
Vacations, **Ben § 9:20; Comp § 31:2, 31:31**
Veterans and other uniformed service members
reemployment statute, criminal sanctions, **Emp P § 82:165**
selection and retention of employees, **Emp P § 40:63**
Witness duty, **Ben § 14:25**
Workplace Safety (this index)

MIDTERM MODIFICATIONS
Collective bargaining agreements, bargaining over, **Labor § 48:2**

MIGRANT AND SEASONAL AGRICULTURAL WORKER PROTECTION ACT
General discussion, **Emp P § 67:93 to 67:110**
Agricultural employers and associations, defined, **Emp P § 67:95**
Agricultural employers and associations, exemption from registration requirements, **Emp P § 67:100**
Agricultural employment, defined, **Emp P § 67:96**
Attorneys, representation by counsel, **Emp P § 97:58**
Breach of contract, prohibition against unjustified, **Emp P § 67:108**
Civil actions, **Emp P § 94:93**
Class actions, **Emp P § 99:5**
Disclosures, **Emp P § 92:81**
Exclusive supply relationships, prohibition against, **Emp P § 67:106**
Exemptions
general discussion, **Emp P § 67:99 to 67:103**
agricultural employers and associations, exemption from registration requirements, **Emp P § 67:100**
family business exemption, **Emp P § 67:101**
farm labor contractor exemptions, **Emp P § 67:103**
narrow interpretation, **Emp P § 67:99**
small business exemption, **Emp P § 67:102**
Family business exemption, **Emp P § 67:101**
Farm labor contractor, defined, **Emp P § 67:94**
Farm labor contractor exemptions, **Emp P § 67:103**
Interstate motor carriers, **Comp § 6:12**
Jury and jury trial, **Emp P § 105:11**
Migrant agricultural workers, defined, **Emp P § 67:97**
Notice, **Emp P § 92:81**
Parties, **Emp P § 97:22, 97:35**
Payment requirements, **Emp P § 67:105**
Personnel manual, human resources planning, **Pers M § 1:69**
Records and reports, **Emp P § 92:42**
Registration requirements, **Emp P § 67:104**
Retaliation prohibited, **Emp P § 67:110**
Seasonal agricultural workers, defined, **Emp P § 67:98**
Small business exemption, **Emp P § 67:102**
Statutes of limitation, **Emp P § 100:26**
Substandard housing, prohibition against, **Emp P § 67:107**
Venue, **Emp P § 96:15**
Waiver of rights, **Emp P § 67:109**

MILEAGE
Business trips, conventions and related expenses of employees, **Ben § 15:65**
Federal employment, subpoenas of administering agencies, **Labor § 45:19**
National Labor Relations Board (this index)

MILESTONES
Personnel manual, special occasion celebrations, **Pers M § 12:143**

MILITARY HISTORY
General discussion, **Emp P § 34:1 et seq.**
Background check into discharge status, **Emp P § 34:9**
Completion of military service, **Emp P § 34:7**
Honorable discharge from military service, **Emp P § 34:8**
Obligation to military, lack of, **Emp P § 34:6**
Uniformed Services Employment and Reemployment Rights Act (this index)

MILITARY MATTERS
Collective Bargaining Agreements (this index)
Leave
collective bargaining agreements, **Labor § 47:73**
National LABOR Relations Board, reinstatement orders, **Labor § 43:57**
Personnel Manual (this index)
Veterans and Other Uniformed Service Members (this index)

MILITARY OBLIGATIONS
Selection and retention of employees, availability for work, **Emp P § 38:5**

MILITARY SERVICE
At-will employment, **Emp P § 58:30**
Compensation, **Emp P § 44:26**

MILLER ACT BONDS
General discussion, **Comp § 35:2**

MILLINERY SHOPS
Retail or service establishment employees, **Comp § 12:149**

MILL WORK
Child labor, **Comp § 24:60**

MINERAL LAND LEASING ACT
Administrative sanctions and remedies, **Emp P § 82:13**
Child labor, **Comp § 24:28**

MINE SAFETY AND HEALTH ADMINISTRATION
Department of Labor, **Emp P § 83:29**

MINES AND MINING
Child labor, **Comp § 24:61, 24:63**
National Labor Relations Act (this index)
National LABOR Relations Board, assertion of jurisdiction over mining businesses, **Labor § 3:26**
Unions, bargaining units, **Labor § 19:82, 19:83**
Workplace Safety (this index)

MINIMAL MATTERS
Federal employment, minimal impact of bargaining, **Labor § 39:298**
National LABOR Relations Act, minimal supervisory responsibility employees as agents of employers, **Labor § 8:31**
Unfair labor practices, minimal dues, **Labor § 28:18**

MINIMIZING
Collective bargaining agreements, measures aimed at minimizing layoffs, **Labor § 47:104**
Personnel Manual (this index)

MINIMUM CONTACTS
Fair Labor Standards Act and similar state laws, venue, **Comp § 41:62**

MINIMUM MATTERS
National Labor Relations Board (this index)
Personnel Manual (this index)
Wages. **Minimum Wages** (this index)

MINIMUM WAGES
General discussion, **Comp § 17:1 et seq., 42:93 et seq.**
Advances, **Comp § 17:51**
Age, employees under 20 years of age, **Comp § 17:5**
Aged or infirm persons, domestic companions for, **Comp § 10:6, 10:9**
Agricultural employees, **Comp § 4:3, 4:11, 4:12, 5:22**
Amendment or replacement of certificate, **Comp § 38:91**
Amusement or recreational establishment employees, **Comp § 9:2, 9:14**
Apparel Industry (this index)
Apprentices (this index)
Automobile, truck and farm implement dealer employees, **Comp § 8:10**
Automobiles, **Comp § 17:26**
Babysitters, **Comp § 10:23, 10:27**
Board, **Comp § 17:16, 17:27, 17:28**
Board, lodging or other facilities, defined, **Comp § 17:16**
Bonuses, **Comp § 17:29**
Boy's clothing industry, **Comp § 17:92**
Camp or conference center employees, **Comp § 9:16, 9:19**
Charitable contributions, **Comp § 17:30**
Cigar Industry (this index)
Commissions, **Comp § 17:31, 17:71**
Conditions on payment, **Comp § 17:12**
Constitutionality, **Comp § 17:2**
Davis-Bacon Act (this index)
Debts owed to the employer, **Comp § 17:32**
Deductions or credits, **Comp § 17:14**
Domestic employees, **Comp § 10:5**
Dues, **Comp § 17:34**
Employment agreements
- basic effect of federal law on wage agreements, **Comp § 17:65**
- commission rates, specification of, **Comp § 17:70**
- hourly rate with a guaranty, specification of, **Comp § 17:66**
- periods longer than a week, specification of wages for, **Comp § 17:68**
- piece rates, specification of, **Comp § 17:69**
- weekly wage, specification of, **Comp § 17:67**

Equipment, **Comp § 17:47**
Facilities customarily furnished, **Comp § 17:19**
Facilities furnished to an employee, **Comp § 17:18**
Fair value, noncash wages, **Comp § 17:23**
Fishing or aquatic products employees, **Comp § 7:2, 7:18**
Form of payment, **Comp § 17:11**
Fuel, **Comp § 17:35**
Hosiery Industry (this index)

MINIMUM WAGES—Cont'd
Hourly rate with a guaranty, employment agreements, **Comp § 17:66**
Institutionalized children, substitute parents for, **Comp § 10:21**
Insurance premiums, **Comp § 17:36**
Interstate motor carriers, **Comp § 6:26**
Jury trial, right to, **Comp § 41:165**
Knitted-Wear Industry (this index)
Learners (this index)
Live-in domestic servants, **Comp § 10:17**
Loans, **Comp § 17:15, 17:51**
Local laws, applicability of, **Comp § 17:3**
Lodging, **Comp § 17:37, 17:38**
Medical expenses, **Comp § 17:39**
Men's clothing industry, **Comp § 17:92**
Merchandise, **Comp § 17:40**
Messengers, **Comp § 17:132**
Minimum Wage Study Commission, oversight and enforcement of FLSA, **Comp § 1:8**
Motion picture theater employees, **Comp § 9:24**
National Endowment for the Arts, professionals, **Comp § 17:158**
New or expanding plants, applications for, **Comp § 38:86**
Newspaper employees, **Comp § 11:16**
Noncash wages
- board, lodging or other facilities, defined, **Comp § 17:16**
- Department of Labor's role in defining reasonable cost and fair value, **Comp § 17:20**
- facilities customarily furnished, **Comp § 17:19**
- facilities furnished to an employee, **Comp § 17:18**
- fair value, determination of, **Comp § 17:23**
- noncash compensation, exclusion from wages, **Comp § 17:25**
- noncash wages, deductions from cash wages for, **Comp § 17:24**
- other facilities, defined, **Comp § 17:17**
- reasonable cost, determination of, **Comp § 17:21**
- reasonable cost, limitations on, **Comp § 17:22**

Other facilities, defined, **Comp § 17:17**
Overtime pay, **Comp § 20:15, 20:32**
Payment of minimum wages
- conditions on payment, **Comp § 17:12**
- deductions or credits, **Comp § 17:14**
- form of payment, **Comp § 17:11**
- loans from employee to employer, **Comp § 17:15**
- time of payment, **Comp § 17:13**

Pensions, **Comp § 17:45**
Permits
- general discussion, **Comp § 38:83 to 38:92**
- action upon application, **Comp § 38:89**
- amendment or replacement of certificate, **Comp § 38:91**
- contents of learner certificate, **Comp § 38:90**
- learner certificate, applications for renewal of, **Comp § 38:87 et seq.**
- method for application, **Comp § 38:85**
- new or expanding plants, applications for, **Comp § 38:86**
- notice of application, employer's duty to display, **Comp § 38:88**
- persons who may apply, **Comp § 38:83**
- place to apply, **Comp § 38:84**
- reconsideration and review of action denying or granting learner certificate, **Comp § 38:92**

MINIMUM WAGES—Cont'd
Personnel Manual (this index)
Piece rates, employment agreements, **Comp § 17:69**
Professionals, National Endowment for the Arts, **Comp § 17:158**
Protection furnished to an employee, **Comp § 17:41**
Public Contracts (this index)
Reasonable cost, determination of, **Comp § 17:21**
Reasonable cost, limitations on, **Comp § 17:22**
Retail or service establishment employees, **Comp § 12:226**
Savings bonds, **Comp § 17:42**
Scrip, **Comp § 17:43**
Seamen, **Comp § 7:20, 7:29**
Service Contract Act (this index)
Shoe manufacturing industry, **Comp § 17:93**
Special certificates, payment of subminimum wage under, **Comp § 17:71, 17:73**
State laws
- general discussion, **Comp § 18:1 et seq.**
- applicability, **Comp § 17:3**
- contract, varying rules by, **Comp § 18:5**
- deductions not qualifying as credits against minimum wages, **Comp § 18:6**

Stock in the employer, **Comp § 17:44**
Student Learners (this index)
Students (this index)
Student Workers (this index)
Subsistence allowances, **Comp § 17:45**
Taxes, **Comp § 17:46**
Taxi drivers, **Comp § 6:39**
Third parties, payments made to, **Comp § 17:33**
Time of payment, **Comp § 17:13**
Tips
- general discussion, **Comp § 17:53 to 17:64**
- agreements as to tips, **Comp § 17:55**
- amount to be credited against wages, **Comp § 17:64**
- credit cards, tips charged on, **Comp § 17:58**
- customarily and regularly received, defined, **Comp § 17:62**
- defined, **Comp § 17:54**
- notice to employee of law's provisions, **Comp § 17:63**
- occupation in which tips are received, **Comp § 17:61**
- pooled tips, **Comp § 17:57**
- retention rule, **Comp § 17:56 to 17:58**
- $30 per month in tips, necessity for at least, **Comp § 17:60**
- tipped employee, defined, **Comp § 17:59**

Tools, **Comp § 17:47**
Trainees, **Comp § 17:5**
Transportation, **Comp § 17:48**
Tuition, **Comp § 17:49**
Uniforms, **Comp § 17:50**
Utilities, **Comp § 17:35**
Vacations, **Comp § 17:29**
Wage and Hour Division of U.S. Department of Labor. Permits, above
Walsh-Healey Act (this index)
Weekly wage, employment agreements, **Comp § 17:67**
White collar employees, **Comp § 3:2, 3:133, 3:134**
Workweek
- basic duty of employer to pay minimum wage, **Comp § 17:8**
- multiple employers, employee who works for, **Comp § 17:9**

MINIMUM WAGES—Cont'd
Workweek—Cont'd
- portion of work not covered or exempt, **Comp § 17:10**
- seamen, use of other time periods for, **Comp § 17:7**
- standard time period, use as, **Comp § 17:6**

MINISTERIAL ACTS
National LABOR Relations Board, investigation of charges of unfair labor practices, **Labor § 42:35**

MINITRIALS
Personnel manual, alternative dispute resolution, **Pers M § 7:40 to 7:42**

MINNESOTA
Absence of employee on payday, **Comp § 29:80**
Administrative sanctions and remedies, **Emp P § 82:28, 82:52**
Administrative subpoena, enforcement of, **Emp P § 111:109**
Advisory committees, job discrimination agencies, **Emp P § 83:190**
Affirmative action plans, **Emp P § 68:92, 68:117**
Age discrimination, **Emp P § 8:14, 8:37, 89:173, 111:2, 111:113**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Aged persons, overtime pay for overnight companions for, **Comp § 21:99**
Agency proceedings, **Labor § 46:23**
Ancestry discrimination, **Emp P § 7:14, 7:36**
Annual reports, job discrimination agencies, **Emp P § 83:187**
Antiretaliation measures, compensation, **Comp § 39:66**
Appeals, employment practices, **Emp P § 111:114**
Apprentices, minimum wages, **Comp § 18:120**
Arbitration of contract disputes, **Labor § 49:192**
Assignments
- general discussion, **Comp § 34:45 to 34:47, 42:479, 42:480**
- conditions, **Comp § 34:45**
- damages, costs and attorney's fees relating to employee's exemption claim, **Comp § 42:474**
- employer's liability, **Comp § 42:475**
- future earnings, limit as to, **Comp § 34:46**
- minor's earnings, receipt by parent, **Comp § 34:47**

Attorney's fees
- assignments, exemption claim, **Comp § 42:474**
- charitable contributions, payment of compensation, **Comp § 42:336**
- garnishment, exemption claim, **Comp § 42:474**

At-will employment, exceptions to, **Emp P § 62:25**
Bad faith, sanctions for exercising in wage claim proceedings, **Comp § 42:38**
Birth place, discrimination based on, **Emp P § 7:14, 7:36**
Blacklisting, **Emp P § 65:42, 65:56, 82:171**
Bona fide occupational qualifications, **Emp P § 15:13, 15:32**
Building manager or caretaker, overtime pay, **Comp § 21:98**
Certificates, child labor, **Comp § 26:39**
Charging process, job discrimination proceedings, **Emp P § 89:166**
Charitable contributions, **Comp § 32:106, 42:336**
Child labor
- general discussion, **Comp § 25:48, 25:49**
- administrative procedures, **Comp § 28:104**
- assignments, **Comp § 34:47**

MINNESOTA—Cont'd
Child labor—Cont'd
certificates and permits, **Comp § 26:39**
court proceedings, **Comp § 28:142**
exemptions, **Comp § 25:48**
minimum wages, **Comp § 18:118**
prohibitions, **Comp § 25:49**
sanctions and remedies, **Comp § 28:46**
Citizenship discrimination, **Emp P § 7:14, 7:36**
Coerced discrimination, **Emp P § 11:3, 11:25**
Color discrimination, **Emp P § 3:33**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:66**
assignments, above
bad faith, sanctions for exercising in wage claim proceedings, **Comp § 42:38**
child labor, above
court proceedings, generally, **Comp § 42:34 to 42:38**
criminal penalties for misrepresenting amount of wages paid, **Comp § 42:35**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:102**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:34**
exemptions, **Comp § 36:19**
form of payment, below
garnishment, below
labor commissioner's suit for enforcement, **Comp § 42:36**
minimum wages, below
new-hire reporting, **Comp § 37:221**
notices, **Comp § 37:132**
overtime pay, below
payment of compensation, below
records and reports, below
rules, **Comp § 39:65 to 39:67**
support withholding, below
time limit for filing suit, **Comp § 42:37**
Complaints, job discrimination proceedings, **Emp P § 89:170**
Complicity in discrimination, **Emp P § 12:4, 12:20**
Conciliation, job discrimination proceedings, **Emp P § 89:169**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:110**
Conversion privileges for health and life insurance, **Ben § 8:170**
Coordination of medical benefits, **Ben § 5:271**
Costs
assignments, exemption claim, **Comp § 42:474**
charitable contributions, payment of compensation, **Comp § 42:336**
garnishment, exemption claim, **Comp § 42:474**
Court enforcement of state labor relations statutes, **Labor § 62:110 to 62:116**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:106 to 111:114**
administrative subpoena, enforcement of, **Emp P § 111:109**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**

MINNESOTA—Cont'd
Court proceedings—Cont'd
age discrimination statute actions, **Emp P § 111:115**
appeals, **Emp P § 111:114**
commission decision, review and enforcement of, **Emp P § 111:109, 111:110**
disparate impact cases, statutory burden of proof in, **Emp P § 111:113**
equal pay statute actions, **Emp P § 111:116**
fair employment practices statute, **Emp P § 111:108 et seq., 111:112**
garnishment cases, **Emp P § 116:1, 116:13**
privacy cases, **Emp P § 112:1, 112:14**
private rights, enforcement of, **Emp P § 111:112**
review of commission decision, **Emp P § 111:110**
temporary equitable relief, **Emp P § 111:108**
Coverage of state statutes affecting labor relations, **Labor § 15:25**
Credits, minimum wages, **Comp § 18:122**
Creed discrimination, **Emp P § 4:18, 4:40**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:23**
Criminal penalties
general discussion, **Emp P § 82:100, 82:169 to 82:172**
blacklisting statute, **Emp P § 82:171**
employee privacy statute, **Emp P § 82:170**
equal pay statute, **Emp P § 82:169**
minimum wages, **Comp § 42:147**
misrepresentation of amount of wages paid, **Comp § 42:35**
overtime pay, **Comp § 42:147**
payment of compensation, **Comp § 42:337**
time off statutes, **Emp P § 82:172**
Damages
assignments, exemption claim, **Comp § 42:474**
charitable contributions, requirement of, **Comp § 42:336**
deductions from compensation, **Comp § 32:108**
garnishment, exemption claim, **Comp § 42:474**
Death of employee, payment of compensation, **Comp § 30:51, 31:32**
Deductions from compensation
general discussion, **Comp § 32:105 to 32:111**
charitable contributions, **Comp § 32:106**
damages, charges for, **Comp § 32:108**
faulty workmanship, charges for, **Comp § 32:108**
garnishment, ban on offsets for debts within ten days of, **Comp § 32:110**
insurance premiums, **Comp § 32:106**
kickbacks prohibited, **Comp § 32:105**
loans from employer, charges for, **Comp § 32:108**
losses, charges for, **Comp § 32:108**
medical exams or records, charges for, **Comp § 32:107**
political contributions, **Comp § 32:106**
purchases from employer, charges for, **Comp § 32:108**
railroad employees, conditions governing deductions for, **Comp § 32:111**
savings, **Comp § 32:106**
stock purchases, **Comp § 32:106**
theft, charges for, **Comp § 32:108**
tips, claims for, **Comp § 32:109**
union dues, **Comp § 32:106**
Direct deposit of compensation, **Comp § 33:48**
Disabilities discrimination, **Emp P § 9:76, 9:100**

MINNESOTA—Cont'd
Disabled persons, minimum wages, **Comp § 18:119**
Disclosure
drug and alcohol test information, **Emp P § 30:168**
employment practices, **Emp P § 92:83, 92:105**
Disclosure, right to disclose amount of wages, **Comp § 29:81.50**
Disparate impact cases, statutory burden of proof in, **Emp P § 111:113**
Employee privacy statute, criminal sanctions, **Emp P § 82:170**
Employment agencies, **Emp P § 20:215, 20:237, 67:16, 67:36**
Employment practices
general discussion, **Emp P § 2:1, 2:24**
administrative sanctions and remedies, **Emp P § 82:28, 82:52**
affirmative action plans, **Emp P § 68:92, 68:117**
age discrimination, **Emp P § 8:14, 8:37**
at-will employment, exceptions to, **Emp P § 62:25**
blacklisting, **Emp P § 65:42, 65:56**
bona fide occupational qualifications, **Emp P § 15:13, 15:32**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:25**
complicity in discrimination, **Emp P § 12:4, 12:20**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:100**
disclosures, **Emp P § 92:83, 92:105**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:237**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:31**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:322**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:24**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:187**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:36**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:27**
notices, **Emp P § 92:83, 92:105**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:18**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:18**
persons protected, **Emp P § 21:18, 21:41**
privacy statute, proceedings under, **Emp P § 90:275**
private employers subject to discrimination laws, **Emp P § 20:28, 20:51**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:116**
race or color discrimination, **Emp P § 3:33**
religious or creed discrimination, **Emp P § 4:18, 4:40**

MINNESOTA—Cont'd
Employment practices—Cont'd
retaliation against opponents of discrimination, **Emp P § 10:65**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:76**
sex and pregnancy discrimination, **Emp P § 5:12, 5:35**
sexual or affectional orientation discrimination, **EMPLOYMENT 6:22; Emp P § 6:22**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:169, 111:114**
Evidence, job discrimination proceedings, **Emp P § 89:171**
Exemptions
child labor, **Comp § 25:48**
compensation, **Comp § 36:19**
payment of compensation, **Comp § 14:18**
Family leave, **Ben § 12:93**
Faulty workmanship, deductions from compensation for charges for, **Comp § 32:108**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fees of employer, garnishment, **Comp § 34:243**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:44 to 33:47**
accurate representation of wages paid, **Comp § 33:50**
direct deposit, **Comp § 33:48**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, place for paying, **Comp § 33:47**
transitory projects or projects requiring a change of place of abode, place for paying employees on, **Comp § 33:49**
Future earnings, limit as to assignment of, **Comp § 34:46**
Garnishment
general discussion, **Comp § 34:239 to 34:245, 42:463, 42:479, 42:480**
amount of earnings subject to garnishment, **Comp § 34:239**
damages, costs and attorney's fees relating to employee's exemption claim, **Comp § 42:474**
duration of levy, **Comp § 34:240**
employee benefits, ban as to, **Comp § 34:244**
employer's liability, **Comp § 42:475**
employment practices, **Emp P § 63:7, 63:31, 116:1, 116:13**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:243**
notice to employee and employer's disclosure, **Comp § 34:245**
offsets for debts within ten days of garnishment, ban on, **Comp § 32:110**
preference, **Comp § 34:241**
waiver of exemptions, bar to, **Comp § 34:242**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:322**
Harassment, **Emp P § 51:66**
Health, selection and retention of employees, **Emp P § 28:31, 28:50**

MINNESOTA—Cont'd
Health care employees, overtime pay, **Comp § 21:94**
Health insurance, **Emp P § 46:16, 46:20**
Hearing, job discrimination proceedings, **Emp P § 89:170**
Hiring, selection and retention of employees, **Emp P § 39:45, 39:68**
Holidays, **Ben § 10:28**
Infirm persons, overtime pay for overnight companions for, **Comp § 21:99**
Injunctive relief for requiring charitable contributions, **Comp § 42:336**
Insurance premiums, deductions from compensation, **Comp § 32:106**
Interagency cooperation, job discrimination agencies, **Emp P § 83:184**
Investigations, job discrimination proceedings, **Emp P § 89:167**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:182 to 83:190**
advisory committees, **Emp P § 83:190**
annual reports, **Emp P § 83:187**
basic organization, powers and duties, **Emp P § 83:182**
deferral to local agencies, **Emp P § 83:189**
interagency cooperation, **Emp P § 83:184**
local agencies, **Emp P § 83:188, 83:189**
research and education projects, **Emp P § 83:186**
rule making, **Emp P § 83:183**
technical assistance, **Emp P § 83:185**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:166 to 89:173**
age discrimination proceedings, **Emp P § 89:173**
basic fair employment practices statute procedures, **Emp P § 89:166**
charging process, **Emp P § 89:166**
complaints, **Emp P § 89:170**
conciliation, **Emp P § 89:169**
decision of department, **Emp P § 89:172**
evidence, procurement of, **Emp P § 89:171**
hearing, **Emp P § 89:170**
investigations, **Emp P § 89:167**
probable cause determination, **Emp P § 89:168**
Judicial remedies, employment practices, **Emp P § 80:1, 80:24**
Jury duty, **Ben § 14:26**
Kickbacks prohibited, deductions from compensation, **Comp § 32:105**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:187**
Learners, minimum wages, **Comp § 18:120**
Lien of employee for wages, **Comp § 42:334**
Life insurance, **Ben § 8:110; Emp P § 8:170**
Loans from employer, deductions from compensation for charges for, **Comp § 32:108**
Losses, deductions from compensation for charges for, **Comp § 32:108**
Mandatory retirement, **Emp P § 52:35, 52:52**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:25**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:110**
conversion privileges, **Ben § 8:170**
coordination of benefits, **Ben § 5:271**
mandated provisions, **Ben § 5:214**

MINNESOTA—Cont'd
Medical examinations or records, deductions from compensation for charges for, **Comp § 32:107**
Medical insurance, **Emp P § 46:16, 46:20**
Migrant workers, compensation, **Comp § 29:76, 30:46, 42:633**
Minimum wages
general discussion, **Comp § 18:1 et seq., 42:93, 42:146, 42:147**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:122**
criminal penalties, **Comp § 42:147**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons, **Comp § 18:119**
learners or apprentices, **Comp § 18:120**
minors, **Comp § 18:118**
most employees, **Comp § 18:117 to 18:122**
payments, effect of requiring employee to make, **Comp § 18:121**
retaliation, criminal penalties for, **Comp § 42:148**
Monthly wages for most employees, **Comp § 29:75**
National origin discrimination, **Emp P § 7:14, 7:36**
Nature of state statutes affecting labor relations, **Labor § 2:28**
New-hire reporting, compensation, **Comp § 37:221**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:27**
Notice
compensation, **Comp § 37:132, 39:67**
drug or alcohol tests, **Emp P § 30:164**
employment practices, **Emp P § 92:83, 92:105**
garnishment, **Comp § 34:245**
penalties for failing to post notices, **Comp § 42:635**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:18**
Older workers' benefits, **Emp P § 44:224, 44:235**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:93 to 21:99, 42:93, 42:146, 42:147**
aged or infirm persons, overnight companions for, **Comp § 21:99**
agreements for annual work periods, **Comp § 21:95**
building manager or caretaker, **Comp § 21:98**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:147**
health care employees, **Comp § 21:94**
maximum hours, **Comp § 21:93 to 21:96**
most employees, **Comp § 21:93**
payment of compensation, delay allowed for, **Comp § 29:79**
retaliation, criminal penalties for, **Comp § 42:148**
sugar beet hand laborers paid piece rate, **Comp § 21:96**
time worked, **Comp § 21:97 to 21:99**
Parental leave, **Ben § 12:93**
Payment of compensation
general discussion, **Comp § 29:75 to 29 to 81, 30:44 to 30:51, 42:330 to 42:337**
abode, projects requiring change of place of, **Comp § 29:77, 30:47**
absence of employee on payday, **Comp § 29:80**

MINNESOTA—Cont'd
Payment of compensation—Cont'd
attorney's fees and costs for requiring charitable contributions, **Comp § 42:336**
benefits or wage supplements, **Comp § 29:81**
charitable contributions, liability for requiring, **Comp § 42:336**
criminal penalties, **Comp § 42:337**
damages for requiring charitable contributions, **Comp § 42:336**
death of employee, **Comp § 30:51, 31:32**
debt repayment deductions, liability for improper, **Comp § 42:332**
deductions from compensation, above
exemptions, **Comp § 14:18**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
injunctive relief for requiring charitable contributions, **Comp § 42:336**
lien of employee for wages, **Comp § 42:334**
migrant workers, **Comp § 29:76, 30:46**
money, termination of employee entrusted with, **Comp § 30:45**
monthly wages for most employees, **Comp § 29:75**
other employees, **Comp § 13:39**
overtime pay, delay allowed for, **Comp § 29:79**
prior administrative proceeding, effect on employee's suit for wages, **Comp § 42:330**
property, termination of employee entrusted with, **Comp § 30:45**
public service corporation employee's suit for wages and costs, **Comp § 42:333**
public service employees, **Comp § 29:78, 30:48**
right to disclose amount of wages, **Comp § 29:81.50**
salesperson's commissions upon termination, **Comp § 30:49**
severance pay, withholding for support, **Comp § 31:82**
strikes, **Comp § 30:50**
support withholding, below
termination of employment, **Comp § 30:44 to 30:49, 42:331**
termination of employment, receipt of vacation pay, **Comp § 31:33**
transitory employee's suit for wages and expenses, **Comp § 42:335**
transitory projects, **Comp § 29:77, 30:47**
vacation pay, **Comp § 31:2, 31:32, 31:33**
Pension and retirement payments, **Emp P § 46:48, 46:61**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:18**
Permits, child labor, **Comp § 26:39**
Personnel file, access to substance abuse test information in, **Emp P § 30:167**
Persons protected, employment practices, **Emp P § 21:18, 21:41**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:50**
Political contributions, deductions from compensation, **Comp § 32:106**
Polygraph tests, **Emp P § 53:26, 53:41**
Preference, garnishments, **Comp § 34:241**
Pregnancy benefits, **Emp P § 44:178, 44:191**

MINNESOTA—Cont'd
Pregnancy discrimination, **Emp P § 5:12, 5:35**
Preselection, selection and retention of employees, **Emp P § 39:45, 39:68**
Privacy, employment practices, **Emp P § 90:275, 112:1, 112:14**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:51**
Private rights, enforcement of, **Emp P § 111:112**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:168**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:116**
Public service employee, compensation, **Comp § 29:78, 30:48, 42:333**
Purchases from employer, deductions from compensation for charges for, **Comp § 32:108**
Race discrimination, **Emp P § 3:33**
Railroad employees, conditions governing deductions from compensation for, **Comp § 32:111**
Records and reports
general discussion, **Comp § 37:131, 39:67, 42:633, 42:634**
civil fines for failing to submit or maintain records, **Comp § 42:634**
employment and consumer records, access to, **Emp P § 54:25**
migrant worker's suit for damages, costs and attorney's fees, **Comp § 42:633**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:68**
Regulation of internal union affairs and reporting requirements, **Labor § 70:24, 70:25**
Religious discrimination, **Emp P § 4:18**
Remedies, child labor, **Comp § 28:46**
Research and education projects, job discrimination agencies, **Emp P § 83:186**
Rest and meal breaks, **Emp P § 45:32, 45:48**
Retaliation, **Comp § 42:148; Emp P § 10:65**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:183**
Salesperson's commissions upon termination, payment of, **Comp § 30:49**
Sanctions, child labor, **Comp § 28:46**
Savings, deductions from compensation, **Comp § 32:106**
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:12, 33:23**
health and physical fitness, **Emp P § 28:31, 28:50**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:68**
marital status, **Emp P § 32:10, 32:25**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:14**
veterans and other uniformed service members, **Emp P § 40:63.50**
Selection and retention of employees, below
Selection of representative, **Labor § 24:58**
Seniority systems, **Emp P § 43:78, 43:92**
Service letters, **Emp P § 65:71, 65:76**
Severance pay, withholding for support, **Comp § 31:82**
Sex discrimination, **Emp P § 5:12, 5:35**

MINNESOTA—Cont'd
Sexual or affectional orientation discrimination, **EMPLOYMENT 6:22; Emp P § 6:22**
Sick leave, **Ben § 11:29**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:14**
State statutes
arbitration of contract disputes, **Labor § 49:192**
court enforcement of state labor relations statutes, **Labor § 62:110 to 62:116**
coverage of state statutes affecting labor relations, **Labor § 15:25**
nature of state statutes affecting labor relations, **Labor § 2:28**
regulation of internal union affairs and reporting requirements, **Labor § 70:24, 70:25**
selection of representative, **Labor § 24:58**
Stock purchases, deductions from compensation, **Comp § 32:106**
Strikes, payment of compensation, **Comp § 30:50**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:160 to 30:168**
administration of drug and alcohol tests, **Emp P § 30:165**
applicants, testing of, **Emp P § 30:162**
challenge to result of drug or alcohol test, **Emp P § 30:166**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug and alcohol test information, **Emp P § 30:168**
employees, testing of, **Emp P § 30:161**
information required in employer's drug or alcohol testing policy, **Emp P § 30:163**
notices required for drug or alcohol tests, **Emp P § 30:164**
personnel file, access to test information in, **Emp P § 30:167**
retesting, **Emp P § 30:166**
use of drug or alcohol tests, **Emp P § 30:160**
Sugar beet hand laborers paid piece rate, overtime pay, **Comp § 21:96**
Support withholding
general discussion, **Comp § 34:444, 42:504 to 42:507, 42:562**
employer's liability, **Comp § 42:561**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
severance pay, **Comp § 31:82**
Technical assistance, job discrimination agencies, **Emp P § 83:185**
Temporary equitable relief, **Emp P § 111:108**
Terminated employees, place for payment of compensation, **Comp § 33:47**
Termination of employment, receipt of vacation pay, **Comp § 31:33**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:29**
employment and consumer records, access to, **Emp P § 54:25**
harassment, **Emp P § 51:66**

MINNESOTA—Cont'd
Terms, conditions and privileges of employment—Cont'd
mandatory retirement, **Emp P § 52:35, 52:52**
medical and health insurance, **Emp P § 46:16, 46:20**
older workers' benefits, **Emp P § 44:224, 44:235**
pension and retirement payments, **Emp P § 46:48, 46:61**
polygraph tests, **Emp P § 53:26, 53:41**
pregnancy benefits, **Emp P § 44:178, 44:191**
rest and meal breaks, **Emp P § 45:32, 45:48**
seniority systems, **Emp P § 43:78, 43:92**
wage and salary discrimination, **Emp P § 44:79, 44:102**
Theft, deductions from compensation charges for, **Comp § 32:108**
Time off statutes, criminal sanctions, **Emp P § 82:172**
Tips, deductions from compensation for claims for, **Comp § 32:109**
Transitory employee's suit for wages and expenses, **Comp § 42:335**
Transitory projects, payment of compensation, **Comp § 29:77, 30:47**
Unemployment compensation, **Ben § 4:68**
Union dues, deductions from compensation, **Comp § 32:106**
Union practices, **Emp P § 66:12, 66:32**
Vacations, **Ben § 9:21; Comp § 31:2, 31:32, 31:33**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:63.50**
Voting time off, **Ben § 13:16**
Waiver of exemptions, garnishment, **Comp § 34:242**
Witness duty, **Ben § 14:26**
Workplace Safety (this index)

MINORITIES
Personnel Manual (this index)

MINORITY UNIONS
Unions and Union Practices (this index)

MINOR MATTERS
Disputes. **Railway Labor Act** (this index)
National LABOR Relations Board, bargaining orders for minor unfair labor practices, **Labor § 43:41**
Unfair labor practices, minor supervisory employees conducting interrogation concerning union sympathies, **Labor § 26:102**
Unions and Union Practices (this index)

MINORS
Children and Minors (this index)

MISAPPROPRIATION OF FUNDS
Unfair labor practices, dishonesty as reason for discharge of employee, **Labor § 30:187**

MISCONDUCT
Backpay, **Emp P § 72:9**
Employment practices, **Emp P § 70:22 to 70:24**
Front pay, **Emp P § 73:14**
National LABOR Relations Board reinstatement order, post-discharge misconduct, **Labor § 43:55**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

MISDEEDS
National LABOR Relations Act, labor organizations, **Labor § 8:8**

MISDEMEANORS
Workplaceplace safety, criminal penalties under California's plan for safety and health, **Work S § 4:220**

MISREPRESENTATION OR MISREPRESENTATIONS
LABOR Management Relations Act, preemption of state law tort actions, **Labor § 53:125**
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:30**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

MISREPRESENTATIONS
Fraud and Deceit (this index)

MISSING PARTICIPANTS
Retirement plans, **Ben § 26:36, 29:150**

MISSISSIPPI
Appeals, **Emp P § 111:117**
Arbitration of contract disputes, **Labor § 49:193**
Assignments
- general discussion, **Comp § 34:48, 34:49**
- conditions, **Comp § 34:48**
- retirement, disability, death benefit or profit-sharing trusts, ban as to benefits from, **Comp § 34:49**

At-will employment, exceptions to, **Emp P § 62:26**
Child labor
- general discussion, **Comp § 25:50, 25:51**
- administrative procedures, **Comp § 28:105**
- exemptions, **Comp § 25:50**
- prohibitions, **Comp § 25:51**
- sanctions and remedies, **Comp § 28:47**

Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, above
- child labor, above
- court proceedings, generally, **Comp § 42:39**
- criminal penalties, **Comp § 42:39**
- form of payment, below
- garnishment, below
- inspections, criminal penalties for violations, **Comp § 42:39**
- new-hire reporting, **Comp § 37:222**
- notices, **Comp § 37:133**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:133**
- support withholding, below

Constitutionality, overtime pay, **Comp § 21:6**
Consumer records, access to, **Emp P § 54:25.50**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:111**
Conversion privileges for health and life insurance, **Ben § 8:170.50**
Coordination of medical benefits, **Ben § 5:272**
Court enforcement of state labor relations statutes, **Labor § 62:117 to 62:120**

MISSISSIPPI—Cont'd
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:115**
- appeals, **Emp P § 111:117**

Coverage of state statutes affecting labor relations, **Labor § 15:26**
Creed discrimination, **Emp P § 4:40.50**
Criminal penalties
- compensation, **Comp § 42:39**
- employment practices, **Emp P § 82:100, 82:173**

Death benefit trusts, ban on assignments of benefits from, **Comp § 34:49**
Death of employee, payment of compensation, **Comp § 30:52**
Delinquent taxes, garnishment, **Comp § 34:249**
Disabilities discrimination, **Emp P § 9:76, 9:101**
Disability trusts, ban on assignments of benefits from, **Comp § 34:49**
Disclosure of drug and alcohol test information, **Emp P § 30:176**
Employment practices
- general discussion, **Emp P § 2:1, 2:25**
- at-will employment, exceptions to, **Emp P § 62:26**
- checklist of state laws regulating employment practices, **Emp P § 2:54**
- criminal sanctions, **Emp P § 82:100, 82:173**
- disabilities discrimination, **Emp P § 9:76, 9:101**
- garnishment, adverse employment actions based on, **Emp P § 63:7, 63:32**
- recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:352**
- religious or creed discrimination, **Emp P § 4:40**
- retaliation against opponents of discrimination, **Emp P § 10:65.50**
- substance abuse and testing, below
- time off statutes, criminal sanctions, **Emp P § 82:100, 82:173**

Employment records, access to, **Emp P § 54:25.50**
Exemptions, child labor, **Comp § 25:50**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
- general discussion, **Comp § 33:1 to 33:3, 33:48**
- check cashing required, **Comp § 33:51**
- federal contractors, **Comp § 33:2**
- lawful money, rule requiring payment in, **Comp § 33:3**

Garnishment
- general discussion, **Comp § 34:246 to 34:249, 42:463**
- adverse employment actions, **Emp P § 63:7, 63:32**
- amount of earnings subject to garnishment, **Comp § 34:246**
- delinquent taxes, **Comp § 34:249**
- federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
- preference of liens, **Comp § 34:248**
- 30-day waiting period, **Comp § 34:247**

Holidays, **Ben § 10:29**
Indemnification, payment of compensation, **Comp § 42:338**
Inspections, criminal penalties for violations, **Comp § 42:39**
Jury duty, **Ben § 14:27**
Life insurance, continuation of individual coverage, **Ben § 8:111**

MISSISSIPPI—Cont'd
Manufacturing employees, payment of compensation, **Comp § 29:82**
Meal breaks, **Emp P § 45:32, 45:48.50**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:111**
coordination of benefits, **Ben § 5:272**
mandated provisions, **Ben § 5:215**
Medical examinations or records, deductions from compensation for, **Comp § 32:112**
Nature of state statutes affecting labor relations, **Labor § 2:29**
Neutral selection substance abuse testing, **Emp P § 30:170**
New-hire reporting, compensation, **Comp § 37:222**
Notice
compensation, **Comp § 37:133**
drug or alcohol tests, **Emp P § 30:173**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:100**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
Payment of compensation
general discussion, **Comp § 29:82, 29:83**
death of employee, **Comp § 30:52**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
indemnification, **Comp § 42:338**
manufacturing employees, **Comp § 29:82**
medical exams or records, deductions from compensation for, **Comp § 32:112**
public service employees, biweekly or semi-monthly wages for, **Comp § 29:83**
termination of employment, receipt of vacation pay, **Comp § 31:34**
vacation pay, **Comp § 31:2, 31:34**
Preference of liens, garnishment, **Comp § 34:248**
Privacy cases, **Emp P § 112:1, 112:15**
Profit-sharing trusts, ban on assignments of benefits from, **Comp § 34:49**
Public service employees, biweekly or semi-monthly wages for, **Comp § 29:83**
Reasonable suspicion substance abuse testing, **Emp P § 30:171**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:352**
Records and reports
compensation, **Comp § 37:133**
employment and consumer records, access to, **Emp P § 54:25.50**
Regulation of internal union affairs, **Labor § 70:26**
Rehabilitation programs, substance abuse and testing, **Emp P § 30:172**
Religious discrimination, **Emp P § 4:40**
Remedies, child labor, **Comp § 28:47**
Rest breaks, **Emp P § 45:32, 45:48.50**
Retaliation against opponents of discrimination, **Emp P § 10:65.50**
Retirement trusts, ban on assignments of benefits from, **Comp § 34:49**
Routine medical exams, substance abuse and testing, **Emp P § 30:172**
Sanctions, child labor, **Comp § 28:47**

MISSISSIPPI—Cont'd
State statutes
arbitration of contract disputes, **Labor § 49:193**
court enforcement of state labor relations statutes, **Labor § 62:117 to 62:120**
coverage of state statutes affecting labor relations, **Labor § 15:26**
nature of state statutes affecting labor relations, **Labor § 2:29**
regulation of internal union affairs, **Labor § 70:26**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:169 to 30:176**
administration of drug and alcohol tests, **Emp P § 30:174**
challenge to result of drug or alcohol test, **Emp P § 30:175**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug and alcohol test information, **Emp P § 30:176**
neutral selection testing, **Emp P § 30:170**
notices required for drug or alcohol tests, **Emp P § 30:173**
reasonable suspicion testing, **Emp P § 30:171**
rehabilitation programs, **Emp P § 30:172**
retesting, **Emp P § 30:175**
routine medical exams, **Emp P § 30:172**
use of drug or alcohol tests, **Emp P § 30:169**
Support withholding
general discussion, **Comp § 34:445, 42:504 to 42:507, 42:563, 42:564**
employer's liability, **Comp § 42:563**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:562**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, receipt of vacation pay, **Comp § 31:34**
Terms, conditions and privileges of employment
employment and consumer records, access to, **Emp P § 54:25.50**
rest and meal breaks, **Emp P § 45:32, 45:48.50**
Time off statutes, criminal sanctions, **Emp P § 82:100, 82:173**
Unemployment compensation, **Ben § 4:69**
Vacations, **Ben § 9:22; Comp § 31:2, 31:34**
Witness duty, **Ben § 14:27**
Workplaceplace safety, smoking restrictions, **Work S § 5:214**

MISSOURI
Administrative sanctions and remedies, **Emp P § 82:28, 82:53**
Administrators, monthly payments for, **Comp § 29:85**
Affirmative action plans, **Emp P § 68:92, 68:118**
Age discrimination, **Emp P § 8:14, 8:38, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:24**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:19, 29:20**
Amusement businesses
minimum wages for learners and apprentices, **Comp § 18:127**
overtime pay, **Comp § 21:102**

MISSOURI—Cont'd
Ancestry discrimination, **Emp P § 7:14, 7:37**
Annual reports, job discrimination agencies, **Emp P § 83:195**
Antiretaliation measures, compensation, **Comp § 39:70**
Apprentices, minimum wages, **Comp § 18:126, 18:127**
Assignments
general discussion, **Comp § 34:50, 34:51, 42:481**
conditions, **Comp § 34:50**
future earnings, ban as to, **Comp § 34:51**
student loan defaults, liability under withholding order for, **Comp § 42:476**
At-will employment, exceptions to, **Emp P § 62:27**
Birth place, discrimination based on, **Emp P § 7:14, 7:37**
Bona fide occupational qualifications, **Emp P § 15:13, 15:33**
Certificates, child labor, **Comp § 26:40**
Child labor
general discussion, **Comp § 25:52, 25:53**
administrative procedures, **Comp § 28:106**
certificates and permits, **Comp § 26:40**
court proceedings, **Comp § 28:143**
exemptions, **Comp § 25:52**
notices, **Comp § 27:42**
prohibitions, **Comp § 25:53**
sanctions and remedies, **Comp § 28:48**
Citizenship discrimination, **Emp P § 7:14, 7:37**
Coal mine employees, **Comp § 29:86, 42:340**
Coerced discrimination, **Emp P § 11:3, 11:26**
Color discrimination, **Emp P § 3:34**
Commissioned employees, monthly payments for, **Comp § 29:85**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:70**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:41**
discrimination, **Emp P § 44:103**
employee's suit for double wages, **Comp § 42:41**
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:223**
notice, below
overtime pay, below
payment of compensation, below
records, **Comp § 37:134**
rules, **Comp § 39:69, 39:70**
support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:174**
Complicity in discrimination, **Emp P § 12:4, 12:21**
Conciliation, job discrimination proceedings, **Emp P § 89:176**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:112**
Conversion privileges for health and life insurance, **Ben § 8:171**
Coordination of medical benefits, **Ben § 5:273**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:116 to 111:119**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**

MISSOURI—Cont'd
Court proceedings—Cont'd
commission decision, review and enforcement of, **Emp P § 111:118, 111:119**
equal pay statute actions, **Emp P § 111:121**
fair employment practices statute, **Emp P § 111:118 et seq.**
garnishment cases, **Emp P § 116:1, 116:14**
private rights, enforcement of, **Emp P § 111:118**
review of commission decision, **Emp P § 111:119**
time off cases, **Emp P § 117:1, 117:6**
Credits, minimum wages, **Comp § 18:129**
Creed discrimination, **Emp P § 4:18, 4:41**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:23.20**
Criminal penalties
general discussion, **Emp P § 82:100, 82:174, 82:175**
benefit contributions, failure to make, **Comp § 42:342**
fair employment practices statute, **Emp P § 82:174**
minimum wages, **Comp § 42:151**
overtime pay, **Comp § 42:151**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:175**
Disabilities discrimination, **Emp P § 9:76, 9:102**
Employment agencies, **Emp P § 20:215, 20:238, 67:16, 67:37**
Employment practices
general discussion, **Emp P § 2:1, 2:26**
administrative sanctions and remedies, **Emp P § 82:28, 82:53**
affirmative action plans, **Emp P § 68:92, 68:118**
age discrimination, **Emp P § 8:14, 8:38**
at-will employment, exceptions to, **Emp P § 62:27**
bona fide occupational qualifications, **Emp P § 15:13, 15:33**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:26**
complicity in discrimination, **Emp P § 12:4, 12:21**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:102**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:238**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:33**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:25**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:281**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:188**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:37**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:28**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:19**
persons protected, **Emp P § 21:18, 21:42**
private employers subject to discrimination laws, **Emp P § 20:28, 20:52**

MISSOURI—Cont'd
Employment practices—Cont'd
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:117**
race or color discrimination, **Emp P § 3:34**
religious or creed discrimination, **Emp P § 4:18, 4:41**
retaliation against opponents of discrimination, **Emp P § 10:66**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:77**
sex and pregnancy discrimination, **Emp P § 5:12, 5:36**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 89:180, 111:119**
Evidence, job discrimination proceedings, **Emp P § 89:178**
Executives, monthly payments for, **Comp § 29:85**
Exemptions, child labor, **Comp § 25:52**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fringe benefits, **Emp P § 44:138, 44:154**
Future earnings, ban as to assignment of, **Comp § 34:51**
Garnishment
general discussion, **Comp § 34:250, 34:251, 42:463, 42:481**
amount of earnings subject to garnishment, **Comp § 34:250**
employment practices, **Emp P § 63:7, 63:33, 116:1, 116:14**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
student loan defaults, **Comp § 34:251, 42:481**
Harassment, **Emp P § 51:67**
Health, selection and retention of employees, **Emp P § 28:31, 28:51**
Hearings, job discrimination proceedings, **Emp P § 89:177**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:69**
Holidays, **Ben § 10:30**
Impaired persons, minimum wages, **Comp § 18:125**
Interagency cooperation, job discrimination agencies, **Emp P § 83:193**
Investigations, job discrimination proceedings, **Emp P § 89:175**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:191 to 83:195**
annual reports, **Emp P § 83:195**
basic organization, powers and duties, **Emp P § 83:191**
interagency cooperation, **Emp P § 83:193**
research and education projects, **Emp P § 83:194**
rule making, **Emp P § 83:192**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:174 to 89:180**
basic fair employment practices statute procedures, **Emp P § 89:174**
complaints, **Emp P § 89:174**
conciliation, **Emp P § 89:176**
decision of commission, **Emp P § 89:179**
equal pay proceedings, **Emp P § 89:180**
evidence, procurement of, **Emp P § 89:178**
hearings, **Emp P § 89:177**
investigations, **Emp P § 89:175**

MISSOURI—Cont'd
Judicial remedies, employment practices, **Emp P § 80:1, 80:25**
Jury duty, **Ben § 14:28**
Labor-management training committees, **Emp P § 20:268, 20:281, 67:67, 67:77**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:188**
Learners, minimum wages, **Comp § 18:126, 18:127**
Life insurance, **Ben § 8:112; Emp P § 8:171**
Mandatory retirement, **Emp P § 52:35, 52:53**
Manufacturing employees, semi-monthly wages for, **Comp § 29:86**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:112**
conversion privileges, **Ben § 8:171**
coordination of benefits, **Ben § 5:273**
mandated provisions, **Ben § 5:216**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:124 to 18:129, 39:69, 42:93, 42:148 to 42:150**
amusement or recreation businesses, learners and apprentices in, **Comp § 18:127**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:129**
criminal penalties, **Comp § 42:151**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:149**
impaired persons, **Comp § 18:125**
learners and apprentices, **Comp § 18:126, 18:127**
most employees, **Comp § 18:124**
time limit for filing suit, **Comp § 42:150**
tipped employees, **Comp § 18:128**
National origin discrimination, **Emp P § 7:14, 7:37**
New-hire reporting, compensation, **Comp § 37:223**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:28**
Notice
general discussion, **Comp § 42:636**
child labor, **Comp § 27:42**
compensation, **Comp § 37:135**
support withholding, **Comp § 42:500**
wage reduction notice, employee's suit for failing to provide, **Comp § 42:636**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:101 to 21:103, 39:69, 42:93, 42:148 to 42:150**
amusement or recreation business employees, **Comp § 21:102**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:151**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:149**
maximum hours, **Comp § 21:101, 21:102**
most employees, **Comp § 21:101**
time limit for filing suit, **Comp § 42:150**
time worked, **Comp § 21:103**

MISSOURI—Cont'd
Payment of compensation
general discussion, **Comp § 29:84 to 29:87, 42:339 to 42:342**
benefit contributions, criminal penalties for failure to make, **Comp § 42:342**
benefit plans, contributions within 60 days, **Comp § 29:87**
coal miner's suit for double wages, **Comp § 42:340**
criminal penalties for failing to make benefit contributions, **Comp § 42:342**
executives, administrators, professionals, sales people and other commissioned employees, monthly payments for, **Comp § 29:85**
federal preemption regarding vacation pay, **Comp § 31:2**
fine for corporations' and railroads' violations, **Comp § 42:341**
manufacturing and coal mine employees, semi-monthly wages for, **Comp § 29:86**
semi-monthly wages for most employees of corporations and railroads, **Comp § 29:84**
support withholding, below
termination of employment, **Comp § 30:53, 31:35**
untimely payment, liability for, **Comp § 42:339**
vacation pay, **Comp § 31:2, 31:35**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:19**
Permits, child labor, **Comp § 26:40**
Persons protected, employment practices, **Emp P § 21:18, 21:42**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:51**
Pregnancy benefits, **Emp P § 44:178, 44:192**
Pregnancy discrimination, **Emp P § 5:12, 5:36**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:69**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:52**
Private rights, enforcement of, **Emp P § 111:118**
Privileges of employment. Terms, conditions and privileges of employment, below
Professional employees, monthly payments for, **Comp § 29:85**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:117**
Race discrimination, **Emp P § 3:34**
Records and reports, access to employment and consumer records, **Emp P § 54:26**
Recreation businesses
minimum wages for learners and apprentices, **Comp § 18:127**
overtime pay, **Comp § 21:102**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:69**
Religious discrimination, **Emp P § 4:18, 4:41**
Remedies, child labor, **Comp § 28:48**
Research and education projects, job discrimination agencies, **Emp P § 83:194**
Retaliation against opponents of discrimination, **Emp P § 10:66**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:192**
Sales employees, monthly payments for, **Comp § 29:85**
Sanctions, child labor, **Comp § 28:48**

MISSOURI—Cont'd
Selection and retention of employees, **Emp P § 40:63.70**
AIDS policies and testing, **Emp P § 29:19, 29:20**
criminal arrests and convictions, **Emp P § 33:23.20**
health and physical fitness, **Emp P § 28:31, 28:51**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:69**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:15**
Seniority systems, **Emp P § 43:78, 43:93**
Service letters, **Emp P § 65:71, 65:77**
Sex discrimination, **Emp P § 5:12, 5:36**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:15**
State statutes
arbitration of contract disputes, **Labor § 49:194**
court enforcement of state labor relations statutes, **Labor § 62:121**
coverage of state statutes affecting labor relations, **Labor § 15:27**
nature of state statutes affecting labor relations, **Labor § 2:30**
Student loan defaults, **Comp § 34:251, 42:481**
Support withholding
general discussion, **Comp § 34:446, 42:504 to 42:507, 42:565**
employer's liability, **Comp § 42:564**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:53, 31:35**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:30**
employment and consumer records, access to, **Emp P § 54:26**
fringe benefits, **Emp P § 44:138, 44:154**
harassment, **Emp P § 51:67**
mandatory retirement, **Emp P § 52:35, 52:53**
pregnancy benefits, **Emp P § 44:178, 44:192**
seniority systems, **Emp P § 43:78, 43:93**
wage and salary discrimination, **Emp P § 44:103**
Time off cases, **Emp P § 117:1, 117:6**
Tipped employees, minimum wages, **Comp § 18:128**
Unemployment compensation, **Ben § 4:70**
Union practices, **Emp P § 66:12, 66:33**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:175**
Vacations, **Ben § 9:23; Comp § 31:2, 31:35**
Voting time off, **Ben § 13:17**
Witness duty, **Ben § 14:28**
Workplace Safety (this index)

MISSTATEMENTS
LABOR Management Relations Act, misstatement of facts in argument or brief, **Labor § 53:272**
National LABOR Relations Board, misstated portions of record on judicial review/enforcement of NLRB decisions/orders, **Labor § 52:39**

MISSTATEMENTS—Cont'd
Unions, election campaigns, **Labor § 22:19**

MISTAKEN CONTRIBUTIONS
Retirement and Retirement Plans (this index)

MISTAKES
Errors or Mistakes (this index)
Title VII (this index)

MITIGATING CIRCUMSTANCES
Collective bargaining agreements, modification and termination, **Labor § 48:5**

MITIGATION OF DAMAGES
Backpay (this index)
Employment practices, **Emp P § 70:21**
Labor Management Relations Act (this index)
Retirement plans, civil actions under Employee Retirement Income Security Act, **Ben § 45:62**
Termination of employment, **Emp P § 81:17**

MIXED MOTIVE CASES
Evidence, **Emp P § 107:48, 107:68**
Injunctions, **Emp P § 71:12**

MIXTURES
Workplace Safety (this index)

MOB DAMAGE
State statutes, court enforcement of Kentucky labor relations statutes, **Labor § 62:81**

MODELS
Personnel Manual (this index)

MODIFICATION
Amendment, Modification or Change (this index)

MOLDING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**

MOM AND POP EXCEPTION
Fair Labor Standards Act and similar state laws, enterprise coverage, **Comp § 1:139**

MONITORING OF EMPLOYEES
Surveillance and Monitoring of Employees (this index)

MONTANA
Absence of employee on payday, **Comp § 29:89**
Administrative sanctions and remedies, **Emp P § 82:28, 82:54**
Administrative subpoena, enforcement of, **Emp P § 111:123**
Age discrimination, **Emp P § 8:14, 8:39, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:25**
Agricultural employees, minimum wages, **Comp § 18:132**
Ancestry discrimination, **Emp P § 7:14, 7:38**
Appeals, employment practices, **Emp P § 111:127**
Arbitration of contract disputes, **Labor § 49:195**
Assignments
  general discussion, **Comp § 34:52, 34:53, 42:482**

MONTANA—Cont'd
Assignments—Cont'd
  criminal penalties for assignments to wage brokers, **Comp § 42:477**
  minor's wages, receipt by parent or guardian, **Comp § 34:53**
  wage brokers, receipt by, **Comp § 34:52**
At-will employment, exceptions to, **Emp P § 62:28**
Birth place, discrimination based on, **Emp P § 7:14, 7:38**
Blacklisting, **Emp P § 65:42, 65:57, 82:179, 113:1, 113:6**
Board, deductions from compensation for charges for, **Comp § 32:114**
Bona fide occupational qualifications, **Emp P § 15:13, 15:34**
Certificates, child labor, **Comp § 26:41**
Child labor
  general discussion, **Comp § 25:54, 25:55**
  administrative procedures, **Comp § 28:107**
  assignments, **Comp § 34:53**
  certificates and permits, **Comp § 26:41**
  exemptions, **Comp § 25:54**
  prohibitions, **Comp § 25:55**
  sanctions and remedies, **Comp § 28:49**
Citizenship discrimination, **Emp P § 7:14, 7:38**
Coerced discrimination, **Emp P § 11:3, 11:27**
Color discrimination, **Emp P § 3:35**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  assignments, above
  child labor, above
  county attorney's suit, **Comp § 42:42**
  court proceedings, generally, **Comp § 42:42**
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:104**
  employee's suit, **Comp § 42:42**
  exemptions, **Comp § 36:20**
  garnishment, below
  labor commissioner's suit, **Comp § 42:42**
  minimum wages, below
  new-hire reporting, **Comp § 37:224**
  notices, **Comp § 37:136**
  overtime pay, below
  payment of compensation, below
  rules, **Comp § 39:71**
  support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:181**
Complicity in discrimination, **Emp P § 12:4, 12:22**
Conciliation, job discrimination proceedings, **Emp P § 89:183**
Conditions governing most deductions from compensation, **Comp § 32:113**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:113**
Conversion privileges for health and life insurance, **Ben § 8:172**
Coordination of medical benefits, **Ben § 5:274**
Court enforcement of state labor relations statutes, **Labor § 62:122 to 62:128**
Court proceedings
  general discussion, **Emp P § 111:1, 111:2, 111:120 to 111:126**

MONTANA—Cont'd
Court proceedings—Cont'd
administrative subpoena, enforcement of, **Emp P § 111:123**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:127**
blacklisting cases, **Emp P § 113:1, 113:6**
commission decision, review and enforcement of, **Emp P § 111:123, 111:124**
fair employment practices statute, **Emp P § 111:122 et seq.**
off-duty lawful product use law, enforcement of, **Emp P § 111:128**
private rights, enforcement of, **Emp P § 111:128**
relief on merits, civil action for, **Emp P § 111:126**
review of commission decision, **Emp P § 111:124**
temporary equitable relief, **Emp P § 111:122**
Coverage of state statutes affecting labor relations, **Labor § 15:28**
Credits, minimum wages, **Comp § 18:133**
Creed discrimination, **Emp P § 4:18, 4:42**
Criminal penalties
general discussion, **Emp P § 82:100, 82:176 to 82:180**
assignments to wage brokers, **Comp § 42:477**
blacklisting statute, **Emp P § 82:179**
employee privacy statute, **Emp P § 82:178**
equal pay statute, **Emp P § 82:177**
fair employment practices statute, **Emp P § 82:176**
time off statutes, **Emp P § 82:180**
Deductions from compensation
general discussion, **Comp § 32:113 to 32:115**
board, charges for, **Comp § 32:114**
conditions governing most deductions, **Comp § 32:113**
incidentals, charges for, **Comp § 32:114**
medical exams or records, charges for, **Comp § 32:115**
room, charges for, **Comp § 32:114**
Disabilities discrimination, **Emp P § 9:76, 9:103**
Disclosures, employment practices, **Emp P § 92:83, 92:106**
Employee privacy statute, criminal sanctions, **Emp P § 82:178**
Employment agencies, **Emp P § 20:215, 20:239, 67:16, 67:38**
Employment practices
general discussion, **Emp P § 2:1, 2:27**
administrative sanctions and remedies, **Emp P § 82:28, 82:54**
age discrimination, **Emp P § 8:14, 8:39**
at-will employment, exceptions to, **Emp P § 62:28**
blacklisting, **Emp P § 65:42, 65:57**
bona fide occupational qualifications, **Emp P § 15:13, 15:34**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:27**
complicity in discrimination, **Emp P § 12:4, 12:22**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:103**
disclosures, **Emp P § 92:83, 92:106**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:239**

MONTANA—Cont'd
Employment practices—Cont'd
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:34**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:323**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:26**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:282**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:189**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:38**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:29**
notices, **Emp P § 92:83, 92:106**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:19**
persons protected, **Emp P § 21:18, 21:43**
private employers subject to discrimination laws, **Emp P § 20:28, 20:53**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:118**
race or color discrimination, **Emp P § 3:35**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:353**
records and reports, **Emp P § 92:45, 92:61**
reliance on administrative guidance, **Comp § 18:10; Emp P § 18:8**
religious or creed discrimination, **Emp P § 4:18, 4:42**
retaliation against opponents of discrimination, **Emp P § 10:67**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:37**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay statute, criminal sanctions, **Emp P § 82:177**
Evidence, job discrimination proceedings, **Emp P § 89:185**
Exemptions
child labor, **Comp § 25:54**
compensation, **Comp § 36:20**
payment of compensation, **Comp § 14:19**
Family, ban as to garnishment of earnings necessary to, **Comp § 34:253**
Family leave, **Ben § 12:94**
Fringe benefits, **Emp P § 44:138, 44:155**
Garnishment
general discussion, **Comp § 34:252, 34:253, 42:463**
adverse employment actions, **Emp P § 63:7, 63:34**
amount of earnings subject to garnishment, **Comp § 34:252**
family, ban as to earnings necessary to, **Comp § 34:253**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:323**

MONTANA—Cont'd
Harassment, **Emp P § 51:68**
Health care employees, overtime pay, **Comp § 21:106**
Hearings, job discrimination proceedings, **Emp P § 89:184**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:70**
Holidays, **Ben § 10:31**
Incidentals, deductions from compensation for charges for, **Comp § 32:114**
Investigations, job discrimination proceedings, **Emp P § 89:182**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:196, 83:197**
basic organization, powers and duties, **Emp P § 83:196**
rulemaking, **Emp P § 83:197**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:181 to 89:186**
basic fair employment practices statute procedures, **Emp P § 89:181**
complaint processing, **Emp P § 89:181**
conciliation, **Emp P § 89:183**
decision of commission, **Emp P § 89:186**
evidence, procurement of, **Emp P § 89:185**
hearings, **Emp P § 89:184**
investigations, **Emp P § 89:182**
Judicial remedies, employment practices, **Emp P § 80:1, 80:26**
Labor-management training committees, **Emp P § 20:268, 20:282, 67:67, 67:78**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:189**
Life insurance, **Ben § 8:113; Emp P § 8:172**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:26**
Meal breaks, **Emp P § 45:32, 45:49**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:113**
conversion privileges, **Ben § 8:172**
coordination of benefits, **Ben § 5:274**
mandated provisions, **Ben § 5:217**
Medical examinations or records, deductions from compensation for charges for, **Comp § 32:115**
Metal industry employers, enforcement of wage laws over, **Comp § 42:344**
Mineral industry employers, enforcement of wage laws over, **Comp § 42:344**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:130 to 18:133**
agricultural employees, **Comp § 18:132**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:133**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
most employees, **Comp § 18:130**
small businesses, employees of, **Comp § 18:131**
National origin discrimination, **Emp P § 7:14, 7:38**
Nature of state statutes affecting labor relations, **Labor § 2:31**
New-hire reporting, compensation, **Comp § 37:224**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:29**
Notice
compensation, **Comp § 37:136**
employment practices, **Emp P § 92:83, 92:106**

MONTANA—Cont'd
Notice—Cont'd
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:19**
Off-duty lawful product use law, enforcement of, **Emp P § 111:128**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:104 to 21:106**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
health care employees, **Comp § 21:106**
maximum hours, **Comp § 21:104 to 21:106**
most employees, **Comp § 21:104**
students, **Comp § 21:105**
Parental leave, **Ben § 12:94**
Payment of compensation
general discussion, **Comp § 29:88, 29:89, 30:54, 30:55, 42:343, 42:344**
absence of employee on payday, **Comp § 29:89**
deductions from compensation, above
exemptions, **Comp § 14:19**
mineral and metal industry employers, enforcement of wage laws over, **Comp § 42:344**
other employees, **Comp § 13:40**
penalties, **Comp § 42:343**
periodic wages, **Comp § 29:88**
support withholding, below
termination of employment, **Comp § 30:54**
theft, employee accused of, **Comp § 30:55**
Penalties
assignments to wage brokers, **Comp § 42:477**
criminal penalties, above
payment of compensation, **Comp § 42:343**
Pension and retirement payments, **Emp P § 46:48, 46:62**
Permits, child labor, **Comp § 26:41**
Persons protected, employment practices, **Emp P § 21:18, 21:43**
Polygraph tests, **Emp P § 53:26, 53:42**
Pregnancy benefits, **Emp P § 44:178, 44:193**
Pregnancy discrimination, **Emp P § 5:12, 5:37**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:70**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:53**
Private rights, enforcement of, **Emp P § 111:128**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:118**
Race discrimination, **Emp P § 3:35**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:353**
Records and reports
access to employment and consumer records, **Emp P § 54:26.50**
employment practices, **Emp P § 92:45, 92:61**
substance abuse, access to test results, **Emp P § 30:178**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:70**
Reliance on administrative guidance, **Comp § 18:10; Emp P § 18:8**

MONTANA—Cont'd
Relief on merits, civil action for, **Emp P § 111:126**
Religious discrimination, **Emp P § 4:18, 4:42**
Remedies, child labor, **Comp § 28:49**
Rest breaks, **Emp P § 45:32, 45:49**
Retaliation against opponents of discrimination, **Emp P § 10:67**
Retention of employees. Selection and retention of employees, below
Room, deductions from compensation for charges for, **Comp § 32:114**
Rulemaking, job discrimination agencies, **Emp P § 83:197**
Sanctions, child labor, **Comp § 28:49**
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:70**
marital status, **Emp P § 32:10, 32:26**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:16**
veterans and other uniformed service members, **Emp P § 40:64**
Selection of representative, **Labor § 24:59**
Seniority systems, **Emp P § 43:78, 43:94**
Sex discrimination, **Emp P § 5:12, 5:37**
Sexual or affectional orientation discrimination, **EMPLOYMENT 6:23**
Small businesses, minimum wages, **Comp § 18:131**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:16**
State statutes
arbitration of contract disputes, **Labor § 49:195**
court enforcement of state labor relations statutes, **Labor § 62:122 to 62:128**
coverage of state statutes affecting labor relations, **Labor § 15:28**
nature of state statutes affecting labor relations, **Labor § 2:31**
selection of representative, **Labor § 24:59**
Students, overtime pay, **Comp § 21:105**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:177, 30:178**
access to test results by subject, **Emp P § 30:178**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
use of drug or alcohol tests, **Emp P § 30:177**
Support withholding
general discussion, **Comp § 34:447, 42:504 to 42:507, 42:566**
employer's liability, **Comp § 42:565**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary equitable relief, **Emp P § 111:122**
Termination of employment, payment of compensation, **Comp § 30:54**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:31**
employment and consumer records, access to, **Emp P § 54:26.50**
fringe benefits, **Emp P § 44:138, 44:155**

MONTANA—Cont'd
Terms, conditions and privileges of employment—Cont'd
harassment, **Emp P § 51:68**
pension and retirement payments, **Emp P § 46:48, 46:62**
polygraph tests, **Emp P § 53:26, 53:42**
pregnancy benefits, **Emp P § 44:178, 44:193**
rest and meal breaks, **Emp P § 45:32, 45:49**
seniority systems, **Emp P § 43:78, 43:94**
wage and salary discrimination, **Emp P § 44:79, 44:104**
Theft, payment of compensation to employee accused of, **Comp § 30:55**
Time off statutes, criminal sanctions, **Emp P § 82:180**
Unemployment compensation, **Ben § 4:71**
Union practices, **Emp P § 66:12, 66:34**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:64**
Workplace Safety (this index)

MONTHLY MATTERS
Personnel Manual (this index)
Workplaceplace safety, monthly reports of excess service for railroads, **Work S § 5:129**

MONUMENT DEALERS
Retail or service establishment employees, **Comp § 12:150**

MOONLIGHTING
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:150**

MOORE DRY DOCK STANDARDS
Unfair labor practices, common situs picketing, **Labor § 38:96, 38:99, 38:100, 38:106, 38:108, 38:115**

MOOT MATTERS
LABOR-Management Reporting and Disclosure Act, dismissal of action brought to enforce rights of union members, **Labor § 64:47**
National LABOR Relations Board, moot appeals, **Labor § 50:32**
Norris-LaGuardia Act, moot injunctions in labor disputes, **Labor § 50:141**

MOOTNESS
Aliens, labor certification for permanent employment of immigrant aliens, **Emp P § 94:38**
Jurisdiction, subject matter jurisdiction, **Emp P § 95:74**

MORALE
Personnel manual, reasons to adopt policies on AIDS in workplace, **Pers M § 18:4**
Unions, nonunion employer's guide to union organizing, **Labor § 16:9**

MORALE OF EMPLOYEES
Parties and picnics, benefits, **Ben § 15:221, 15:222**

MORALITY
Selection and Retention of Employees (this index)

MORE DEFINITE STATEMENT
Fair Labor Standards Act and similar state laws, **Comp § 41:160**
Motions, **Emp P § 101:59**

MOROCCO
International employment, tax treaties, **Emp P § 41:233, 41:234**

MORTGAGE ASSISTANCE AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:198 to 15:203**
Cash, assistance provided as, **Ben § 15:200**
Checklist of legal considerations, **Ben § 15:199**
Employee Retirement Income Security Act, effect of prohibited transaction rules, **Ben § 15:203**
Guarantee by employer of loan, **Ben § 15:201**
Partial payment of interest on mortgage, **Ben § 15:202**
Temporary payment of interest on mortgage, **Ben § 15:202**

MORTGAGE POOL INVESTMENT TRUSTS
Retirement plans, **Ben § 39:19, 39:41**

MORTISING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:264**

MOST-FAVORED-NATION
Collective bargaining agreements, **Labor § 47:30**
Unfair labor practices, subjects of bargaining, **Labor § 34:45**

MOTELS
Hotels and Motels (this index)
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:48**

MOTION PICTURE PRODUCTION
White collar employees, **Comp § 3:101**

MOTION PICTURES
National LABOR Relations Act, supervisor coverage in motion picture industry, **Labor § 5:77**
Unions and Union Practices (this index)

MOTION PICTURE THEATER EMPLOYEES
General discussion, **Comp § 9:1, 9:21 to 9:25**
Combined minimum wage and overtime pay exemption under state law, **Comp § 9:23**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 9:1, 9:21 to 9:25**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 9:1, 9:21 to 9:25**
Minimum wage exemption, **Comp § 9:24**
Motion picture theater, defined, **Comp § 9:22**
Overtime pay exemption, **Comp § 9:21, 9:25**
Records and reports, **Comp § 37:38**
State law exemptions, **Comp § 9:23 to 9:25**

MOTIONS
General discussion, **Emp P § 101:42 to 101:70, 108:1 et seq.**
Agricultural employees, **Emp P § 90:130**
Alteration of judgment, motion for, **Emp P § 108:7**
Amendment of judgment, motion for, **Emp P § 108:7**
Checklist of FRCP 12 defenses, **Emp P § 101:43**
Consolidation of defenses, **Emp P § 101:45**
Directed verdict, motion for, **Emp P § 108:4**
Dismissal Motions (this index)
Executive Order 11246 (this index)

MOTIONS—Cont'd
Federal employment, unfair labor practice procedures, **Labor § 45:52, 45:53, 45:63**
Frcp 12 motions, generally, **Emp P § 101:42 et seq.**
Judgment as matter of law, motion for, **Emp P § 108:4, 108:5**
Judgment notwithstanding verdict, motion for, **Emp P § 108:5**
Judgment on pleadings, motion for, **Emp P § 101:58**
More definite statement, motion for, **Emp P § 101:59**
National LABOR Relations Act, dismissal of action, **Labor § 12:17**
National Labor Relations Board (this index)
New trial, motion for, **Emp P § 108:6**
Relief from judgment, motion for, **Emp P § 108:8**
Sanctions under FRCP 11, motion for, **Emp P § 101:61**
State court proceedings, **Emp P § 115:51 to 115:53**
Statutes of limitation, motion for reconsideration, **Emp P § 100:66.50**
Stay of proceedings, motion for, **Emp P § 101:60**
Strike, Motions to (this index)
Summary Judgment (this index)
Unions, representation hearings, **Labor § 20:41 to 20:45**
Waiver of defenses, **Emp P § 101:44**
Workplace Safety (this index)

MOTIVATION
Personnel Manual (this index)

MOTIVE
Summary judgment, **Emp P § 101:66**
Termination of employment, interference with contractual relations, **Emp P § 61:13**

MOTIVE OF EMPLOYER
Unfair Labor Practices (this index)

MOTOR CARRIERS
National LABOR Relations Board, impact of Motor Carrier Act on right to consider dispute, **Labor § 11:39**
Personnel Manual (this index)
Substance Abuse and Testing (this index)
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:131 to Work S § 5:148**

MOTOR VEHICLES
Automobile, Truck and Farm Implement Dealer Employees (this index)
Automobile insurance, benefits, **Ben § 15:60, 15:61**
Automobiles (this index)
Automobile Use as Employee Benefit (this index)
Buses (this index)
Interstate Motor Carriers (this index)
Local Drivers and Drivers' Helpers (this index)
Minimum wages, **Comp § 17:26**
Parking for Employees (this index)
Personnel Manual (this index)
Retail or Service Establishments (this index)
Taxi Drivers and Taxicabs (this index)
Trucks and Trucking (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

MOUNTING
Workplace Safety (this index)

MOVERS
Retail or service establishment employees, **Comp § 12:151**

MOVIES
Motion Pictures (this index)

MOVING AND RELOCATION ASSISTANCE
General discussion, **Ben § 15:204 to 15:209**
Checklists, **Ben § 15:205, 15:209**
Deduction of expenses by employee, **Ben § 15:208, 15:209**
Income of employee, inclusion in, **Ben § 15:206**
International Employment (this index)
Personnel manual, compensation subject to federal employment taxes, **Pers M § 9:12**
Residence of employee, purchase by employer, **Ben § 15:207**
Unfair labor practices, discrimination based on membership in union, **Labor § 30:107**

MOVING PARTS ACCESS
Workplaceplace safety, guarding requirements for agricultural equipment, **Work S § 2:87, 2:89**

MSD (MUSCULOSKELETAL DISORDER)
Workplace Safety (this index)

MSDS (MATERIAL SAFETY DATA SHEET)
Workplace Safety (this index)

MULTI-DISTRICT OFFICE BARGAINING UNITS
Unions, insurance, **Labor § 19:115**

MULTIEMPLOYER MATTERS
Bargaining units. **Unions and Union Practices** (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, citations at multiemployer worksites, **Work S § 7:21 to Work S § 7:25, 7:72**

MULTI-EMPLOYER PLANS
Collectively bargained retirement plans, **Ben § 23:190, 23:193**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Family and Medical Leave Act, maintenance of health benefits, **Ben § 12:61**
Pension and retirement plans, uniformed service members, **Emp P § 46:31**
Preemption (this index)
Retirement and Retirement Plans (this index)

MULTI-FACILITY MATTERS
Unions and Union Practices (this index)

MULTIFAMILY RESIDENTIAL HOUSING
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:28**

MULTI-PIECE RIM WHEELS
Workplaceplace safety, OSHA safety and health standards for servicing, **Work S § 3:173 to Work S § 3:178**

MULTIPLE EMPLOYER TRUSTS (METS)
Employee Retirement Income Security Act, **Ben § 2:15**
Preemption, **Ben § 1:94, 1:95**

MULTIPLE EMPLOYER WELFARE ARRANGEMENTS (MEWAS)
Employee Retirement Income Security Act, **Ben § 2:15**
Preemption (this index)

MULTIPLE-OF-EARNINGS LIFE INSURANCE
Personnel manual, **Pers M § 12:5**

MULTIPLE REGRESSION ANALYSIS
Statistical evidence, **Emp P § 107:120**

MULTI-UNIT BARGAINING
Unfair labor practices, union actions impeding agreement, **Labor § 37:37**

MUSCULOSKELETAL DISORDER
Workplace Safety (this index)

MUSEUMS
National LABOR Relations Act, employer coverage, **Labor § 4:46**

MUSICAL INSTRUMENT STORES OR REPAIR SHOPS
Retail or service establishment employees, **Comp § 12:152**

MUSICIANS
White collar employees, **Comp § 3:102**

MUTUAL AID AGREEMENTS
State, local or interstate agency employees and volunteers, **Comp § 16:19**

MUTUAL ASSOCIATIONS
Fair Labor Standards Act and similar state laws, damage actions, **Comp § 41:28**

MUTUAL MATTERS
Unfair Labor Practices (this index)
Unions, mutual consent election agreements, **Labor § 20:2**

NAME-CALLING
Unfair labor practices, interference with employee rights by union, **Labor § 27:13**

NAME OR NAMES
Discovery, **Emp P § 104:8**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

NARRATIVE SYSTEMS
Personnel manual, performance appraisals, **Pers M § 15:27, 15:28, 15:44**

NASA EMPLOYEES AND CONTRACTORS
Substance abuse and testing, **Emp P § 30:16**

NATIONAL AND COMMUNITY SERVICE ACT
General discussion, **Emp P § 88:305 to 88:307**
Administrative sanctions and remedies, **Emp P § 82:20**
Civil actions, **Emp P § 94:98**
Corporation for National and Community Service responsibilities, **Emp P § 88:306**
Enforcement authority, **Emp P § 88:305**
State and local recipient responsibilities, **Emp P § 88:307**

NATIONAL APPRENTICESHIP ACT
Administrative exemptions, **Emp P § 91:5**
Administrative sanctions and remedies, **Emp P § 82:9**
Labor-management training committees, **Emp P § 67:66**
Records and reports, **Emp P § 92:39**
Requirements, **Emp P § 48:12**

NATIONAL ASSOCIATION OF SECURITIES DEALERS CODE OF ARBITRATION PROCEDURES
Arbitration agreements, **Emp P § 95:71.70**

NATIONAL CONSENSUS STANDARDS
Workplaceplace safety, establishment of OSHA safety and health standards, **Work S § 3:2, 3:6**

NATIONAL CONSULTATION RIGHTS
Federal Employment (this index)

NATIONAL DEFENSE
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:25**
Workplace Safety (this index)

NATIONAL EMERGENCY INJUNCTIONS
LABOR Management Relations Act, **Labor § 50:155 to 50:168**

NATIONAL GUARD MEMBERS
Time off benefits, **Emp P § 45:8, 45:9**

NATIONAL INDEXES
Personnel manual, calculating changes in Consumer Price Index, **Pers M § 8:44**

NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH
Personnel manual, monitoring injury and illness incidence rates, **Pers M § 17:18**

NATIONAL INTERESTS
National LABOR Relations Board as protector of, **Labor § 41:2**

NATIONAL LABOR RELATIONS ACT
General discussion, **Labor § 1:23 to 1:47**
Actions and proceedings, applicability of state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
Activities
- allowance of state jurisdiction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**
- combined agricultural and nonagricultrual activities, agricultural laborer coverage, **Labor § 6:7**
- standards determining preemption, applicability of state law to matters covered by federal labor relations law, **Labor § 12:4**

Act or acts
- isolated acts, agents of employers, **Labor § 8:26**
- person acting as employer or agent of employer, employer coverage, **Labor § 4:2**
- union secondary or organizing activities, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**

Actual authority, agents of employers, **Labor § 8:23**
Adjusters. Insurance, below

NATIONAL LABOR RELATIONS ACT—Cont'd
Administration by public official, employer coverage, **Labor § 4:38 to 4:46**
Administrative law judge opinions as precedent, **Labor § 1:44**
Advisors, managerial employee coverage, **Labor § 5:110**
Agencies
- public agencies, employer coverage, **Labor § 4:38 to 4:46**
- temporary employment agencies, separate entities constituting joint employer, **Labor § 4:33**

Agents
- employers
  - general discussion, **Labor § 8:20 to 8:35**
  - employee coverage, **Labor § 5:6**
  - independent contractor coverage, **Labor § 7:23**
  - person acting as agent of employer, employer coverage, **Labor § 4:2**
- insurance agents, independent contractor coverage, **Labor § 7:25**
- unions, **Labor § 8:36 to 8:57**

Agreements. Contracts or agreements, below
Agricultural laborers
- coverage, **Labor § 6:1 to 6:22**
- nonemployee organizations, representatives, **Labor § 8:19**

Air controllers, supervisor coverage in transportation industry, **Labor § 5:59**
Aliens employed by American employers, employee coverage, **Labor § 5:31**
Allowance
- state jurisdiction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:10 to 12:15**
- welfare benefits, applicability of state law to matters covered by federal labor relations law, **Labor § 12:48**

Alter ego employers, coverage, **Labor § 4:8**
Amendment. Collective bargaining agreements, below
Animals, agricultural laborer coverage, **Labor § 6:15 to 6:19**
Announcers in television, supervisor coverage in entertainment industry, **Labor § 5:75**
Antidiscrimination enforcement, preemption of matters regulated by state, **Labor § 12:50**
Antitrust regulation, preemption of matters regulated by state, **Labor § 12:47**
Apparent authority, agents of employers, **Labor § 8:23**
Appeals
- decisions, enforcement of NLRA preemption, **Labor § 12:24**
- federal court of appeals decisions as precedent, **Labor § 1:41**
- Supreme Court decisions as precedent, **Labor § 1:40**

Application or applicability
- state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
- statutory provisions, **Labor § 1:36 to 1:47**

Applying for new position, employee coverage, **Labor § 5:22**
Arbitration. Collective bargaining agreements, below
Arguably protected or prohibited test, standards determining preemption of state laws, **Labor § 12:3, 12:4**
Assistant head nurses, supervisor coverage in health care industry, **Labor § 5:88**
Assistant managers, supervisor coverage in retail sales industry, **Labor § 5:97, 5:98**
Auditors, managerial employee coverage, **Labor § 5:111**

NATIONAL LABOR RELATIONS ACT—Cont'd
Authority
delegation of authority, supervisor coverage, **Labor § 5:37**
exercise of authority
actual or apparent authority, agents of employers, **Labor § 8:23**
supervisor coverage, **Labor § 5:35 to 5:37**
Band leaders
employer coverage, **Labor § 4:19**
independent contractor coverage, **Labor § 7:21**
Banking industry, supervisor coverage, **Labor § 5:102, 5:103**
Bankruptcy trustees, employer coverage, **Labor § 4:11**
Binding of employer by conduct of agent, **Labor § 8:21, 8:23 to 8:26**
Blacklisting, preemption of state tort claims, **Labor § 12:27**
Blood banks, employer coverage, **Labor § 4:18**
Branch managers, supervisor coverage in banking industry, **Labor § 5:103**
Breach of duty of fair representation, applicability of state law to matters covered by federal labor relations law, **Labor § 12:15**
Broadcast workers in television, supervisor coverage, **Labor § 5:74, 5:75**
Buses
independent contractor coverage of bus terminal operators, **Labor § 7:8**
supervisor coverage of bus workers, **Labor § 5:65**
Business interference, preemption of state tort claims, **Labor § 12:28**
Buyers, managerial employee coverage, **Labor § 5:112**
Cable television workers, supervisor coverage, **Labor § 5:76**
Captain of fishing boat, independent contractor coverage, **Labor § 7:7**
Casual workers, employee coverage, **Labor § 5:5**
Certification of bargaining representatives, preemption of matters regulated by state, **Labor § 12:44**
Charge nurses, supervisor coverage, **Labor § 5:89**
Charts
comparison of provisions of Wagner Act and Taft-Hartley Act, **Labor § 1:32**
summary of provisions of NLRA as amended, **Labor § 1:35**
Children
closely held corporation's employment of owner's children, employee coverage, **Labor § 5:29**
public corporation's employment of owner's children, employee coverage, **Labor § 5:30**
Church operated schools, employer coverage, **Labor § 4:15**
Circulation personnel for newspapers
managerial employee coverage, **Labor § 5:120**
supervisor coverage, **Labor § 5:72**
Cities, employer coverage of governmental bodies, **Labor § 4:36**
Clerks, supervisor coverage, **Labor § 5:46**
Close governmental ties, coverage of employers with, **Labor § 4:48**
Closely held corporations, employee coverage, **Labor § 5:29**
Collective bargaining
agreements. Collective bargaining agreements, below
certification of bargaining representatives, preemption of matters regulated by state, **Labor § 12:44**

NATIONAL LABOR RELATIONS ACT—Cont'd
Collective bargaining—Cont'd
joint bargaining representatives, employee unions, **Labor § 8:11**
Collective bargaining agreements
amendment
general discussion, **Labor § 48:1 to 48:7**
violation of statutory procedures, loss of employee status for participating in strike, **Labor § 5:19**
arbitration
general discussion, **Labor § 49:1 to 49:111**
impact of contractual grievance arbitration provisions, **Labor § 1:39**
relevance of NLRA status quo requirements, **Labor § 47:5**
termination
general discussion, **Labor § 48:1 to 48:7**
violation of statutory procedures, loss of employee status for participating in strike, **Labor § 5:19**
violations
allowance of state jurisdiction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:14**
no-strike clause, loss of employee status for participating in strike, **Labor § 5:18**
statutory contract termination or modification procedures, loss of employee status for participating in strike, **Labor § 5:19**
Colleges and universities
deans of universities, supervisor coverage, **Labor § 5:80**
faculty members, managerial employee coverage, **Labor § 5:122**
Combined agricultural and nonagricultrual activities, agricultural laborer coverage, **Labor § 6:7**
Comedians, independent contractor coverage, **Labor § 7:22**
Committees
nonunion groups of employees, representatives, **Labor § 8:15**
organizing committee, rank and file union members as agents of union, **Labor § 8:52**
Commonly controlled corporations, employer coverage, **Labor § 4:23**
Communications industry, supervisor coverage, **Labor § 5:69 to 5:73**
Community matters
leaders, agents of employers, **Labor § 8:34**
service organizations, employer coverage, **Labor § 4:45**
Comparison of provisions of Wagner Act and Taft-Hartley Act, chart, **Labor § 1:32**
Compensation
unemployment compensation payments, preemption of matters regulated by state, **Labor § 12:49**
wages, preemption of matters regulated by state, **Labor § 12:46**
Conduct of persons
binding of employer by conduct of agent, **Labor § 8:21, 8:23 to 8:26**
initial preemption determination, enforcement of NLRA preemption, **Labor § 12:18, 12:19**
Confidential employees, coverage, **Labor § 5:3**
Constitutionality of NLRA, **Labor § 1:36**
Construction and interpretation
how to interpret statutory provisions, **Labor § 1:37**

NATIONAL LABOR RELATIONS ACT—Cont'd
Construction and interpretation—Cont'd
Taft-Hartley Act, **Labor § 1:29**
Wagner Act, **Labor § 1:24**
Construction workers on farms, agricultural laborer coverage, **Labor § 6:20**
Consultants, managerial employee coverage, **Labor § 5:110**
Contractors
government contractors, employer coverage, **Labor § 4:48**
independent contractors, below
separate entities, employer coverage, **Labor § 4:26, 4:28**
subcontractors, employer coverage, **Labor § 4:26, 4:28**
Contracts or agreements
claims, preemption of state contract claims, **Labor § 12:34 to 12:36**
collective bargaining agreements, above
interference with existing contractual relationships, preemption of state tort claims, **Labor § 12:26**
withholding of contracts by state as enforcement measure, preemption of matters regulated by state, **Labor § 12:43**
Control
commonly controlled corporations, employer coverage, **Labor § 4:23**
employee coverage, **Labor § 5:2**
government controlled employers, coverage, **Labor § 4:47, 4:48**
necessity for control, employer coverage, **Labor § 4:3, 4:4**
quality control inspectors, managerial employee coverage, **Labor § 5:117**
right to control, independent contractor coverage, **Labor § 7:3**
Cooks, supervisor coverage in health care industry, **Labor § 5:95**
Corporations
closely held corporation, employee coverage, **Labor § 5:29**
foreign corporations owned by American companies, employment of workers, **Labor § 5:32**
government corporations, employer coverage, **Labor § 4:47**
officials of corporation, agents of employers, **Labor § 8:28**
public corporation, employee coverage, **Labor § 5:30**
separate entities constituting single employer, employer coverage, **Labor § 4:22, 4:23**
Corruption, representatives, **Labor § 8:8**
Councils
district councils, below
trade councils, below
Counties, employer coverage of governmental bodies, **Labor § 4:36**
Courts
decisions as precedent, **Labor § 1:40 to 1:42**
interpretations, **Labor § 1:24, 1:29**
Coverage
agricultural laborers, **Labor § 6:1 to 6:22**
applicability of state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
employees, generally, **Labor § 5:1 to 5:126**
employers, generally, **Labor § 4:1 to 4:48**
independent contractors, **Labor § 7:1 to 7:28**
Creation by government, employer coverage of public entities or agencies, **Labor § 4:38 to 4:46**

NATIONAL LABOR RELATIONS ACT—Cont'd
Crops, agricultural laborer coverage, **Labor § 6:8 to 6:14**
Dairies
agricultural laborer coverage of dairy workers, **Labor § 6:15**
independent contractor coverage of dairy product distributors, **Labor § 7:13**
Dealers
newspapers, independent contractor coverage, **Labor § 7:14**
potato dealers' workers, agricultural laborer coverage, **Labor § 6:11**
Deans of universities, supervisor coverage, **Labor § 5:80**
Decisions
enforcement of NLRA preemption, **Labor § 12:24**
precedent, **Labor § 1:40 to 1:43**
Defamation, preemption of state tort claims, **Labor § 12:31**
Delegation of authority, supervisor coverage, **Labor § 5:37**
Delegations, nonunion groups of employees as representatives, **Labor § 8:16**
Delivery drivers, independent contractor coverage, **Labor § 7:12**
Departments
heads of departments, supervisor coverage in educational industry, **Labor § 5:79**
managers and assistant managers in retail sales industry, supervisor coverage, **Labor § 5:97**
union departments, representatives, **Labor § 8:14**
Determinations
enforcement of NLRA preemption, **Labor § 12:18, 12:19**
General Counsel determinations as precedent, **Labor § 1:45**
standards determining preemption, **Labor § 12:3 to 12:9**
status determinations
independent contractor coverage, **Labor § 7:4, 7:6**
supervisor coverage, **Labor § 5:39**
Different employer, coverage of employee working for, **Labor § 5:27**
Different issues presented to federal and state forum, standards determining preemption, **Labor § 12:9**
Directors
program directors in educational industry, supervisor coverage, **Labor § 5:81**
television directors, managerial employee coverage, **Labor § 5:125**
Disavowal of agency relationship, right of union, **Labor § 8:38**
Dismissal of action, enforcement of NLRA preemption, **Labor § 12:17**
Dispatchers, supervisor coverage in transportation industry, **Labor § 5:61**
Distribution workers, independent contractor coverage, **Labor § 7:13 to 7:16**
District councils
as agent of local union, **Labor § 8:44**
international union as agent of, **Labor § 8:42**
local union as agent of, **Labor § 8:40**
Districts, employer coverage of public entities or agencies, **Labor § 4:40 to 4:43**
Dockworkers, supervisor coverage in transportation industry, **Labor § 5:63**
Doctors. Physicians, below
Dormant unions, representatives, **Labor § 8:13**

NATIONAL LABOR RELATIONS ACT—Cont'd
Drivers
independent contractor coverage, transportation workers, **Labor § 7:10 to 7:12**
truck drivers
lessors and lessees, separate entities constituting joint employer, **Labor § 4:32**
supervisor coverage, **Labor § 5:60**
Drug store pharmacists, supervisor coverage, **Labor § 5:101**
Economic strikes, retention of employee status, **Labor § 5:15, 5:16**
Editors for newspapers
managerial employee coverage, **Labor § 5:121**
supervisor coverage, **Labor § 5:71**
Education
employer coverage, generally, **Labor § 4:14, 4:15**
public entities or agencies, employer coverage, **Labor § 4:40**
schools, below
supervisor coverage, **Labor § 5:78 to 5:83**
Employer associations and their members, employer coverage, **Labor § 4:24, 4:29**
Enforcement
antidiscrimination enforcement, preemption of matters regulated by state, **Labor § 12:50**
peripheral concern to NLRA enforcement, standards determining preemption, **Labor § 12:6**
preemption of state law, **Labor § 12:16 to 12:24**
withholding of contracts by state as enforcement measure, preemption of matters regulated by state, **Labor § 12:43**
Engineers
managerial employee coverage, **Labor § 5:113**
supervisor coverage, **Labor § 5:47**
Entertainers and entertainment industry
independent contractor coverage, **Labor § 7:21, 7:22**
supervisor coverage, **Labor § 5:74 to 5:77**
Entities
public entities, employer coverage, **Labor § 4:38 to 4:46**
separate entities, employer coverage, **Labor § 4:21 to 4:33**
Equipment owner-operators, independent contractor coverage, **Labor § 7:27**
Exclusions or exemptions
agricultural laborer coverage, generally, **Labor § 6:2**
employee coverage, generally, **Labor § 5:11**
employer coverage, generally, **Labor § 4:5**
independent contractor coverage, generally, **Labor § 7:2**
managerial employee coverage, generally, **Labor § 5:108**
supervisor coverage, generally, **Labor § 5:34**
Exercise
authority, above
independent judgment, supervisor coverage, **Labor § 5:35 to 5:37**
Existing employment or contractual relationship interference, preemption of state tort claims, **Labor § 12:26**
Faculty members
managerial employee coverage, **Labor § 5:122**
supervisor coverage, **Labor § 5:78**
Failure to repudiate unauthorized conduct, agents of employers, **Labor § 8:25**
Farms
construction workers on farms, agricultural laborer coverage, **Labor § 6:20**

NATIONAL LABOR RELATIONS ACT—Cont'd
Farms—Cont'd
cooperatives
agricultural laborer coverage, **Labor § 6:14**
employer coverage, **Labor § 4:20**
maintaining water routes for farms, agricultural laborer coverage, **Labor § 6:6**
Federal court of appeals decisions as precedent, **Labor § 1:41**
Federal district court decisions as precedent, **Labor § 1:42**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:18**
Federal preemption, **Emp P § 115:20**
Federations, unions, **Labor § 8:9**
Filing of motion for dismissal of action, enforcement of NLRA preemption, **Labor § 12:17**
Fish farming workers, agricultural laborer coverage, **Labor § 6:19**
Fishing boat captains, independent contractor coverage, **Labor § 7:7**
Floor sellers, supervisor coverage in retail sales industry, **Labor § 5:99**
Foreign corporations, employee coverage, **Labor § 5:32**
Foreign employers, coverage, **Labor § 4:13**
Foreign nations, employer coverage of governmental bodies, **Labor § 4:37**
Foremen, supervisor coverage, **Labor § 5:42**
Forestry workers, agricultural laborer coverage, **Labor § 6:21**
Forum, standards determining preemption, **Labor § 12:8, 12:9**
Franchisors and franchisees
retail sales franchisees, independent contractor coverage, **Labor § 7:18**
separate entities constituting joint employer, employer coverage, **Labor § 4:30**
Fraud, preemption of state tort claims, **Labor § 12:30**
Furtherance of NLRA policies, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:42**
Future employment interference, preemption of state tort claims, **Labor § 12:27**
Gasoline station lessees, independent contractor coverage, **Labor § 7:19**
Goods of other employer, agricultural laborer coverage, **Labor § 6:5**
Government
bodies of government, employer coverage, **Labor § 4:34 to 4:37**
contractors, employer coverage, **Labor § 4:48**
corporations, employer coverage, **Labor § 4:47**
creation of public entities or agencies, employer coverage, **Labor § 4:38 to 4:46**
officials, agents of employers, **Labor § 8:33**
owned or controlled employers, coverage, **Labor § 4:47, 4:48**
workers, employee coverage, **Labor § 5:7**
Grain
elevator workers, agricultural laborer coverage, **Labor § 6:12**
growers' workers, agricultural laborer coverage, **Labor § 6:8**
Grievance arbitration contractual provisions, impact, **Labor § 1:39**

NATIONAL LABOR RELATIONS ACT—Cont'd
Growers
grain growers' workers, agricultural laborer coverage, **Labor § 6:8**
sugar growers' workers, agricultural laborer coverage, **Labor § 6:9**
Guards
managerial employee coverage, **Labor § 5:114**
supervisor coverage, **Labor § 5:48**
Handicapped persons' workshops, employer coverage, **Labor § 4:12**
Handling other employer's goods, agricultural laborer coverage, **Labor § 6:5**
Head cashiers, supervisor coverage in retail sales industry, **Labor § 5:100**
Head nurses, supervisor coverage in health care industry, **Labor § 5:87, 5:88**
Heads of departments, supervisor coverage in educational industry, **Labor § 5:79**
Health care
industry, supervisor coverage, **Labor § 5:84 to 5:96**
institutions and physicians, employer coverage, **Labor § 4:25**
services, employer coverage, **Labor § 4:16 to 4:18**
Higher education institutions, employer coverage, **Labor § 4:14**
Hiring of strikebreakers, preemption of matters regulated by state, **Labor § 12:41**
Horticultural products, agricultural laborer coverage, **Labor § 6:8 to 6:14**
Hospital house staff, employee coverage, **Labor § 5:9**
Housekeeping employees, supervisor coverage in health care industry, **Labor § 5:96**
Husband and wife. Spouses, below
Illness, employee coverage, **Labor § 5:25**
Impact
contractual grievance arbitration provisions, **Labor § 1:39**
Landrum-Griffin Act on NLRA, **Labor § 1:34**
other laws on NLRA, **Labor § 1:38**
Importance of parties' intent, independent contractor coverage, **Labor § 7:5**
Imposition of wages and other terms of employment by state, preemption of matters regulated by state, **Labor § 12:46**
Independent contractors
coverage, generally, **Labor § 7:1 to 7:28**
employer coverage, **Labor § 4:9**
Independent judgment, supervisor coverage, **Labor § 5:35**
Independent unions, representatives, **Labor § 8:12**
Industries
managerial employee coverage, **Labor § 5:110 to 5:126**
supervisor coverage, **Labor § 5:42 to 5:106**
Informal structure, labor organizations, **Labor § 8:7**
Initial preemption determination, enforcement of NLRA preemption, **Labor § 12:18, 12:19**
Injunctions, enforcement of NLRA preemption, **Labor § 12:21 to 12:23**
Injury, employee coverage, **Labor § 5:25**
In-service instructors, supervisor coverage of registered nurses, **Labor § 5:86**
Inspectors
mining safety inspectors, supervisor coverage, **Labor § 5:57**

NATIONAL LABOR RELATIONS ACT—Cont'd
Inspectors—Cont'd
quality control inspectors, managerial employee coverage, **Labor § 5:117**
Installers, independent contractor coverage, **Labor § 7:24**
Instrumentation controllers, supervisor coverage in transportation industry, **Labor § 5:59**
Insurance
adjusters
managerial employee coverage, **Labor § 5:123**
supervisor coverage, **Labor § 5:104**
agents, independent contractor coverage, **Labor § 7:25**
Intent
importance of parties' intent, independent contractor coverage, **Labor § 7:5**
infliction of emotional distress intentionally, preemption of state tort claims, **Labor § 12:29**
preserve uniform federal regulation, standards determining preemption, **Labor § 12:5**
Interference, preemption of state tort claims, **Labor § 12:26 to 12:28**
International unions
as agents of other unions, **Labor § 8:42, 8:43**
local union as agent of, **Labor § 8:39**
representatives, **Labor § 8:2**
Interpretation. Construction and interpretation, above
Inventory planners, managerial employee coverage, **Labor § 5:116**
Irrigation
districts, employer coverage of public entities or agencies, **Labor § 4:42**
workers, agricultural laborer coverage, **Labor § 6:22**
Isolated acts, agents of employers, **Labor § 8:26**
Issues
different issues presented to federal and state forum, standards determining preemption, **Labor § 12:9**
enforcement of NLRA preemption, **Labor § 12:16**
Job title, supervisor coverage, **Labor § 5:38**
Joint bargaining representatives, employee unions, **Labor § 8:11**
Joint employer, coverage, **Labor § 4:27 to 4:33**
Joint ventures, agents of unions, **Labor § 8:47**
Jurisdiction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:10 to 12:15**
Jurisdictional disputes, preemption of matters regulated by state, **Labor § 12:42**
LABORatory technicians, supervisor coverage in health care industry, **Labor § 5:92**
Labor Management Relations Act (this index)
Landrum-Griffin Act, amendments to NLRA, **Labor § 1:33, 1:34**
Lawful strike participation, retention of employee status, **Labor § 5:12, 5:15, 5:16**
Leaders
band leaders, above
community leaders, agents of employers, **Labor § 8:34**
team leaders, supervisor coverage in health care industry, **Labor § 5:94**
Leadmen
agents of employers, **Labor § 8:31**
coverage, **Labor § 5:44**

NATIONAL LABOR RELATIONS ACT—Cont'd
Lessors and lessees
gasoline station lessees, independent contractor coverage, **Labor § 7:19**
mine lessees, independent contractor coverage, **Labor § 7:20**
truck driver lessors and lessees, employer coverage, **Labor § 4:32**
Librarians
educational industry, supervisor coverage, **Labor § 5:82**
newspapers, supervisor coverage, **Labor § 5:70**
Licensed practical nurses, supervisor coverage in health care industry, **Labor § 5:90**
Licensees and stores, employer coverage, **Labor § 4:31**
Limitations
exercise of authority, supervisor coverage, **Labor § 5:36**
Wagner Act, **Labor § 1:26**
Livestock, agricultural laborer coverage, **Labor § 6:15 to 6:19**
Loading and unloading dockworkers, supervisor coverage in transportation industry, **Labor § 5:63**
Local businessmen, agents of employers, **Labor § 8:34**
Local unions
as agents of other unions, **Labor § 8:39 to 8:41, 8:46**
district council as agent of, **Labor § 8:44**
international union as agent of, **Labor § 8:43**
trade council as agent of, **Labor § 8:45**
Loss of employee status, participation in unlawful strikes, **Labor § 5:13, 5:17 to 5:21**
Lumbering
agricultural laborer coverage, lumber workers, **Labor § 6:21**
machine owner-operators in lumbering, supervisor coverage, **Labor § 5:53**
Machine owner-operators in lumbering, supervisor coverage, **Labor § 5:53**
Maintenance workers
agricultural laborer coverage, water routes for farms, **Labor § 6:6**
independent contractor coverage, **Labor § 7:26**
supervisor coverage, **Labor § 5:49**
Managers
agents of employers, **Labor § 8:29**
branch managers, supervisor coverage in banking industry, **Labor § 5:103**
employee coverage, **Labor § 5:107 to 5:126**
retail sales industry, supervisor coverage, **Labor § 5:97, 5:98**
stores, below
trainees, supervisor coverage, **Labor § 5:50**
Marine workers, supervisor coverage in transportation industry, **Labor § 5:68**
Meat packers, agricultural laborer coverage, **Labor § 6:17**
Mechanics, supervisor coverage, **Labor § 5:51**
Members
employer associations, employer coverage, **Labor § 4:24, 4:29**
faculty members, above
rank and file union members as agents of union, **Labor § 8:51 to 8:55**
Mines and mining
lessees of mines, independent contractor coverage, **Labor § 7:20**

NATIONAL LABOR RELATIONS ACT—Cont'd
Mines and mining—Cont'd
safety inspectors, supervisor coverage, **Labor § 5:57**
Minimal supervisory responsibility employees, agents of employers, **Labor § 8:31**
Minors. Children, above
Misdeeds, labor organizations, **Labor § 8:8**
Misrepresentation, preemption of state tort claims, **Labor § 12:30**
Modification. Collective bargaining agreements, above
Motion for dismissal of action, enforcement of NLRA preemption, **Labor § 12:17**
Motion picture industry personnel, supervisor coverage, **Labor § 5:77**
Multiple unions, union officials as agents of more than one union, **Labor § 8:50**
Museums, employer coverage, **Labor § 4:46**
National Labor Relations Board (this index)
Nature, **Labor § 1:23 to 1:47**
Navigation districts, employer coverage of public entities or agencies, **Labor § 4:43**
Necessity for control, employer coverage, **Labor § 4:3, 4:4**
New proscriptions, Taft-Hartley Act, **Labor § 1:31**
Newspapers
circulation personnel for newspapers, above
distribution workers, independent contractor coverage, **Labor § 7:14, 7:15**
editors for newspapers, above
managerial employee coverage, **Labor § 5:120, 5:121**
supervisor coverage, **Labor § 5:70 to 5:72**
Nonacademic personnel, supervisor coverage in educational industry, **Labor § 5:83**
Nonemployee
organizations, representatives, **Labor § 8:17 to 8:19**
relatives of employer, agents of employers, **Labor § 8:35**
Nonunion groups of employees, representatives, **Labor § 8:15, 8:16**
No-strike clause violation, loss of employee status, **Labor § 5:18**
Notification of employee rights, **Labor § 1:35.50**
Nursery workers, agricultural laborer coverage, **Labor § 6:10**
Nurses, supervisor coverage in health care industry, **Labor § 5:85 to 5:90**
Officials
corporate officials, agents of employers, **Labor § 8:28**
government officials, agents of employers, **Labor § 8:33**
union officials
as agents of union, **Labor § 8:48 to 8:50**
managerial employee coverage, **Labor § 5:126**
supervisor coverage, **Labor § 5:106**
Oil industry workers, supervisor coverage, **Labor § 5:55**
Operating room supervisors, supervisor coverage in health care industry, **Labor § 5:91**
Operators
bus terminal operators, independent contractor coverage, **Labor § 7:8**
equipment owner-operators, independent contractor coverage, **Labor § 7:27**
machine owner-operators in lumbering, supervisor coverage, **Labor § 5:53**
trucking owner-operators, independent contractor coverage, **Labor § 7:9**

NATIONAL LABOR RELATIONS ACT—Cont'd
Opinions of administrative law judge as precedent, **Labor § 1:44**
Organizations
community service organizations, employer coverage of public entities or agencies, **Labor § 4:45**
labor organizations. Unions, below
nonemployee organizations, representatives, **Labor § 8:17 to 8:19**
Organizers, employee coverage of union organizers, **Labor § 5:23**
Organizing
actions resulting from union organizing activities, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**
committee, rank and file union members as agents of union, **Labor § 8:52**
Owners and ownership
closely held corporation's employment of owner's spouse or children, employee coverage, **Labor § 5:29**
equipment owner-operators, independent contractor coverage, **Labor § 7:27**
foreign corporations owned by American companies, employee coverage, **Labor § 5:32**
government owned employers, coverage, **Labor § 4:47, 4:48**
machine owner-operators in lumbering, supervisor coverage, **Labor § 5:53**
public corporation's employment of owner's spouse or children, employee coverage, **Labor § 5:30**
trucking owner-operators, independent contractor coverage, **Labor § 7:9**
Packing shed workers, agricultural laborer coverage, **Labor § 6:13**
Parent and subsidiary corporations, employer coverage, **Labor § 4:22**
Parent employing worker in sole proprietorship or partnership, employee coverage, **Labor § 5:28**
Participation
labor organizations, representatives, **Labor § 8:6**
strikes, employee coverage, **Labor § 5:12 to 5:21**
Partnership, coverage of worker employed by spouse or parent in, **Labor § 5:28**
Part-time workers
employee coverage, **Labor § 5:4**
supervisor coverage, **Labor § 5:45**
Payments of unemployment compensation, preemption of matters regulated by state, **Labor § 12:49**
Peaceful nontrespassory picketing, preemption of matters regulated by state, **Labor § 12:39**
Performance of work controlled, employer coverage, **Labor § 4:3**
Peripheral concern to NLRA enforcement, standards determining preemption, **Labor § 12:6**
Person acting as employer or agent of employer, employer coverage, **Labor § 4:2**
Personnel
manual. **Personnel Manual** (this index)
workers, managerial employee coverage, **Labor § 5:115**
Pharmacists in drug stores, supervisor coverage, **Labor § 5:101**
Physicians
employer coverage, **Labor § 4:25**
hospital house staff, employee coverage, **Labor § 5:9**

NATIONAL LABOR RELATIONS ACT—Cont'd
Physicians—Cont'd
supervisor coverage in health care industry, **Labor § 5:84**
Picketing
peaceful nontrespassory picketing, preemption of matters regulated by state, **Labor § 12:39**
rank and file union members as agents of union, **Labor § 8:54**
Pilots, supervisor coverage in transportation industry, **Labor § 5:58**
Pit drivers, independent contractor coverage of transportation workers, **Labor § 7:10**
Policing violence and threats of violence, preemption of matters regulated by state, **Labor § 12:37**
Potato dealers' workers, agricultural laborer coverage, **Labor § 6:11**
Poultry workers, agricultural laborer coverage, **Labor § 6:18**
Power company employees, supervisor coverage in production-oriented industries, **Labor § 5:56**
Precedent
administrative law judge opinions as precedent, **Labor § 1:44**
federal court of appeals decisions as precedent, **Labor § 1:41**
federal district court decisions as precedent, **Labor § 1:42**
General Counsel determinations as precedent, **Labor § 1:45**
NLRB decisions as precedent, **Labor § 1:43**
Supreme Court decisions as precedent, **Labor § 1:40**
Preemption, applicability of state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
Presentation of different issues, standards determining preemption, **Labor § 12:9**
Preservation of uniform federal regulation, standards determining preemption, **Labor § 12:5**
Primary agriculture workers, agricultural laborer coverage, **Labor § 6:3**
Private employers
coverage, generally, **Labor § 4:9 to 4:33**
nonprofit health care institutions, coverage, **Labor § 4:17**
Production
industries, supervisor coverage, **Labor § 5:53 to 5:57**
planners, managerial employee coverage, **Labor § 5:116**
Products
dairy product distributors, independent contractor coverage, **Labor § 7:13**
horticultural products, agricultural laborer coverage, **Labor § 6:8 to 6:14**
Program directors, supervisor coverage in educational industry, **Labor § 5:81**
Proprietary health care institutions, employer coverage, **Labor § 4:16**
Public corporation's employment of owner's spouse or children, employee coverage, **Labor § 5:30**
Public entities or agencies, employer coverage, **Labor § 4:38 to 4:46**
Public official administration, employer coverage of public entities or agencies, **Labor § 4:38 to 4:46**
Public utilities, employer coverage, **Labor § 4:41**
Purpose
Taft-Hartley Act, **Labor § 1:28, 1:29**
Wagner Act, **Labor § 1:24**

NATIONAL LABOR RELATIONS ACT—Cont'd
Quality control inspectors, managerial employee coverage, **Labor § 5:117**
Quarry workers, supervisor coverage, **Labor § 5:54**
Radio news workers, supervisor coverage, **Labor § 5:73**
Railroads
Railway LABOR Act relationship with NLRA, **Labor § 13:25**
supervisor coverage in transportation industry, rail workers, **Labor § 5:67**
Railway LABOR Act relationship with NLRA, **Labor § 13:25**
Ranch workers, agricultural laborer coverage, **Labor § 6:16**
Rank and file
union members as agents of union, **Labor § 8:51 to 8:55**
workers, agents of employers, **Labor § 8:30**
Ratification of unauthorized conduct, agents of employers, **Labor § 8:24**
Receivers, employer coverage, **Labor § 4:11**
Registered nurses, supervisor coverage in health care industry, **Labor § 5:85 to 5:89**
Regulation
conduct regulated, initial determination for enforcement of NLRA preemption, **Labor § 12:18**
intent to preserve uniform federal regulation, standards determining preemption, **Labor § 12:5**
state regulation, preemption, **Labor § 12:37 to 12:50**
Rehabilitation counselors, supervisor coverage in health care industry, **Labor § 5:93**
Relatives of employer, agents of employer, **Labor § 8:32, 8:35**
Remedial nature of NLRA, **Labor § 1:46**
Removal of case prior to dismissal, enforcement of NLRA preemption, **Labor § 12:20**
Reorganized employers, coverage, **Labor § 4:7**
Replacement workers, preemption of state contract claims, **Labor § 12:36**
Representatives
general discussion, **Labor § 8:1 to 8:19**
preemption of matters regulated by state, **Labor § 12:44, 12:45**
unions, below
Restaurant workers, supervisor coverage, **Labor § 5:105**
Restrictions. Limitations, above
Retail sales
franchisees, independent contractor coverage, **Labor § 7:18**
industry, supervisor coverage, **Labor § 5:97 to 5:101**
Retention of employee status, participation in lawful strikes, **Labor § 5:12, 5:15, 5:16**
Retirement, employee coverage, **Labor § 5:26**
Rights
contract in labor matters, preemption of state contract claims, **Labor § 12:34**
control, independent contractor coverage, **Labor § 7:3**
state right-to-work statutes, preemption, **Labor § 12:12**
union's right to disavow agency relationship, agents of union, **Labor § 8:38**
waiver of rights, **Labor § 1:47**
Routes
distributors, independent contractor coverage, **Labor § 7:16**
maintaining water routes for farms, agricultural laborer coverage, **Labor § 6:6**

NATIONAL LABOR RELATIONS ACT—Cont'd
Sales
independent contractor coverage, **Labor § 7:13 to 7:17**
managerial employee coverage, **Labor § 5:118**
retail sales, above
Schools
boards or districts, employer coverage of public entities or agencies, **Labor § 4:40**
colleges and universities, above
education, above
employer coverage, generally, **Labor § 4:14, 4:15**
Scope of preemption consideration, applicability of state law to matters covered by federal labor relations law, **Labor § 12:2**
Seafood farming workers, agricultural laborer coverage, **Labor § 6:19**
Secondary activities of unions, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**
Secondary agriculture workers, coverage, **Labor § 6:4**
Separate entities, employer coverage, **Labor § 4:21 to 4:33**
Services
community service organizations, employer coverage of public entities or agencies, **Labor § 4:45**
health care and related services, employer coverage, **Labor § 4:16 to 4:18**
industries, supervisor coverage, **Labor § 5:84 to 5:106**
in-service instructors, supervisor coverage of registered nurses, **Labor § 5:86**
Shippers, supervisor coverage in transportation industry, **Labor § 5:62**
Single employers, coverage, **Labor § 4:9 to 4:48**
Sister local union, another local union as agent of, **Labor § 8:46**
Sitdown strikes, loss of employee status, **Labor § 5:20**
Sole proprietorship, coverage of worker employed by spouse or parent in, **Labor § 5:28**
Speakers sponsored by union as agents of union, **Labor § 8:57**
Spontaneous remarks, agents of employers, **Labor § 8:26**
Sporadic exercise of authority, supervisor coverage, **Labor § 5:36**
Spouses
closely held corporation's employment of owner's spouse, employee coverage, **Labor § 5:29**
employment by spouse in sole proprietorship or partnership, employee coverage, **Labor § 5:28**
public corporation's employment of owner's spouse, employee coverage, **Labor § 5:30**
Standards determining preemption, applicability of state law to matters covered by federal labor relations law, **Labor § 12:3 to 12:9**
States
applicability of state law to matters covered by federal labor relations law, **Labor § 12:1 to 12:50**
governmental bodies, employer coverage, **Labor § 4:35**
Status
determinations, above
employee coverage, **Labor § 5:3 to 5:32**
independent contractor coverage, **Labor § 7:4, 7:6**
supervisor coverage, **Labor § 5:39 to 5:41**
Status quo
collective bargaining agreements, **Labor § 47:5**
enforcement actions, relationship between contract validity and NLRA status quo requirement, **Labor § 53:31**
Stewards, union officials as agents of union, **Labor § 8:48**

NATIONAL LABOR RELATIONS ACT—Cont'd
Stores
assistant managers, supervisor coverage, **Labor § 5:98**
licensees and stores, employer coverage, **Labor § 4:31**
managers
managerial employee coverage, **Labor § 5:124**
supervisor coverage, **Labor § 5:98**
retail sales industry, supervisor coverage, **Labor § 5:97 to 5:101**
Strikebreakers' hiring, preemption of matters regulated by state, **Labor § 12:41**
Strikes
employee coverage of strikers, **Labor § 5:12 to 5:21**
preemption of matters regulated by state, **Labor § 12:40**
rank and file union members as agents of union, **Labor § 8:55**
voter eligibility, strikers in violation of NLRA, **Labor § 22:127**
Students, employee coverage, **Labor § 5:8, 5:9**
Subcontractors, employer coverage, **Labor § 4:26, 4:28**
Successor
employers, coverage, **Labor § 4:6**
representatives, **Labor § 8:5**
Sugar growers' workers, agricultural laborer coverage, **Labor § 6:9**
Superintendents
agents of employers, **Labor § 8:29**
supervisor coverage, **Labor § 5:43**
Superior's testimony proving status, supervisor coverage, **Labor § 5:41**
Supervisors
agents of employers, **Labor § 8:27, 8:31**
coverage, **Labor § 5:33 to 5:106**
leadmen, above
nonemployee organizations, representatives, **Labor § 8:17**
rank and file union members as agents of union, **Labor § 8:53**
Supreme Court decisions as precedent, **Labor § 1:40**
Taxicabs
company workers, supervisor coverage, **Labor § 5:66**
drivers, independent contractor coverage, **Labor § 7:11**
Teachers
faculty members, above
in-service instructors, supervisor coverage of registered nurses, **Labor § 5:86**
Team leaders, supervisor coverage in health care industry, **Labor § 5:94**
Telephone company workers, supervisor coverage, **Labor § 5:69**
Television
producers and directors, managerial employee coverage, **Labor § 5:125**
supervisor coverage, **Labor § 5:74 to 5:76**
Tellers, supervisor coverage in banking industry, **Labor § 5:102**
Temporary
employment agencies, employer coverage, **Labor § 4:33**
layoffs, employee coverage, **Labor § 5:24**
Termination
collective bargaining agreements, above
wrongful termination, preemption of state tort claims, **Labor § 12:32**

NATIONAL LABOR RELATIONS ACT—Cont'd
Terms of employment, preemption of matters regulated by state, **Labor § 12:46**
Testimony proving status, supervisor coverage, **Labor § 5:40, 5:41**
Threats of violence, preemption of matters regulated by state, **Labor § 12:37**
Time-study personnel, supervisor coverage, **Labor § 5:52**
Title of job, supervisor coverage, **Labor § 5:38**
Torts, preemption of state tort claims, **Labor § 12:25 to 12:33**
Totality of circumstances, determination independent contractor coverage, **Labor § 7:4**
Trade councils
as agent of local union, **Labor § 8:45**
employee unions, representatives, **Labor § 8:10**
local union as agent of, **Labor § 8:41**
representatives, generally, **Labor § 8:3**
Trainees
managerial employee coverage, **Labor § 5:119**
supervisor coverage, management trainees, **Labor § 5:50**
Transit workers, supervisor coverage, **Labor § 5:65**
Transportation
buses, above
industry, supervisor coverage, **Labor § 5:58 to 5:68**
taxicabs, above
trucking, below
workers, independent contractor coverage, **Labor § 7:7 to 7:12**
Trappers, independent contractor coverage, **Labor § 7:28**
Trespass actions, preemption of matters regulated by state, **Labor § 12:38**
Trucking
drivers, above
industry, supervisor coverage, **Labor § 5:60 to 5:64**
owner-operators, independent contractor coverage, **Labor § 7:9**
Trustees
employer coverage, **Labor § 4:11**
representatives, **Labor § 8:4**
union trustees as agents of union, **Labor § 8:56**
Types of agents of employers, **Labor § 8:27 to 8:35**
Unauthorized conduct, agents of employers, **Labor § 8:24, 8:25**
Unavailability of federal forum, standards determining preemption, **Labor § 12:8**
Unemployment compensation payments, preemption of matters regulated by state, **Labor § 12:49**
Unfair Labor Practices (this index)
Uniform federal regulation, standards determining preemption, **Labor § 12:5**
Unions
actions resulting from union secondary or organizing activities, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**
agents of union, **Labor § 8:36 to 8:57**
breach of duty of fair representation, applicability of state law to matters covered by federal labor relations law, **Labor § 12:15**
district councils, above
employees of unions, coverage, **Labor § 5:10**
employer coverage, **Labor § 4:10**
federations, representatives, **Labor § 8:9**
international unions, above

NATIONAL LABOR RELATIONS ACT—Cont'd
Unions—Cont'd
local unions, above
officials, above
organizers, employee coverage, **Labor § 5:23**
organizing, above
representatives
general discussion, **Labor § 8:6 to 8:14**
preemption of matters regulated by state, **Labor § 12:45**
speakers sponsored by union as agents of union, **Labor § 8:57**
suits for federal injunction, enforcement of NLRA preemption, **Labor § 12:23**
trade councils, above
trustees as agents of union, **Labor § 8:56**
voter eligibility, strikers in violation of NLRA, **Labor § 22:127**
United States, employer coverage of governmental bodies, **Labor § 4:34**
Universities. Colleges and universities, above
Unlawful strike participation, loss of employee status, **Labor § 5:13, 5:17 to 5:21**
Unloading and loading dockworkers, supervisor coverage in transportation industry, **Labor § 5:63**
Unregulated conduct, enforcement of NLRA preemption, **Labor § 12:19**
Urban development agencies, employer coverage, **Labor § 4:44**
Utility districts, employer coverage of public entities or agencies, **Labor § 4:41**
Violations
collective bargaining agreements, above
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of NLRA, **Labor § 39:230**
Violence
policing violence and threats of violence, preemption of matters regulated by state, **Labor § 12:37**
strikes, loss of employee status, **Labor § 5:21**
Wages, preemption of matters regulated by state, **Labor § 12:46**
Wagner Act, generally, **Labor § 1:23 to 1:26, 1:32**
Waiver of rights, **Labor § 1:47**
Welfare benefits, preemption of matters regulated by state, **Labor § 12:48**
Wife and husband. Spouses, above
Wildcat strikes, loss of employee status, **Labor § 5:17**
Withholding of contracts by state as enforcement measure, preemption of matters regulated by state, **Labor § 12:43**
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of NLRA, **Labor § 39:230**
Working conditions, representatives, **Labor § 8:6**
Workshops for handicapped persons, employer coverage, **Labor § 4:12**
Wrongful termination, preemption of state tort claims, **Labor § 12:32**

NATIONAL LABOR RELATIONS BOARD
Abandoned operations, reinstatement orders, **Labor § 43:53**
Abrogation of agreements due to employer domination, remedial order for employer unfair labor practices, **Labor § 43:112**
Absence. Lack, below

NATIONAL LABOR RELATIONS BOARD—Cont'd
Acceptance or rejection
Bankruptcy Code, rejection of collective bargaining agreements, **Labor § 11:26**
employer's unconditional offer, reinstatement orders, **Labor § 43:49**
unions, acceptance by NLRB of disclaimers of interest, **Labor § 18:122 et seq.**
Access
attempt by employer to frustrate access to arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:34**
bulletin boards, remedial order for employer unfair labor practices, **Labor § 43:109**
company property, remedial order for employer unfair labor practices, **Labor § 43:108**
Equal Access to Justice Act, attorney's fees, **Labor § 50:70**
records of NLRB, **Labor § 41:38 to 41:41**
Accessibility of evidence, investigations, **Labor § 41:21**
Accommodation to arbitration processes, **Labor § 10:1 to 10:55**
Acknowledgment of service of petitions and applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:24**
Actions and proceedings. See lines throughout this topic
Activities
antitrust, impact on NLRB's right to consider dispute, **Labor § 11:5 to 11:21**
damages caused by prohibited activities, exception to deference to NLRB by federal courts, **Labor § 11:52**
secondary activities, below
Act or acts
ministerial acts prior to investigation of charges of unfair labor practices, **Labor § 42:35**
NLRB actions, independent suits in federal district court against NLRB, **Labor § 51:3 to 51:6**
Additional matters
evidence, below
facts in supplemental decision of NLRB, remand of case to NLRB, **Labor § 52:79**
Address of NLRB headquarters, **Labor § 41:8**
Adequacy or inadequacy
approval likely if adequate remedy, settlement of unfair labor practices, **Labor § 42:145**
court of appeals review inadequate, independent suits in federal district court against NLRB, **Labor § 51:6**
Adjudication
decision-making procedures, **Labor § 41:12**
private disputes, **Labor § 41:3**
role in unfair labor practice cases, **Labor § 42:5**
unions, NLRB authority in representation proceedings, **Labor § 18:5**
Adjustment
reaching adjustment during or after hearing, NLRB processing of work assignment disputes, **Labor § 39:81**
Worker Adjustment and Retraining Notification Act, impact on NLRB's right to consider dispute, **Labor § 11:36**
Administrative law judges
decision of administrative law judge
exceptions to decision, unfair labor practices, **Labor § 42:278 to 42:286**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Administrative law judges—Cont'd
decision of administrative law judge—Cont'd
post-hearing procedures in unfair labor practice cases, generally, **Labor § 42:271**
transfer of unfair labor practice case to NLRB, **Labor § 42:274, 42:275, 42:277**
discretion during hearing settlement of unfair labor practices, **Labor § 42:179**
exceptions to decision, unfair labor practices, **Labor § 42:278 to 42:286**
hearings on unfair labor practices, **Labor § 42:225 to 42:273**
reports, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:47 to 52:50, 52:70, 52:71**
Administrative Procedure Act, impact on NLRB's right to consider dispute, **Labor § 11:41**
Administrative proceedings. See lines throughout this topic
Admissibility of evidence, hearing on unfair labor practices, **Labor § 42:208, 42:258 to 42:268**
Admissions, settlement agreement on unfair labor practices, **Labor § 42:142, 42:153**
Advancement of grievant's interests required, deferral to contractual grievance-arbitration machinery, **Labor § 10:26**
Adverse inference from failure to produce evidence, hearing on unfair labor practices, **Labor § 42:257**
Advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:39 to 9:52**
Affidavits
decision-making process, temporary injunctions, **Labor § 50:19, 50:48**
interviews of persons with knowledge, investigation of charges of unfair labor practices, **Labor § 42:43**
witnesses, discovery in unfair labor practice cases, **Labor § 42:196 to 42:201**
Affirmative defenses, deferral to contractual grievance-arbitration machinery, **Labor § 10:44**
Affirmative remedial orders, generally, **Labor § 43:6**
Agents
charged party, contacted during investigation of charges of unfair labor practices, **Labor § 42:49**
designation of representative as exclusive agent for service, unfair labor practices, **Labor § 42:27**
Agreements. Contracts or agreements, below
Aliens, backpay entitlement, **Labor § 43:80**
All basic jurisdictional elements must be present, assertion of jurisdiction, **Labor § 3:2**
Allegations
backpay specification, **Labor § 43:96**
charges of unfair labor practices, **Labor § 42:21**
complaints, below
use of evidence concerning allegations not in complaint, hearing on unfair labor practices, **Labor § 42:244**
Alleged victims of discrimination contacted during investigation of charges of unfair labor practices, **Labor § 42:48**
Alternative use of Freedom of Information Act, discovery in unfair labor practice cases, **Labor § 42:194**
Amendment, modification or change
answers, below
backpay specification, **Labor § 43:93**
charges, below
circumstantial changes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:58, 52:59**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Amendment, modification or change—Cont'd
complaint for unfair labor practices, **Labor § 42:99 to 42:105**
failure of NLRB to change decision on remand, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:82**
legislative changes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:51**
orders modified by NLRB after hearing additional evidence on remand, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:78**
policy changes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:52**
prospective nature of changes in jurisdictional standards, discretionary standards for exercising jurisdiction, **Labor § 9:6**
remedial orders, **Labor § 43:22**
right of interested persons to propose rule changes, decision-making procedures, **Labor § 41:14**
temporary restraining orders, **Labor § 50:64**
Americans with Disabilities Act, overlapping jurisdiction of NLRB and EEOC, **Labor § 41:41, 42:6**
Amount
additional matters, above
backpay, **Labor § 43:69 to 43:78**
extent, below
minimum dollar amount for jurisdiction, below
Ancillary issues, answer to complaint for unfair labor practices, **Labor § 42:124**
Answering briefs, exceptions to decision of administrative law judge on unfair labor practices, **Labor § 42:282**
Answers
amendment
backpay specification, **Labor § 43:100**
unfair labor practices, **Labor § 42:121, 42:122**
backpay specification, **Labor § 43:95 to 43:100**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:25**
unfair labor practices, **Labor § 42:113 to 42:126**
Antitrust, impact on NLRB's right to consider dispute, **Labor § 11:5 to 11:21**
Anti-union matters
discrimination, deferral to contractual grievance-arbitration machinery, **Labor § 10:29**
reimbursement of expenses caused by anti-union conduct, remedial order for employer unfair labor practices, **Labor § 43:110**
Appeal and review
amendment of complaint for unfair labor practices at hearing, **Labor § 42:101**
charging party, below
deferral
contractual grievance-arbitration machinery, **Labor § 10:49**
ongoing arbitration, **Labor § 10:55**
dismissal
charges of unfair labor practices, **Labor § 42:69 to 42:77**
complaint, unfair labor practice cases, **Labor § 42:221**
informal settlement agreement, unfair labor practices, **Labor § 42:150**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Appeal and review—Cont'd
judicial review, below
motions, unfair labor practice cases, **Labor § 42:218**
retained jurisdiction to review award, deferral to ongoing arbitration, **Labor § 10:54**
right to appeal
informal settlement agreement, unfair labor practices, **Labor § 42:150**
motions, unfair labor practice cases, **Labor § 42:218**
withdrawal of complaint for unfair labor practices, **Labor § 42:110**
rules, decision-making procedures, **Labor § 41:13**
withdrawal of complaint for unfair labor practices, **Labor § 42:110**
work assignment dispute processing by NLRB, unfair labor practices, **Labor § 39:79, 39:85**
Appearance of representative, service of documents in unfair labor practice case, **Labor § 42:27**
Application or applicability
court rules, evidence at hearing on unfair labor practices, **Labor § 42:242**
Federal Rules of Appellate Procedure, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:7**
identification of correct law to apply, remand of case to NLRB, **Labor § 52:80**
jurisdictional standards in different types of cases, **Labor § 9:7**
response to application of erroneous rule, Supreme Court of United States, **Labor § 52:90**
state law to matters covered by federal labor relations law, **Labor § 12:9 to 12:11, 12:21**
statute of limitations, temporary restraining orders, **Labor § 50:37**
Applications
attorney's fees, NLRB decision on unfair labor practices, **Labor § 42:291**
depositions in unfair labor practice cases, **Labor § 42:204, 42:205**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:8 to 52:24**
Approval of settlement of unfair labor practices
general discussion, **Labor § 42:145**
during hearing settlement, **Labor § 42:183**
informal settlement agreement, **Labor § 42:148**
post-complaint settlement, **Labor § 42:173**
pre-complaint settlement, **Labor § 42:164 to 42:167**
private settlements, **Labor § 42:159 to 42:162**
Arbitration
deferral to arbitration
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:54**
NLRB deferral, **Labor § 10:1 to 10:55**
raised in answer to complaint for unfair labor practices, **Labor § 42:126**
Federal Arbitration Act, impact on NLRB's right to consider dispute, **Labor § 11:35**
Argument. Oral argument, below
Assertion of jurisdiction
general discussion, **Labor § 3:1 to 3:53**
discretionary standards, **Labor § 9:1 to 9:52**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Assessment of litigation expenses, remedial orders, **Labor § 43:25**
Assignment of work disputes. Jurisdictional disputes, below
Assistance of NLRB with charges, unfair labor practices, **Labor § 42:17 to 42:19**
Assisted unions, remedial orders for employer unfair labor practices, **Labor § 43:111, 43:114**
Associations
employer associations, assertion of jurisdiction, **Labor § 3:51**
visiting nurse associations, discretionary standards for exercising jurisdiction, **Labor § 9:30**
Attempt or attempts
employer attempt to frustrate access to arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:34**
temporary injunctions, attempts to secure voluntary cessation of activity, **Labor § 50:9, 50:10**
Attendance, witnesses, **Labor § 41:36**
Attorneys
exclusion of counsel, hearing on unfair labor practices, **Labor § 42:232**
fees. Attorney's fees, below
lack of counsel, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:67**
service of petitions and applications on parties represented by counsel, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:22**
Attorney's fees
NLRB decision on unfair labor practices, **Labor § 42:291**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:70, 50:71**
Authority and authorization
cards. Authorization cards, below
powers, below
remedial order for union unfair labor practices against members, effect of authorization language on reimbursement of dues, **Labor § 43:125**
Authorization cards
discovery in unfair labor practice cases, **Labor § 42:195**
examination during investigation of charges of unfair labor practices, **Labor § 42:51 to 42:53**
Automatic stay of NLRB proceedings, Bankruptcy Code, **Labor § 11:23**
Automobile dealers, assertion of jurisdiction, **Labor § 3:47**
Availability or unavailability
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:40**
arbitration process, deferral to contractual grievance-arbitration machinery, **Labor § 10:22**
court processes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:2 to 52:7**
discriminatee's unavailability for interim employment, effect on backpay period, **Labor § 43:65**
former or equivalent position unavailable, reinstatement orders, **Labor § 43:52**
informal opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:37**
substitute services, enterprise affecting commerce, **Labor § 3:13**
temporary injunctions, **Labor § 50:25 to 50:30, 50:68**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Availability or unavailability—Cont'd
types of evidence available, discovery in unfair labor practice cases, **Labor § 42:195 to 42:202**
Awards
backpay, **Labor § 43:79, 43:83**
costs of action, contempt of court-enforced NLRB orders, **Labor § 52:101**
deference to arbitration awards, **Labor § 10:5 to 10:18**
retained jurisdiction to review award, deferral to ongoing arbitration, **Labor § 10:54**
Backpay
attempts by NLRB for settlement, **Labor § 43:89**
orders, **Labor § 43:58 to 43:106**
private settlements, **Labor § 42:162, 43:60**
Bakeries, assertion of jurisdiction, **Labor § 3:39**
Bankruptcy
backpay liability, **Labor § 43:86**
Code, impact on NLRB's right to consider dispute, **Labor § 11:22 to 11:26**
successor employer liability, parties subject to binding remedial orders, **Labor § 43:16**
Banks, assertion of jurisdiction, **Labor § 3:36**
Bargaining, generally. Collective bargaining, below
Bargaining units
determinations, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:61, 52:62**
multiemployer unit, exceptions to minimum dollar amount for jurisdiction, **Labor § 9:15**
Bar to proceeding against those not party to settlement, unfair labor practices, **Labor § 42:155**
Benefits
restoration of employee benefits, remedial order for employer unfair labor practices, **Labor § 43:116**
veterans' benefits laws, impact on NLRB's right to consider dispute, **Labor § 11:32**
Beverage and food supply businesses, assertion of jurisdiction, **Labor § 3:39 to 3:31**
Binding or bound
final and binding arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:21**
parties' agreement to be bound requirement, deference to arbitration awards, **Labor § 10:8**
remedial orders, **Labor § 43:14 to 43:21**
Bottling businesses, assertion of jurisdiction, **Labor § 3:40**
Boycotts
impact on NLRB's right to consider dispute, **Labor § 11:14**
secondary boycotts, below
Breach
collective bargaining agreement, impact on NLRB's right to consider dispute, **Labor § 11:51**
duty of fair representation, impact on NLRB's right to consider dispute, **Labor § 11:53**
settlement of unfair labor practices, **Labor § 42:169, 42:185 to 42:189**
thirty-day grace period, joint liability for reimbursement, **Labor § 43:138**
Briefs
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:47**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Briefs—Cont'd
charged party's failure to file brief, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:55**
exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:281 to 42:284**
post-hearing procedures in unfair labor practice cases, **Labor § 42:269, 42:270**
Bulletin board access, remedial order for employer unfair labor practices, **Labor § 43:109**
Burden of proof
backpay specification, **Labor § 43:104**
contempt of court-enforced NLRB orders, **Labor § 52:96**
hearing on unfair labor practices, **Labor § 42:254, 42:255**
independent suits in federal district court against NLRB, **Labor § 51:13**
stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:32**
Burden or burdensomeness
assertion of jurisdiction, burdening commerce, **Labor § 3:11**
deferral to contractual grievance-arbitration machinery precluded, **Labor § 10:27**
Business or businesses
assertion of jurisdiction, **Labor § 3:1 to 3:53**
discretionary standards for exercising jurisdiction, **Labor § 9:10 to 9:33**
Calculations or computations
backpay, **Labor § 43:70, 43:71, 43:88**
minimum dollar amount, discretionary standards for exercising jurisdiction, **Labor § 9:10 to 9:12**
time, service of process, **Labor § 41:19**
Cards. Authorization cards, above
Care
child care, discretionary standards for exercising jurisdiction, **Labor § 9:31**
health care facilities, discretionary standards for exercising jurisdiction, **Labor § 9:29**
Cause
damages caused by prohibited activities, exception to deference to NLRB by federal courts, **Labor § 11:52**
discharge for cause, reinstatement orders, **Labor § 43:54**
good cause for failure to timely file answer to complaint for unfair labor practices, **Labor § 42:119**
international complications threatened to be caused by NLRB action, independent suits in federal district court against NLRB, **Labor § 51:5**
reimbursement of expenses, remedial order, **Labor § 43:110, 43:129**
Cease and desist orders, **Labor § 43:5, 43:27**
Centers for shopping, discretionary standards for exercising jurisdiction, **Labor § 9:19**
Certiorari, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:85**
Cessation
cease and desist orders, **Labor § 43:5, 43:27**
complaint for unfair labor practices, **Labor § 42:82**
remedial orders, effect of cessation of unfair labor practice, **Labor § 43:7**
temporary injunctions, attempts to secure voluntary cessation of activity, **Labor § 50:9, 50:10**
Cession of jurisdiction by NLRB, applicability of state law to matters covered by federal labor relations law, **Labor § 12:10**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Challenges of NLRB findings, Supreme Court of United States, **Labor § 52:87**
Change. Amendment, modification or change, above
Charged party
contacted during investigation of charges of unfair labor practices, **Labor § 42:49**
failure to file brief or offer oral argument, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:55**
service of charges, unfair labor practices, **Labor § 42:24**
Charges
amendment
general discussion, **Labor § 42:54 to 42:56**
effect of amended charge on complaint for unfair labor practices, **Labor § 42:81**
timeliness of amended charges, **Labor § 42:34**
charged party, above
charging party, below
criminal charges, admissibility of evidence in hearing on unfair labor practices, **Labor § 42:266**
dismissal of charges of unfair labor practices, **Labor § 42:61 to 42:77, 42:111**
informal settlement agreement's effect on charges, unfair labor practices, **Labor § 42:149**
initial evaluation of charge, deferral to contractual grievance-arbitration machinery, **Labor § 10:37**
pending unfair labor practice charges
advisory opinions, exclusions, **Labor § 9:41**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:220**
relationship of unfair labor practice charges to complaint, **Labor § 42:79**
timeliness of post-settlement charges' effect on consideration of pre-settlement violations, unfair labor practices, **Labor § 42:188**
transfer of charges, unfair labor practices, **Labor § 42:128**
unfair labor practices, generally, **Labor § 42:10 to 42:77**
withdrawal of charges of unfair labor practices, **Labor § 42:57 to 42:60, 42:63, 42:106**
Charging party
appeal
dismissal of charges of unfair labor practices, **Labor § 42:69 to 42:77**
withdrawal of complaint for unfair labor practices, **Labor § 42:110**
contacted during investigation of charges of unfair labor practices, **Labor § 42:46**
objections
post-complaint settlement of unfair labor practices, **Labor § 42:173**
pre-complaint settlement of unfair labor practices, **Labor § 42:166**
refusal to withdraw charges, **Labor § 42:63**
request for withdrawal of charges of unfair labor practices, **Labor § 42:58, 42:59, 42:106**
rights
amendment of charges of unfair labor practices, **Labor § 42:54**
appeal of withdrawal of complaint for unfair labor practices, **Labor § 42:110**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Charging party—Cont'd
rights—Cont'd
communication of rights, deferral to contractual grievance-arbitration machinery, **Labor § 10:39**
Charts
documents to be filed during unfair labor practice proceedings, **Labor § 42:9**
organization of NLRB, **Labor § 41:11**
Checkoff issues, deference to arbitration awards, **Labor § 10:16**
Child care, discretionary standards for exercising jurisdiction, **Labor § 9:31**
Choice. Option or choice, below
Circumstantial changes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:58, 52:59**
Circumstantial evidence, hearing on unfair labor practices, **Labor § 42:262**
Civil rights laws, impact on NLRB's right to consider dispute, **Labor § 11:33**
Closing of unfair labor practice case
picketing after, **Labor § 39:30**
pre-complaint settlement, **Labor § 42:168**
Collective bargaining
agreements. Collective bargaining agreements, below
failure to engage in effects bargaining, backpay orders, **Labor § 43:61**
negotiations of unions, antitrust impact on NLRB's right to consider dispute, **Labor § 11:15**
orders, bargaining, **Labor § 33:14, 43:34 to 43:46**
past bargaining relationship, deferral to contractual grievance-arbitration machinery, **Labor § 10:25**
refusal to bargain cases, below
restoration of bargaining position, remedial order for employer unfair labor practices, **Labor § 43:117**
Collective bargaining agreements
abrogation and preclusion of agreements due to employer domination, remedial order for employer unfair labor practices, **Labor § 43:112**
arbitration clause applicability, involvement of NLRB, **Labor § 49:19**
breach of agreement, exception to deference to NLRB by federal courts, **Labor § 11:51**
deferral to contractual grievance-arbitration machinery, **Labor § 10:19 to 10:49**
execution and honoring of agreement, remedial orders for unfair labor practices, **Labor § 43:118, 43:134**
reimbursement of expenses for failure to execute agreement, remedial order for union unfair labor practices, **Labor § 43:135**
rejection of agreements, Bankruptcy Code, **Labor § 11:26**
union security agreements, complaint for unfair labor practices, **Labor § 42:97**
Combination
businesses representing individual entities, assertion of jurisdiction, **Labor § 3:51 to 3:53**
retail and nonretail enterprise, discretionary standards for exercising jurisdiction, **Labor § 9:13**
union with nonlabor group, impact on NLRB's right to consider dispute, **Labor § 11:6**
Commencement of backpay period, **Labor § 43:62**
Commerce
assertion of jurisdiction, **Labor § 3:9 to 3:21**
interstate commerce, below

NATIONAL LABOR RELATIONS BOARD—Cont'd
Common law, impact on NLRB's right to consider dispute, **Labor § 11:2**
Communication or communications
businesses, assertion of jurisdiction, **Labor § 3:33 to 3:35**
charged party's options, deferral to contractual grievance-arbitration machinery, **Labor § 10:40, 10:43**
charging party's rights and obligations, deferral to contractual grievance-arbitration machinery, **Labor § 10:39**
commerce, assertion of jurisdiction, **Labor § 3:9**
Federal Communications Act, impact on NLRB's right to consider dispute, **Labor § 11:42**
telecommunications, discretionary standards for exercising jurisdiction, **Labor § 9:24**
unlawful communications, **Labor § 41:42 to 41:47**
Company rules, orders eliminating, **Labor § 43:31**
Compensation
backpay amount, **Labor § 43:72, 43:73**
restoration of employee compensation, remedial order for employer unfair labor practices, **Labor § 43:116**
Complaints
allegations
post-charge conduct, unfair labor practices, **Labor § 42:80**
specificity, unfair labor practices, **Labor § 42:91**
consolidation of complaints, unfair labor practices, **Labor § 42:129, 42:130**
dismissal of complaint
appeal to NLRB, unfair labor practice cases, **Labor § 42:221**
motions, unfair labor practice cases, **Labor § 42:216, 42:220**
partial dismissal, pre-complaint settlement of unfair labor practices, **Labor § 42:165**
temporary injunctions, unfair labor practices, **Labor § 50:27, 50:28, 50:57**
expeditious handling of underlying complaint for unfair labor practices, temporary injunctions, **Labor § 50:44**
issuance of complaint
after filing of petition for temporary injunction, **Labor § 50:16**
refusal to issue complaint, dismissal of charges of unfair labor practices, **Labor § 42:68, 42:69**
transfer of unfair labor practice case to NLRB after complaint issued but before rendering of administrative law judge's decision, **Labor § 42:275**
unfair labor practices, generally, **Labor § 42:78 to 42:87**
partial dismissal of complaint, pre-complaint settlement of unfair labor practices, **Labor § 42:165**
post-complaint matters
communication of charged party's options, deferral to contractual grievance-arbitration machinery, **Labor § 10:43**
settlements, unfair labor practices, **Labor § 42:170 to 42:176**
pre-complaint settlements, unfair labor practices, **Labor § 42:163 to 42:169**
processing complaints over which EEOC jurisdiction under Americans with Disabilities Act overlaps with NLRB jurisdiction, **Labor § 42:6**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Complaints—Cont'd
reinstatement of complaint
general discussion, **Labor § 42:112**
settlement agreement's effect on motion to reinstate, **Labor § 42:157**
response to affirmative arbitration defense to complaint, deferral to contractual grievance-arbitration machinery, **Labor § 10:44**
temporary injunctions, unfair labor practices, **Labor § 50:16, 50:27 to 50:29, 50:44, 50:57**
transfer of unfair labor practice case to NLRB after complaint issued but before rendering of administrative law judge's decision, **Labor § 42:275**
Compliance or noncompliance
contempt of court-enforced NLRB orders, **Labor § 52:91 to 52:103**
decision of administrative law judge, transfer of unfair labor practice case to NLRB, **Labor § 42:277**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:3, 52:56, 52:69**
refusal to comply with award, deference to arbitration awards, **Labor § 10:12**
remedial orders, **Labor § 43:23, 43:24**
specification, backpay, **Labor § 43:91**
urging noncompliance with NLRB, unfair labor practices, **Labor § 26:22**
Components
complaint for unfair labor practices, **Labor § 42:88**
record, post-hearing procedures in unfair labor practice cases, **Labor § 42:272**
Computations. Calculations or computations, above
Concealment
evidence, investigation of charges of unfair labor practices, **Labor § 42:33**
willful concealment of interim earnings, backpay amount, **Labor § 43:76**
Concurrent jurisdiction
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:18**
Labor Management Relations Act (this index)
Conditions
employment conditions, impact on right to consider dispute of other federal laws dealing directly with, **Labor § 11:27 to 11:40**
imposition of security as condition of order for stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:34**
precedent conditions, finding unfair labor practice, **Labor § 42:10**
Conduct of persons
allegations of complaint based on post-charge conduct, unfair labor practices, **Labor § 42:80**
post-settlement conduct, unfair labor practices, **Labor § 42:185 to 42:189**
pre-settlement conduct, unfair labor practices, **Labor § 42:156, 42:189**
prior conduct, effect on scope of remedial orders, **Labor § 43:9**
reasonableness of workers' conduct as factor, assertion of jurisdiction over labor disputes, **Labor § 3:6**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Conduct of persons—Cont'd
reimbursement of expenses caused by anti-union conduct, remedial order for employer unfair labor practices, **Labor § 43:110**
responsibility of union for individuals' conduct, antitrust impact on NLRB's right to consider dispute, **Labor § 11:7**
Conduct or conducting
decision-making process, temporary injunctions, **Labor § 50:17 to 50:24**
hearing on unfair labor practices, **Labor § 42:231**
investigations, below
Confidentiality of NLRB documents, discovery in unfair labor practice cases, **Labor § 42:191**
Conflicts of interest, **Labor § 41:48, 41:49**
Consent
leave of court, additional evidence in Supreme Court of United States, **Labor § 52:89**
post-complaint settlement of unfair labor practices, **Labor § 42:174**
waiver of right to raise certain issues, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:72**
Consolidation
cases, unfair labor practices and representation, **Labor § 42:131**
complaints, unfair labor practices, **Labor § 42:129, 42:130**
Constitutional matters
assertion of jurisdiction, **Labor § 3:3**
impact on NLRB's right to consider dispute, **Labor § 11:4**
unconstitutional NLRB action, independent suits in federal district court against NLRB, **Labor § 51:3**
Construction work, assertion of jurisdiction, **Labor § 3:29, 3:30**
Contempt
court-enforced NLRB orders, **Labor § 52:91 to 52:103**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:65 to 50:67**
Contents
applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:19**
bargaining orders, **Labor § 43:42**
charges, unfair labor practices, **Labor § 42:20 to 42:22**
complaint for unfair labor practices, **Labor § 42:88 to 42:98**
petitions, below
record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:37**
subpoenas, **Labor § 41:25**
Contracts or agreements
collective bargaining agreements, above
failure to secure agreement to cease activity, temporary injunctions, **Labor § 50:10**
nexus between unfair labor practice and contractual issues, deference to arbitration awards, **Labor § 10:10**
parties' agreement, accommodation to arbitration processes, **Labor § 10:3, 10:8**
settlements, below
Contrary to NLRA action by NLRB, independent suits in federal district court against NLRB, **Labor § 51:4**
Controversy over working conditions, assertion of jurisdiction, **Labor § 3:4**
Copies of motions, unfair labor practice cases, **Labor § 42:214**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Correction of transcript of hearing, post-hearing procedures in unfair labor practice cases, **Labor § 42:273**
Correct law to apply, identification on remand of case to NLRB, **Labor § 52:80**
Corrupt dealing, joint liability for reimbursement, **Labor § 43:137**
Costs and expenses
actions. Costs of action, below
reimbursement of expenses, remedial orders, **Labor § 43:110, 43:129, 43:135 to 43:138**
Costs of action
assessment of litigation expenses, remedial orders, **Labor § 43:25**
contempt of court-enforced NLRB orders, **Labor § 52:101**
Counsel. Attorneys, above
Courts
automatic stay of NLRB proceedings, Bankruptcy Code, **Labor § 11:23**
deference to NLRB
impact on NLRB's right to consider dispute, **Labor § 11:46 to 11:54**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:45, 52:46**
representation proceedings, unions, **Labor § 18:7**
temporary injunctions, **Labor § 50:23**
disclosure in court proceedings, access to NLRB records, **Labor § 41:40**
enforcement of NLRB orders, **Labor § 52:1 to 52:103**
federal courts, below
judicial review, below
NLRB suits for federal injunction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:21**
state court, effect of evidence in hearing on unfair labor practices, **Labor § 42:245**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:1 to 50:71**
Credibility determinations, investigation of charges of unfair labor practices, **Labor § 42:45**
Criminal matters
admissibility of criminal charges in hearing on unfair labor practices, **Labor § 42:266**
federal criminal laws, impact on NLRB's right to consider dispute, **Labor § 11:45**
Criteria, NLRB deferral, **Labor § 10:5, 10:19**
Cross-examination of witnesses, hearing on unfair labor practices, **Labor § 42:240**
Cross exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:280**
Cure of deficiencies, complaint for unfair labor practices, **Labor § 42:92**
Currency exchanges, assertion of jurisdiction, **Labor § 3:37**
Damages caused by prohibited activities, exception to deference to NLRB by federal courts, **Labor § 11:52**
Date. Time or date, below
Decisions
administrative law judges, above
deferral to ongoing arbitration, **Labor § 10:55**
discretionary standards for exercising jurisdiction, **Labor § 9:5**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Decisions—Cont'd
dismissal of charges of unfair labor practices, appeal of, **Labor § 42:77**
federal court of appeals review of decisions of NLRB, **Labor § 11:50, 52:1 to 52:103**
issuance of complaint for unfair labor practices, **Labor § 42:83, 42:85**
judicial review of decisions of NLRB, **Labor § 11:50, 52:1 to 52:103**
motions in unfair labor practice cases, **Labor § 42:209 to 42:211**
precedent, NLRB decisions as, **Labor § 1:43**
procedures for decision-making, **Labor § 41:12 to 41:14**
temporary injunctions, **Labor § 50:17 to 50:24, 50:47 to 50:55**
temporary restraining orders, **Labor § 50:38**
unfair labor practices, generally, **Labor § 42:287 to 42:291**
Declaratory orders, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:36**
Declination of jurisdiction
applicability of state law to matters covered by federal labor relations law, **Labor § 12:11**
discretionary standards for exercising jurisdiction, **Labor § 9:2**
Deduction of interim earnings, backpay amount, **Labor § 43:74**
Defamation, assertion of jurisdiction, **Labor § 3:7**
Defects or irregularities
answers, backpay specification, **Labor § 43:99**
procedural irregularities, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:53**
Defenses
arbitration defense, deferral to contractual grievance-arbitration machinery, **Labor § 10:44, 10:45**
backpay specification, **Labor § 43:97**
unfair labor practices, **Labor § 42:125**
Deferral or deference
appeal and review, above
arbitration, above
courts, above
voluntary adjustment of work assignment disputes, deferral of NLRB to, **Labor § 39:108**
Deficiencies in complaint for unfair labor practices, **Labor § 42:92**
Delays
backpay specification, **Labor § 43:106**
temporary injunctions, **Labor § 50:29, 50:30, 50:55**
Deliberations, deference to arbitration, **Labor § 10:13, 10:52**
Depositions
backpay specification, **Labor § 43:101**
unfair labor practice cases, **Labor § 42:203 to 42:208**
Designation
administrative law judge, hearing on unfair labor practices, **Labor § 42:233**
representative as exclusive agent for service, unfair labor practices, **Labor § 42:27**
Determinations
bargaining unit determinations, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:61, 52:62**
credibility determinations, investigation of charges of unfair labor practices, **Labor § 42:45**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Determinations—Cont'd
jurisdiction of NLRB
deference to NLRB by federal courts, **Labor § 11:47**
obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:52**
limitations period, investigation of charges of unfair labor practices, **Labor § 42:32**
majority status, bargaining orders, **Labor § 43:39**
Regional Director determinations, relitigation of issues previously raised in other proceedings, **Labor § 42:250**
supervisory status determinations, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:63**
unfair labor practices
intent, hot cargo agreements, **Labor § 38:166**
purpose of recognitional and organizational picketing, **Labor § 39:12**
relevance of information, duty of employer to provide information to union, **Labor § 35:4**
whether collective bargaining agreement unlawfully discriminates, **Labor § 30:14**
work assignment disputes, **Labor § 39:84 to 39:101, 39:128, 39:129, 39:134, 39:135**
Different courts, filing of petitions for judicial review/enforcement of NLRB decisions/orders, **Labor § 52:16, 52:17**
Different issues presented to NLRB and state forum, applicability of state law to matters covered by federal labor relations law, **Labor § 12:9**
Direct impact, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:12**
Directors. Regional Directors, below
Directory of offices, **Labor § 41:10**
Disagreement
arbitration remedies, deference to arbitration awards, **Labor § 10:6**
NLRB and administrative law judge, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:48 to 52:50**
Discharge of employees
deference to arbitration, **Labor § 10:14, 10:15, 10:31**
reinstatement orders, **Labor § 43:54, 43:55**
Discipline, deferral to contractual grievance-arbitration machinery, **Labor § 10:35**
Disclosure
access to NLRB records, **Labor § 41:38 to 41:41**
NLRB disclosure of basis for bargaining unit determination order, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:62**
Discontinued operation resumption, remedial order for employer unfair labor practices, **Labor § 43:120**
Discovery
decision-making process, temporary injunctions, **Labor § 50:17, 50:47**
depositions, above
unfair labor practices, **Labor § 42:190 to 42:208**
Discretionary matters
administrative law judge, during hearing settlement of unfair labor practices, **Labor § 42:179**
authority of NLRB, discovery in unfair labor practice cases, **Labor § 42:190**
limitations, below

NATIONAL LABOR RELATIONS BOARD—Cont'd
Discretionary matters—Cont'd
nature of decision to issue complaint for unfair labor practices, **Labor § 42:83**
Regional Director, temporary injunctions, **Labor § 50:5**
remedial orders, **Labor § 43:4**
right of bankruptcy court to enjoin NLRB actions, **Labor § 11:24**
standards for exercising jurisdiction, **Labor § 9:1 to 9:52**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:41 to 50:69**
Unions and Union Practices (this index)
Discrimination
alleged victims of discrimination contacted during investigation of charges of unfair labor practices, **Labor § 42:48**
antitrust, impact on NLRB's right to consider dispute, **Labor § 11:18**
anti-union discrimination, deferral to contractual grievance-arbitration machinery, **Labor § 10:29**
backpay orders, **Labor § 43:58 to 43:106**
complaint for unfair labor practices, **Labor § 42:87, 42:93**
forms sent to victims of discrimination, **Labor § 42:87**
joint liability for discriminatory action, remedial orders, **Labor § 43:136 to 43:139**
Discussions, settlement of unfair labor practices, **Labor § 42:141**
Disestablishment of dominated union, remedial order for employer unfair labor practices, **Labor § 43:113**
Dismissal
appeal and review, above
charges of unfair labor practices, **Labor § 42:61 to 42:77, 42:111**
complaints, above
lack of jurisdiction, deference to NLRB by federal courts, **Labor § 11:49**
motions, below
partial dismissal, below
Disputes
adjudication of private disputes, **Labor § 41:3**
arbitration, above
assertion of jurisdiction, **Labor § 3:4 to 3:8**
assignment of work disputes. Jurisdictional disputes, below
deferral to contractual grievance-arbitration machinery, **Labor § 10:19 to 10:49**
impact of other federal laws affecting labor relations and legal forums upon NLRB's right to consider dispute, **Labor § 11:1 to 11:54**
jurisdictional disputes, below
Disqualification
administrative law judge, hearing on unfair labor practices, **Labor § 42:234**
backpay eligibility, **Labor § 43:81**
Dissolution of temporary restraining orders, **Labor § 50:64**
Distilling businesses, assertion of jurisdiction, **Labor § 3:40**
Documentary evidence, hearing on unfair labor practices, **Labor § 42:264**
Documents
confidentiality of NLRB documents, discovery in unfair labor practice cases, **Labor § 42:191**
examination during investigation of charges of unfair labor practices, **Labor § 42:50 to 42:53**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Documents—Cont'd
expungement of union security measures from governing documents, remedial order for union unfair labor practices against members, **Labor § 43:132**
failure to file documents, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:68**
filed during unfair labor practice proceedings, **Labor § 42:9**
production of documents, contempt of court-enforced NLRB orders, **Labor § 52:97**
removal of clauses restricting right to resign from union documents, remedial order for union unfair labor practices against members, **Labor § 43:131**
service, unfair labor practices, **Labor § 42:27**
Dollar amount. Minimum dollar amount for jurisdiction, below
Dominated unions, remedial orders for employer unfair labor practices, **Labor § 43:111 to 43:113**
Draft settlement agreement, unfair labor practices, **Labor § 42:140**
Drug testing by employers, orders restricting, **Labor § 43:32**
Dues
checkoff issues, deference to arbitration awards, **Labor § 10:16**
complaint for unfair labor practices, **Labor § 42:98**
reimbursement of dues, remedial orders for union unfair labor practices against members, **Labor § 43:122 to 43:125**
Duration
backpay period, **Labor § 43:62 to 43:68**
bargaining orders, **Labor § 43:43**
temporary injunctions, **Labor § 50:26, 50:56**
Duties
breach of duty of fair representation, exception to deference to NLRB by federal courts, **Labor § 11:53**
communication of charging party's obligations, deferral to contractual grievance-arbitration machinery, **Labor § 10:39**
investigation of charges of unfair labor practices, **Labor § 42:40**
issuance of remedial orders, **Labor § 43:2**
meddling in performance of duties of NLRB employees, **Labor § 41:50**
witnesses, hearing on unfair labor practices, **Labor § 42:236**
Effects bargaining, backpay orders for failure to engage in, **Labor § 43:61**
Election. Option or choice, below
Elections
impeding election process, bargaining orders, **Labor § 43:37**
objections, relitigation of issues previously raised in other proceedings, **Labor § 42:249**
polls of employees prohibited while NLRB election is pending, unfair labor practices, **Labor § 26:126**
Eligibility
attorney's fees, temporary injunctions in unfair labor practice proceedings, **Labor § 50:71**
backpay, **Labor § 43:79 to 43:81**
Elimination of company rules, orders, **Labor § 43:31**
Employee Retirement Income Security Act, impact on NLRB's right to consider dispute, **Labor § 11:30**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Employers
access to company property, remedial order for employer unfair labor practices, **Labor § 43:108**
associations, assertion of jurisdiction, **Labor § 3:51**
filing of charges, unfair labor practices, **Labor § 42:15**
necessary parties, unfair labor practice proceedings, **Labor § 42:134**
notices, remedial orders, **Labor § 43:11, 43:12**
remedial orders for employer unfair labor practices, **Labor § 43:108 to 43:121, 43:136 to 43:139**
Energy utilities, assertion of jurisdiction, **Labor § 3:31**
Enforcement
backpay order, **Labor § 43:105**
court enforcement of NLRB orders, **Labor § 52:1 to 52:103**
role of NLRB in enforcement, unfair labor practices, **Labor § 42:2 to 42:6**
subpoenas, **Labor § 41:31 to 41:35**
Enterprises, assertion of jurisdiction, **Labor § 3:1 to 3:53, 9:13**
Entertainment-related businesses, assertion of jurisdiction, **Labor § 3:42 to 3:44**
Entities, discretionary standards for exercising jurisdiction, **Labor § 9:14**
Entitlement to backpay, **Labor § 43:79 to 43:81**
Equal Access to Justice Act, temporary injunctions in unfair labor practice proceedings, **Labor § 50:70**
Equal Employment Opportunity Commission, overlapping jurisdiction with NLRB under Americans with Disabilities Act, **Labor § 41:41, 42:6**
Equitable matters
injunctions, below
methods of enforcement of subpoenas, **Labor § 41:34**
Errors
backpay specification, **Labor § 43:92**
response to application of erroneous rule, Supreme Court of United States, **Labor § 52:90**
Escrow account for discriminatee who cannot be located, backpay, **Labor § 43:77**
Establishment
impact of establishing majority status, bargaining orders, **Labor § 43:38**
jurisdiction, investigation of charges of unfair labor practices, **Labor § 42:28 to 42:30**
Evaluation
initial evaluation of charge, deferral to contractual grievance-arbitration machinery, **Labor § 10:37**
substantial evidence test to evaluate NLRB findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
Evidence
additional evidence
remand of case to NLRB, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:75, 52:76, 52:78**
Supreme Court of United States, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:89**
admissions, settlement agreement on unfair labor practices, **Labor § 42:142, 42:153**
advisory opinions, evidentiary hearing, **Labor § 9:48, 9:49**
antitrust liability of union, impact on NLRB's right to consider dispute, **Labor § 11:10**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Evidence—Cont'd
backpay specification, **Labor § 43:101 to 43:104**
burden of proof, above
concealment of evidence, investigation of charges of unfair labor practices, **Labor § 42:33**
decision-making process, temporary injunctions, **Labor § 50:17, 50:20, 50:22, 50:47, 50:49**
discovery, above
investigations, **Labor § 41:21, 41:22**
new evidentiary hearing, remand of case to NLRB, **Labor § 52:81**
newly discovered evidence, relitigation of issues previously raised in other proceedings, **Labor § 42:253**
presumptions, below
response to evidence of arbitration defense not raised, deferral to contractual grievance-arbitration machinery, **Labor § 10:45**
service, below
stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:32**
subpoenas, below
substantial evidence test to evaluate NLRB findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
temporary restraining orders, **Labor § 50:34**
unfair labor practice hearing, **Labor § 42:208, 42:236 to 42:245, 42:253 to 42:268**
witnesses, below
Examination
documents, during investigation of charges of unfair labor practices, **Labor § 42:50 to 42:53**
witnesses
backpay specification, **Labor § 43:102**
hearing on unfair labor practices, **Labor § 42:239, 42:240**
Exceptions
decision of administrative law judge, unfair labor practices, **Labor § 42:278 to 42:286**
reports, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:69 to 52:71**
Exclusions or exemptions
advisory opinions, exclusions for pending unfair labor practices, **Labor § 9:41**
antitrust, exemption of union from liability, **Labor § 11:8, 11:9**
backpay amount, excluded compensation, **Labor § 43:73**
counsel excluded, hearing on unfair labor practices, **Labor § 42:232**
deference to NLRB by federal courts, impact on NLRB's right to consider dispute, **Labor § 11:51 to 11:54**
minimum dollar amount, discretionary standards for exercising jurisdiction, **Labor § 9:13 to 9:16**
Exclusive matters
agent for service, designation, **Labor § 42:27**
jurisdiction of NLRB, deference to NLRB by federal courts, **Labor § 11:46 to 11:50**
power of court of appeals to punish contempt of court-enforced NLRB orders, **Labor § 52:100**
role of NLRB, contempt, **Labor § 50:66, 52:93**
Excusal of failure to raise issues at earlier stage, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:66**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Execution of collective bargaining agreement, remedial orders for unfair labor practices, **Labor § 43:118, 43:134**
Executive Orders, impact on NLRB's right to consider dispute, **Labor § 11:37**
Executive Secretary, **Labor § 41:6**
Exemptions. Exclusions or exemptions, above
Exercise
discretionary standards for exercising jurisdiction, **Labor § 9:1 to 9:52**
limited exercise of deferral option, accommodation to arbitration processes, **Labor § 10:2**
subpoena power, **Labor § 41:24**
Ex parte issuance of temporary restraining orders, **Labor § 50:63**
Expedited appeal, dismissal of charges of unfair labor practices, **Labor § 42:73**
Expeditious handling of underlying complaint for unfair labor practices, temporary injunctions, **Labor § 50:44**
Expenses. Costs and expenses, above
Expungement
personnel records, remedial order for employer unfair labor practices, **Labor § 43:115**
union security measures from governing documents, remedial order for union unfair labor practices against members, **Labor § 43:132**
Extension of time
exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:285**
filing proposed findings and briefs, post-hearing procedures in unfair labor practice cases, **Labor § 42:270**
service of process, **Labor § 41:20**
Extent
availability of statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:200**
discretion, standards for exercising jurisdiction, **Labor § 9:3**
examination of witnesses, hearing on unfair labor practices, **Labor § 42:239**
formality, settlement agreements, **Labor § 42:146**
specificity in facts alleged, charges of unfair labor practices, **Labor § 42:21**
Extortion by unions, antitrust, **Labor § 11:20**
Extraction businesses, assertion of jurisdiction, **Labor § 3:22 to 3:28**
Extraordinary circumstances excusing failure to raise issues at earlier stage, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:66**
Factors
availability of substitute services as factor, assertion of jurisdiction, **Labor § 3:13**
reasonableness of workers' conduct as factor, assertion of jurisdiction, **Labor § 3:6**
Facts
additional facts in supplemental decision of NLRB, remand of case to NLRB, **Labor § 52:79**
disagreement between NLRB and administrative law judge, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:48**
extent of specificity in facts alleged, charges of unfair labor practices, **Labor § 42:21**
findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Facts—Cont'd
support for NLRB order, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:43**
Failure of NLRB to change decision on remand, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:82**
Failure to cooperate with employer in NLRB proceedings, discharge of supervisors, **Labor § 26:226**
Failure to engage in effects bargaining, backpay orders, **Labor § 43:61**
Failure to execute agreement, reimbursement of expenses, **Labor § 43:135**
Failure to file
answer to complaint for unfair labor practices, **Labor § 42:118**
brief, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:55**
documents, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:68**
exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:279**
Failure to make proper objections, remand of case to NLRB, **Labor § 52:77**
Failure to permit discovery in unfair labor practice cases, **Labor § 42:193**
Failure to produce evidence, adverse inference in hearing on unfair labor practices, **Labor § 42:257**
Failure to provide information, deferral to contractual grievance-arbitration machinery, **Labor § 10:33**
Failure to raise issues at earlier stage, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:64 to 52:72**
Failure to secure agreement to cease activity, temporary injunctions, **Labor § 50:10**
Failure to submit to arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:42**
Failure to timely file answer to complaint for unfair labor practices, **Labor § 42:119**
Fair LABOR Standards Act, impact on NLRB's right to consider dispute, **Labor § 11:28**
Fair or fairness
deference to arbitration awards, fair and regular proceedings requirement, **Labor § 10:7**
representation, below
Farm cooperatives, assertion of jurisdiction, **Labor § 3:52**
Federal Arbitration Act, impact on NLRB's right to consider dispute, **Labor § 11:35**
Federal Communications Act, impact on NLRB's right to consider dispute, **Labor § 11:42**
Federal courts
applicability of federal court rules, evidence in hearing on unfair labor practices, **Labor § 42:242**
bankruptcy courts, injunctions, **Labor § 11:24, 11:25**
discretionary right of bankruptcy court to enjoin NLRB actions, **Labor § 11:24**
federal courts of appeals, below
federal district courts, below
impact on NLRB's right to consider dispute, **Labor § 11:24 to 11:26, 11:46 to 11:54**
Supreme Court of United States, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:85 to 52:90**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Federal courts of appeals
contempt of court-enforced NLRB orders, **Labor § 52:91 to 52:103**
enforcement of NLRB orders, **Labor § 52:1 to 52:103**
review
decisions of NLRB, **Labor § 11:50, 52:1 to 52:103**
district court proceedings, enforcement of subpoenas, **Labor § 41:35**
inadequate court of appeals review, independent suits in federal district court against NLRB, **Labor § 51:6**
orders of NLRB, **Labor § 52:1 to 52:103**
post-complaint settlement of unfair labor practices, **Labor § 42:176**
Federal district courts
contempt proceedings, temporary injunctions in unfair labor practice proceedings, **Labor § 50:65 to 50:67**
deference to NLRB by federal courts, **Labor § 11:48**
enforcement of subpoenas, **Labor § 41:31 to 41:33**
independent suits in federal district court against NLRB, **Labor § 51:1 to 51:14**
injunctions
relitigation of issues previously raised in other proceedings, hearing on unfair labor practices, **Labor § 42:252**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:1 to 50:71**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:1 to 50:71**
Federal Rules of Appellate Procedure, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:7**
Fees
attorney's fees, above
depositions in unfair labor practice cases, **Labor § 42:207**
hiring hall fees, remedial orders for unfair labor practices, **Labor § 43:126, 43:139**
initiation fees, complaint for unfair labor practices, **Labor § 42:98**
reimbursement of fees, remedial orders for union unfair labor practices against members, **Labor § 43:122, 43:123, 43:126**
witnesses, hearing on unfair labor practices, **Labor § 42:238**
Filing
answers, unfair labor practices, **Labor § 42:113, 42:116 to 42:119**
appeal, dismissal of charges of unfair labor practices, **Labor § 42:70**
applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:8 to 52:18**
briefs, post-hearing procedures in unfair labor practice cases, **Labor § 42:269, 42:270**
charges, unfair labor practices, **Labor § 42:10 to 42:16, 42:23**
documents to be filed during unfair labor practice proceedings, **Labor § 42:9**
failure to file, above
location, below
motions
dismissal for lack of jurisdiction, deference to NLRB by federal courts, **Labor § 11:49**
unfair labor practice cases, **Labor § 42:209 to 42:211**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Filing—Cont'd
petitions
advisory opinions, **Labor § 9:42**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:8 to 52:18**
temporary injunctions, **Labor § 50:11 to 50:16, 50:45, 50:46**
proposed findings, post-hearing procedures in unfair labor practice cases, **Labor § 42:269, 42:270**
proposed judgments, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:26**
record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:35 to 52:40**
requests, stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:31**
Final and binding arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:21**
Final order required, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:41**
Finance businesses, assertion of jurisdiction, **Labor § 3:36 to 3:38**
Findings
decision-making process, temporary injunctions, **Labor § 50:21, 50:24**
jurisdictional findings in representation cases, relitigation of issues previously raised in other proceedings, **Labor § 42:248**
proposed findings, post-hearing procedures in unfair labor practice cases, **Labor § 42:269, 42:270**
substantial evidence test to evaluate NLRB findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
Supreme Court of United States, review/enforcement of NLRB decisions/orders, **Labor § 52:87, 52:88**
unfair labor practice, effect on work assignment dispute, **Labor § 39:96**
Fines, remedial order for refund, **Labor § 43:128**
Food and beverage supply businesses, assertion of jurisdiction, **Labor § 3:39 to 3:31**
Foreign matters
job action by workers protesting foreign government's policies, assertion of jurisdiction, **Labor § 3:8**
picketing foreign vessels by unions, antitrust, **Labor § 11:21**
status of foreign company's operations, assertion of jurisdiction, **Labor § 3:10**
Forestry companies, assertion of jurisdiction, **Labor § 3:24**
Formal matters
notice of deferral to contractual grievance-arbitration machinery, **Labor § 10:46**
request for stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:30**
settlement agreements, unfair labor practices, **Labor § 42:146 to 42:152, 42:172, 42:181**
Former matters. Prior or former matters, below
Form of motions, unfair labor practice cases, **Labor § 42:212**
Forms
assistance of NLRB with charges, unfair labor practices, **Labor § 42:19**
sent to victims of discrimination, complaint for unfair labor practices, **Labor § 42:87**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Forums
different issues presented to NLRB and state forum, applicability of state law to matters covered by federal labor relations law, **Labor § 12:9**
impact of other federal laws affecting labor relations and legal forums upon NLRB's right to consider dispute, **Labor § 11:1 to 11:54**
Fraud, investigation of charges of unfair labor practices, **Labor § 42:33**
Freedom of Information Act
alternative use, discovery in unfair labor practice cases, **Labor § 42:194**
impact on NLRB's right to consider dispute, **Labor § 11:43**
Frustration by employer of access to arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:34**
Full investigation of charge, deferral to contractual grievance-arbitration machinery, **Labor § 10:41**
Furnishing information to union, remedial order for employer unfair labor practices, **Labor § 43:119**
Furtherance of NLRA policies, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:42**
Future matters. Prospective or future matters, below
Gambling operations, assertion of jurisdiction, **Labor § 3:43**
Gas industry, assertion of jurisdiction, **Labor § 3:25**
General Counsel
general discussion, **Labor § 41:7**
amendment of complaint for unfair labor practices, **Labor § 42:105**
appeal of dismissal of charges of unfair labor practices, **Labor § 42:69 to 42:77**
determinations as precedent, **Labor § 1:45**
issuance of complaint for unfair labor practices, **Labor § 42:85**
options, unfair labor practices, **Labor § 42:127**
settlement of unfair labor practices, **Labor § 42:139**
Unions and Union Practices (this index)
Good cause for failure to timely file answer to complaint for unfair labor practices, **Labor § 42:119**
Goods coming to rest within state, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:16**
Grace period, joint liability for reimbursement, **Labor § 43:138**
Grievances, deferral to contractual grievance-arbitration machinery, **Labor § 10:19 to 10:49**
Guaranteed rights, deferral to contractual grievance-arbitration machinery, **Labor § 10:30**
Guilt or guilty
admission of guilt, settlement agreement's effect as, **Labor § 42:153**
unlawful conduct, parties subject to binding remedial orders, **Labor § 43:14**
Handling of underlying complaint for unfair labor practices expeditiously, temporary injunctions, **Labor § 50:44**
Headquarters address, **Labor § 41:8**
Health
care facilities, discretionary standards for exercising jurisdiction, **Labor § 9:29**
Occupational Safety and Health Act, impact on NLRB's right to consider dispute, **Labor § 11:29**
Hearing officers
unfair labor practices, NLRB processing of work assignment disputes, **Labor § 39:80, 39:82**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Hearing officers—Cont'd
unions, representation hearings, **Labor § 20:25 to 20:27, 20:45**
Hearings
admissibility of evidence, unfair labor practices, **Labor § 42:208, 42:258 to 42:261**
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:48, 9:49**
backpay, **Labor § 43:90, 43:94**
contempt of court-enforced NLRB orders, **Labor § 52:98**
during hearing
adjustment, NLRB processing of work assignment disputes, **Labor § 39:81**
amendment of complaint for unfair labor practices, **Labor § 42:100, 42:101**
motions, unfair labor practice cases, **Labor § 42:210**
settlement of unfair labor practices, **Labor § 42:177 to 42:184**
withdrawal of complaint for unfair labor practices, **Labor § 42:108**
new evidentiary hearing, remand of case to NLRB, **Labor § 52:81**
notice of hearing
backpay, **Labor § 43:90, 43:94**
contents of complaint for unfair labor practices, **Labor § 42:89**
objections to post-complaint settlement of unfair labor practices, **Labor § 42:175**
officers. Hearing officers, above
post-hearing, below
pre-hearing, below
protected employee acts, discrimination based on participation in NLRB processes, **Labor § 31:9, 31:10**
temporary injunctions, **Labor § 50:49, 50:50**
unfair labor practices, generally, **Labor § 42:225 to 42:273**
work assignment disputes, **Labor § 39:78 to 39:82, 39:127**
Hearsay evidence, hearing on unfair labor practices, **Labor § 42:263**
Hiding. Concealment, above
Hiring hall, remedial orders for unfair labor practices, **Labor § 43:126, 43:127, 43:139**
Honoring of collective bargaining agreement, remedial orders for unfair labor practices, **Labor § 43:118, 43:134**
Horse breeders and racers, assertion of jurisdiction, **Labor § 3:44**
Hot cargo clauses, complaint for unfair labor practices, **Labor § 42:96**
Hotels, assertion of jurisdiction, **Labor § 3:48**
Identification
correct law to apply, remand of case to NLRB, **Labor § 52:80**
parties to proceedings, complaint for unfair labor practices, **Labor § 42:90**
priority cases, investigation of charges of unfair labor practices, **Labor § 42:37**
repeat violators, investigation of charges of unfair labor practices, **Labor § 42:36**
Immediate matters
appeal, motions in unfair labor practice cases, **Labor § 42:218**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Immediate matters—Cont'd
necessity for immediate and direct impact, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:12**
Imminent contempt proceedings, notice, **Labor § 52:94**
Impact
commerce, assertion of jurisdiction, **Labor § 3:11 to 3:21**
establishing majority status, bargaining orders, **Labor § 43:38**
other federal laws affecting labor relations and legal forums, NLRB's right to consider dispute, **Labor § 11:1 to 11:54**
refusal to assert jurisdiction, state jurisdiction, **Labor § 9:8**
Impeding election process, bargaining orders, **Labor § 43:37**
Implementing separate NLRB remedy, prohibition against remand of case to NLRB for purpose of, **Labor § 52:84**
Imposition of security as condition of order for stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:34**
Inadequacy. Adequacy or inadequacy, above
Inclusions
compensation, backpay amount, **Labor § 43:72**
nonadmission clause, settlement agreement, **Labor § 42:142**
In-commerce requirement, assertion of jurisdiction, **Labor § 3:11, 3:18**
Incompetent evidence, hearing on unfair labor practices, **Labor § 42:260**
Independent suits in federal district court against NLRB, **Labor § 51:1 to 51:14**
Individuals
backpay liability, **Labor § 43:84**
filing of charges, unfair labor practices, **Labor § 42:14**
Industries
business standards, discretionary standards for exercising jurisdiction, **Labor § 9:17 to 9:33**
production, processing and extraction businesses, assertion of jurisdiction, **Labor § 3:22 to 3:28**
Inflow of business, discretionary standards for exercising jurisdiction, **Labor § 9:12**
Influencing public officials by unions, antitrust, **Labor § 11:19**
Informal matters
opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:37, 9:38**
settlement agreements, unfair labor practices, **Labor § 42:146 to 42:152, 42:171, 42:180**
Information
disclosure of information, access to NLRB records, **Labor § 41:38 to 41:41**
failure to provide information by employer, deferral to contractual grievance-arbitration machinery, **Labor § 10:33**
Freedom of Information Act, above
furnishing information to union, remedial order for employer unfair labor practices, **Labor § 43:119**
jurisdictional information, investigation of charges of unfair labor practices, **Labor § 42:29, 42:30**
obtainable, subpoenas, **Labor § 41:27, 41:28**
supporting information, charges of unfair labor practices, **Labor § 42:22**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Initial matters
deferral consideration, deferral to contractual grievance-arbitration machinery, **Labor § 10:38**
evaluation of charge, deferral to contractual grievance-arbitration machinery, **Labor § 10:37**
procedures, temporary injunctions, **Labor § 50:8 to 50:10**
Initiation
fees of union, complaint for unfair labor practices, **Labor § 42:98**
proceedings, contempt of court-enforced NLRB orders, **Labor § 52:92, 52:93**
Injunctions
bankruptcy courts, impact on NLRB's right to consider dispute, **Labor § 11:24, 11:25**
federal district courts, above
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:5**
NLRB suits for federal injunction, applicability of state law to matters covered by federal labor relations law, **Labor § 12:21**
pending appeal, independent suits in federal district court against NLRB, **Labor § 51:12**
precluding injunctive relief, settlement agreement's effect as, **Labor § 42:154**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:1 to 50:71**
Inquiries after deferral to arbitration, **Labor § 10:47, 10:53**
Instruments of interstate commerce, discretionary standards for exercising jurisdiction, **Labor § 9:20**
Insufficiency. Adequacy or inadequacy, above
Insurance companies, assertion of jurisdiction, **Labor § 3:38**
Integrated business entity, discretionary standards for exercising jurisdiction, **Labor § 9:14**
Interest on money, backpay amount, **Labor § 43:78**
Interests
advancement of grievant's interests required, deferral to contractual grievance-arbitration machinery, **Labor § 10:26**
conflicts of interest, **Labor § 41:48, 41:49**
protector of national interests, **Labor § 41:2**
right of interested persons to propose rule changes, decision-making procedures, **Labor § 41:14**
unlawful communications, interested persons, **Labor § 41:42 to 41:47**
Interference by employer with guaranteed rights, deferral to contractual grievance-arbitration machinery, **Labor § 10:30**
Interim earnings and employment, backpay, **Labor § 43:65, 43:74 to 43:76**
International complications threatened to be caused by NLRB action, independent suits in federal district court against NLRB, **Labor § 51:5**
Interpretations of law by NLRB, deference by courts, **Labor § 52:45**
Interrogation by employers, orders restricting, **Labor § 43:30**
Interstate commerce
assertion of jurisdiction, enterprise affecting commerce, **Labor § 3:19**
establishing jurisdiction, investigation of charges of unfair labor practices, **Labor § 42:29**
impact of Interstate Commerce Act on NLRB's right to consider dispute, **Labor § 11:38**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Interstate commerce—Cont'd
instruments of interstate commerce, discretionary standards for exercising jurisdiction, **Labor § 9:20**
Intervening circumstances, bargaining orders, **Labor § 43:40**
Intervention
evidentiary hearing, advisory opinions, **Labor § 9:49**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:27, 52:28**
motions, unfair labor practice cases, **Labor § 42:222**
unfair labor practice proceedings, **Labor § 42:137**
Interviews
notes of interviews in possession of NLRB, discovery in unfair labor practice cases, **Labor § 42:202**
persons with knowledge, investigation of charges of unfair labor practices, **Labor § 42:42, 42:43**
Intimidation by employers, orders restricting, **Labor § 43:28**
Intrastate commerce, assertion of jurisdiction, **Labor § 3:9, 3:20**
Investigations
general discussion, **Labor § 41:21 to 41:23**
charges of unfair labor practices, **Labor § 42:28 to 42:53**
conducting investigations
general discussion, **Labor § 41:23**
charges of unfair labor practices, **Labor § 42:40 to 42:45**
full investigation of charge, deferral to contractual grievance-arbitration machinery, **Labor § 10:41**
preliminary investigation, temporary injunctions, **Labor § 50:8**
Investment businesses, assertion of jurisdiction, **Labor § 3:36 to 3:38**
Irregularities. Defects or irregularities, above
Issuance
backpay specification, **Labor § 43:90**
bargaining orders, **Labor § 43:35 to 43:41**
complaints, above
injunction issued by bankruptcy court, impact on NLRB's right to consider dispute, **Labor § 11:25**
notice of hearing, backpay, **Labor § 43:90**
remedial orders, generally, **Labor § 43:2**
remedy, settlement after issuance of remedy at hearing on unfair labor practices, **Labor § 42:184**
subpoenas, below
temporary injunctions, **Labor § 50:51**
temporary restraining orders, **Labor § 50:63**
Issues
different issues presented to NLRB and state forum, applicability of state law to matters covered by federal labor relations law, **Labor § 12:9**
dues checkoff issues, deference to arbitration awards, **Labor § 10:16**
new or ancillary issues, answer to complaint for unfair labor practices, **Labor § 42:124**
nexus between unfair labor practice and contractual issues, deference to arbitration awards, **Labor § 10:10**
relitigation of issues
backpay issues in answers to specification, **Labor § 43:98**
previously raised in other proceedings, hearing on unfair labor practices, **Labor § 42:246 to 42:253**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Issues—Cont'd
waiver of right to raise certain issues, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:64 to 52:72**
Job action by workers protesting foreign government's policies, assertion of jurisdiction, **Labor § 3:8**
Joint and several liability, backpay, **Labor § 43:87**
Joint employers, parties subject to binding remedial orders, **Labor § 43:19**
Joint liability
backpay, joint and several liability, **Labor § 43:87**
discriminatory action, remedial orders, **Labor § 43:136 to 43:139**
Joint petitions, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:15**
Judgments
proposed judgments, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:26**
summary judgment, motions in unfair labor practice cases, **Labor § 42:216, 42:223, 42:224**
Judicial review
decisions of NLRB, **Labor § 11:50, 52:1 to 52:103**
enforcement of subpoenas, **Labor § 41:31 to 41:35**
federal courts of appeals, above
injunctions pending appeal, independent suits in federal district court against NLRB, **Labor § 51:12**
orders of NLRB, **Labor § 52:1 to 52:103**
post-complaint settlement of unfair labor practices, **Labor § 42:176**
scope, below
temporary injunctions, **Labor § 50:6, 50:31, 50:32, 50:59 to 50:61**
temporary restraining orders, **Labor § 50:38**
Jurisdiction
Americans with Disabilities Act, overlapping jurisdiction of NLRB and EEOC, **Labor § 41:41, 42:6**
applicability of state law to matters covered by federal labor relations law, **Labor § 12:10, 12:11**
assertion of jurisdiction, above
concurrent jurisdiction, above
contempt proceedings, temporary injunctions in unfair labor practice proceedings, **Labor § 50:65**
declination of jurisdiction, above
deference to NLRB by federal courts, impact on NLRB's right to consider dispute, **Labor § 11:46 to 11:50, 11:54**
determinations, above
discretionary standards for exercising jurisdiction, **Labor § 9:1 to 9:52**
establishing jurisdiction, investigation of charges of unfair labor practices, **Labor § 42:28 to 42:30**
findings in representation cases, relitigation of issues previously raised in other proceedings, **Labor § 42:248**
independent suits in federal district court against NLRB, **Labor § 51:7**
Labor Management Relations Act (this index)
minimum dollar amount for jurisdiction, below
retention of jurisdiction, arbitration, **Labor § 10:28, 10:54**
Jurisdictional disputes
antitrust, impact on NLRB's right to consider dispute, **Labor § 11:16**
deference to arbitration awards, **Labor § 10:18**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Jurisdictional disputes—Cont'd
deferral to contractual grievance-arbitration machinery, **Labor § 10:36**
relitigation of issues previously raised in other proceedings, hearing on unfair labor practices, **Labor § 42:251**
special processing, investigation of charges, **Labor § 42:38**
temporary injunctions, **Labor § 50:68, 50:69**
unfair labor practices, generally, **Labor § 39:76 to 39:101, 39:108, 39:126 to 39:129, 39:134, 39:135**
Jury trial right, contempt of court-enforced NLRB orders, **Labor § 52:99**
Just and proper equitable relief, temporary injunctions, **Labor § 50:53**
Knowledge, investigation of charges of unfair labor practices, **Labor § 42:42, 42:43**
LABOR consultants, parties subject to binding remedial orders, **Labor § 43:21**
Labor Management Relations Act (this index)
Lack
counsel, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:67**
dismissal for lack of jurisdiction, deference to NLRB by federal courts, **Labor § 11:49**
Law firms, discretionary standards for exercising jurisdiction, **Labor § 9:32**
Lawyers. Attorneys, above
Leave of court, additional evidence in Supreme Court of United States, **Labor § 52:89**
Legal capacity, **Labor § 41:4**
Legislative changes, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:51**
Letters, dismissal of charges of unfair labor practices, **Labor § 42:64, 42:65**
Liability
antitrust, impact on NLRB's right to consider dispute, **Labor § 11:7 to 11:10**
attorney's fees, temporary injunctions in unfair labor practice proceedings, **Labor § 50:70**
backpay, **Labor § 43:82 to 43:87**
joint liability, above
successors
employers, parties subject to binding remedial orders, **Labor § 43:16**
respondents, parties to unfair labor practice proceedings, **Labor § 42:136**
unions, parties subject to binding remedial orders, **Labor § 43:17**
Limitations
activities of union, antitrust, **Labor § 11:5 to 11:21**
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:50**
disclosure, access to NLRB records, **Labor § 41:38**
discretion
public policy, discretionary standards for exercising jurisdiction, **Labor § 9:4**
Regional Director, temporary injunctions, **Labor § 50:5**
during hearing settlement of unfair labor practices, **Labor § 42:178**
exercise of deferral option, accommodation to arbitration processes, **Labor § 10:2**
orders effecting restrictions, **Labor § 43:26 to 43:33**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Limitations—Cont'd
removal of clauses restricting right to resign from union documents, remedial order for union unfair labor practices against members, **Labor § 43:131**
role of NLRB, bargaining duty of employers and unions, **Labor § 32:13**
statute of limitations, below
subpoenas, **Labor § 41:29, 41:33**
temporary injunctions, **Labor § 50:54, 50:56 to 50:58**
Lists
hiring hall lists, remedial order for union unfair labor practices against members, **Labor § 43:127**
use of payroll lists to verify majority status by authorization cards, examination during investigation of charges of unfair labor practices, **Labor § 42:53**
Local branch of company, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:21**
Location
escrow account for discriminatee who cannot be located, backpay, **Labor § 43:77**
filing
applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:11**
charges, unfair labor practices, **Labor § 42:11**
petitions
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:8, 52:10, 52:11**
temporary injunctions, **Labor § 50:12, 50:45**
request for stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:31**
hearing on unfair labor practices, **Labor § 42:228**
service of process, **Labor § 41:15**
venue, independent suits in federal district court against NLRB, **Labor § 51:8**
Magistrates, referring hearings on temporary injunctions to, **Labor § 50:50**
Mailing employer notice to employees, remedial orders, **Labor § 43:11**
Majority status
bargaining orders, **Labor § 43:36 to 43:39**
use of payroll lists to verify majority status by authorization cards, examination during investigation of charges of unfair labor practices, **Labor § 42:53**
Mandatory matters
dismissal of charges of unfair labor practices, **Labor § 42:63**
temporary injunctions in unfair labor practice proceedings, **Labor § 50:2 to 50:40, 50:68, 50:69**
unions, NLRB voting challenges, **Labor § 23:73**
Manufacturers, assertion of jurisdiction, **Labor § 3:22**
Maritime laws, impact on NLRB's right to consider dispute, **Labor § 11:40**
Materials
building materials suppliers, assertion of jurisdiction, **Labor § 3:30**
purchase of materials or supplies from out-of-state, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:17**
Meddling in performance of duties of NLRB employees, **Labor § 41:50**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Medically-related enterprises, assertion of jurisdiction, **Labor § 3:49**
Members
National LABOR Relations Board, **Labor § 41:5**
unions
discrimination against union members by unions, antitrust, **Labor § 11:18**
remedial orders for union unfair labor practices against members, **Labor § 43:122 to 43:133**
Mergers of unions, remedial order for union unfair labor practices against members, **Labor § 43:133**
Mileage
depositions in unfair labor practice cases, **Labor § 42:207**
hearing on unfair labor practices, witnesses, **Labor § 42:238**
Military leave, reinstatement orders, **Labor § 43:57**
Minimum dollar amount for jurisdiction
discretionary standards for exercising jurisdiction, **Labor § 9:10 to 9:16**
enterprise affecting commerce, assertion of jurisdiction, **Labor § 3:14**
Mining businesses, assertion of jurisdiction, **Labor § 3:26**
Ministerial acts prior to investigation of charges of unfair labor practices, **Labor § 42:35**
Minor unfair labor practices, bargaining orders, **Labor § 43:41**
Misconduct after discharge, reinstatement orders, **Labor § 43:55**
Misstated portions of record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:39**
Mistakes. Errors, above
Modification. Amendment, modification or change, above
Money
interest on money, backpay amount, **Labor § 43:78**
reimbursement of monies paid to company dominated and assisted unions, remedial order for employer unfair labor practices, **Labor § 43:111**
Moot appeals, temporary injunctions, **Labor § 50:32**
Motels, assertion of jurisdiction, **Labor § 3:48**
Motions
additional evidence, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:89**
dismissal
complaint, unfair labor practice cases, **Labor § 42:216, 42:220**
lack of jurisdiction, deference to NLRB by federal courts, **Labor § 11:49**
filing, above
intervene in evidentiary hearing, advisory opinions, **Labor § 9:49**
reconsideration
advisory opinions, **Labor § 9:52**
appeal of dismissal of charges of unfair labor practices, **Labor § 42:76**
NLRB decision on unfair labor practices, **Labor § 42:290**
rehearing or reopening, NLRB decision on unfair labor practices, **Labor § 42:290**
reinstatement of complaint, settlement agreement's effect on, **Labor § 42:157**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Motions—Cont'd
stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:32, 52:33**
strike answer to complaint for unfair labor practices, **Labor § 42:120**
unfair labor practice cases, generally, **Labor § 42:209 to 42:224**
Motor Carrier Act, impact on NLRB's right to consider dispute, **Labor § 11:39**
Multiemployer unit, discretionary standards for exercising jurisdiction, **Labor § 9:15**
Multifamily residential housing, discretionary standards for exercising jurisdiction, **Labor § 9:28**
National defense, discretionary standards for exercising jurisdiction, **Labor § 9:25**
National interests, protector of, **Labor § 41:2**
Nature
administrative law judge's evidentiary ruling, hearing on unfair labor practices, **Labor § 42:259**
admissible evidence, hearing on unfair labor practices, **Labor § 42:258**
affirmative orders, remedial orders, **Labor § 43:6**
cease and desist orders, **Labor § 43:5, 43:27**
consolidation of complaints, unfair labor practices, **Labor § 42:129**
credibility determinations, investigation of charges of unfair labor practices, **Labor § 42:45**
decision on unfair labor practices, **Labor § 42:287**
declaratory orders, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34**
deferrable arbitration, accommodation to arbitration processes, **Labor § 10:4**
discretionary nature of decision to issue complaint for unfair labor practices, **Labor § 42:83**
evidence received, hearing on unfair labor practices, **Labor § 42:241**
exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:278**
formal settlement agreement, unfair labor practices, **Labor § 42:151**
hearing on unfair labor practices, **Labor § 42:226**
informal opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:38**
informal settlement agreement, unfair labor practices, **Labor § 42:147**
judicial review, enforcement of subpoenas, **Labor § 41:32**
pleadings, independent suits in federal district court against NLRB, **Labor § 51:11**
prohibited communications, **Labor § 41:43**
prospective nature of changes in jurisdictional standards, discretionary standards for exercising jurisdiction, **Labor § 9:6**
specificity of allegations, complaint for unfair labor practices, **Labor § 42:91**
statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:199**
Necessary parties
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:29**
unfair labor practice proceedings, **Labor § 42:133 to 42:135**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Necessity
consent of parties, post-complaint settlement of unfair labor practices, **Labor § 42:174**
employer-employee relationship, assertion of jurisdiction, **Labor § 3:5**
formal request, stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:30**
immediate and direct impact, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:12**
raising defenses, answer to complaint for unfair labor practices, **Labor § 42:125**
taking additional evidence, remand of case to NLRB, **Labor § 52:76**
Negation of settlement of unfair labor practices, post-settlement conduct, **Labor § 42:185**
Negotiations
collective bargaining negotiations of unions, antitrust, **Labor § 11:15**
settlements, admissibility of evidence in hearing on unfair labor practices, **Labor § 42:268**
New evidentiary hearing, remand of case to NLRB, **Labor § 52:81**
New issues, answer to complaint for unfair labor practices, **Labor § 42:124**
Newly discovered evidence, relitigation of issues previously raised in other proceedings, **Labor § 42:253**
Nexus between unfair labor practice and contractual issues, deference to arbitration awards, **Labor § 10:10**
Nonadmission clause in settlement agreement, **Labor § 42:142**
Noncompliance. Compliance or noncompliance, above
Nonlabor group, combination of union with, **Labor § 11:6**
Nonprofit institutions, discretionary standards for exercising jurisdiction, **Labor § 9:26**
Nonretail enterprises or operations, discretionary standards for exercising jurisdiction, **Labor § 9:13, 9:17**
Nonreviewability of decision, dismissal of charges of unfair labor practices, **Labor § 42:77**
Norris-LaGuardia Act, impact on NLRB's right to consider dispute, **Labor § 11:34**
Notes of interviews in possession of NLRB, discovery in unfair labor practice cases, **Labor § 42:202**
Notice
appeal of dismissal of charges of unfair labor practices, **Labor § 42:72**
charges, unfair labor practices, **Labor § 42:23 to 42:27**
contempt of court-enforced NLRB orders, **Labor § 52:94**
dismissal of complaint for unfair labor practices, temporary injunctions, **Labor § 50:28**
formal notice of deferral to contractual grievance-arbitration machinery, **Labor § 10:46**
hearings, above
official notice, evidence in hearing on unfair labor practices, **Labor § 42:243**
petition, temporary restraining orders, **Labor § 50:36**
posting of notice, below
pre-complaint settlement of unfair labor practices, **Labor § 42:167, 42:168**
refusal to issue complaint, dismissal of charges of unfair labor practices, **Labor § 42:69**
remedial orders, **Labor § 43:10 to 43:13**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Notice—Cont'd
service
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:36**
temporary injunctions, **Labor § 50:14, 50:46**
settlement of unfair labor practices, **Labor § 42:144**
Worker Adjustment and Retraining Notification Act, impact on NLRB's right to consider dispute, **Labor § 11:36**
Number or quantity. Amount, above
Nursing homes, discretionary standards for exercising jurisdiction, **Labor § 9:30**
Objections
charging party, above
conduct of hearing on unfair labor practices, **Labor § 42:231**
election objections, relitigation of issues previously raised in other proceedings, **Labor § 42:249**
exceptions, above
failure to make proper objections, remand of case to NLRB, **Labor § 52:77**
post-complaint settlement of unfair labor practices, **Labor § 42:173, 42:175**
pre-complaint settlement of unfair labor practices, **Labor § 42:166**
Obstructing commerce, assertion of jurisdiction, **Labor § 3:11**
Obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:52**
Occupational Safety and Health Act, impact on NLRB's right to consider dispute, **Labor § 11:29**
Offer
acceptance of employer's unconditional offer, reinstatement orders, **Labor § 43:49**
backpay period, effect of reinstatement offer by employer, **Labor § 43:64**
charged party's failure to offer oral argument, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:55**
Officers. Hearing officers, above
Offices
directory of offices of NLRB, **Labor § 41:10**
discretionary standards for exercising jurisdiction, office buildings, **Labor § 9:19**
regional offices, below
Official notice, evidence in hearing on unfair labor practices, **Labor § 42:243**
Officials
influencing public officials by unions, antitrust, **Labor § 11:19**
regional officials of NLRB, **Labor § 41:9**
Oil industry, assertion of jurisdiction, **Labor § 3:25**
Omissions
portions of record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:39**
remedy, remand of case to NLRB, **Labor § 52:83**
Ongoing arbitration, deferral to, **Labor § 10:50 to 10:55**
Operations
abandoned operations, reinstatement orders, **Labor § 43:53**
assertion of jurisdiction, generally, **Labor § 3:1 to 3:53**
nonretail operations, discretionary standards for exercising jurisdiction, **Labor § 9:17**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Operations—Cont'd
resumption of discontinued operation, remedial order for employer unfair labor practices, **Labor § 43:120**
retail operations, discretionary standards for exercising jurisdiction, **Labor § 9:18**
Opinions
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:39 to 9:52**
informal opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:37, 9:38**
Opposition statement, during hearing settlement of unfair labor practices, **Labor § 42:182**
Option or choice
accommodation to arbitration processes, **Labor § 10:1 to 10:55**
communication of charged party's options, deferral to contractual grievance-arbitration machinery, **Labor § 10:40, 10:43**
General Counsel, unfair labor practices, **Labor § 42:127**
judicial review/enforcement of NLRB decisions/orders, deference given to NLRB's choice of remedies, **Labor § 52:46**
Oral argument
appeal of dismissal of charges of unfair labor practices, **Labor § 42:74**
charged party's failure to offer oral argument, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:55**
exceptions to decision of administrative law judge, unfair labor practices, **Labor § 42:286**
Orchestras, assertion of jurisdiction, **Labor § 3:42**
Orders
bargaining orders, **Labor § 33:14, 43:34 to 43:46**
declaratory orders, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:36**
Executive Orders, impact on NLRB's right to consider dispute, **Labor § 11:37**
judicial enforcement and review of NLRB orders, **Labor § 52:1 to 52:103**
remedial orders, **Labor § 43:1 to 43:139**
stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:34**
temporary restraining orders in unfair labor practice proceedings, **Labor § 50:33 to 50:40, 50:62 to 50:64**
Ordinary equity limitations, temporary injunctions, **Labor § 50:54**
Organization
general discussion, **Labor § 41:1 to 41:51**
strengthening organization of NLRB, Taft-Hartley Act, **Labor § 1:30**
Organizing activities of unions, antitrust, **Labor § 11:12**
Other proceedings
effect on hearing on unfair labor practices, **Labor § 42:229**
relitigation of issues previously raised in other proceedings, **Labor § 42:246 to 42:253**
Outer Continental Shelf as location of unfair labor practices, filing of applications and petitions for judicial review/enforcement of NLRB decisions/orders, **Labor § 52:11**
Outflow of business, discretionary standards for exercising jurisdiction, **Labor § 9:11**
Out-of-state purchase of materials or supplies, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:17**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Overlapping jurisdiction of NLRB and EEOC, Americans with Disabilities Act, **Labor § 41:41, 42:6**
Parent corporations, parties subject to binding remedial orders, **Labor § 43:18**
Partial dismissal
charges of unfair labor practices, **Labor § 42:65**
complaint, pre-complaint settlement of unfair labor practices, **Labor § 42:165**
Participation
proceedings
discharge of supervisors, unfair labor practices, **Labor § 26:223**
discrimination, unfair labor practices, **Labor § 31:1 to 31:41**
motions in unfair labor practice cases, **Labor § 42:219**
rights, temporary injunctions, **Labor § 50:18**
Parties
agreement to arbitrate, accommodation to arbitration processes, **Labor § 10:3, 10:8**
binding remedial orders, **Labor § 43:14 to 43:21**
charged party, above
charging party, above
eligibility for attorney's fees, temporary injunctions in unfair labor practice proceedings, **Labor § 50:71**
hearing on unfair labor practices, **Labor § 42:230**
independent suits in federal district court against NLRB, **Labor § 51:9**
intervention, above
necessary parties, above
potential parties, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:27 to 52:29**
service of petitions and applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:21, 52:22**
settlement of unfair labor practices, **Labor § 42:143**
temporary injunctions, **Labor § 50:4, 50:14, 50:18, 50:42, 50:43, 50:71**
unfair labor practice proceedings, generally, **Labor § 42:133 to 42:137**
Past matters. Prior or former matters, below
Payment
reimbursement of monies paid to company dominated and assisted unions, remedial order for employer unfair labor practices, **Labor § 43:111**
witnesses, **Labor § 41:37**
Payroll lists, use to verify majority status by authorization cards, **Labor § 42:53**
Penalties
contempt, temporary injunctions in unfair labor practice proceedings, **Labor § 50:67**
fines, remedial order for refund, **Labor § 43:128**
violations, prohibited communications, **Labor § 41:47**
Pending matters
bargaining duty of employers and unions, pending NLRB proceedings, **Labor § 32:14**
charges, above
current temporary injunctions, effect of pending appeal, **Labor § 50:61**
injunctions pending appeal, independent suits in federal district court against NLRB, **Labor § 51:12**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Pending matters—Cont'd
polls of employees prohibited while NLRB election is pending, unfair labor practices, **Labor § 26:126**
status of underlying dispute, temporary injunctions in work assignment disputes, **Labor § 50:69**
stays of NLRB decisions pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:30 to 52:34**
Performance of duties of NLRB employees, meddling in, **Labor § 41:50**
Permission. Consent, above
Personnel Manual (this index)
Pertinent documents, examination during investigation of charges of unfair labor practices, **Labor § 42:50**
Pervasive unfair labor practices, bargaining orders, **Labor § 43:36**
Petitions
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:42 to 9:45**
contents of petitions
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:43**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:20**
filing, above
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:6, 52:8 to 52:24**
revocation of subpoena, **Labor § 41:30**
service, below
temporary injunctions, **Labor § 50:2, 50:11 to 50:16, 50:45, 50:46**
temporary restraining orders, **Labor § 50:33, 50:35, 50:36**
withdrawal, below
Picketing
foreign vessels, antitrust, **Labor § 11:21**
recognitional picketing, temporary restraining orders, **Labor § 50:40**
Place. Location, above
Pleadings
answers, above
complaints, above
independent suits in federal district court against NLRB, **Labor § 51:11**
Policy or policies
changes in policy, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:52**
furtherance of NLRA policies, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:42**
job action by workers protesting foreign government's policies, assertion of jurisdiction, **Labor § 3:8**
public policy limitations on discretionary standards for exercising jurisdiction, **Labor § 9:4**
scope of deferral policy, deferral to ongoing arbitration, **Labor § 10:51**
Polls of employees prohibited while NLRB election is pending, unfair labor practices, **Labor § 26:126**
Possession
notes of interviews, discovery in unfair labor practice cases, **Labor § 42:202**
statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:197, 42:199**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Postal Reorganization Act, impact on NLRB's right to consider dispute, **Labor § 11:44**
Post-charge conduct alleged in complaint, unfair labor practices, **Labor § 42:80**
Post-complaint matters. Complaints, above
Post-deferral inquiries, arbitration, **Labor § 10:47, 10:53**
Post-discharge misconduct, reinstatement orders, **Labor § 43:55**
Post-hearing
adjustment, NLRB processing of work assignment disputes, **Labor § 39:81**
amendment of complaint for unfair labor practices, **Labor § 42:102**
motions, unfair labor practice cases, **Labor § 42:211**
procedures in unfair labor practice cases, **Labor § 42:269 to 42:273**
withdrawal of complaint for unfair labor practices, **Labor § 42:109**
Posting of notice
remedial orders, **Labor § 43:10**
settlement of unfair labor practices, **Labor § 42:144**
Post-settlement conduct, unfair labor practices, **Labor § 42:185 to 42:189**
Potential parties, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:27 to 52:29**
Powers
administrative law judge, hearing on unfair labor practices, **Labor § 42:235**
exclusive power of court of appeals to punish contempt of court-enforced NLRB orders, **Labor § 52:100**
General Counsel, settlement of unfair labor practices, **Labor § 42:139**
NLRB. Powers of NLRB, below
Powers of NLRB
general discussion, **Labor § 41:1 to 41:51**
backpay orders, **Labor § 43:59**
discretionary authority of NLRB, discovery in unfair labor practice cases, **Labor § 42:190**
reinstatement orders, **Labor § 43:48**
strengthening powers of NLRB, Taft-Hartley Act, **Labor § 1:30**
unfair labor practice cases, generally, **Labor § 42:2**
Practice before NLRB by former employees, **Labor § 41:51**
Precedent
decisions of NLRB as precedent, **Labor § 1:43**
unions, value of NLRB precedent on existing units, **Labor § 19:18**
Precedent conditions, finding unfair labor practice, **Labor § 42:10**
Preclusion
agreements due to employer domination, remedial order for employer unfair labor practices, **Labor § 43:112**
burdens precluding deferral to contractual grievance-arbitration machinery, **Labor § 10:27**
injunctive relief, settlement agreement's effect, **Labor § 42:154**
judicial review, temporary injunctions, **Labor § 50:60**
Pre-complaint settlements, unfair labor practices, **Labor § 42:163 to 42:169**
Preference of NLRB, settlement of unfair labor practices, **Labor § 42:138, 42:152**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Prefiling assistance of NLRB with charges, unfair labor practices, **Labor § 42:17**
Pre-hearing
motions, unfair labor practice cases, **Labor § 42:209**
withdrawal of complaint for unfair labor practices, **Labor § 42:107**
Preliminary matters
investigation, temporary injunctions, **Labor § 50:8**
obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:34 to 9:52**
Preparation
charge, assistance of NLRB, **Labor § 42:18**
draft settlement agreement, unfair labor practices, **Labor § 42:140**
hearing, unfair labor practices, **Labor § 26:94**
Pre-petition procedures, temporary injunctions, **Labor § 50:8 to 50:10**
Pre-settlement matters, unfair labor practices, **Labor § 42:156, 42:188, 42:189**
Presumptions
hearing on unfair labor practices, **Labor § 42:256**
independent suits in federal district court against NLRB, **Labor § 51:2**
Previous matters. Prior or former matters, below
Printers, assertion of jurisdiction over communications businesses, **Labor § 3:33**
Priority
investigation of charges of unfair labor practices, **Labor § 42:37**
temporary injunctions, priority given to underlying unfair labor practice case, **Labor § 50:7**
Prior or former matters
deferral to contractual grievance-arbitration machinery, past bargaining relationship, **Labor § 10:25**
practice before NLRB by former employees, **Labor § 41:51**
relitigation of issues previously raised in other proceedings, hearing on unfair labor practices, **Labor § 42:246 to 42:253**
scope of remedial orders, effect of prior conduct on, **Labor § 43:9**
Private disputes, adjudication of, **Labor § 41:3**
Private persons, filing charges of unfair labor practices, **Labor § 42:13**
Private schools, discretionary standards for exercising jurisdiction, **Labor § 9:27**
Private settlements
backpay, **Labor § 42:162, 43:60**
unfair labor practices, **Labor § 42:158 to 42:162**
Procedure or procedures
decision-making procedures, **Labor § 41:12 to 41:14**
judicial review/enforcement of NLRB decisions/orders, procedural irregularities, **Labor § 52:53**
unfair labor practices, generally, **Labor § 42:1 to 42:291**
Proceedings and actions. See lines throughout this topic
Process. Service, below
Processing
complaints over which EEOC jurisdiction under Americans with Disabilities Act overlaps with NLRB jurisdiction in unfair labor practice cases, **Labor § 42:6**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Processing—Cont'd
industrial processing businesses, assertion of jurisdiction, **Labor § 3:22 to 3:28**
reaching adjustment during or after hearing, NLRB processing of work assignment disputes, **Labor § 39:81**
special processing for jurisdictional dispute cases, investigation of charges of unfair labor practices, **Labor § 42:38**
Processors, assertion of jurisdiction, **Labor § 3:23**
Procurement of discharge by union, deference to arbitration awards, **Labor § 10:15**
Production
adverse inference from failure to produce evidence, hearing on unfair labor practices, **Labor § 42:257**
documents, contempt of court-enforced NLRB orders, **Labor § 52:97**
industrial production businesses, assertion of jurisdiction, **Labor § 3:22 to 3:28**
refusal to produce statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:201**
Prohibition
communications, **Labor § 41:42 to 41:47**
damages caused by prohibited activities, exception to deference to NLRB by federal courts, **Labor § 11:52**
polls of employees prohibited while NLRB election is pending, unfair labor practices, **Labor § 26:126**
remand of case to NLRB for purpose of implementing separate NLRB remedy, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:84**
Promptly conducting investigation of charges of unfair labor practices, **Labor § 42:41**
Proof. Evidence, above
Proper matters
circumstantial changes affecting propriety of enforcement, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:59**
failure to make proper objections, remand of case to NLRB, **Labor § 52:77**
just and proper equitable relief, temporary injunctions, **Labor § 50:53**
parties, independent suits in federal district court against NLRB, **Labor § 51:9**
Property access, remedial order for employer unfair labor practices, **Labor § 43:108**
Proposed matters
findings, post-hearing procedures in unfair labor practice cases, **Labor § 42:269, 42:270**
inappropriate bargaining units, response of NLRB, **Labor § 19:8**
judgments, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:26**
right of interested persons to propose rule changes, decision-making procedures, **Labor § 41:14**
Prosecutorial role, unfair labor practice cases, **Labor § 42:4**
Prospective or future matters
decrease in impact, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:15**
nature of changes in jurisdictional standards, **Labor § 9:6**
Protector of national interests, **Labor § 41:2**
Protesting foreign government's policies, assertion of jurisdiction over job action by workers, **Labor § 3:8**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Publications, discretionary standards for exercising jurisdiction, **Labor § 9:23**
Public officials influenced by unions, antitrust, **Labor § 11:19**
Public policy limitations on discretionary standards for exercising jurisdiction, **Labor § 9:4**
Public utilities, discretionary standards for exercising jurisdiction, **Labor § 9:22**
Publishers, assertion of jurisdiction over communications businesses, **Labor § 3:33**
Punishment, contempt of court-enforced NLRB orders, **Labor § 52:100 to 52:102**
Purchase of materials or supplies from out-of-state, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:17**
Purpose
advisory opinions, **Labor § 9:39**
remedial orders, **Labor § 43:3**
Quarrying enterprises, assertion of jurisdiction, **Labor § 3:27**
Quashing of hearing notice, NLRB processing of work assignment disputes, **Labor § 39:79**
Questions regarding representation, deference to arbitration awards, **Labor § 10:17**
Radio stations, assertion of jurisdiction, **Labor § 3:34**
Railway LABOR Act, impact on NLRB's right to consider dispute, **Labor § 11:27**
Rate, backpay, **Labor § 43:70**
Reaching adjustment during or after hearing, NLRB processing of work assignment disputes, **Labor § 39:81**
Reading employer notice to employees, remedial orders, **Labor § 43:12**
Reasonable or reasonableness
belief that unfair labor practice has been committed, temporary injunctions, **Labor § 50:52**
effort to find interim employment, backpay amount, **Labor § 43:75**
workers' conduct, assertion of jurisdiction, **Labor § 3:6**
Reasons for approval, post-complaint settlement of unfair labor practices, **Labor § 42:173**
Recognition of union
picketing, temporary restraining orders, **Labor § 50:40**
unlawful recognition, joint liability for reimbursement, **Labor § 43:136**
withholding recognition from company assisted union, remedial order for employer unfair labor practices, **Labor § 43:114**
Recommendations
NLRB, withdrawal of charges of unfair labor practices, **Labor § 42:57**
regional office, dismissal of charges of unfair labor practices, **Labor § 42:61**
Reconsideration
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:52**
appeal of dismissal of charges of unfair labor practices, **Labor § 42:76**
decision on unfair labor practices, **Labor § 42:290**
motions, above
Record
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:35 to 52:40**
motions as part of record, unfair labor practice cases, **Labor § 42:217**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Record—Cont'd
post-hearing procedures in unfair labor practice cases, **Labor § 42:272**
stipulation of record, independent suits in federal district court against NLRB, **Labor § 51:14**
Records
access to NLRB records, **Labor § 41:38 to 41:41**
expungement of personnel records, remedial order for employer unfair labor practices, **Labor § 43:115**
Referring hearings to federal magistrates, temporary injunctions, **Labor § 50:50**
Refund of fines, remedial order for union unfair labor practices against members, **Labor § 43:128**
Refusal
assert jurisdiction, **Labor § 9:2, 9:8**
bargain. Refusal to bargain cases, below
charging party refusal to withdraw charges, **Labor § 42:63**
comply with award, deference to arbitration awards, **Labor § 10:12**
issue complaint, dismissal of charges of unfair labor practices, **Labor § 42:68, 42:69**
produce statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:201**
supply jurisdictional information, investigation of charges, **Labor § 42:30**
Refusal to bargain cases
authorization cards, examination during investigation of charges, **Labor § 42:52**
complaint, **Labor § 42:94**
deferral to contractual grievance-arbitration machinery, **Labor § 10:32, 10:33**
duration of backpay period, **Labor § 43:68**
relitigation of issues previously raised in other proceedings, **Labor § 42:246**
summary judgment motions, **Labor § 42:224**
Regional Directors
approval of pre-complaint settlement of unfair labor practices, **Labor § 42:164**
determinations, relitigation of issues previously raised in other proceedings, **Labor § 42:250**
issuance of complaint for unfair labor practices, **Labor § 42:85**
temporary injunctions, **Labor § 50:5, 50:13**
temporary restraining orders, **Labor § 50:33 to 50:40**
Unions and Union Practices (this index)
Regional offices
charges of unfair labor practices, filing, **Labor § 42:23**
directory, **Labor § 41:10**
informal opinions, **Labor § 9:37**
recommendations, dismissal of charges of unfair labor practices, **Labor § 42:61**
unions, filing of representation petition, **Labor § 18:47**
Regional officials, **Labor § 41:9**
Regular and fair proceedings requirement, deference to arbitration awards, **Labor § 10:7**
Regulations, unfair labor practice cases, **Labor § 42:3**
Rehearing, decision on unfair labor practices, **Labor § 42:290**
Reimbursement
dues and fees, remedial orders for union unfair labor practices against members, **Labor § 43:122 to 43:126**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Reimbursement—Cont'd
expenses, remedial orders, **Labor § 43:110, 43:129, 43:135 to 43:138**
monies paid to company dominated and assisted unions, remedial order for employer unfair labor practices, **Labor § 43:111**
Reinstatement
charges of unfair labor practices, **Labor § 42:34**
complaints, above
employment, orders, **Labor § 43:47 to 43:57**
offer by employer, effect on backpay period, **Labor § 43:64**
proceedings, breach of pre-complaint settlement of unfair labor practices, **Labor § 42:169**
Rejection. Acceptance or rejection, above
Relationships
others in or affecting commerce, assertion of jurisdiction, **Labor § 3:18**
unfair labor practice and court proceedings, secondary boycotts, **Labor § 38:24**
Relief. Remedies or relief, below
Relitigation. Issues, above
Remand of case to NLRB, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:73 to 52:84**
Remedies or relief
approval likely if adequate remedy, settlement of unfair labor practices, **Labor § 42:145**
conflicts of interest, remedial action, **Labor § 41:49**
damages caused by prohibited activities, exception to deference to NLRB by federal courts, **Labor § 11:52**
deference given to NLRB's choice of remedies, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:46**
disagreement with arbitration remedies, deference to arbitration awards, **Labor § 10:6**
injunctions, above
issuance, settlement after issuance of remedy at hearing on unfair labor practices, **Labor § 42:184**
likelihood of approval where remedial action taken, private settlements, **Labor § 42:160**
orders, remedial, **Labor § 43:1 to 43:139**
remand of case to NLRB, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:83, 52:84**
violations by union, antitrust, **Labor § 11:11**
Removal of clauses restricting right to resign from union documents, remedial order for union unfair labor practices against members, **Labor § 43:131**
Reopening
case, dismissal of charges of unfair labor practices, **Labor § 42:67**
decision on unfair labor practices, **Labor § 42:290**
Repair businesses, assertion of jurisdiction, **Labor § 3:45**
Repeat violators
contempt of court-enforced NLRB orders, **Labor § 52:103**
identification, investigation of charges of unfair labor practices, **Labor § 42:36**
Reply briefs, exceptions to decision of administrative law judge on unfair labor practices, **Labor § 42:283**
Reports and reporting
administrative law judge, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:47 to 52:50, 52:70, 52:71**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Reports and reporting—Cont'd
conflicts of interest, **Labor § 41:48**
exceptions to reports, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:69 to 52:71**
Representation
cases. Representation cases, below
combinations of businesses representing individual entities, assertion of jurisdiction, **Labor § 3:51 to 3:53**
fair representation
breach of duty of fair representation, exception to deference to NLRB by federal courts, **Labor § 11:53**
remedial order for union unfair labor practices against members, **Labor § 43:130**
questions, deference to arbitration awards, **Labor § 10:17**
service of petitions and applications on parties represented by counsel, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:22**
Representation cases
consolidation with unfair labor practice cases, **Labor § 42:131**
effect on filing of charges of unfair labor practices, **Labor § 42:12**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:60**
Labor Management Relations Act (this index)
relitigation of issues previously raised in other proceedings, hearing on unfair labor practices, **Labor § 42:247 to 42:250**
severance from unfair labor practice cases, **Labor § 42:132**
Representatives
appearance of representative, unfair labor practices, **Labor § 42:26**
designation of representative as exclusive agent for service, unfair labor practices, **Labor § 42:27**
Repudiation of unlawful conduct, effect on remedial orders, **Labor § 43:8**
Repugnant awards, deference to arbitration awards, **Labor § 10:9**
Requests
charging party, withdrawal of charges of unfair labor practices, **Labor § 42:58, 42:59, 42:106**
discovery in unfair labor practice cases, **Labor § 42:192, 42:198**
extension of time, **Labor § 42:270, 42:285**
NLRB request for amendment of charges of unfair labor practices, **Labor § 42:55**
oral argument, **Labor § 42:74, 42:286**
stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:30, 52:31**
Resident offices, directory, **Labor § 41:10**
Resignation, remedial orders for union unfair labor practices against members, **Labor § 43:124, 43:131**
Response
affirmative arbitration defense to complaint, deferral to contractual grievance-arbitration machinery, **Labor § 10:44**
application of erroneous rule, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:90**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Response—Cont'd
charged party's failure to submit to arbitration, deferral to contractual grievance-arbitration machinery, **Labor § 10:42**
evidence of arbitration defense not raised, deferral to contractual grievance-arbitration machinery, **Labor § 10:45**
petition, advisory opinions, **Labor § 9:46**
prohibited communications, **Labor § 41:45, 41:46**
Responsibilities. Duties, above
Restaurants, assertion of jurisdiction, **Labor § 3:41**
Restoration
bargaining position, remedial order for employer unfair labor practices, **Labor § 43:117**
employee compensation and benefits, remedial order for employer unfair labor practices, **Labor § 43:116**
Restrictions. Limitations, above
Resumption of discontinued operation, remedial order for employer unfair labor practices, **Labor § 43:120**
Retail
combination retail and nonretail enterprise, discretionary standards for exercising jurisdiction, **Labor § 9:13**
operations, discretionary standards for exercising jurisdiction, **Labor § 9:18**
stores, assertion of jurisdiction, **Labor § 3:46**
Retention
jurisdiction, deferral to arbitration, **Labor § 10:28, 10:54**
record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:40**
Retroactivity, bargaining orders, **Labor § 43:45**
Review. Appeal and review, above
Revocation
deferral to contractual grievance-arbitration machinery, **Labor § 10:48**
dismissal of charges of unfair labor practices, **Labor § 42:66**
subpoena, **Labor § 41:30**
Rights
appeal and review, above
charging party, above
discretionary right of bankruptcy court to enjoin NLRB actions, **Labor § 11:24**
examination of witnesses, backpay specification, **Labor § 43:102**
filing answer to complaint for unfair labor practices, **Labor § 42:113**
hearing on unfair labor practices, **Labor § 42:225**
interested persons' right to propose rule changes, decision-making procedures, **Labor § 41:14**
interference by employer with guaranteed rights, deferral to contractual grievance-arbitration machinery, **Labor § 10:30**
intervention, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:27**
jury trial, contempt of court-enforced NLRB orders, **Labor § 52:99**
National LABOR Relations Board
deferral to ongoing arbitration, **Labor § 10:50**
impact of other federal laws on right to consider dispute, **Labor § 11:1 to 11:54**
parties, temporary injunctions, **Labor § 50:18**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Rights—Cont'd
remand of case to NLRB, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:73**
removal of clauses restricting right to resign from union documents, remedial order for union unfair labor practices against members, **Labor § 43:131**
temporary injunctions, **Labor § 50:41, 50:42**
temporary restraining orders, **Labor § 50:33, 50:62**
waiver of right to raise certain issues, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:64 to 52:72**
witnesses, hearing on unfair labor practices, **Labor § 42:236**
Role
General Counsel, amendment of complaint for unfair labor practices, **Labor § 42:105**
National LABOR Relations Board
enforcement, unfair labor practices, **Labor § 42:2 to 42:6**
exclusive role of NLRB, contempt, **Labor § 50:66, 52:93**
unions, processing representation petition, **Labor § 18:91 et seq.**
parties, hearing on unfair labor practices, **Labor § 42:230**
subpoenas, **Labor § 41:24 to 41:30**
Rules
applicability of federal court rules, evidence in hearing on unfair labor practices, **Labor § 42:242**
decision-making procedures, **Labor § 41:12 to 41:14**
Federal Rules of Appellate Procedure, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:7**
response to application of erroneous rule, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:90**
unfair labor practice cases, generally, **Labor § 42:3**
Rulings
admissibility of evidence, hearing on unfair labor practices, **Labor § 42:259**
applications, depositions in unfair labor practice cases, **Labor § 42:205**
requests, discovery in unfair labor practice cases, **Labor § 42:192**
Same position, reinstatement orders, **Labor § 43:50, 43:52**
Sanctions. Penalties, above
Sand and gravel operations, assertion of jurisdiction, **Labor § 3:28**
Scheduling hearing on unfair labor practices, **Labor § 42:227**
Scope
bargaining orders, **Labor § 43:42 to 43:46**
cease and desist orders, **Labor § 43:27**
cross-examination of witnesses, hearing on unfair labor practices, **Labor § 42:240**
deferral policy, deferral to ongoing arbitration, **Labor § 10:51**
investigation of charges of unfair labor practices, **Labor § 42:39**
judicial review
NLRB decisions/orders, **Labor § 52:41 to 52:46, 52:51 to 52:59**
temporary injunctions, **Labor § 50:31, 50:59**
proceedings for temporary injunctions, **Labor § 50:3**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Scope—Cont'd
remedial orders, generally, **Labor § 43:1 to 43:25**
temporary injunctions, **Labor § 50:25**
Secondary activities
boycotts. Secondary boycotts, below
complaint for unfair labor practices, **Labor § 42:95**
Secondary boycotts
business involved in, discretionary standards for exercising jurisdiction, **Labor § 9:16**
remedial orders, **Labor § 43:33**
Security
Employee Retirement Income Security Act, impact on NLRB's right to consider dispute, **Labor § 11:30**
imposition of security as condition of order for stay of NLRB decision pending judicial review/enforcement of NLRB decisions/orders, **Labor § 52:34**
Social Security Act, impact on NLRB's right to consider dispute, **Labor § 11:31**
union security
agreements, complaint for unfair labor practices, **Labor § 42:97**
expungement of union security measures from governing documents, remedial order for union unfair labor practices against members, **Labor § 43:132**
Sequestration of witnesses, hearing on unfair labor practices, **Labor § 42:237**
Service
advisory opinions, **Labor § 9:51**
amended complaint for unfair labor practices, **Labor § 42:104**
answer to complaint for unfair labor practices, **Labor § 42:116**
applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:21 to 52:24**
charges, unfair labor practices, **Labor § 42:24**
complaint for unfair labor practices, **Labor § 42:86**
designation of representative as exclusive agent for service, unfair labor practices, **Labor § 42:27**
documents, unfair labor practices, **Labor § 42:27**
evidence of service
general discussion, **Labor § 41:17**
petitions and applications, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:24**
motions, unfair labor practice cases, **Labor § 42:215**
notice, above
petitions
advisory opinions, **Labor § 9:44**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:21 to 52:24**
temporary injunctions, **Labor § 50:15**
process
general discussion, **Labor § 41:15 to 41:20**
independent suits in federal district court against NLRB, **Labor § 51:10**
Services
availability of substitute services as factor, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:13**
businesses, assertion of jurisdiction, **Labor § 3:45 to 3:50**
utility service, assertion of jurisdiction, **Labor § 3:31**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Setting aside settlement of unfair labor practices, post-settlement conduct, **Labor § 42:186**
Settlements
admissibility of evidence in hearing on unfair labor practices, **Labor § 42:268**
agreements
admissibility of evidence in hearing on unfair labor practices, **Labor § 42:268**
bargaining orders, **Labor § 43:46**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:57**
unfair labor practices, **Labor § 42:140, 42:142, 42:146 to 42:157, 42:170 to 42:176, 42:180 to 42:183**
approval of settlement of unfair labor practices, above
pre-award settlement, deference to arbitration awards, **Labor § 10:11**
private settlements, above
unfair labor practices, generally, **Labor § 42:138 to 42:189**
Severance
complaints, unfair labor practices, **Labor § 42:130**
unfair labor practice and representation cases, **Labor § 42:132**
Shifting of burden of going forward, hearing on unfair labor practices, **Labor § 42:255**
Shopping centers, discretionary standards for exercising jurisdiction, **Labor § 9:19**
Signatures, answer to complaint for unfair labor practices, **Labor § 42:115**
Significance
administrative law judge's report, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:47 to 52:50**
bargaining orders, **Labor § 43:42 to 43:46**
complaint, unfair labor practices, **Labor § 42:78**
remedial orders, generally, **Labor § 43:1 to 43:25**
Single employers, parties subject to binding remedial orders, **Labor § 43:20**
Social Security Act, impact on NLRB's right to consider dispute, **Labor § 11:31**
Special circumstance exceptions, discretionary standards for exercising jurisdiction, **Labor § 9:13 to 9:16**
Special master hearings, contempt of court-enforced NLRB orders, **Labor § 52:98**
Special processing for jurisdictional dispute cases, investigation, **Labor § 42:38**
Specification, backpay, **Labor § 43:90 to 43:106**
Specific items required, charges of unfair labor practices, **Labor § 42:20**
Specificity
answer to complaint for unfair labor practices, **Labor § 42:114**
charges of unfair labor practices, **Labor § 42:21**
complaint allegations, unfair labor practices, **Labor § 42:91**
Standards
backpay amount, **Labor § 43:69**
business standards, discretionary standards for exercising jurisdiction, **Labor § 9:17 to 9:33**
decisions, temporary injunctions, **Labor § 50:51 to 50:55**
discretionary standards for exercising jurisdiction, **Labor § 9:1 to 9:52**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Standards—Cont'd
Fair LABOR Standards Act, impact on NLRB's right to consider dispute, **Labor § 11:28**
issuance of bargaining orders, **Labor § 43:35 to 43:41**
State
applicability of state law to matters covered by federal labor relations law, **Labor § 12:9 to 12:11, 12:21**
court or tribunals, effect of evidence in hearing on unfair labor practices, **Labor § 42:245**
goods coming to rest within state, assertion of jurisdiction, **Labor § 3:16**
impact of refusal to assert jurisdiction on state jurisdiction, **Labor § 9:8**
interstate commerce, above
intrastate commerce, assertion of jurisdiction, **Labor § 3:9, 3:20**
purchase of materials or supplies from out-of-state, assertion of jurisdiction, **Labor § 3:17**
Statements
admissibility of evidence, hearing on unfair labor practices, **Labor § 42:265**
interrogation about statements given to NLRB, unfair labor practices, **Labor § 26:95**
opposition statement, during hearing settlement of unfair labor practices, **Labor § 42:182**
reasons for approval, post-complaint settlement of unfair labor practices, **Labor § 42:173**
witnesses, discovery in unfair labor practice cases, **Labor § 42:196 to 42:201**
Status
foreign company's operations, assertion of jurisdiction, **Labor § 3:10**
majority status, above
supervisory status determinations, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:63**
Statute of limitations
investigation of charges, unfair labor practices, **Labor § 42:31 to 42:34**
temporary restraining orders, **Labor § 50:37**
Stays
automatic stay of NLRB proceedings, Bankruptcy Code, **Labor § 11:23**
court proceedings, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:86**
NLRB decisions, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:30 to 52:34**
Stipulations
record, independent suits in federal district court against NLRB, **Labor § 51:14**
transfer of unfair labor practice case to NLRB, **Labor § 42:276**
Strikes by unions, antitrust, **Labor § 11:13**
Striking
answer to complaint for unfair labor practices, **Labor § 42:120**
testimony of witness, refusal to produce statements and affidavits of witnesses, **Labor § 42:201**
Submission of briefs, advisory opinions, **Labor § 9:47**
Subpoenas
general discussion, **Labor § 41:24 to 41:35**
investigation of charges of unfair labor practices, **Labor § 42:44**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Subpoenas—Cont'd
issuance
general discussion, **Labor § 41:26**
investigation of charges of unfair labor practices, **Labor § 42:44**
Subregional offices, directory, **Labor § 41:10**
Subsequent unlawful conduct, effect on backpay period, **Labor § 43:66**
Substantial evidence test to evaluate NLRB findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
Substantially equivalent position, reinstatement orders, **Labor § 43:51, 43:52**
Substantive scope, bargaining orders, **Labor § 43:44**
Substitute or substitutes
availability of substitute services as factor, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:13**
full record, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:38**
Successors and successorship
backpay, **Labor § 43:85**
employers, parties subject to binding remedial orders, **Labor § 43:15, 43:16**
liability, above
respondents, parties to unfair labor practice proceedings, **Labor § 42:136**
unions, parties subject to binding remedial orders, **Labor § 43:17**
Sufficiency. Adequacy or inadequacy, above
Summary judgment, motions in unfair labor practice cases, **Labor § 42:216, 42:223, 42:224**
Supervisors
reinstatement orders, **Labor § 43:56**
status determinations, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:63**
Supplemental decision, remand of case to NLRB, **Labor § 52:79**
Suppliers
building materials suppliers, assertion of jurisdiction, **Labor § 3:30**
food and beverage supply businesses, assertion of jurisdiction, **Labor § 3:39 to 3:31**
Supplies purchased from out-of-state, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:17**
Supporting matters
factual support for NLRB order, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:43**
information, charges of unfair labor practices, **Labor § 42:22**
Supreme Court of United States, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:85 to 52:90**
Surveillance
interference with employee rights by employer, unfair labor practices, **Labor § 26:62**
orders restricting, **Labor § 43:29**
Surveyors, assertion of jurisdiction, **Labor § 3:50**
Tangential evidentiary showings, temporary injunctions, **Labor § 50:22**
Tape recordings, admissibility of evidence in hearing on unfair labor practices, **Labor § 42:267**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Telecommunications, discretionary standards for exercising jurisdiction, **Labor § 9:24**
Telephone
companies, assertion of jurisdiction, **Labor § 3:35**
conversations, admissibility of evidence in hearing on unfair labor practices, **Labor § 42:267**
use of telephone for investigation, NLRB's role in processing representation petition, **Labor § 18:105**
Temporary injunctions in unfair labor practice proceedings, **Labor § 50:1 to 50:71**
Temporary restraining orders in unfair labor practice proceedings, **Labor § 50:33 to 50:40, 50:62 to 50:64**
Termination
backpay period, **Labor § 43:63**
cessation, above
Territories of United States, assertion of jurisdiction, **Labor § 9:9**
Tests and testing
drug testing by employers, orders restricting, **Labor § 43:32**
issuance of bargaining orders, **Labor § 43:35**
substantial evidence test to evaluate NLRB findings of fact, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**
Time or date
amendment of complaint for unfair labor practices, **Labor § 42:99**
appeal of dismissal of charges of unfair labor practices, **Labor § 42:71**
breach of thirty-day grace period, joint liability for reimbursement, **Labor § 43:138**
calculations, backpay, **Labor § 43:88**
delays, above
deliberations, deferral to ongoing arbitration, **Labor § 10:52**
duration, above
extension of time, above
filing answer to complaint for unfair labor practices, **Labor § 42:117, 42:119**
immediate matters, above
issuance of complaint for unfair labor practices, **Labor § 42:84**
majority status determination, bargaining orders, **Labor § 43:39**
motions, unfair labor practice cases, **Labor § 42:213**
post-settlement charges, effect of timeliness on consideration of pre-settlement violations, **Labor § 42:188**
prospective or future matters, above
requests for discovery in unfair labor practice cases, **Labor § 42:198**
service of process, **Labor § 41:18 to 41:20**
statute of limitations, above
unfair labor practice cases, generally, **Labor § 42:8**
use of evidence predating statutory time period, hearing on unfair labor practices, **Labor § 42:261**
Trade, assertion of jurisdiction, **Labor § 3:9**
Transcript of hearing, post-hearing procedures in unfair labor practice cases, **Labor § 42:273**
Transfer
case, unfair labor practices, **Labor § 42:274 to 42:277**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Transfer—Cont'd
charges, unfair labor practices, **Labor § 42:128**
Transit systems, discretionary standards for exercising jurisdiction, **Labor § 9:21**
Transportation
commerce, assertion of jurisdiction, **Labor § 3:9**
companies, assertion of jurisdiction, **Labor § 3:32**
laws, impact on NLRB's right to consider dispute, **Labor § 11:38 to 11:40**
Truck dealers, assertion of jurisdiction, **Labor § 3:47**
Types
admissible evidence, hearing on unfair labor practices, **Labor § 42:262 to 42:268**
amendment of complaint for unfair labor practices, **Labor § 42:103**
available evidence, discovery in unfair labor practice cases, **Labor § 42:195 to 42:202**
evidence permitted, backpay specification, **Labor § 43:103**
motions, unfair labor practice cases, **Labor § 42:220 to 42:224**
Unavailability. Availability or unavailability, above
Unconditional offer of employer, reinstatement orders, **Labor § 43:49**
Undermining majority status of union, bargaining orders, **Labor § 43:37**
Unfair labor practices
charges, above
closing of unfair labor practice case, above
complaints, above
determinations, above
exclusions for pending unfair labor practices, advisory opinions, **Labor § 9:41**
hearings, above
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:11, 52:81**
jurisdictional disputes, above
motions, above
nexus between unfair labor practice and contractual issues, deference to arbitration awards, **Labor § 10:10**
parties, above
procedure, generally, **Labor § 42:1 to 42:291**
refusal to bargain cases, above
remedial orders, generally, **Labor § 43:1 to 43:139**
settlements, above
temporary injunctions, **Labor § 50:1 to 50:71**
Unions and Union Practices (this index)
Unlawful communications, **Labor § 41:42 to 41:47**
Unnecessary work or employees required by unions, antitrust, **Labor § 11:17**
Urging noncompliance with NLRB, unfair labor practices, **Labor § 26:22**
Use
administrative law judge's report, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:47**
alternative use of Freedom of Information Act, discovery in unfair labor practice cases, **Labor § 42:194**
evidence, hearing on unfair labor practices, **Labor § 42:244, 42:261**
payroll lists to verify majority status by authorization cards, examination during investigation of charges of unfair labor practices, **Labor § 42:53**

NATIONAL LABOR RELATIONS BOARD—Cont'd
Use—Cont'd
pre-settlement conduct concerning post-settlement violations, unfair labor practices, **Labor § 42:189**
visitatorial clauses to gain compliance, remedial orders, **Labor § 43:24**
Utility service, assertion of jurisdiction, **Labor § 3:31**
Vacation of temporary restraining orders, **Labor § 50:39**
Venue, independent suits in federal district court against NLRB, **Labor § 51:8**
Verification of majority status, use of payroll lists, **Labor § 42:53**
Veterans' benefits laws, impact on NLRB's right to consider dispute, **Labor § 11:32**
Violations
antitrust, impact on NLRB's right to consider dispute, **Labor § 11:11**
prohibited communications, **Labor § 41:47**
repeat violators, above
settlement of unfair labor practices, **Labor § 42:188, 42:189**
statute, independent suits in federal district court against NLRB, **Labor § 51:4, 51:13, 51:14**
Visitatorial clauses, use to gain compliance with remedial orders, **Labor § 43:24**
Visiting nurse associations, discretionary standards for exercising jurisdiction, **Labor § 9:30**
Volume of business, discretionary standards for exercising jurisdiction, **Labor § 9:10**
Voluntary cessation of activity, attempts to secure, **Labor § 50:9, 50:10**
Waiver
backpay, effect on orders, **Labor § 43:60**
right to raise certain issues, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:64 to 52:72**
Willful concealment of interim earnings, backpay amount, **Labor § 43:76**
Withdrawal
answer to complaint for unfair labor practices, **Labor § 42:123**
backpay specification, **Labor § 43:94**
charges of unfair labor practices, **Labor § 42:57 to 42:60, 42:63, 42:106**
complaint for unfair labor practices, **Labor § 42:106 to 42:110**
notice of hearing, backpay, **Labor § 43:94**
petitions
advisory opinions, obtaining preliminary NLRB jurisdictional determinations, **Labor § 9:45**
judicial review/enforcement of NLRB decisions/orders, **Labor § 52:9**
Withholding
employment, reimbursement of dues and fees, **Labor § 43:122**
recognition, remedial order for employer unfair labor practices, **Labor § 43:114**
Witnesses
general discussion, **Labor § 41:36, 41:37**
backpay specification, **Labor § 43:102**
charging party witnesses, contacted during investigation of charges of unfair labor practices, **Labor § 42:47**
examination, above

NATIONAL LABOR RELATIONS BOARD—Cont'd
Witnesses—Cont'd
hearing on unfair labor practices, **Labor § 42:236 to 42:240**
statements and affidavits of witnesses, discovery in unfair labor practice cases, **Labor § 42:196 to 42:201**
Work
assignment of work disputes. Jurisdictional disputes, above
controversy over working conditions, assertion of jurisdiction, **Labor § 3:4**
hours, backpay amount, **Labor § 43:71**
unnecessary work required by unions, antitrust, **Labor § 11:17**
Worker Adjustment and Retraining Notification Act, impact on NLRB's right to consider dispute, **Labor § 11:36**
Workplaceplace safety, coordination of activities regarding nondiscrimination violations with OSHA, **Work S § 5:65**
Writs of certiorari, Supreme Court of United States review/enforcement of NLRB decisions/orders, **Labor § 52:85**
Written
approval, pre-complaint settlement of unfair labor practices, **Labor § 42:164**
publications, discretionary standards for exercising jurisdiction, **Labor § 9:23**

NATIONAL MEDIATION BOARD
Railway Labor Act (this index)

NATIONAL ORIGIN DISCRIMINATION
General discussion, **Emp P § 7:1 et seq.**
Ancestry, national origin includes, **Emp P § 7:5**
Appearance and grooming, **Emp P § 31:2, 31:12**
Associations with national origin group, national origin includes, **Emp P § 7:7**
Bona fide occupational qualifications, **Emp P § 15:6**
Citizenship discrimination, distinguished, **Emp P § 7:8**
Express federal prohibition, **Emp P § 7:2**
Marital status, **Emp P § 32:5**
Personnel manual, compliance with OFCCP guidelines, **Pers M § 1:100**
Physical, cultural or linguistic characteristics, national origin includes, **Emp P § 7:6**
Place of origin or birth, national origin includes, **Emp P § 7:4**
Section 1981, applicability, **Emp P § 7:3**
Unfair labor practices, rights of employees, **Labor § 25:12**

NATIONAL RAILROAD ADJUSTMENT BOARD
Railway Labor Act (this index)

NATIONAL SECURITY
Employment practices, **Emp P § 16:1, 16:2**
Rehabilitation Act, exemptions, **Emp P § 91:15**
Veterans and other uniformed service members, **Emp P § 91:15**

NATIONAL UNIONS
Unions and Union Practices (this index)

NATIVE AMERICANS
Employment practices, **Emp P § 17:4, 20:27**
Homeworkers, **Comp § 10:35**

NATURAL DISASTERS
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:242**

NATURAL FIBER ROPE SLINGS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:256**

NATURAL GAS AND PIPELINE WORKERS
Substance Abuse and Testing (this index)
Workplaceplace safety, scope of federal law, **Work S § 1:22**

NAVIGATION DISTRICTS
National LABOR Relations Act, employer coverage of public entities or agencies, **Labor § 4:43**

NEBRASKA
Administrative sanctions and remedies, **Emp P § 82:28, 82:55, 82:86**
Administrative subpoena, enforcement of, **Emp P § 111:129**
Age discrimination
- general discussion, **Emp P § 8:14, 8:40, 89:193, 111:134**
- Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
- criminal sanctions, **Emp P § 82:182**
- employment practices, **Emp P § 8:40**

Agency proceedings, **Labor § 46:26**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:21**
Ancestry discrimination, **Emp P § 7:14, 7:39**
Annual reports, job discrimination agencies, **Emp P § 83:201**
Arbitration of contract disputes, **Labor § 49:196**
Assignments
- general discussion, **Comp § 34:54 to 34:56, 42:483**
- amount, limit on, **Comp § 34:55**
- bonds, charitable contributions, union dues, insurance premiums, pension assessments, payments to credit unions and savings, special rule for purchase of, **Comp § 34:56**
- conditions, **Comp § 34:54**
- head of family, liability for withholding wages of, **Comp § 42:478**

At-will employment, exceptions to, **Emp P § 62:29**
Birth place, discrimination based on, **Emp P § 7:14, 7:39**
Bona fide occupational qualifications, **Emp P § 15:13, 15:35**
Bonds, assignments, **Comp § 34:56**
Certificates, child labor, **Comp § 26:42**
Charging process, job discrimination proceedings, **Emp P § 89:187**
Charitable contributions, assignments, **Comp § 34:56**
Child labor
- general discussion, **Comp § 25:56, 25:57**
- administrative procedures, **Comp § 28:108**
- certificates and permits, **Comp § 26:42**
- court proceedings, **Comp § 28:144**
- exemptions, **Comp § 25:56**
- notices, **Comp § 27:43**
- prohibitions, **Comp § 25:57**
- records and reports, **Comp § 27:13**
- sanctions and remedies, **Comp § 28:50**

Citizenship discrimination, **Emp P § 7:14, 7:39**
Coerced discrimination, **Emp P § 11:3, 11:28**
Color discrimination, **Emp P § 3:36**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, above

NEBRASKA—Cont'd
Compensation—Cont'd
- child labor, above
- county attorney's suit, **Comp § 42:43**
- court proceedings, generally, **Comp § 42:43**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:105**
- exemptions, **Comp § 36:21**
- form of payment, below
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:225**
- notices, **Comp § 37:137**
- overtime pay, below
- payment of compensation, below
- rules, **Comp § 39:72**
- support withholding, below

Conciliation, job discrimination proceedings, **Emp P § 89:189**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:114**
Conversion privileges for health and life insurance, **Ben § 8:173**
Coordination of medical benefits, **Ben § 5:275**
Court enforcement of state labor relations statutes, **Labor § 62:129 to 62:132**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:127 to 111:135**
- administrative subpoena, enforcement of, **Emp P § 111:129**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- age discrimination statute actions, **Emp P § 111:136**
- commission decision, review and enforcement of, **Emp P § 111:129, 111:130**
- commission requirements, relief from, **Emp P § 111:134**
- deadline for filing action, **Emp P § 111:133**
- equal pay statute actions, **Emp P § 111:137**
- fair employment practices statute, **Emp P § 111:129 et seq.**
- filing deadline for action, **Emp P § 111:133**
- garnishment cases, **Emp P § 116:1, 116:15**
- privacy cases, **Emp P § 112:1, 112:16**
- private rights, enforcement of, **Emp P § 111:132**
- review of commission decision, **Emp P § 111:130**
- state, actions against, **Emp P § 111:135**
- veterans' reemployment cases, **Emp P § 114:1, 114:10**

Coverage of state statutes affecting labor relations, **Labor § 15:29**
Credit unions, assignment of payments to, **Comp § 34:56**
Creed discrimination, **Emp P § 4:18, 4:43**
Criminal penalties
- general discussion, **Emp P § 82:100, 82:181 to 82:186**
- age discrimination statute, **Emp P § 82:182**
- employee privacy statute, **Emp P § 82:185**
- equal pay statute, **Emp P § 82:183**
- fair employment practices statute, **Emp P § 82:181**
- medical examination charges, **Comp § 42:346**
- minimum wages, **Comp § 42:153**
- overtime pay, **Comp § 42:153**
- time off statutes, **Emp P § 82:186**

NEBRASKA—Cont'd
Criminal penalties—Cont'd
veterans' reemployment statute, **Emp P § 82:184**
Deadline for filing action, **Emp P § 111:133**
Deductions from compensation
general discussion, **Comp § 32:116, 32:117**
conditions governing most deductions, **Comp § 32:116**
medical exams, charges for, **Comp § 32:117**
Direct deposit of compensation, **Comp § 33:53**
Disabilities discrimination, **Emp P § 9:76, 9:104**
Discharge and discipline regarding refusals to take drug or alcohol tests or for altering test results, **Emp P § 30:182**
Disclosure
drug or alcohol test results, **Emp P § 30:180**
employment practices, **Emp P § 92:83, 92:107**
Employee privacy statute, criminal sanctions, **Emp P § 82:185**
Employment agencies, **Emp P § 20:215, 20:240, 67:16, 67:39**
Employment practices
general discussion, **Emp P § 2:1, 2:28**
administrative sanctions and remedies, **Emp P § 82:28, 82:55, 82:86**
age discrimination, **Emp P § 8:14, 8:40**
at-will employment, exceptions to, **Emp P § 62:29**
bona fide occupational qualifications, **Emp P § 15:13, 15:35**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:28**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:104**
disclosures, **Emp P § 92:83, 92:107**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:240**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:35**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:324**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:27**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:283**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:190**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:39**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:30**
notices, **Emp P § 92:83, 92:107**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:20**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:20**
persons protected, **Emp P § 21:18, 21:44**
private employers subject to discrimination laws, **Emp P § 20:28, 20:54**
privileges of employment. Terms, conditions and privileges of employment, below

NEBRASKA—Cont'd
Employment practices—Cont'd
public employers subject to discrimination laws, **Emp P § 20:93, 20:119**
race or color discrimination, **Emp P § 3:36**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:354**
records and reports, **Emp P § 92:45, 92:62**
religious or creed discrimination, **Emp P § 4:18, 4:43**
retaliation against opponents of discrimination, **Emp P § 10:68**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:78**
sex and pregnancy discrimination, **Emp P § 5:12, 5:38**
substance abuse and testing, below
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:14**
unlawful discharge or discipline statute, administrative sanctions and remedies, **Emp P § 82:86**
Equal pay, **Emp P § 82:183, 111:135**
Evidence, job discrimination proceedings, **Emp P § 89:191**
Exemptions
child labor, **Comp § 25:56**
compensation, **Comp § 36:21**
payment of compensation, **Comp § 14:20**
Family leave, **Ben § 12:95**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Filing deadline for action, **Emp P § 111:133**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:49**
direct deposit, **Comp § 33:53**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:156**
Garnishment
general discussion, **Comp § 34:254 to 34:258, 42:463, 42:483**
amount of earnings subject to garnishment, **Comp § 34:254**
duration and termination of continuing lien, **Comp § 34:257**
employment practices, **Emp P § 63:7, 63:35, 116:1, 116:15**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
head of family, liability for withholding wages of, **Comp § 42:478**
payment to court, **Comp § 34:256**
preference of liens, **Comp § 34:258**
summons and interrogatory answers, **Comp § 34:255**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:324**
Handicapped persons, minimum wages, **Comp § 18:136**
Harassment, **Emp P § 51:69**
Head of family, liability for withholding wages of, **Comp § 42:478**
Health, selection and retention of employees, **Emp P § 28:31, 28:52**

NEBRASKA—Cont'd
Hearings, job discrimination proceedings, **Emp P § 89:190**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:71**
Holidays, **Ben § 10:32; Comp § 31:83**
Insurance premiums, assignments, **Comp § 34:56**
Interagency cooperation, job discrimination agencies, **Emp P § 83:200**
Interrogatory answers, garnishment, **Comp § 34:255**
Investigations, job discrimination proceedings, **Emp P § 89:188**
Job discrimination agencies
- general discussion, **Emp P § 83:61, 83:198 to 83:201**
- annual reports, **Emp P § 83:201**
- basic organization, powers and duties, **Emp P § 83:198**
- interagency cooperation, **Emp P § 83:200**
- rule making, **Emp P § 83:199**

Job discrimination proceedings
- general discussion, **Emp P § 89:1, 89:187 to 89:193**
- age discrimination proceedings, **Emp P § 89:193**
- basic fair employment practices statute procedures, **Emp P § 89:187**
- charging process, **Emp P § 89:187**
- conciliation, **Emp P § 89:189**
- decision of commission, **Emp P § 89:192**
- evidence, procurement of, **Emp P § 89:191**
- hearings, **Emp P § 89:190**
- investigations, **Emp P § 89:188**

Judicial remedies, employment practices, **Emp P § 80:1, 80:27**
Jury duty, **Ben § 14:29**
Labor-management training committees, **Emp P § 20:268, 20:283, 67:67, 67:79**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:190**
Life insurance, **Ben § 8:114; Emp P § 8:173**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:27**
Meal breaks, **Emp P § 45:32, 45:50**
Medical benefits
- continuation of individual coverage in group insurance policies, **Ben § 8:114**
- conversion privileges, **Ben § 8:173**
- coordination of benefits, **Ben § 5:275**
- mandated provisions, **Ben § 5:218**

Medical examinations, deductions from compensation for charges for, **Comp § 32:117**
Minimum wages
- general discussion, **Comp § 18:1 et seq., 18:134 to 18:138, 42:93, 42:151, 42:152**
- contract, varying rules by, **Comp § 18:5**
- criminal penalties, **Comp § 42:153**
- deductions not qualifying as credits against minimum wages, **Comp § 18:6**
- employee's suit for wages, costs and attorney's fees, **Comp § 42:152**
- handicapped persons, **Comp § 18:136**
- most employees, **Comp § 18:134**
- student-learners, **Comp § 18:137**
- tipped employees, **Comp § 18:135**
- trainees under 20 years of age, **Comp § 18:138**

National origin discrimination, **Emp P § 7:14, 7:39**
Nature of state statutes affecting labor relations, **Labor § 2:32**
New-hire reporting, compensation, **Comp § 37:225**

NEBRASKA—Cont'd
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:30**
Notice
- child labor, **Comp § 27:43**
- compensation, **Comp § 37:137**
- employment practices, **Emp P § 92:83, 92:107**
- support withholding, **Comp § 42:500**

Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:20**
Overtime pay
- general discussion, **Comp § 21:1 et seq., 21:107, 42:93, 42:151, 42:152**
- constitutionality, **Comp § 21:6**
- contract, variance of rules by, **Comp § 21:5**
- criminal penalties, **Comp § 42:153**
- employee's suit for wages, costs and attorney's fees, **Comp § 42:152**

Parental leave, **Ben § 12:95**
Payment of compensation
- general discussion, **Comp § 29:90, 42:345 to 42:348**
- criminal penalties for medical examination charges, **Comp § 42:346**
- deductions from compensation, above
- employee's suit for wages, costs and attorney's fees, **Comp § 42:345**
- exemptions, **Comp § 14:20**
- federal preemption regarding vacation pay, **Comp § 31:2**
- form of payment, above
- holiday pay as wages, **Comp § 31:83**
- periodic wages for most employees, **Comp § 29:90**
- severance pay as wages, **Comp § 31:83**
- support withholding, below
- termination of employment, **Comp § 30:56**
- vacation pay, **Comp § 31:2, 31:36, 31:37**

Pension assessments, assignments, **Comp § 34:56**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:20**
Periodic wages for most employees, **Comp § 29:90**
Permits, child labor, **Comp § 26:42**
Persons protected, employment practices, **Emp P § 21:18, 21:44**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:52**
Polygraph tests, **Emp P § 53:26, 53:43**
Preference of liens, garnishment, **Comp § 34:258**
Pregnancy benefits, **Emp P § 44:178, 44:194**
Pregnancy discrimination, **Emp P § 5:12, 5:38**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:71**
Privacy cases, **Emp P § 112:1, 112:16**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:54**
Private rights, enforcement of, **Emp P § 111:132**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:28**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:119**
Race discrimination, **Emp P § 3:36**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:354**

NEBRASKA—Cont'd
Records and reports
access to employment and consumer records, **Emp P § 54:26.70**
child labor, **Comp § 27:13**
employment practices, **Emp P § 92:45, 92:62**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:71**
Regulation of internal union affairs, **Labor § 70:27, 70:28**
Religious discrimination, **Emp P § 4:18, 4:43**
Remedies, child labor, **Comp § 28:50**
Rest breaks, **Emp P § 45:32, 45:50**
Retaliation against opponents of discrimination, **Emp P § 10:68**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:199**
Sanctions, child labor, **Comp § 28:50**
Savings, assignments, **Comp § 34:56**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:21**
health and physical fitness, **Emp P § 28:31, 28:52**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:71**
marital status, **Emp P § 32:10, 32:27**
veterans and other uniformed service members, **Emp P § 40:65**
Seniority systems, **Emp P § 43:78, 43:95**
Service letters, **Emp P § 65:71, 65:78**
Severance pay as wages, **Comp § 31:83**
Sex discrimination, **Emp P § 5:12, 5:38**
Sick leave, **Ben § 11:30**
State statutes
arbitration of contract disputes, **Labor § 49:196**
court enforcement of state labor relations statutes, **Labor § 62:129 to 62:132**
coverage of state statutes affecting labor relations, **Labor § 15:29**
nature of state statutes affecting labor relations, **Labor § 2:32**
regulation of internal union affairs, **Labor § 70:27, 70:28**
Student-learners, minimum wages, **Comp § 18:137**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:179 to 30:183**
alteration of test results, prohibition of, **Emp P § 30:181**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
discharge and discipline regarding refusals to take drug or alcohol tests or for altering test results, **Emp P § 30:182**
disclosure of drug or alcohol test results, **Emp P § 30:180**
regulation of drug and alcohol use permitted, **Emp P § 30:183**
tampering with specimens, prohibition of, **Emp P § 30:181**
use of drug or alcohol tests, **Emp P § 30:179**
Summons, garnishment, **Comp § 34:255**
Support withholding
general discussion, **Comp § 34:448, 42:504 to 42:507, 42:567, 42:568**
employer's liability, **Comp § 42:566**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**

NEBRASKA—Cont'd
Support withholding—Cont'd
performance standard for disposition of cases, **Comp § 42:501**
time limit for proceedings against employer, **Comp § 42:567**
Tampering with specimens, substance abuse and testing, **Emp P § 30:181**
Termination of employment, payment of compensation, **Comp § 30:56**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:32**
employment and consumer records, access to, **Emp P § 54:26.70**
fringe benefits, **Emp P § 44:138, 44:156**
harassment, **Emp P § 51:69**
polygraph tests, **Emp P § 53:26, 53:43**
pregnancy benefits, **Emp P § 44:178, 44:194**
promotions, **Emp P § 47:23, 47:28**
rest and meal breaks, **Emp P § 45:32, 45:50**
seniority systems, **Emp P § 43:78, 43:95**
training programs, **Emp P § 48:30, 48:47**
wage and salary discrimination, **Emp P § 44:79, 44:105**
Time off statutes, criminal sanctions, **Emp P § 82:186**
Tipped employees, minimum wages, **Comp § 18:135**
Trainees under 20 years of age, minimum wages, **Comp § 18:138**
Training programs, **Emp P § 48:30, 48:47**
Unemployment compensation, **Ben § 4:72**
Uniformed service members, proceedings related to, **Emp P § 90:14**
Union dues, assignments, **Comp § 34:56**
Union practices, **Emp P § 66:12, 66:35**
Unlawful discharge or discipline statute, administrative sanctions and remedies, **Emp P § 82:86**
Vacations, **Ben § 9:24; Comp § 31:2, 31:36, 31:37**
Veterans and other uniformed service members
reemployment, **Emp P § 82:184, 114:1, 114:10**
selection and retention of employees, **Emp P § 40:65**
Voting time off, **Ben § 13:18**
Witness duty, **Ben § 14:29**
Workplace Safety (this index)

NECESSARY PARTIES
National Labor Relations Board (this index)

NECESSITY OR NEED
National LABOR Relations Act, necessity for control in employer coverage, **Labor § 4:3, 4:4**
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

NEEDS
Personnel Manual (this index)

NEGATION OF SETTLEMENT
National LABOR Relations Board, post-settlement conduct, **Labor § 42:185**

NEGATIVISM OF EMPLOYEE
Unfair labor practices, unsatisfactory attitude as reason for discharge of employee, **Labor § 30:192**

NEGLECT OF DUTY
Unfair Labor Practices (this index)

NEGLIGENCE
Labor Management Relations Act (this index)
Personnel manual, performance appraisals, **Pers M § 15:86**
Unfair labor practices, breach of duty of fair representation, **Labor § 27:28, 27:38**
Workplaceplace safety, smoking restrictions, **Work S § 5:196**

NEGLIGENT HIRING, SUPERVISION AND RETENTION OF EMPLOYEES
General discussion, **Emp P § 65:1 to 65:8**
Collective bargaining agreements, effect on liability of employers, **Emp P § 65:7**
Contact between injured person and employee because of job, **Emp P § 65:3**
Duty of employer to investigate applicants and employees, **Emp P § 65:2**
Former employees, acts of, **Emp P § 65:6**
Respondeat superior liability for injuries caused by employee while acting within scope of employment, **Emp P § 65:5**
Unfitness of employee for job, **Emp P § 65:4**
Workers' compensation statutes, effect on liability of employers, **Emp P § 65:8**

NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS
Termination of employment, wrongful, **Emp P § 61:24**

NEGOTIATING OR NEGOTIATIONS
Collective Bargaining Agreements (this index)
Federal Employment (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions, participation by supervisor, **Labor § 19:55**
Workplaceplace safety, settlement negotiations under Michigan's plan for safety and health, **Work S § 4:571**

NEGOTIATION OF CONTRACTS
Unions and Union Practices (this index)

NEGOTIATORS
Unfair Labor Practices (this index)

NEPOTISM
Personnel Manual (this index)
Selection and retention of employees, **Emp P § 36:5, 36:6**
Unions and union practices, **Emp P § 66:63, 66:79**

NERVOUS DISORDERS
Medical benefits, **Ben § 5:21**

NETHERLANDS
International employment, tax treaties, **Emp P § 41:235, 41:236**

NETS
Workplaceplace safety, construction industry safety nets, **Work S § 2:23**

NETWORKS AND NETWORKING
Personnel manual, internal recruitment sources, **Pers M § 2:7, 2:8**

NET WORTH
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:132, 77:133**

NEUTRAL EMPLOYERS
Unfair Labor Practices (this index)

NEUTRALITY
Unions and Union Practices (this index)

NEUTRAL RESERVED GATE
Unfair labor practices, common situs picketing, **Labor § 38:107, 38:108, 38:115**

NEVADA
Absence of employee on payday, **Comp § 29:92**
Accessories, deductions from compensation for charges for, **Comp § 32:122**
Administrative sanctions and remedies, **Emp P § 82:28, 82:56**
Affirmative action plans, **Emp P § 68:92, 68:119**
Age discrimination, **Emp P § 8:14, 8:41, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Ancestry discrimination, **Emp P § 7:14, 7:40**
Annual reports, job discrimination agencies, **Emp P § 83:206**
Arbitration of contract disputes, **Labor § 49:197**
Assignments, claims of judgment creditors protected, **Comp § 34:57**
Attorney's fees, support withholding, **Comp § 42:570**
At-will employment, exceptions to, **Emp P § 62:30**
Birth place, discrimination based on, **Emp P § 7:14, 7:40**
Blacklisting, **Emp P § 65:42, 65:58, 82:189**
Bona fide occupational qualifications, **Emp P § 15:13, 15:36**
Certificates, child labor, **Comp § 26:43**
Check return charges, reimbursement for, **Comp § 42:348**
Child labor
  general discussion, **Comp § 25:58, 25:59**
  administrative procedures, **Comp § 28:109**
  certificates and permits, **Comp § 26:43**
  court proceedings, **Comp § 28:145**
  exemptions, **Comp § 25:58**
  minimum wages, **Comp § 18:140**
  prohibitions, **Comp § 25:59**
Citizenship discrimination, **Emp P § 7:14, 7:40**
Coerced discrimination, **Emp P § 11:3, 11:29**
Collective bargaining agreements, overtime pay, **Comp § 21:109**
Color discrimination, **Emp P § 3:37**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  assignments, claims of judgment creditors protected, **Comp § 34:57**
  child labor, above
  civil fines for pay violations, **Comp § 42:47**

NEVADA—Cont'd
Compensation—Cont'd
county attorney's suit for wages and attorney's fees, **Comp § 42:44**
court proceedings, generally, **Comp § 42:44 to 42:47**
criminal penalties for pay violations, **Comp § 42:46**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:106**
employee's suit for wages and attorney's fees, **Comp § 42:44**
exemptions, **Comp § 36:22**
form of payment, below
garnishment, below
labor commissioner's for wages and attorney's fees, **Comp § 42:44**
minimum wages, below
new-hire reporting, **Comp § 37:226**
notices, **Comp § 37:139**
overtime pay, below
payment of compensation, below
records and reports, below
rules, **Comp § 39:73; Emp P § 39:74**
rules for various types of claims, **Comp § 42:45**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:194**
Conditions governing most deductions from compensation, **Comp § 32:119**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:115**
Coordination of medical benefits, **Ben § 5:276**
Costs, support withholding, **Comp § 42:570**
Court enforcement of state labor relations statutes, **Labor § 62:133 to 62:136**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:136 to 111:139**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decision, review and enforcement of, **Emp P § 111:138, 111:139**
fair employment practices statute, **Emp P § 111:138 et seq.**
privacy cases, **Emp P § 112:1, 112:17**
private rights, enforcement of, **Emp P § 111:141**
review of commission decision, **Emp P § 111:139**
temporary equitable relief, **Emp P § 111:138**
Coverage of state statutes affecting labor relations, **Labor § 15:30**
Credits, minimum wages, **Comp § 18:142**
Creed discrimination, **Emp P § 4:18, 4:44**
Criminal penalties
general discussion, **Emp P § 82:100, 82:187 to 82:191**
blacklisting statute, **Emp P § 82:189**
compensation, generally, **Comp § 42:46**
employee privacy statute, **Emp P § 82:188**
fair employment practices statute, **Emp P § 82:187**
minimum wages, **Comp § 42:157**
overtime pay, **Comp § 42:157**
time off statutes, **Emp P § 82:190**

NEVADA—Cont'd
Criminal penalties—Cont'd
veterans reemployment statutes, **Emp P § 82:191**
Deductions from compensation
general discussion, **Comp § 32:118 to 32:122**
accessories, charges for, **Comp § 32:122**
conditions governing most deductions, **Comp § 32:119**
employee associations, dues for, **Comp § 32:120**
gratuities, claims for, **Comp § 32:121**
hospital associations, dues for, **Comp § 32:120**
kickbacks prohibited, **Comp § 32:118**
tips, claims for, **Comp § 32:121**
uniforms, charges for, **Comp § 32:122**
Disabilities discrimination, **Emp P § 9:76, 9:105**
Disabled persons, minimum wages, **Comp § 18:141**
Employee associations, deductions from compensation for dues for, **Comp § 32:120**
Employee privacy statute, criminal sanctions, **Emp P § 82:188**
Employment agencies, **Emp P § 20:215, 20:241, 67:16, 67:40**
Employment practices
general discussion, **Emp P § 2:1, 2:29**
administrative sanctions and remedies, **Emp P § 82:28, 82:56**
affirmative action plans, **Emp P § 68:92, 68:119**
age discrimination, **Emp P § 8:14, 8:41**
at-will employment, exceptions to, **Emp P § 62:30**
blacklisting, **Emp P § 65:42, 65:58**
bona fide occupational qualifications, **Emp P § 15:13, 15:36**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:29**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:105**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:241**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:36**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:325**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:28**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:284**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:191**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:40**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:31**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:21**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:21**
persons protected, **Emp P § 21:18, 21:45**
privacy statutes, proceedings under, **Emp P § 90:276**
private employers subject to discrimination laws, **Emp P § 20:28, 20:55**

NEVADA—Cont'd
Employment practices—Cont'd
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:120**
race or color discrimination, **Emp P § 3:37**
religious or creed discrimination, **Emp P § 4:18, 4:44**
retaliation against opponents of discrimination, **Emp P § 10:69**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:39**
sexual or affectional orientation discrimination, **Emp P § 6:24**
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:15**
Evidence, job discrimination proceedings, **Emp P § 89:198**
Exemptions
child labor, **Comp § 25:58**
compensation, **Comp § 36:22**
payment of compensation, **Comp § 14:21**
Family leave, **Ben § 12:96**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:50**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
negotiable instruments, **Comp § 33:54**
Garnishment
general discussion, **Comp § 34:259, 34:260, 42:463**
adverse employment actions, **Emp P § 63:7, 63:36**
amount of earnings subject to garnishment, **Comp § 34:259**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
retirement, stock bonus or profit sharing benefits, ban as to, **Comp § 34:260**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:325**
Gratuities, deductions from compensation for claims for, **Comp § 32:121**
Health, selection and retention of employees, **Emp P § 28:52.50**
Hearings, job discrimination proceedings, **Emp P § 89:197**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:72**
Holidays, **Ben § 10:33**
Hospital associations, deductions from compensation for dues for, **Comp § 32:120**
Interagency cooperation, job discrimination agencies, **Emp P § 83:204**
Investigations, job discrimination proceedings, **Emp P § 89:196**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:202 to 83:206**
annual reports, **Emp P § 83:206**
basic organization, powers and duties, **Emp P § 83:202**
interagency cooperation, **Emp P § 83:204**
research and education projects, **Emp P § 83:205**
rule making, **Emp P § 83:203**

NEVADA—Cont'd
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:194 to 89:199**
basic fair employment practices statute procedures, **Emp P § 89:194**
complaint processing, **Emp P § 89:194**
decision of commission, **Emp P § 89:199**
evidence, procurement of, **Emp P § 89:198**
hearings, **Emp P § 89:197**
investigations, **Emp P § 89:196**
mediation, **Emp P § 89:195**
settlement, **Emp P § 89:195**
Judicial remedies, employment practices, **Emp P § 80:1, 80:28**
Jury duty, **Ben § 14:30**
Kickbacks prohibited, deductions from compensation, **Comp § 32:118**
Labor-management training committees, **Emp P § 20:268, 20:284, 67:67, 67:80**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:191**
Layoffs, **Emp P § 50:18, 50:21**
Life insurance, **Ben § 8:115; Emp P § 8:174**
Meal breaks, **Emp P § 45:32, 45:51**
Mediation, job discrimination proceedings, **Emp P § 89:195**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:115**
conversion privileges, **Ben § 8:174**
coordination of benefits, **Ben § 5:276**
mandated provisions, **Ben § 5:219**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:139 to 18:142, 42:93, 42:153 to 42:156; Emp P § 39:74**
contract, varying rules by, **Comp § 18:5**
county attorney's suit for enforcement, **Comp § 42:156**
credits, **Comp § 18:142**
criminal penalties, **Comp § 42:157**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabilities, persons with, **Comp § 18:141**
employee's suit for wages, **Comp § 42:154**
minors, **Comp § 18:140**
most employees, **Comp § 18:139**
time limit for filing suit, **Comp § 42:155**
National origin discrimination, **Emp P § 7:14, 7:40**
Nature of state statutes affecting labor relations, **Labor § 2:33**
Negotiable instruments, form of payment of compensation, **Comp § 33:54**
New-hire reporting, compensation, **Comp § 37:226**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:31**
Notice
compensation, **Comp § 37:139**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:21**
Older workers' benefits, **Emp P § 44:224, 44:236**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:108 to 21:110, 42:93, 42:153 to 42:156; Emp P § 39:74**
collective bargaining agreements, **Comp § 21:109**
constitutionality, **Comp § 21:6**

NEVADA—Cont'd
Overtime pay—Cont'd
contract, variance of rules by, **Comp § 21:5**
county attorney's suit for enforcement, **Comp § 42:156**
criminal penalties, **Comp § 42:157**
employee's suit for wages, **Comp § 42:154**
maximum hours, **Comp § 21:108, 21:109**
most employees, **Comp § 21:108**
time limit for filing suit, **Comp § 42:155**
time worked, **Comp § 21:110**
Parental leave, **Ben § 12:96**
Payment of compensation
general discussion, **Comp § 29:91 to 29:93, 42:349, 42:350**
absence of employee on payday, **Comp § 29:92**
benefit plans, contributions to, **Comp § 29:93**
check return charges, reimbursement for, **Comp § 42:348**
deductions from compensation, above
exemptions, **Comp § 14:21**
form of payment, above
other employees, **Comp § 13:41**
semi-monthly wages, **Comp § 29:91**
support withholding, below
termination of employment, **Comp § 30:57, 42:349**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:21**
Permits, child labor, **Comp § 26:43**
Persons protected, employment practices, **Emp P § 21:18, 21:45**
Polygraph tests, **Emp P § 53:26, 53:44**
Pregnancy discrimination, **Emp P § 5:12, 5:39**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:72**
Privacy, employment practices, **Emp P § 90:276, 112:1, 112:17**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:55**
Private rights, enforcement of, **Emp P § 111:141**
Privileges of employment. Terms, conditions and privileges of employment, below
Profit sharing benefits, ban as to garnishment of, **Comp § 34:260**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:120**
Race discrimination, **Emp P § 3:37**
Recalls, **Emp P § 50:18, 50:21**
Records and reports
general discussion, **Comp § 37:138, 42:637**
criminal penalties for failing to furnish wage information, **Comp § 42:637**
employment and consumer records, access to, **Emp P § 54:27**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:72**
Religious discrimination, **Emp P § 4:18, 4:44**
Research and education projects, job discrimination agencies, **Emp P § 83:205**
Rest breaks, **Emp P § 45:32, 45:51**
Retaliation against opponents of discrimination, **Emp P § 10:69**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment of, **Comp § 34:260**
Rule making, job discrimination agencies, **Emp P § 83:203**

NEVADA—Cont'd
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:72**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:17**
veterans and other uniformed service members, **Emp P § 40:66**
Semi-monthly wages, **Comp § 29:91**
Seniority systems, **Emp P § 43:78, 43:96**
Settlement, job discrimination proceedings, **Emp P § 89:195**
Sex discrimination, **Emp P § 5:12, 5:39**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:17**
State statutes
arbitration of contract disputes, **Labor § 49:197**
court enforcement of state labor relations statutes, **Labor § 62:133 to 62:136**
coverage of state statutes affecting labor relations, **Labor § 15:30**
nature of state statutes affecting labor relations, **Labor § 2:33**
Stock bonus benefits, ban as to garnishment of, **Comp § 34:260**
Support withholding
general discussion, **Comp § 34:449, 42:504 to 42:507, 42:569 to 42:571**
costs and attorney's fees, payment by employee, **Comp § 42:570**
employer's liability, **Comp § 42:569**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:568**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary equitable relief, **Emp P § 111:138**
Termination of employment, payment of compensation, **Comp § 30:57, 42:349**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:33**
employment and consumer records, access to, **Emp P § 54:27**
layoffs and recalls, **Emp P § 50:18, 50:21**
older workers' benefits, **Emp P § 44:224, 44:236**
polygraph tests, **Emp P § 53:26, 53:44**
rest and meal breaks, **Emp P § 45:32, 45:51**
seniority systems, **Emp P § 43:78, 43:96**
training programs, **Emp P § 48:30, 48:48**
wage and salary discrimination, **Emp P § 44:79, 44:106**
Time off statutes, criminal sanctions, **Emp P § 82:190**
Tips, deductions from compensation for claims for, **Comp § 32:121**
Training programs, **Emp P § 48:30, 48:48**
Unemployment compensation, **Ben § 4:73**
Uniformed service members, proceedings related to, **Emp P § 90:15**
Uniforms, deductions from compensation for charges for, **Comp § 32:122**
Union practices, **Emp P § 66:12, 66:36**

NEVADA—Cont'd
Veterans and other uniformed service members
reemployment statutes, criminal sanctions, **Emp P § 82:191**
selection and retention of employees, **Emp P § 40:66**
Voting time off, **Ben § 13:19**
Witness duty, **Ben § 14:30**
Workplace Safety (this index)

NEWBORN CHILDREN
Medical benefits, **Ben § 5:185**

NEW EMPLOYEES
Personnel manual, distribution of handbooks for employees, **Pers M § 4:24**
Unfair labor practices, excessive or discriminatory initiation fees, **Labor § 27:81**

NEW HAMPSHIRE
Administrative sanctions and remedies, **Emp P § 82:28, 82:57, 82:58**
Advisory committees, job discrimination agencies, **Emp P § 83:213**
Age discrimination, **Emp P § 8:14, 8:42, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:27**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:22**
Ancestry discrimination, **Emp P § 7:14, 7:41**
Annual reports, job discrimination agencies, **Emp P § 83:212**
Appeal of division of human services' order, support withholding, **Comp § 42:576**
Apprentices, minimum wages, **Comp § 18:146**
Apprenticeship statute, proceedings under, **Emp P § 90:277**
Arbitration of contract disputes, **Labor § 49:198**
Assignments
general discussion, **Comp § 34:58, 34:59**
deceased employees, wages of, **Comp § 34:59**
future earnings, limit as to, **Comp § 34:58**
At-will employment, exceptions to, **Emp P § 62:31**
Benefit plans, deductions from compensation for contributions to, **Comp § 32:126**
Birth place, discrimination based on, **Emp P § 7:14, 7:41**
Bona fide occupational qualifications, **Emp P § 15:13, 15:37**
Certificates, child labor, **Comp § 26:44**
Charities, deductions from compensation for contributions to, **Comp § 32:126**
Child labor
general discussion, **Comp § 25:60, 25:61**
administrative procedures, **Comp § 28:110**
certificates and permits, **Comp § 26:44**
court proceedings, **Comp § 28:146**
exemptions, **Comp § 25:60**
garnishment, **Comp § 34:264**
minimum wages, **Comp § 18:146**
notices, **Comp § 27:44**
prohibitions, **Comp § 25:61**
sanctions and remedies, **Comp § 28:51**
Citizenship discrimination, **Emp P § 7:14, 7:41**
Coerced discrimination, **Emp P § 11:3, 11:30**
Color discrimination, **Emp P § 3:38**

NEW HAMPSHIRE—Cont'd
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
civil fines for pay violations, **Comp § 42:50**
court proceedings, generally, **Comp § 42:48 to 42:50**
criminal penalties, **Comp § 42:49**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:107**
employee's suit for liquidated damages, **Comp § 42:48**
exemptions, **Comp § 36:23**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:227**
notices, **Comp § 37:141**
overtime pay, below
payment of compensation, below
records and reports, below
rules, **Comp § 39:75; Emp P § 39:76**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:200**
Complicity in discrimination, **Emp P § 12:4, 12:23**
Conciliation, job discrimination proceedings, **Emp P § 89:203**
Conditions governing most deductions from compensation, **Comp § 32:123**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:116**
Conversion privileges for health and life insurance, **Ben § 8:175**
Coordination of
medical benefits, **Ben § 5:277**
Court enforcement of state labor relations statutes, **Labor § 62:137**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:140 to 111:142**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
equal pay statute actions, **Emp P § 111:143**
fair employment practice statute actions, **Emp P § 111:142**
national guard discrimination law, **Emp P § 111:144**
privacy cases, **Emp P § 112:1, 112:18**
Coverage of state statutes affecting labor relations, **Labor § 15:31**
Credits, minimum wages, **Comp § 18:148**
Creed discrimination, **Emp P § 4:18, 4:45**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:23.50**
Criminal penalties
general discussion, **Emp P § 82:100, 82:192 to 82:195**
compensation, **Comp § 42:49**
equal pay statute, **Emp P § 82:193**
fair employment practices statute, **Emp P § 82:192**
minimum wages, **Comp § 42:159**
overtime pay, **Comp § 42:159**
payment of compensation, **Comp § 42:350**
time off statutes, **Emp P § 82:195**

NEW HAMPSHIRE—Cont'd
Criminal penalties—Cont'd
veterans' reemployment statute, **Emp P § 82:194**
Deceased employees, assignment of wages of, **Comp § 34:59**
Deductions from compensation
general discussion, **Comp § 32:123 to 32:126**
benefit plans, contributions to, **Comp § 32:126**
charities, contributions to, **Comp § 32:126**
conditions governing most deductions, **Comp § 32:123**
items benefiting employer, charges for, **Comp § 32:124**
loans from employer, repayments of, **Comp § 32:125**
medical exams, charges for, **Comp § 32:124**
records, charges for, **Comp § 32:124**
savings funds, contributions to, **Comp § 32:126**
union dues, **Comp § 32:126**
Disabilities discrimination, **Emp P § 9:76, 9:106**
Disclosures, employment practices, **Emp P § 92:83, 92:108**
Employment agencies, **Emp P § 20:215, 20:242, 67:16, 67:41**
Employment practices
general discussion, **Emp P § 2:1, 2:30**
administrative sanctions and remedies, **Emp P § 82:28, 82:57, 82:58**
age discrimination, **Emp P § 8:14, 8:42**
apprenticeship statute, proceedings under, **Emp P § 90:277**
at-will employment, exceptions to, **Emp P § 62:31**
bona fide occupational qualifications, **Emp P § 15:13, 15:37**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:30**
complicity in discrimination, **Emp P § 12:4, 12:23**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:106**
disclosures, **Emp P § 92:83, 92:108**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:242**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:37**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:29**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:192**
national guard discrimination law, administrative sanctions and remedies, **Emp P § 82:58**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:41**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:32**
notices, **Emp P § 92:83, 92:108**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:22**
persons protected, **Emp P § 21:18, 21:46**
privacy statute, proceedings under, **Emp P § 90:277**
private employers subject to discrimination laws, **Emp P § 20:28, 20:56**
privileges of employment. Terms, conditions and privileges of employment, below

NEW HAMPSHIRE—Cont'd
Employment practices—Cont'd
public employers subject to discrimination laws, **Emp P § 20:93, 20:121**
race or color discrimination, **Emp P § 3:38**
religious or creed discrimination, **Emp P § 4:18, 4:45**
retaliation against opponents of discrimination, **Emp P § 10:70**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:40**
sexual or affectional orientation discrimination, **Emp P § 6:25**
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:16**
Equal pay
general discussion, **Emp P § 111:143**
criminal sanctions, **Emp P § 82:193**
job discrimination proceedings, **Emp P § 89:207**
Evidence, job discrimination proceedings, **Emp P § 89:205**
Exemptions
child labor, **Comp § 25:60**
payment of compensation, **Comp § 14:22**
Family leave, **Ben § 12:97**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:51**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated, suspended or laid off employees, payment of, **Comp § 33:55**
Future earnings
assignment, **Comp § 34:58**
garnishment, **Comp § 34:262**
Garnishment
general discussion, **Comp § 34:261 to 34:264, 42:463**
adverse employment actions, **Emp P § 63:7, 63:37**
amount of earnings subject to garnishment, **Comp § 34:261**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
future earnings, ban as to, **Comp § 34:262**
judgment, issuance required, **Comp § 34:263**
wife's or child's earnings, ban as to, **Comp § 34:264**
Handicapped persons, minimum wages, **Comp § 18:144**
Harassment, **Emp P § 51:70**
Health, selection and retention of employees, **Emp P § 28:31, 28:53**
Hearings, job discrimination proceedings, **Emp P § 89:204**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:73**
Holidays, **Ben § 10:34; Comp § 31:84**
Interagency cooperation, job discrimination agencies, **Emp P § 83:209**
Investigations, job discrimination proceedings, **Emp P § 89:202**
Items benefiting employer, deductions from compensation for charges for, **Comp § 32:124**

NEW HAMPSHIRE—Cont'd
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:207 to 83:213**
advisory committees, **Emp P § 83:213**
annual reports, **Emp P § 83:212**
basic organization, powers and duties, **Emp P § 83:207**
interagency cooperation, **Emp P § 83:209**
research and education projects, **Emp P § 83:211**
rule making, **Emp P § 83:208**
technical assistance, **Emp P § 83:210**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:200 to 89:207**
basic fair employment practices statute procedures, **Emp P § 89:200**
complaint processing, **Emp P § 89:200**
conciliation, **Emp P § 89:203**
decision of commission, **Emp P § 89:206**
equal pay proceedings, **Emp P § 89:207**
evidence, procurement of, **Emp P § 89:205**
hearings, **Emp P § 89:204**
investigations, **Emp P § 89:202**
recalcitrant workers, complaints against, **Emp P § 89:201**
Judicial remedies, employment practices, **Emp P § 80:1, 80:29**
Jury duty, **Ben § 14:31**
Labor disputes, payment of compensation, **Comp § 30:59**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:192**
Laid off employees, payment of compensation, **Comp § 30:59, 33:51**
Learners, minimum wages, **Comp § 18:146**
Life insurance, **Ben § 8:116; Emp P § 8:175**
Loans from employer, repayments of, **Comp § 32:125**
Mandatory retirement, **Emp P § 52:35, 52:54**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:28**
Meal breaks, **Emp P § 45:32, 45:52**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:116**
conversion privileges, **Ben § 8:175**
coordination of benefits, **Ben § 5:277**
mandated provisions, **Ben § 5:220**
Medical examinations, deductions from compensation for charges for, **Comp § 32:124**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:143 to 18:148, 42:93, 42:157, 42:158**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:148**
criminal penalties, **Comp § 42:159**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs and attorney's fees, **Comp § 42:158**
handicapped persons, **Comp § 18:144**
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:158**
learners, apprentices and minors, **Comp § 18:146**
most employees, **Comp § 18:143**
nursing home employees, **Comp § 18:147**
students, **Comp § 18:145**
National guard discrimination law, **Emp P § 82:58, 111:142**

NEW HAMPSHIRE—Cont'd
National origin discrimination, **Emp P § 7:14, 7:41**
Nature of state statutes affecting labor relations, **Labor § 2:34**
New-hire reporting, compensation, **Comp § 37:227**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:32**
Notice
child labor, **Comp § 27:44**
compensation, **Comp § 37:141**
employment practices, **Emp P § 92:83, 92:108**
support withholding, **Comp § 42:500**
Nursing home employees, minimum wages, **Comp § 18:147**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:22**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:111, 21:112, 42:93, 42:157, 42:158**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:159**
employee's suit for wages, costs and attorney's fees, **Comp § 42:158**
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:158**
maximum hours, **Comp § 21:111**
time worked, **Comp § 21:112**
Parental leave, **Ben § 12:97**
Payment of compensation
general discussion, **Comp § 29:94 to 29:96, 30:58, 30:59, 42:351, 42:352; Emp P § 39:76**
benefit fund contributions, payment within 30 days, **Comp § 29:96**
criminal penalties, **Comp § 42:350**
deductions from compensation, above
discharge from employment, **Comp § 30:58**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:349**
exemptions, **Comp § 14:22**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay as wages, **Comp § 31:84**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:349**
labor disputes, **Comp § 30:59**
layoffs, **Comp § 30:59**
other employees, **Comp § 13:42**
periodic wages, **Comp § 29:94**
release of claim for wages, ban on, **Comp § 29:95**
severance pay as wages, **Comp § 31:84**
support withholding, below
vacation pay, **Comp § 31:2, 31:38**
Pension and retirement payments, **Emp P § 46:48, 46:63**
Periodic wages, **Comp § 29:94**
Permits, child labor, **Comp § 26:44**
Persons protected, employment practices, **Emp P § 21:18, 21:46**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:53**
Pregnancy benefits, **Emp P § 44:178, 44:195**
Pregnancy discrimination, **Emp P § 5:12, 5:40**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:73**

NEW HAMPSHIRE—Cont'd
Privacy, employment practices, **Emp P § 90:277, 112:1, 112:18**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:56**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:121**
Race discrimination, **Emp P § 3:38**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:201**
Records and reports
general discussion, **Comp § 37:140, 42:638**
criminal penalties, **Comp § 42:638**
deductions from compensation, **Comp § 32:124**
employment and consumer records, access to, **Emp P § 54:28**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:73**
Release of claim for wages, ban on, **Comp § 29:95**
Religious discrimination, **Emp P § 4:18, 4:45**
Remedies, child labor, **Comp § 28:51**
Research and education projects, job discrimination agencies, **Emp P § 83:211**
Rest breaks, **Emp P § 45:32, 45:52**
Retaliation against opponents of discrimination, **Emp P § 10:70**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:208**
Sanctions, child labor, **Comp § 28:51**
Savings funds, deductions from compensation for contributions to, **Comp § 32:126**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:22**
criminal arrests and convictions, **Emp P § 33:23.50**
health and physical fitness, **Emp P § 28:31, 28:53**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:73**
marital status, **Emp P § 32:10, 32:28**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:18**
veterans and other uniformed service members, **Emp P § 40:67**
Selection of representative, **Labor § 24:60**
Severance pay as wages, **Comp § 31:84**
Sex discrimination, **Emp P § 5:12, 5:40**
Sexual or affectional orientation discrimination, **Emp P § 6:25**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:18**
State statutes
arbitration of contract disputes, **Labor § 49:198**
court enforcement of state labor relations statutes, **Labor § 62:137**
coverage of state statutes affecting labor relations, **Labor § 15:31**
nature of state statutes affecting labor relations, **Labor § 2:34**
selection of representative, **Labor § 24:60**
Students, minimum wages, **Comp § 18:145**
Support withholding
general discussion, **Comp § 34:450, 42:504 to 42:507, 42:572 to 42:577**

NEW HAMPSHIRE—Cont'd
Support withholding—Cont'd
appeal of division of human services' order, **Comp § 42:576**
employer's liability, **Comp § 42:572**
employment information, criminal penalties for failure to provide, **Comp § 42:573**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:571**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
order of division of human services' order, criminal penalties for noncompliance with, **Comp § 42:575**
performance standard for disposition of cases, **Comp § 42:501**
withholding or sending of wages, criminal penalties for failure, **Comp § 42:574**
Suspended employees, payment of compensation, **Comp § 33:55**
Technical assistance, job discrimination agencies, **Emp P § 83:210**
Termination of employment, payment of compensation, **Comp § 30:58, 33:51**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:34**
employment and consumer records, access to, **Emp P § 54:28**
harassment, **Emp P § 51:70**
mandatory retirement, **Emp P § 52:35, 52:54**
pension and retirement payments, **Emp P § 46:48, 46:63**
pregnancy benefits, **Emp P § 44:178, 44:195**
rest and meal breaks, **Emp P § 45:32, 45:52**
training programs, **Emp P § 48:30, 48:49**
wage and salary discrimination, **Emp P § 44:79, 44:107**
Time off statutes, criminal sanctions, **Emp P § 82:195**
Training programs, **Emp P § 48:30, 48:49**
Unemployment compensation, **Ben § 4:74**
Uniformed service members, proceedings related to, **Emp P § 90:16**
Union dues, deductions from compensation, **Comp § 32:126**
Union practices, **Emp P § 66:12, 66:37**
Vacations, **Ben § 9:25; Comp § 31:2, 31:38**
Veterans and other uniformed service members
reemployment statute, criminal sanctions, **Emp P § 82:194**
selection and retention of employees, **Emp P § 40:67**
Wife's earnings, ban as to garnishment of, **Comp § 34:264**
Witness duty, **Ben § 14:31**
Workplace Safety (this index)

NEW-HIRE REPORTINGS
General discussion, **Comp § 37:198 et seq.**

NEW JERSEY
Administrative sanctions and remedies, **Emp P § 82:28, 82:59, 82:60**
Administrative subpoena, enforcement of, **Emp P § 111:145**
Advisory committees, job discrimination agencies, **Emp P § 83:221**
Affirmative action plans, **Emp P § 68:92, 68:120**
Age discrimination, **Emp P § 8:14, 8:43, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**

NEW JERSEY—Cont'd
Agency proceedings, **Labor § 46:28**
Agricultural employees, overtime pay, **Comp § 21:115**
Air carrier employees
minimum wages, **Comp § 18:154**
rescheduling time off, **Comp § 21:121**
Amusement employees, minimum wages, **Comp § 18:154**
Ancestry discrimination, **Emp P § 7:14, 7:42**
Annual reports, job discrimination agencies, **Emp P § 83:218**
Antiretaliation measures, compensation, **Comp § 39:80**
Apprentices, minimum wages, **Comp § 18:150**
Assignments
general discussion, **Comp § 34:60 to 34:65, 42:484, 42:485**
court order, criminal penalties for assignments other than by, **Comp § 42:479**
court order required, **Comp § 34:62**
interest, limit as to, **Comp § 34:63**
legal rate of interest, criminal penalties for assignments exceeding the, **Comp § 42:480**
minimum debt serviced, **Comp § 34:60**
one active assignment, limit to, **Comp § 34:61**
state, payment to, **Comp § 34:65**
temporary disability insurance benefits, ban as to, **Comp § 34:64**
At-will employment, exceptions to, **Emp P § 62:32**
Beauty culture occupations, overtime pay for minors, **Comp § 21:119**
Benefit plans, deductions from compensation for contributions to, **Comp § 32:128**
Birth place, discrimination based on, **Emp P § 7:14, 7:42**
Bona fide occupational qualifications, **Emp P § 15:13, 15:38**
Burden of employee at hearing to contest support withholding, **Comp § 42:577**
Certificates, child labor, **Comp § 26:45**
Cessation of employment, payment of compensation, **Comp § 30:60, 33:53**
Charitable contributions, deductions from compensation, **Comp § 32:134**
Child labor
general discussion, **Comp § 25:62, 25:63**
administrative procedures, **Comp § 28:111**
certificates and permits, **Comp § 26:45**
deductions from compensation for charges for certificates, **Comp § 32:135**
exemptions, **Comp § 25:62**
minimum wages, **Comp § 18:153**
notices, **Comp § 27:45**
prohibitions, **Comp § 25:63**
records and reports, **Comp § 27:14**
sanctions and remedies, **Comp § 28:52**
Citizenship discrimination, **Emp P § 7:14, 7:42**
Cleaning occupations, overtime pay for minors, **Comp § 21:119**
Coerced discrimination, **Emp P § 11:3, 11:31**
Color discrimination, **Emp P § 3:39**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:80**
appeal of agency judgment, **Comp § 42:52**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:51**

NEW JERSEY—Cont'd
Compensation—Cont'd
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:108**
form of payment, below
garnishment, below
judgment provisions, effect on suit for wages, **Comp § 42:51**
minimum wages, below
new-hire reporting, **Comp § 37:228**
notices, **Comp § 37:144**
overtime pay, below
payment of compensation, below
records and reports, below
rules, **Comp § 39:77 to 39:80**
support withholding, below
white collar employees, outside buyers and homeworkers, exception from records requirement, **Comp § 37:143**
Complaints, job discrimination proceedings, **Emp P § 89:208**
Complicity in discrimination, **Emp P § 12:4, 12:24**
Conciliation, job discrimination proceedings, **Emp P § 89:212**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:117**
Coordination of medical benefits, **Ben § 5:278**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:143 to 111:149**
administrative subpoena, enforcement of, **Emp P § 111:145**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decision, enforcement of, **Emp P § 111:147**
director's decision, review of, **Emp P § 111:146**
equal pay statute actions, **Emp P § 111:149**
fair employment practices statute, **Emp P § 111:145 et seq.**
garnishment cases, **Emp P § 116:1, 116:16**
private rights, enforcement of, **Emp P § 111:148**
time off cases, **Emp P § 117:1, 117:7**
tobacco use discrimination law actions, **Emp P § 111:150**
Worker Freedom from Employer Intimidation Act, **Emp P § 111:151**
Creed discrimination, **Emp P § 4:18, 4:46**
Criminal arrests and convictions, selection and retention of employees, **COMPENSATN 33:25**
Criminal penalties
general discussion, **Emp P § 82:196 to 82:200**
employee privacy statute, **Emp P § 82:198**
equal pay statute, **Emp P § 82:197**
fair employment practices statute, **Emp P § 82:196**
minimum wages, **Comp § 42:162, 42:163**
overtime pay, **Comp § 42:162, 42:163**
time off statutes, **Emp P § 82:200**
unlawful discharge or discipline statute (non FEP), **Emp P § 82:199**
Death of employee, payment of compensation, **Comp § 30:62**
Deductions from compensation
general discussion, **Comp § 32:127 to 32:138**
benefit plans, contributions to, **Comp § 32:128**
charitable contributions, **Comp § 32:134**

NEW JERSEY—Cont'd
Deductions from compensation—Cont'd
child labor certificates, charges for, **Comp § 32:135**
government bonds, purchase of, **Comp § 32:131**
gratuities, claims for, **Comp § 32:136**
individual retirement accounts, contributions to, **Comp § 32:129**
laundering of uniforms, charges for, **Comp § 32:132**
loans from employer, repayment of, **Comp § 32:131**
mass transportation commuter tickets, charges for, **Comp § 32:137**
medical exams, charges for, **Comp § 32:133**
payroll errors, corrections of, **Comp § 32:131**
political contributions, **Comp § 32:138**
purchases from employer, repayment of, **Comp § 32:131**
safety equipment, charges for, **Comp § 32:131**
savings, **Comp § 32:129**
securities, purchases of, **Comp § 32:128**
uniforms, charges for, **Comp § 32:132**
union dues, fees, and other charges, **Comp § 32:130**
Direct deposit of compensation, **Comp § 33:57**
Disabilities discrimination, **Emp P § 9:76, 9:107**
Disclosures, employment practices, **Emp P § 92:83, 92:109**
Dispute, wages affected by, **Comp § 29:100**
Dyeing occupations, overtime pay for minors, **Comp § 21:119**
Employee privacy statute, criminal sanctions, **Emp P § 82:198**
Employment agencies, **Emp P § 20:215, 20:243, 67:16, 67:42**
Employment practices
general discussion, **Emp P § 2:1, 2:31**
administrative sanctions and remedies, **Emp P § 82:28, 82:59, 82:60**
affirmative action plans, **Emp P § 68:92, 68:120**
age discrimination, **Emp P § 8:14, 8:43**
at-will employment, exceptions to, **Emp P § 62:32**
bona fide occupational qualifications, **Emp P § 15:13, 15:38**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:31**
complicity in discrimination, **Emp P § 12:4, 12:24**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:107**
disclosures, **Emp P § 92:83, 92:109**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:243**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:38**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:326**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:30**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:193**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:42**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:33**
notices, **Emp P § 92:83, 92:109**

NEW JERSEY—Cont'd
Employment practices—Cont'd
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:23**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:22**
persons protected, **Emp P § 21:18, 21:47**
private employers subject to discrimination laws, **Emp P § 20:28, 20:57**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:122**
race or color discrimination, **Emp P § 3:39**
religious or creed discrimination, **Emp P § 4:18, 4:46**
retaliation against opponents of discrimination, **Emp P § 10:71**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:41**
sexual or affectional orientation discrimination, **Emp P § 6:26**
terms, conditions and privileges of employment, below
tobacco use discrimination law, administrative sanctions and remedies, **Emp P § 82:60**
Equal pay
general discussion, **Emp P § 111:149**
criminal sanctions, **Emp P § 82:197**
job discrimination proceedings, **Emp P § 89:216**
Evidence, job discrimination proceedings, **Emp P § 89:214**
Executive employees, monthly payments for, **Comp § 29:98**
Exemptions, child labor, **Comp § 25:62**
Family leave, **Ben § 12:98**
Farm products, first processors of, **Comp § 18:154, 21:116**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Fees of employer, garnishment, **Comp § 34:268**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:52 to 33:54**
direct deposit, **Comp § 33:57**
federal contractors, **Comp § 33:2**
goods and merchandise, payment by, **Comp § 33:59**
lawful money, rule requiring payment in, **Comp § 33:3**
termination, suspension or cessation of employment, payment upon, **Comp § 33:58**
Fringe benefits, **Emp P § 44:138, 44:157**
Garnishment
general discussion, **Comp § 34:265 to 34:269, 42:463**
amount of earnings subject to garnishment, **Comp § 34:265**
employment practices, **Emp P § 63:7, 63:38, 116:1, 116:16**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:268**
modification of garnishment, **Comp § 34:269**
preference of garnishments, **Comp § 34:267**
temporary disability insurance benefits, ban as to, **Comp § 34:266**
Government bonds, deductions from compensation for purchase of, **Comp § 32:131**

NEW JERSEY—Cont'd
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:326**
Gratuities, deductions from compensation for claims for, **Comp § 32:136**
Handicapped persons, minimum wages, **Comp § 18:151**
Harassment, **Emp P § 51:71**
Health, selection and retention of employees, **Emp P § 28:31, 28:54**
Hearings, job discrimination proceedings, **Emp P § 89:213**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:74**
Holidays, **Ben § 10:35**
Homeworkers, exception from records requirement, **Comp § 37:143**
Hotel employees
  minimum wages, **Comp § 18:154, 18:155**
  overtime pay, **Comp § 21:117**
Individual retirement accounts, deductions from compensation for contributions to, **Comp § 32:129**
Interagency cooperation, job discrimination agencies, **Emp P § 83:216**
Interest, assignments, **Comp § 34:63**
Investigations, job discrimination proceedings, **Emp P § 89:210**
Job discrimination agencies
  general discussion, **Emp P § 83:61, 83:214 to 83:221**
  advisory committees, **Emp P § 83:221**
  annual reports, **Emp P § 83:218**
  basic organization, powers and duties, **Emp P § 83:214**
  deferral to local agencies, **Emp P § 83:220**
  interagency cooperation, **Emp P § 83:216**
  local agencies, **Emp P § 83:219, 83:220**
  research and education projects, **Emp P § 83:217**
  rule making, **Emp P § 83:215**
Job discrimination proceedings
  general discussion, **Emp P § 89:1, 89:208 to 89:216**
  basic fair employment practices statute procedures, **Emp P § 89:208**
  complaints, **Emp P § 89:208**
  conciliation, **Emp P § 89:212**
  decision of director, **Emp P § 89:215**
  equal pay proceedings, **Emp P § 89:216**
  evidence, procurement of, **Emp P § 89:214**
  hearings, **Emp P § 89:213**
  investigations, **Emp P § 89:210**
  probable cause determination, **Emp P § 89:211**
  recalcitrant workers, complaints against, **Emp P § 89:209**
Judicial remedies, employment practices, **Emp P § 80:1, 80:30**
Jury duty, **Ben § 14:32**
Labor disputes, payment of compensation, **Comp § 30:61**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:193**
Laundering of uniforms, deductions from compensation for charges for, **Comp § 32:132**
Laundry occupations, overtime pay for minors, **Comp § 21:119**
Learners, minimum wages, **Comp § 18:150**
Life insurance, **Ben § 8:117; Emp P § 8:176**
Loans from employer, deductions from compensation for repayment of, **Comp § 32:131**
Mandatory retirement, **Emp P § 52:35, 52:55**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:29**

NEW JERSEY—Cont'd
Mass transportation commuter tickets, deductions from compensation for charges for, **Comp § 32:137**
Meal breaks, **Emp P § 45:32, 45:53**
Medical benefits
  continuation of individual coverage in group insurance policies, **Ben § 8:117**
  conversion privileges, **Ben § 8:176**
  coordination of benefits, **Ben § 5:278**
  mandated provisions, **Ben § 5:221**
Medical examinations, deductions from compensation for charges for, **Comp § 32:133**
Mercantile occupations, overtime pay for minors in, **Comp § 21:120**
Minimum wages
  general discussion, **Comp § 18:1 et seq., 18:149 to 18:157, 39:78, 42:93, 42:159 to 42:163**
  contract, varying rules by, **Comp § 18:5**
  criminal penalties, **Comp § 42:162, 42:163**
  deductions not qualifying as credits against minimum wages, **Comp § 18:6**
  employee's suit for wages, costs and attorney's fees, **Comp § 42:160**
  first processors of farm products, or for seasonal amusement, hotel, motel, restaurant, or air carrier employees, **Comp § 18:154**
  handicapped persons, **Comp § 18:151**
  hotel or motel employees, **Comp § 18:155**
  labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:160**
  learners, apprentices and students, **Comp § 18:150**
  minors in certain occupations, **Comp § 18:153**
  most employees, **Comp § 18:149**
  reliance on official ruling as employer's defense, **Comp § 42:163**
  restaurant employees, **Comp § 18:156**
  retaliation, sanctions for, **Comp § 42:164**
  students employed by a college or university, **Comp § 18:152**
  time limit for filing suit, **Comp § 42:161**
  uniforms, **Comp § 18:157**
Modification of garnishment, **Comp § 34:269**
Motel employees
  minimum wages, **Comp § 18:154, 18:155**
  overtime pay, **Comp § 21:117**
National origin discrimination, **Emp P § 7:14, 7:42**
New-hire reporting, compensation, **Comp § 37:228**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:33**
Notice
  child labor, **Comp § 27:45**
  compensation, **Comp § 37:144**
  employment practices, **Emp P § 92:83, 92:109**
  support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:23**
Outside buyers, exception from records requirement, **Comp § 37:143**
Overtime pay
  general discussion, **Comp § 21:1 et seq., 21:113 to 21:121, 39:78, 42:93, 42:159 to 42:163**
  agricultural employees, **Comp § 21:115**

NEW JERSEY—Cont'd
Overtime pay—Cont'd
air carrier employees, rescheduling time off for, **Comp § 21:121**
beauty culture, laundry, cleaning or dyeing occupations, minors in, **Comp § 21:119**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:162, 42:163**
employee's suit for wages, costs and attorney's fees, **Comp § 42:160**
farm products, first processors of, **Comp § 21:116**
hotel, motel or restaurant employees, **Comp § 21:117**
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:160**
maximum hours, **Comp § 21:113, 21:116**
mercantile occupations, minors in, **Comp § 21:120**
most employees, **Comp § 21:113**
reliance on official ruling as employer's defense, **Comp § 42:163**
resident employees, **Comp § 21:118**
retaliation, sanctions for, **Comp § 42:164**
time limit for filing suit, **Comp § 42:161**
time worked, **Comp § 21:114, 21:118 to 21:120**
Parental leave, **Ben § 12:98**
Payment of compensation
general discussion, **Comp § 29:97 to 29:100, 30:60 to 30:62, 39:79, 42:353 to 42:356**
cessation of employment, **Comp § 30:60**
death of employee, **Comp § 30:62**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:100**
employee's suit for enforcement, **Comp § 42:351**
executive, supervisory or other specially classified employees, monthly payments for, **Comp § 29:98**
form of payment, above
labor commissioner's suit for enforcement, **Comp § 42:351**
labor disputes, **Comp § 30:61**
medical examination charges, fine for, **Comp § 42:354**
other employees, **Comp § 13:43**
purchases from employer, fine and court costs for requiring, **Comp § 42:353**
railroad-related employees, weekly wages for, **Comp § 29:99**
semi-monthly wages for most employees, **Comp § 29:97**
support withholding, below
suspension of employment, **Comp § 30:60**
termination of employment, **Comp § 30:60**
untimely or insufficient payment, civil fines for, **Comp § 42:352**
Payroll errors, deductions from compensation for corrections of, **Comp § 32:131**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:22**
Permits, child labor, **Comp § 26:45**
Persons protected, employment practices, **Emp P § 21:18, 21:47**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:54**
Political contributions, deductions from compensation, **Comp § 32:138**

NEW JERSEY—Cont'd
Polygraph tests, employment practices, **Emp P § 53:26, 53:45**
Preference of garnishments, **Comp § 34:267**
Pregnancy discrimination, **Emp P § 5:12, 5:41**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:74**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:57**
Private rights, enforcement of, **Emp P § 111:148**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:211**
Promotions, employment practices, **Emp P § 47:23, 47:29**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:122**
Purchases from employer, deductions from compensation for repayment of, **Comp § 32:131**
Race discrimination, **Emp P § 3:39**
Railroad-related employees, weekly wages for, **Comp § 29:99**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:209**
Records and reports
general discussion, **Comp § 37:142, 37:143, 42:639**
child labor, **Comp § 27:14**
criminal penalties, **Comp § 42:639**
employment and consumer records, access to, **Emp P § 54:29.50**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:74**
Reliance on official ruling as employer's defense, overtime pay, **Comp § 42:163**
Religious discrimination, **Emp P § 4:18, 4:46**
Remedies, child labor, **Comp § 28:52**
Research and education projects, job discrimination agencies, **Emp P § 83:217**
Resident employees, overtime pay, **Comp § 21:118**
Restaurant employees
minimum wages, **Comp § 18:154, 18:156**
overtime pay, **Comp § 21:117**
Rest breaks, **Emp P § 45:32, 45:53**
Retaliation, overtime pay, **Comp § 42:164**
Retaliation against opponents of discrimination, **Emp P § 10:71**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:215**
Safety equipment, deductions from compensation for charges for, **Comp § 32:131**
Sanctions, child labor, **Comp § 28:52**
Savings, deductions from compensation, **Comp § 32:129**
Seasonal employees, minimum wages, **Comp § 18:154**
Securities, deductions from compensation for purchases of, **Comp § 32:128**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:54**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:74**
marital status, **Emp P § 32:10, 32:29**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:19**
veterans and other uniformed service members, **Emp P § 40:68**

NEW JERSEY—Cont'd
Semi-monthly wages for most employees, **Comp § 29:97**
Sex discrimination, **Emp P § 5:12, 5:41**
Sexual or affectional orientation discrimination, **Emp P § 6:26**
Sick leave, **Ben § 11:30.30**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:19**
Specially classified employees, monthly payments for, **Comp § 29:98**
State statutes
arbitration of contract disputes, **Labor § 49:199**
court enforcement of state labor relations statutes, **Labor § 62:138 to 62:140**
coverage of state statutes affecting labor relations, **Labor § 15:32**
nature of state statutes affecting labor relations, **Labor § 2:35**
Students, minimum wages, **Comp § 18:150**
Supervisory employees, monthly payments for, **Comp § 29:98**
Support withholding
general discussion, **Comp § 34:451, 42:504 to 42:507, 42:578**
burden of employee at hearing to contest withholding, **Comp § 42:577**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Suspension of employment, payment of compensation, **Comp § 30:60, 33:53**
Temporary disability insurance benefits, ban as to assignment or garnishment of, **Comp § 34:64, 34:266**
Temporary disability laws, **Ben § 6:25**
Termination of employment, payment of compensation, **Comp § 30:60, 33:53**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:35**
employment and consumer records, access to, **Emp P § 54:29.50**
fringe benefits, **Emp P § 44:138, 44:157**
harassment, **Emp P § 51:71**
mandatory retirement, **Emp P § 52:35, 52:55**
polygraph tests, **Emp P § 53:26, 53:45**
promotions, **Emp P § 47:23, 47:29**
rest and meal breaks, **Emp P § 45:32, 45:53**
training programs, **Emp P § 48:30, 48:50**
wage and salary discrimination, **Emp P § 44:79, 44:108**
Time off, employment practices, **Emp P § 82:200, 117:1, 117:7**
Tobacco use discrimination law, **Emp P § 82:60, 111:148**
Training programs, **Emp P § 48:30, 48:50**
Unemployment compensation, **Ben § 4:75**
Uniforms
deductions from compensation, **Comp § 32:132**
minimum wages, **Comp § 18:157**
Union dues, fees, and other charges, deductions from compensation, **Comp § 32:130**
Union practices, **Emp P § 66:12, 66:38**
Unlawful discharge or discipline statute (non FEP), criminal sanctions, **Emp P § 82:199**

NEW JERSEY—Cont'd
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:68**
Voting time off, **Ben § 13:20**
White collar employees, exception from records requirement, **Comp § 37:143**
Witness duty, **Ben § 14:32**
Worker Freedom from Employer Intimidation Act, **Emp P § 111:151**
Workplace Safety (this index)

NEWLY DISCOVERED EVIDENCE
National LABOR Relations Board, relitigation of issues previously raised in other proceedings, **Labor § 42:253**

NEWLY-FOUND UNITS
Unions, appropriate bargaining units, **Labor § 19:11 to 19:17**

NEWLY HIRED EMPLOYEES
Unfair labor practices, setting starting wage rates for, **Labor § 36:22**

NEW MEXICO
Administrative sanctions and remedies, **Emp P § 82:28, 82:61**
Administrative subpoena, enforcement of, **Emp P § 111:153**
Advisory committees, job discrimination agencies, **Emp P § 83:226**
Age discrimination, **Emp P § 8:14, 8:44, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:29**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:23**
Ancestry discrimination, **Emp P § 7:14, 7:43**
Annual reports, job discrimination agencies, **Emp P § 83:225**
Appeals
employment practices, **Emp P § 111:157**
wage claim proceedings, **Comp § 42:357**
Arbitration of contract disputes, **Labor § 49:200**
Assignments
general discussion, **Comp § 34:66 to 34:68**
amount, limit on, **Comp § 34:67**
conditions, **Comp § 34:66**
small loan companies, receipt by, **Comp § 34:68**
At-will employment, exceptions to, **Emp P § 62:33**
Birth place, discrimination based, **Emp P § 7:14, 7:43**
Blacklisting, **Emp P § 65:42, 65:59, 82:203**
Bona fide occupational qualifications, **Emp P § 15:13, 15:39**
Certificates, child labor, **Comp § 26:46**
Child labor
general discussion, **Comp § 25:64, 25:65**
administrative procedures, **Comp § 28:112**
certificates and permits, **Comp § 26:46**
court proceedings, **Comp § 28:147**
exemptions, **Comp § 25:64**
notices, **Comp § 27:46**
prohibitions, **Comp § 25:65**
sanctions and remedies, **Comp § 28:53**
Citizenship discrimination, **Emp P § 7:14, 7:43**
Coerced discrimination, **Emp P § 11:3, 11:32**
Color discrimination, **Emp P § 3:40**
Commissions and other nonfixed payments, **Comp § 21:123, 29:103**

NEW MEXICO—Cont'd
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:53**
criminal penalties for pay violations, **Comp § 42:53**
discrimination, **Emp P § 44:79, 44:109**
exemptions, **Comp § 36:24**
form of payment, below
garnishment, amount of earnings subject to, **Comp § 34:270**
minimum wages, below
new-hire reporting, **Comp § 37:229**
notices, **Comp § 37:146**
payment of compensation, below
records and reports, below
rules, **Comp § 39:81**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:217**
Complicity in discrimination, **Emp P § 12:4, 12:25**
Conciliation, job discrimination proceedings, **Emp P § 89:220**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:118**
Coordination of medical benefits, **Ben § 5:279**
Court enforcement of state labor relations statutes, **Labor § 62:141 to 62:145**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:150 to 111:155**
administrative subpoena, enforcement of, **Emp P § 111:153**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:157**
commission decision, review and enforcement of, **Emp P § 111:153, 111:154**
commission requirements, relief from, **Emp P § 111:156**
fair employment practices statute, **Emp P § 111:152 et seq.**
preliminary equitable relief, **Emp P § 111:152**
privacy cases, **Emp P § 112:1, 112:19**
review of commission decision, **Emp P § 111:154**
veterans' reemployment cases, **Emp P § 114:1, 114:11**
Coverage of state statutes affecting labor relations, **Labor § 15:33**
Credits, minimum wages, **Comp § 18:160**
Creed discrimination, **Emp P § 4:18, 4:47**
Criminal penalties
general discussion, **Emp P § 82:100, 82:201 to 82:203**
blacklisting statute, **Emp P § 82:203**
employee privacy statute, **Emp P § 82:202**
fair employment practices statute, **Emp P § 82:201**
payment of compensation, **Comp § 42:53, 42:166, 42:360**
Direct deposit of compensation, **Comp § 33:60**
Disabilities discrimination, **Emp P § 9:76, 9:108**
Disabled persons, minimum wages, **Comp § 18:159**
Discharge from employment, employee's suit for untimely payment after, **Comp § 42:355**

NEW MEXICO—Cont'd
Disclosures, employment practices, **Emp P § 92:83, 92:110**
Employee privacy statute, criminal sanctions, **Emp P § 82:202**
Employment agencies, **Emp P § 20:215, 20:244, 67:16, 67:43**
Employment practices
general discussion, **Emp P § 2:1, 2:32**
administrative sanctions and remedies, **Emp P § 82:28, 82:61**
age discrimination, **Emp P § 8:14, 8:44**
at-will employment, exceptions to, **Emp P § 62:33**
blacklisting, **Emp P § 65:42, 65:59**
bona fide occupational qualifications, **Emp P § 15:13, 15:39**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:32**
complicity in discrimination, **Emp P § 12:4, 12:25**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:108**
disclosures, **Emp P § 92:83, 92:110**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:244**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:39**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:31**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:285**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:194**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:43**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:34**
notices, **Emp P § 92:83, 92:110**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:24**
persons protected, **Emp P § 21:18, 21:48**
private employers subject to discrimination laws, **Emp P § 20:28, 20:58**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:123**
race or color discrimination, **Emp P § 3:40**
reference check immunity, **Emp P § 65:14, 65:30**
religious or creed discrimination, **Emp P § 4:18, 4:47**
retaliation against opponents of discrimination, **Emp P § 10:72**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:42**
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:223**
Exemptions
child labor, **Comp § 25:64**
payment of compensation, **Comp § 14:23**

NEW MEXICO—Cont'd
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Flat rate, overtime pay, **Comp § 21:123**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:55**
direct deposit, **Comp § 33:60**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Garnishment
adverse employment actions, **Emp P § 63:7, 63:39**
amount of earnings subject to garnishment, **Comp § 34:270**
Harassment, **Emp P § 51:72**
Hearings, job discrimination proceedings, **Emp P § 89:222**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:75**
Holidays, **Ben § 10:36**
Investigations, job discrimination proceedings, **Emp P § 89:218**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:222 to 83:226**
advisory committees, **Emp P § 83:226**
annual reports, **Emp P § 83:225**
basic organization, powers and duties, **Emp P § 83:222**
research and education projects, **Emp P § 83:224**
rule making, **Emp P § 83:223**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:217 to 89:224**
basic fair employment practices statute procedures, **Emp P § 89:217**
complaint processing, **Emp P § 89:217**
conciliation, **Emp P § 89:220**
decision of commission, **Emp P § 89:224**
evidence, procurement of, **Emp P § 89:223**
hearings, **Emp P § 89:222**
investigations, **Emp P § 89:218**
medical conditions, complaints by persons with urgent, **Emp P § 89:221**
probable cause determination, **Emp P § 89:219**
Judicial remedies, employment practices, **Emp P § 80:1, 80:31**
Jury duty, **Ben § 14:33**
Labor disputes, payment of compensation, **Comp § 30:64**
Labor-management training committees, **Emp P § 20:268, 20:285, 67:67, 67:81**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:194**
Life insurance, **Ben § 8:118; Emp P § 8:177**
Mandatory retirement, **Emp P § 52:35, 52:56**
Meal breaks, **Emp P § 45:32, 45:54**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:118**
conversion privileges, **Ben § 8:177**
coordination of benefits, **Ben § 5:279**
mandated provisions, **Ben § 5:222**
Medical conditions, complaints by persons with urgent, **Emp P § 89:221**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:158 to 18:160, 42:93, 42:164 to 42:166**
contract, varying rules by, **Comp § 18:5**

NEW MEXICO—Cont'd
Minimum wages—Cont'd
credits, **Comp § 18:160**
criminal penalties for pay violations, **Comp § 42:167**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons, **Comp § 18:159**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:165**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:165**
most employees, **Comp § 18:158**
time limit for filing suit, **Comp § 42:166**
National origin discrimination, **Emp P § 7:14, 7:43**
Nature of state statutes affecting labor relations, **Labor § 2:36**
New-hire reporting, compensation, **Comp § 37:229**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:34**
Notice
child labor, **Comp § 27:46**
compensation, **Comp § 37:146**
employment practices, **Emp P § 92:83, 92:110**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:24**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:122 to 21:124, 42:93, 42:164 to 42:166**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties for pay violations, **Comp § 42:167**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:165**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:165**
maximum hours, **Comp § 21:122, 21:123**
most employees, **Comp § 21:122**
piece rate, flat rate or commission, employees paid, **Comp § 21:123**
time limit for filing suit, **Comp § 42:166**
time worked, **Comp § 21:124**
Payment of compensation
general discussion, **Comp § 29:101 to 29:103, 30:63, 30:64, 42:357 to 42:360**
appeals in wage claim proceedings, **Comp § 42:357**
commissions and other nonfixed payments, **Comp § 29:103**
criminal penalties, **Comp § 42:358**
discharge from employment, employee's suit for untimely payment after, **Comp § 42:355**
district attorney's enforcement of wage payment rules, **Comp § 42:356**
exemptions, **Comp § 14:23**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
labor commissioner's enforcement of wage payment rules, **Comp § 42:356**
labor disputes, **Comp § 30:64**
other employees, **Comp § 13:44**
semi-monthly wages for most employees, **Comp § 29:101**
support withholding, below
termination of employment, **Comp § 30:63**

NEW MEXICO—Cont'd
Payment of compensation—Cont'd
time off, receipt of vacation pay upon failure to take, **Comp § 31:40**
vacation pay, **Comp § 31:2, 31:39, 31:40**
white collar employees, monthly payments for, **Comp § 29:102**
Permits, child labor, **Comp § 26:46**
Persons protected, employment practices, **Emp P § 21:18, 21:48**
Piece rate, overtime pay, **Comp § 21:123**
Polygraph tests, **Emp P § 53:26, 53:46**
Pregnancy benefits, **Emp P § 44:178, 44:196**
Pregnancy discrimination, **Emp P § 5:12, 5:42**
Preliminary equitable relief, **Emp P § 111:152**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:75**
Privacy cases, **Emp P § 112:1, 112:19**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:58**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:219**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:123**
Race discrimination, **Emp P § 3:40**
Records and reports
general discussion, **Comp § 37:145, 42:640**
employment and consumer records, access to, **Emp P § 54:29**
labor commissioner's enforcement of record requirements, **Comp § 42:640**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:75**
Reference check immunity, **Emp P § 65:14, 65:30**
Religious discrimination, **Emp P § 4:18, 4:47**
Remedies, child labor, **Comp § 28:53**
Research and education projects, job discrimination agencies, **Emp P § 83:224**
Rest breaks, **Emp P § 45:32, 45:54**
Retaliation against opponents of discrimination, **Emp P § 10:72**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:223**
Sanctions, child labor, **Comp § 28:53**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:23**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:75**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:20**
veterans and other uniformed service members, **Emp P § 40:69**
Sex discrimination, **Emp P § 5:12, 5:42**
Sick leave, **Ben § 11:30.50**
Small loan companies, receipt of assignments by, **Comp § 34:68**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:20**
State statutes
arbitration of contract disputes, **Labor § 49:200**

NEW MEXICO—Cont'd
State statutes—Cont'd
court enforcement of state labor relations statutes, **Labor § 62:141 to 62:145**
coverage of state statutes affecting labor relations, **Labor § 15:33**
nature of state statutes affecting labor relations, **Labor § 2:36**
Support withholding
general discussion, **Comp § 34:452, 42:504 to 42:507, 42:579**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
stay of service, court response to an employee's petition for, **Comp § 42:578**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:36**
employment and consumer records, access to, **Emp P § 54:29**
harassment, **Emp P § 51:72**
mandatory retirement, **Emp P § 52:35, 52:56**
polygraph tests, **Emp P § 53:26, 53:46**
pregnancy benefits, **Emp P § 44:178, 44:196**
rest and meal breaks, **Emp P § 45:32, 45:54**
training programs, **Emp P § 48:30, 48:51**
wage and salary discrimination, **Emp P § 44:79, 44:109**
Time off, receipt of vacation pay upon failure to take, **Comp § 31:40**
Training programs, **Emp P § 48:30, 48:51**
Unemployment compensation, **Ben § 4:76**
Union practices, **Emp P § 66:12, 66:39**
Vacations, **Ben § 9:26; Comp § 31:2, 31:39, 31:40**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:69**
Veterans' reemployment cases, **Emp P § 114:1, 114:11**
Voting time off, **Ben § 13:21**
White collar employees, monthly payments for, **Comp § 29:102**
Witness duty, **Ben § 14:33**
Workplace Safety (this index)

NEW OWNERSHIP OF BUSINESS
Workplaceplace safety, recordkeeping under Michigan's plan for safety and health, **Work S § 4:488**

NEWSPAPER EMPLOYEES
General discussion, **Comp § 11:1, 11:13 to 11:17**
Child labor, **Comp § 24:62**
Combined minimum wage and overtime pay exemption under state law, **Comp § 11:15**
Delivery employees, **Comp § 11:14**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 11:1, 11:13 to 11:17**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 11:1, 11:13 to 11:17**
Minimum wage exemption under state law, **Comp § 11:16**
Overtime pay exemption under state law, **Comp § 11:17**
Small-circulation newspapers, employees of, **Comp § 11:13**
State law exemptions, **Comp § 11:15 to 11:17**

NEWSPAPERS
National Labor Relations Act (this index)
Unions and Union Practices (this index)

NEWSSTANDS
Retail or service establishment employees, **Comp § 12:153**

NEW TRIAL
Fair Labor Standards Act and similar state laws, **Comp § 41:255**
Motions, **Emp P § 108:6**

NEW VOTER ELIGIBILITY LIST
Unions, submission prior to second election, **Labor § 23:7**

NEW YORK
Accident insurance, civil penalty for failure to notify of cancellation, **Comp § 42:364**
Administrative sanctions and remedies, **Emp P § 82:28, 82:62, 82:63, 82:87**
Advisory committees, job discrimination agencies, **Emp P § 83:234**
Affirmative action plans, **Emp P § 68:92, 68:121**
Age discrimination, **Emp P § 8:14, 8:45, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:30**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:24**
Annual reports, job discrimination agencies, **Emp P § 83:232**
Apparel industry, compensation, **Comp § 42:59**
Appeals, employment practices, **Emp P § 111:161**
Apprentices, minimum wages, **Comp § 18:164**
Arbitration, job discrimination proceedings, **Emp P § 89:228**
Arbitration of contract disputes, **Labor § 49:201**
Assignments
- general discussion, **Comp § 34:69 to 34:75, 42:486 to 42:488**
- conditions, **Comp § 34:69**
- criminal penalties for violations, **Comp § 42:482**
- deductions, priority over, **Comp § 34:70**
- future earnings, limit as to, **Comp § 34:71**
- income execution, liability under, **Comp § 42:481**
- layoff of employee, **Comp § 34:74**
- public assistance recipient's wages, liability for assignment of, **Comp § 42:483**
- retail installment creditors, receipt by, **Comp § 34:72**
- state school or child care center, receipt by, **Comp § 34:75**
- temporary disability insurance benefits or wages of employees receiving public assistance, ban as to, **Comp § 34:73**

Attorney's fees for retaliation suits, compensation, **Comp § 42:57**
At-will employment, exceptions to, **Emp P § 62:34**
Blacklisting, **Emp P § 65:42, 65:60**
Bona fide occupational qualifications, **Emp P § 15:13, 15:40**
Cash shortages, deductions from compensation for charges for, **Comp § 32:143**
Certificates, child labor, **Comp § 26:47**
Child labor
- general discussion, **Comp § 25:66, 25:67**
- administrative procedures, **Comp § 28:113**
- certificates and permits, **Comp § 26:47**

NEW YORK—Cont'd
Child labor—Cont'd
- court proceedings, **Comp § 28:148**
- exemptions, **Comp § 25:66**
- notices, **Comp § 27:47**
- prohibitions, **Comp § 25:67**
- records and reports, **Comp § 27:15**
- sanctions and remedies, **Comp § 28:54**

Classification as service or non-service employee
- minimum wages, **Comp § 18:176**

Clerical or other nonmanual workers, semi-monthly wages for, **Comp § 29:104**
Coerced discrimination, **Emp P § 11:3, 11:33**
Commission salesmen, periodic payments for, **Comp § 29:107**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- apparel industry, penalties for, **Comp § 42:59**
- assignments, above
- attorney's fees for retaliation suits, **Comp § 42:57**
- child labor, above
- court proceedings, generally, **Comp § 42:54 to 42:59**
- criminal penalties, **Comp § 42:55**
- damages for retaliation suits, **Comp § 42:57**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:110**
- employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:54**
- exemptions, **Comp § 36:25**
- form of payment, below
- garnishment, below
- individual shareholders, actions against, **Comp § 42:56**
- labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:54**
- lost compensation for retaliation suits, **Comp § 42:57**
- minimum wages, below
- new-hire reporting, **Comp § 37:230**
- notices, **Comp § 37:148, 42:57**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:147**
- reinstatement for retaliation suits, **Comp § 42:57**
- retaliation, **Comp § 39:84, 42:56, 42:57**
- rules, **Comp § 39:82 to 39:84**
- support withholding, below
- time limit for retaliation suits, **Comp § 42:58**

Complaint processing, job discrimination proceedings, **Emp P § 89:225**
Compliance review, job discrimination proceedings, **Emp P § 89:234**
Complicity in discrimination, **Emp P § 12:4, 12:26**
Conciliation, job discrimination proceedings, **Emp P § 89:230**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:119**
Conversion privileges for health and life insurance, **Ben § 8:178**
Coordination of medical benefits, **Ben § 5:280**
Court enforcement of state labor relations statutes, **Labor § 62:146 to 62:149**

NEW YORK—Cont'd
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:156 to 111:160**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:161**
decisions, review and enforcement of, **Emp P § 111:159**
equal pay statute actions, **Emp P § 111:162**
fair employment practices statute, **Emp P § 111:158 et seq.**
garnishment cases, **Emp P § 116:1, 116:17**
preliminary equitable relief, **Emp P § 111:158**
privacy cases, **Emp P § 112:1, 112:20**
private rights, enforcement of, **Emp P § 111:160**
review of decisions, **Emp P § 111:159**
veterans' reemployment cases, **Emp P § 114:12**
Coverage of state statutes affecting labor relations, **Labor § 15:34**
Credits, minimum wages, **Comp § 18:162, 18:166, 18:168, 18:170, 18:172, 18:173, 18:176**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:24**
Criminal penalties
general discussion, **Emp P § 82:100, 82:204 to 82:207**
assignments, **Comp § 42:482**
compensation, **Comp § 42:55**
employee privacy statute, **Emp P § 82:206**
equal pay statute, **Emp P § 82:205**
fair employment practices statute, **Emp P § 82:204**
farm minimum wage violations, **Comp § 42:169**
reimbursement of employees or payment for vacation, separation, or holiday benefits, **Comp § 42:366**
time off statute, **Emp P § 82:207**
Damages for retaliation suits, compensation, **Comp § 42:57**
Deductions from compensation
general discussion, **Comp § 32:139 to 32:144**
assignments, priority of, **Comp § 34:70**
cash shortages, charges for, **Comp § 32:143**
fines, charges for, **Comp § 32:143**
gratuities, claims for, **Comp § 32:142**
health certificates, charges for, **Comp § 32:144**
insurance premiums, **Comp § 32:141**
kickbacks prohibited, **Comp § 32:139**
losses, charges for, **Comp § 32:143**
medical exams, charges for, **Comp § 32:144**
union dues, **Comp § 32:141**
Direct deposit of compensation, **Comp § 33:661**
Disabilities discrimination, **Emp P § 9:76, 9:109**
Disclosures, employment practices, **Emp P § 92:83, 92:111**
Dress codes, **Emp P § 31:20**
Employee privacy statute, criminal sanctions, **Emp P § 82:206**
Employment agencies, **Emp P § 20:215, 20:245, 67:16, 67:44**
Employment practices
general discussion, **Emp P § 2:1, 2:33**
administrative sanctions and remedies, **Emp P § 82:28, 82:62, 82:63, 82:87**
affirmative action plans, **Emp P § 68:92, 68:121**
age discrimination, **Emp P § 8:14, 8:45**
at-will employment, exceptions to, **Emp P § 62:34**
blacklisting, **Emp P § 65:42, 65:60**
bona fide occupational qualifications, **Emp P § 15:13, 15:40**

NEW YORK—Cont'd
Employment practices—Cont'd
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:33**
complicity in discrimination, **Emp P § 12:4, 12:26**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:109**
disclosures, **Emp P § 92:83, 92:111**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:245**
equal pay statute, administrative sanctions and remedies, **Emp P § 82:63**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:40**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:327**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:32**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:286**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:195**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:44**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:35**
notices, **Emp P § 92:83, 92:111**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:25**
persons protected, **Emp P § 21:18, 21:49**
private employers subject to discrimination laws, **Emp P § 20:28, 20:59**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:124**
race or color discrimination, **Emp P § 3:41**
records and reports, **Emp P § 92:45, 92:63**
religious or creed discrimination, **Emp P § 4:18, 4:48**
retaliation against opponents of discrimination, **Emp P § 10:73**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:43**
sexual or affectional orientation discrimination, **Emp P § 6:28**
terms, conditions and privileges of employment, below
time off statute, administrative sanctions and remedies, **Emp P § 82:87**
Equal pay
general discussion, **Emp P § 111:162**
administrative sanctions and remedies, **Emp P § 82:63**
criminal sanctions, **Emp P § 82:205**
job discrimination proceedings, **Emp P § 89:237**
Evidence, job discrimination proceedings, **Emp P § 89:232**

NEW YORK—Cont'd
Exemptions
child labor, **Comp § 25:66**
compensation, **Comp § 36:25**
payment of compensation, **Comp § 14:24**
Family leave, **Ben § 12:99**
Farm employees
minimum wages, **Comp § 18:167, 18:168, 42:167**
overtime pay, **Comp § 21:127, 42:167**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fines, deductions from compensation for charges for, **Comp § 32:143**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:56 to 33:58**
direct deposit, **Comp § 33:61**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
railroad workers, payment by mail to, **Comp § 33:63**
terminated employees, payment by mail to, **Comp § 33:62**
Fringe benefits, payment within 30 days, **Comp § 29:110**
Future earnings
assignments, **Comp § 34:71**
garnishment, **Comp § 34:275**
Garnishment
general discussion, **Comp § 34:271 to 34:278, 42:463**
amount of earnings subject to garnishment, **Comp § 34:271**
employment practices, **Emp P § 63:7, 63:40, 116:1, 116:17**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
future earnings, limit as to, **Comp § 34:275**
hearing, right of employee to, **Comp § 34:273**
modification of income execution order, **Comp § 34:278**
notice to employee, **Comp § 34:272**
payments by employer to creditors, **Comp § 34:274**
public assistance recipients, protection of, **Comp § 34:277**
temporary disability insurance benefits, ban as to, **Comp § 34:276**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:327**
Gratuities, deductions from compensation for claims for, **Comp § 32:142**
Harassment, **Emp P § 51:73**
Health, selection and retention of employees, **Emp P § 28:31, 28:55**
Health certificates, deductions from compensation for charges for, **Comp § 32:144**
Health insurance, civil penalty for failure to notify of cancellation, **Comp § 42:364**
Hearings, job discrimination proceedings, **Emp P § 89:231**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:76**
Holidays, **Ben § 10:37; Comp § 31:85**
Hotel employees
minimum wages, **Comp § 18:171 to 18:173**
overtime pay, **Comp § 21:132, 21:133**
Insurance fund, criminal penalties for compelled contributions, **Comp § 42:368**
Insurance premiums, **Comp § 32:141, 42:367**

NEW YORK—Cont'd
Interagency cooperation, job discrimination agencies, **Emp P § 83:229**
Investigations, job discrimination proceedings, **Emp P § 89:227**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:227 to 83:234**
advisory committees, **Emp P § 83:234**
annual reports, **Emp P § 83:232**
basic organization, powers and duties, **Emp P § 83:227**
interagency cooperation, **Emp P § 83:229**
local agencies, **Emp P § 83:233**
research and education projects, **Emp P § 83:231**
rule making, **Emp P § 83:228**
technical assistance, **Emp P § 83:230**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:225 to 89:237**
arbitration, **Emp P § 89:228**
basic fair employment practices statute procedures, **Emp P § 89:225**
complaint processing, **Emp P § 89:225**
compliance review, **Emp P § 89:234**
conciliation, **Emp P § 89:230**
decision of commissioner, **Emp P § 89:233**
equal pay proceedings, **Emp P § 89:237**
evidence, procurement of, **Emp P § 89:232**
hearings, **Emp P § 89:231**
investigations, **Emp P § 89:227**
nonresidents, proceedings against, **Emp P § 89:235**
probable cause determination, **Emp P § 89:229**
recalcitrant workers, complaints against, **Emp P § 89:226**
sabbath day provisions, proceedings involving, **Emp P § 89:236**
Judicial remedies, employment practices, **Emp P § 80:1, 80:32**
Jury duty, **Ben § 14:34**
Kickbacks prohibited, deductions from compensation, **Comp § 32:139**
Labor-management training committees, **Emp P § 20:268, 20:286, 67:67, 67:82**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:195**
Layoff of employee, assignments, **Comp § 34:74**
Learners, minimum wages, **Comp § 18:164**
Life insurance, **Ben § 8:119; Emp P § 8:178**
Losses, deductions from compensation for charges for, **Comp § 32:143**
Mandatory retirement, **Emp P § 52:35, 52:57**
Manual workers, weekly or semi-monthly wages for, **Comp § 29:105**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:30**
Meal breaks, **Emp P § 45:32, 45:55**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:119**
conversion privileges, **Ben § 8:178**
coordination of benefits, **Ben § 5:280**
mandated provisions, **Ben § 5:223**
Medical examinations, deductions from compensation for charges for, **Comp § 32:144, 42:371**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:161 to 18:180, 39:83, 42:93, 42:167, 42:168**

NEW YORK—Cont'd
Minimum wages—Cont'd
classification as service or non-service employee, **Comp § 18:176**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:162, 18:166, 18:168, 18:170, 18:172, 18:173, 18:176**
criminal penalties for farm minimum wage violations, **Comp § 42:169**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employment covered by more than one wage order, **Comp § 18:177**
farm employees, **Comp § 18:167, 18:168, 42:167**
hotel, diversified employment in a, **Comp § 18:173**
hotel employees, **Comp § 18:171, 18:172**
janitors of residential buildings, **Comp § 18:175, 18:176**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:168**
learners and apprentices, **Comp § 18:164**
most employees, **Comp § 18:161**
non-profit-making institutions, employees of, **Comp § 18:165, 18:166**
other employees, **Comp § 18:178**
rehabilitation programs, participants in, **Comp § 18:163**
reimbursement of other expenses, **Comp § 18:180**
restaurant employees, **Comp § 18:169, 18:170**
uniforms, **Comp § 18:179**
voluntary absence, defined, **Comp § 18:174**
Modification of income execution order, **Comp § 34:278**
National origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:44**
Nature of state statutes affecting labor relations, **Labor § 2:37**
New-hire reporting, compensation, **Comp § 37:230**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:35**
Notice
child labor, **Comp § 27:47**
compensation, **Comp § 37:148, 42:57**
employment practices, **Emp P § 92:83, 92:111**
garnishment, **Comp § 34:272**
insurance or employment termination, employee's suit for damages concerning failure to give notice, **Comp § 42:365**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:25**
Older workers' benefits, **Emp P § 44:224, 44:237**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:125 to 21:133, 39:83, 42:93, 42:167, 42:168**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
exempt employees, special overtime rate for, **Comp § 21:129**
farm employees, **Comp § 21:127, 42:167**
hotel employees, **Comp § 21:132, 21:133**
labor commissioner's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:168**
maximum hours, **Comp § 21:125, 21:128, 21:132**
most employees, **Comp § 21:125**

NEW YORK—Cont'd
Overtime pay—Cont'd
nonprofit-making institutions, employees that have not elected to be exempt, **Comp § 21:131**
resident employees, **Comp § 21:128**
resort hotels, employees of, **Comp § 21:132**
restaurant employees, **Comp § 21:130**
time worked, **Comp § 21:126, 21:127, 21:130, 21:131, 21:133**
Parental leave, **Ben § 12:99**
Payment of compensation
general discussion, **Comp § 29:104 to 29:110, 42:361 to 42:371**
accident insurance, civil penalty for failure to notify of cancellation, **Comp § 42:364**
benefit fund, criminal penalties for compelled contributions to an, **Comp § 42:368**
clerical or other nonmanual workers, semi-monthly wages for, **Comp § 29:104**
commission salesmen, periodic payments for, **Comp § 29:107**
criminal penalties for failing to reimburse employees or pay vacation, separation, or holiday benefits, **Comp § 42:366**
deductions from compensation, above
Employee Retirement Income Security Act, unfunded severance pay plans preempted by, **Comp § 31:86**
employee's suit for wages, liquidated damages, expenses and attorney's fees, **Comp § 42:359**
exemptions, **Comp § 14:24**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
fringe benefits, payment within 30 days, **Comp § 29:110**
health insurance, civil penalty for failure to notify of cancellation, **Comp § 42:364**
holiday pay, payment within 30 days of due date, **Comp § 31:85**
insurance fund, criminal penalties for compelled contributions, **Comp § 42:368**
insurance premiums, employee's suit for damages concerning failure to remit, **Comp § 42:365**
labor commissioner's suit for wages, liquidated damages, expenses and attorney's fees, **Comp § 42:359**
manual workers, weekly or semi-monthly wages for, **Comp § 29:105**
medical exam and health certificate charges, civil penalties for, **Comp § 42:369**
notice of insurance or employment termination, employee's suit for damages concerning failure to give, **Comp § 42:365**
other employees, **Comp § 13:45**
railroad workers, weekly wages for, **Comp § 29:106**
reimbursements, **Comp § 28:108, 29:109, 42:368**
returned wages, criminal penalties for, **Comp § 42:367**
severance pay, payment within 30 days of due date, **Comp § 31:85**
steam railroad operator, place to sue, **Comp § 42:361**
support withholding, below
termination of business, receipt of vacation pay, **Comp § 31:41**
termination of employment, **Comp § 30:65**
time limit for filing suit, **Comp § 42:360**
uniforms or tools, reimbursements for, **Comp § 29:108**

NEW YORK—Cont'd
Payment of compensation—Cont'd
untimely or insufficient payment, **Comp § 42:362, 42:365**
vacation pay, **Comp § 31:2, 31:41, 31:42, 42:368**
Pension and retirement payments, **Emp P § 46:48, 46:64**
Permits, child labor, **Comp § 26:47**
Persons protected, employment practices, **Emp P § 21:18, 21:49**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:55**
Polygraph tests, **Emp P § 53:26, 53:47**
Pregnancy benefits, **Emp P § 44:178, 44:197**
Preliminary equitable relief, **Emp P § 111:158**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:76**
Privacy, employment practices, **Emp P § 112:1, 112:20**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:59**
Private rights, enforcement of, **Emp P § 111:160**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:229**
Promotions, **Emp P § 47:23, 47:30**
Public assistance recipients
assignments, **Comp § 34:73, 42:488**
garnishment, **Comp § 34:277**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:124**
Race or color discrimination, **Emp P § 3:41**
Railroad workers, payment of compensation, **Comp § 29:106, 33:58**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:226**
Records and reports
child labor, **Comp § 27:15**
compensation, **Comp § 37:147**
employment and consumer records, access to, **Emp P § 54:30**
employment practices, **Emp P § 92:45, 92:63**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:76**
Regulation of internal union affairs and reporting requirements, **Labor § 70:29 to 70:34**
Rehabilitation programs, minimum wages for participants in, **Comp § 18:163**
Reimbursements, payment of compensation, **Comp § 28:108, 29:109, 42:368**
Reinstatement for retaliation suits, compensation, **Comp § 42:57**
Religious or creed discrimination, **Emp P § 4:18, 4:48**
Remedies, child labor, **Comp § 28:54**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:231**
Resident employees, overtime pay, **Comp § 21:128**
Resort hotels, overtime pay for employees of, **Comp § 21:132**
Restaurant employees
minimum wages, **Comp § 18:169, 18:170**
overtime pay, **Comp § 21:130**
Rest breaks, **Emp P § 45:32, 45:55**

NEW YORK—Cont'd
Retail installment creditors, receipt of assignment by, **Comp § 34:72**
Retaliation, compensation, **Comp § 39:84, 42:56, 42:57**
Retaliation against opponents of discrimination, **Emp P § 10:73**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:228**
Sabbath day provisions, job discrimination proceedings, **Emp P § 89:236**
Sanctions, child labor, **Comp § 28:54**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:24**
criminal arrests and convictions, **Emp P § 33:12, 33:24**
health and physical fitness, **Emp P § 28:31, 28:55**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:76**
marital status, **Emp P § 32:10, 32:30**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:21**
veterans and other uniformed service members, **Emp P § 40:70**
Selection of representative, **Labor § 24:61**
Severance pay, payment within 30 days of due date, **Comp § 31:85**
Sex and pregnancy discrimination, **Emp P § 5:12, 5:43**
Sexual or affectional orientation discrimination, **Emp P § 6:28**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:21**
State school or child care center, receipt of assignment by, **Comp § 34:75**
State statutes
arbitration of contract disputes, **Labor § 49:201**
court enforcement of state labor relations statutes, **Labor § 62:146 to 62:149**
coverage of state statutes affecting labor relations, **Labor § 15:34**
nature of state statutes affecting labor relations, **Labor § 2:37**
regulation of internal union affairs and reporting requirements, **Labor § 70:29 to 70:34**
selection of representative, **Labor § 24:61**
Steam railroad operator, place to sue, **Comp § 42:361**
Support withholding
general discussion, **Comp § 34:453, 42:504 to 42:507, 42:580, 42:581**
employer's liability, **Comp § 42:580**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:579**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:230**
Temporary disability insurance benefits
assignments, **Comp § 34:73**
garnishment, **Comp § 34:276**
Temporary disability laws, **Ben § 6:26**
Termination of business, receipt of vacation pay, **Comp § 31:41**

NEW YORK—Cont'd
Termination of employment, payment of compensation, **Comp § 30:65, 33:57**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:37**
employment and consumer records, access to, **Emp P § 54:30**
harassment, **Emp P § 51:73**
mandatory retirement, **Emp P § 52:35, 52:57**
older workers' benefits, **Emp P § 44:224, 44:237**
pension and retirement payments, **Emp P § 46:48, 46:64**
polygraph tests, **Emp P § 53:26, 53:47**
pregnancy benefits, **Emp P § 44:178, 44:197**
promotions, **Emp P § 47:23, 47:30**
rest and meal breaks, **Emp P § 45:32, 45:55**
training programs, **Emp P § 48:30, 48:52**
wage and salary discrimination, **Emp P § 44:79, 44:110**
Time limit for retaliation suits, compensation, **Comp § 42:58**
Time off, employment practices, **Emp P § 82:87, 82:207**
Training programs, **Emp P § 48:30, 48:52**
Unemployment compensation, **Ben § 4:77**
Uniforms, **Comp § 18:179, 29:108**
Union dues, deductions from compensation, **Comp § 32:141**
Union practices, **Emp P § 66:12, 66:40**
Vacations, **Ben § 9:27; Comp § 31:2, 31:41, 31:42, 42:368**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:70**
Veterans' reemployment cases, **Emp P § 114:12**
Voting time off, **Ben § 13:22**
Witness duty, **Ben § 14:34**
Workplace Safety (this index)

NEW ZEALAND
International employment, tax treaties, **Emp P § 41:237, 41:238**

NEXUS BETWEEN ISSUES
National LABOR Relations Board, deference to arbitration awards, **Labor § 10:10**

NIGHTTIME
Personnel Manual (this index)

NIOSH (NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH)
Personnel manual, monitoring injury and illness incidence rates, **Pers M § 17:18**

NITROUS OXIDE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:69**

NLRA
National Labor Relations Act (this index)

NLRB
National Labor Relations Board (this index)

NMB (NATIONAL MEDIATION BOARD)
Railway Labor Act (this index)

NO-ADDITIONAL-COST SERVICES
General discussion, **Ben § 15:210 to 15:215**
Checklist of legal considerations, **Ben § 15:211**

NO-ADDITIONAL-COST SERVICES—Cont'd
Defined, **Ben § 15:212**
Line of business limitation where employee performs services in more than one line of business, **Ben § 15:213**
Reciprocal agreements by employers, **Ben § 15:215**
Substantial additional cost, determination of accrual of, **Ben § 15:214**

NO-DISTRIBUTION RULES
Unfair Labor Practices (this index)
Unions, enforcement, **Labor § 16:79**

NOISE
Personnel manual, video display terminals, **Pers M § 17:117**
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:61**

NO-LOCKOUT CLAUSE
Unfair labor practices, subjects of bargaining, **Labor § 34:46**

NOMINAL DAMAGES
General discussion, **Emp P § 74:13**
Termination of employment, **Emp P § 81:16**

NOMINAL GIFTS
Personnel manual, policy statements on ethical behavior, **Pers M § 5:28**
Unions, campaign conduct, **Labor § 16:98**

NOMINATION OR NOMINATIONS
LABOR-Management Reporting and Disclosure Act, election candidates, **Labor § 64:10, 66:7 to 66:31**
Personnel manual, recruiting current employees based on nominations of supervisors, **Pers M § 2:5**

NONACADEMIC PERSONNEL
National LABOR Relations Act, supervisor coverage in educational industry, **Labor § 5:83**

NONADMISSION CLAUSE
National LABOR Relations Board, settlement agreement, **Labor § 42:142**

NONCASH WAGES
Minimum Wages (this index)

NONCOMPETITION AGREEMENTS AND CLAUSES
Personnel Manual (this index)
Retirement plans, forfeitures, **Ben § 18:48; Comp § 18:49**

NONCOMPLIANCE
Compliance or Noncompliance (this index)

NONDISCRIMINATION RULES
Cafeteria Plans (this index)
Collectively bargained retirement plans, **Ben § 24:45**
Discounts (this index)
401(k) Plans (this index)
Life Insurance (this index)
Retirement and Retirement Plans (this index)

NONDISCRIMINATORY PREFERENCES AND CONDUCT
Employment Practices (this index)
Religious or Creed Discrimination (this index)

NONEMPLOYEES
National Labor Relations Act (this index)
Personnel manual, statutory, payroll taxes, **Pers M § 9:17, 9:55, 9:59**
Railway LABOR Act, representatives, **Labor § 8:18**
Unfair Labor Practices (this index)
Unions, types of workers included in appropriate bargaining units, **Labor § 19:35, 19:36**

NONEMPLOYER STATUS
LABOR-Management Reporting and Disclosure Act, qualifications of candidates for elections, **Labor § 66:19**

NONENTRY RESCUE
Workplaceplace safety, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:156**

NONIONIZING RADIATION
Workplaceplace safety, **Work S § 2:9, 3:64**

NONJURY TRIALS
Fair Labor Standards Act and similar state laws, disposition of actions, **Comp § 41:251**

NONNEGOTIABLE OR NONNEGOTIABILITY
Federal Employment (this index)

NONPARTIES
LABOR-Management Reporting and Disclosure Act, relief against nonparties to enforcement proceedings, **Labor § 64:53**
Unions, filing representation petition, **Labor § 18:197**

NONPRODUCTIVE TIME
Overtime pay, **Comp § 20:89, 20:198**

NONPROFIT ENTITIES AND ORGANIZATIONS
Fair Labor Standards Act and similar state laws, **Comp § 1:56, 13:6, 13:7**
Incentive compensation, excise tax, **Ben § 33:12.50**
National LABOR Relations Act, employer coverage of private nonprofit health care institutions, **Labor § 4:17**
National LABOR Relations Board, discretionary standards for exercising jurisdiction over nonprofit institutions, **Labor § 9:26**
Workplaceplace safety, federal law, **Work S § 1:36**

NONQUALIFIED DEFERRED COMPENSATION
General discussion, **Ben § 34:1 et seq.**
Annuities under nonqualifying annuity plan, **Ben § 34:16**
Basis adjustment when interest becomes substantially vested and taxable, **Ben § 34:13**
Constructive receipt of deferred payment, unfunded deferred compensation arrangements, **Ben § 34:19; Comp § 34:20**
Deduction to employer, **Ben § 34:4**
Deposit of funds in trust or escrow need not trigger constructive receipt, unfunded deferred compensation arrangements, **Ben § 34:20**

NONQUALIFIED DEFERRED COMPENSATION —Cont'd
Distributions from nonqualified trust, funded deferred compensation arrangements, **Ben § 34:15**
Election to defer prospective earnings, **Ben § 34:29**
Employee Retirement Income Security Act, application to secular trusts, **Ben § 34:28**
Escrow arrangements, funded deferred compensation arrangements, **Ben § 34:17**
Foreign nonqualified deferred compensation, taxation upon vesting, **Ben § 34:2.70**
Forfeitability, funded deferred compensation arrangements, **Ben § 34:7**
Forfeitable or nonforfeitable annuity, purchase of, **Ben § 34:40; Comp § 34:41**
Funded deferred compensation arrangements
- general discussion, **Ben § 34:5 to 34:17**
- amount includable in employee's income upon substantial vesting, determination of, **Ben § 34:9**
- annuities under nonqualifying annuity plan, **Ben § 34:16**
- basis adjustment when interest becomes substantially vested and taxable, **Ben § 34:13**
- change of employee rights from nonvested to vested, **Ben § 34:8**
- dates of valuation, valuing interest when substantial vesting occurs between, **Ben § 34:11**
- distributions from nonqualified trust, **Ben § 34:15**
- escrow arrangements, **Ben § 34:17**
- funded nonqualified deferred compensation arrangements, **Ben § 34:6**
- owner of nonqualified trust, employee as, **Ben § 34:14**
- partial vesting of interest, **Ben § 34:12**
- substantial vesting and forfeitability, **Ben § 34:7**
- trust without separate accounts, measuring value of employee's interest in, **Ben § 34:10**

Independent contractors, tax deductions, **Ben § 34:43**
Investment of deferred amounts, **Ben § 34:31**
Method of taxation, **Ben § 34:2**
Owner of nonqualified trust, employee as, **Ben § 34:14**
Partial vesting of interest, funded deferred compensation arrangements, **Ben § 34:12**
Prospective earnings
- general discussion, **Ben § 34:29 to 34:32**
- election to defer, **Ben § 34:29**
- investment of deferred amounts, **Ben § 34:31**
- nonqualified pensions and retirement allowances, **Ben § 34:32**
- time of entering into deferral arrangement, **Ben § 34:30**

Rabbi trusts, **Ben § 34:23 to 34:25**
Restrictions, **Ben § 34:2.50**
Retirement and retirement plans, employee plans compliance resolution system (EPCRS), **Ben § 24:42**
Revocable trusts used for deferred compensation, unfunded deferred compensation arrangements, **Ben § 34:22**
Secular trusts, **Ben § 34:26 to 34:28**
Separate accounts requirement, tax deductions, **Ben § 34:38**
Substantial vesting, funded deferred compensation arrangements, **Ben § 34:7**
Taxation of secular trusts, **Ben § 34:27**
Taxation upon vesting, foreign nonqualified deferred compensation, **Ben § 34:2.70**

NONQUALIFIED DEFERRED COMPENSATION —Cont'd
Tax deductions
general discussion, **Ben § 34:33 to 34:43**
amount deductible, limits on, **Ben § 34:37**
arrangements not treated as deferred payment plans, **Ben § 34:35**
deferred compensation plan, **Ben § 34:34**
forfeitable annuity, purchase of, **Ben § 34:41**
independent contractors, **Ben § 34:43**
nonforfeitable annuity, purchase for employee, **Ben § 34:40**
separate accounts requirement, **Ben § 34:38**
time of deduction, **Ben § 34:36; Comp § 34:39**
unfunded pension payments, **Ben § 34:42**
Time and date
deferral arrangement, entry into, **Ben § 34:30**
tax deduction, **Ben § 34:36; Comp § 34:39**
Types of deferred compensation, **Ben § 34:3**
Unfunded deferred compensation arrangements
general discussion, **Ben § 34:18 to 34:22**
constructive receipt of deferred payment, **Ben § 34:19; Comp § 34:20**
deposit of funds in trust or escrow need not trigger constructive receipt, **Ben § 34:20**
revocable trusts used for deferred compensation, **Ben § 34:22**
tax effect of funding deposits through employer-owned life insurance or annuities, **Ben § 34:21**

NONRESIDENT ALIENS
Personnel manual, individuals subject to federal employment taxes, **Pers M § 9:22**

NONSPOUSE BENEFICIARIES
Retirement and retirement plans, payment of benefits, **Ben § 26:43.50**

NO-RAIDING AGREEMENTS
Unions and Union Practices (this index)

NORRIS-LaGUARDIA ACT
General discussion, **Labor § 1:50, 1:51**
Activities disguised as labor disputes, injunctions in labor disputes, **Labor § 50:91**
Allegations in complaint, injunctions in labor disputes, **Labor § 50:98 to 50:101**
Amount
bond, injunctions in labor disputes, **Labor § 50:119, 50:120, 50:122**
penalties for contempt, injunctions in labor disputes, **Labor § 50:149**
Antitrust liability exemption, injunctions in labor disputes, **Labor § 50:96**
Appeal and review
contempt judgment, injunctions in labor disputes, **Labor § 50:154**
injunctions in labor disputes, **Labor § 50:131 to 50:141**
Appropriate types of penalties for contempt, injunctions in labor disputes, **Labor § 50:148**
Authorization of illegal act, burden of proof, **Labor § 50:114**
Availability of civil and criminal contempt, injunctions in labor disputes, **Labor § 50:142**

NORRIS-LaGUARDIA ACT—Cont'd
Bankruptcy, injunctions in labor disputes, **Labor § 50:77**
Bonds, injunctions in labor disputes, **Labor § 50:118 to 50:122**
Burden of proof, injunctions in labor disputes, **Labor § 50:110 to 50:114**
Certification of record, appellate review of injunctions in labor disputes, **Labor § 50:131**
Civil contempt, injunctions in labor disputes, **Labor § 50:142 to 50:154**
Clean hands requirement, injunctions in labor disputes, **Labor § 50:89**
Complaints, injunctions in labor disputes, **Labor § 50:98 to 50:102**
Conditional injunctions in labor disputes, **Labor § 50:127**
Contempt proceedings, injunctions in labor disputes, **Labor § 50:142 to 50:154**
Continuation
injunction continued pending review, **Labor § 50:133**
necessity of continuation of unlawful act, injunctions in labor disputes, **Labor § 50:84**
Court proceedings, injunctions in labor disputes, **Labor § 50:72 to 50:154**
Criminal contempt, injunctions in labor disputes, **Labor § 50:142 to 50:154**
Definition of labor dispute, injunctions in labor disputes, **Labor § 50:90**
Determinations
applicability of injunction mechanism, injunctions in labor disputes, **Labor § 50:90 to 50:97**
postponement of appellate determination, injunctions in labor disputes, **Labor § 50:139**
validity of injunction determined prior to contempt proceedings, injunctions in labor disputes, **Labor § 50:144**
Dismissal of complaint, injunctions in labor disputes, **Labor § 50:102**
Dissolution of injunctions in labor disputes
general discussion, **Labor § 50:130**
appellate review of terminated injunctions, **Labor § 50:141**
burden of proof, **Labor § 50:113**
contempt, effect on, **Labor § 50:145, 50:146**
Economic interest test, injunctions in labor disputes, **Labor § 50:95**
Effort to resolve dispute, injunctions in labor disputes, **Labor § 50:101, 50:112**
Employees as parties in proceedings, injunctions in labor disputes, **Labor § 50:80**
Employer-employee relationship requirement, injunctions in labor disputes, **Labor § 50:92 to 50:94**
Evidence, injunctions in labor disputes, **Labor § 50:104 to 50:106, 50:110 to 50:117**
Exclusions or exemptions
antitrust liability exemption, injunctions in labor disputes, **Labor § 50:96**
injunctions in labor disputes, **Labor § 50:74**
Existence
employer-employee relationship where dispute involves other parties, injunctions in labor disputes, **Labor § 50:93**
unlawful act, injunctions in labor disputes, **Labor § 50:83**
Expeditious disposition, appellate review, **Labor § 50:132**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:25**

NORRIS-LaGUARDIA ACT—Cont'd
Filing of bond, injunctions in labor disputes, **Labor § 50:118**
Findings of fact, injunctions in labor disputes, **Labor § 50:124, 50:135**
Form of prospective injunctions in labor disputes, **Labor § 50:129**
Future matters. Prospective or future matters, below
Governmental bodies as employers, injunctions in labor disputes, **Labor § 50:94**
Hearings
contempt, injunctions in labor disputes, **Labor § 50:150 to 50:153**
injunctions in labor disputes, **Labor § 50:103 to 50:109**
Increase in amount of bond, injunctions in labor disputes, **Labor § 50:120**
Injunctions in labor disputes, **Labor § 50:72 to 50:154**
Injury
irreparable injury, injunctions in labor disputes, **Labor § 50:85, 50:99, 50:115**
relative injury of parties, injunctions in labor disputes, **Labor § 50:86**
Insufficiency. Sufficiency or insufficiency, below
Irreparable injury, injunctions in labor disputes, **Labor § 50:85, 50:99, 50:115**
Issuance
injunctions in labor disputes, **Labor § 50:75, 50:82 to 50:89**
orders, injunctions in labor disputes, **Labor § 50:124**
Issues
appellate review, injunctions in labor disputes, **Labor § 50:134, 50:137**
contempt proceedings, injunctions in labor disputes, **Labor § 50:147**
future strikes over arbitrable issues, sufficiency of evidence for injunctions in labor disputes, **Labor § 50:117**
Judgment of contempt, injunctions in labor disputes, **Labor § 50:154**
Jurisdiction, injunctions in labor disputes, **Labor § 50:78, 50:82 to 50:89, 50:98, 50:99**
Jury trial right in contempt proceedings, injunctions in labor disputes, **Labor § 50:153**
Knowledge of injunction as prerequisite to liability for contempt, injunctions in labor disputes, **Labor § 50:143**
Lack
legal remedy, injunctions in labor disputes, **Labor § 50:87**
protection, injunctions in labor disputes, **Labor § 50:88, 50:111**
Legal issues, standard of review of injunctions in labor disputes, **Labor § 50:134**
Liability
antitrust liability exemption, injunctions in labor disputes, **Labor § 50:96**
contempt, injunctions in labor disputes, **Labor § 50:143**
Limitations
injunctions in labor disputes, **Labor § 50:73, 50:81**
recovery on bond, injunctions in labor disputes, **Labor § 50:122**
Location
contempt hearing, injunctions in labor disputes, **Labor § 50:152**
observation of situs of labor dispute, hearing on injunctions in labor disputes, **Labor § 50:107**

NORRIS-LaGUARDIA ACT—Cont'd
Modification of injunctions in labor disputes, **Labor § 50:130, 50:141**
Moot injunctions in labor disputes, appellate review, **Labor § 50:141**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:34**
Nature of orders, injunctions in labor disputes, **Labor § 50:123**
Necessity
continuation of unlawful act, injunctions in labor disputes, **Labor § 50:84**
expeditious disposition, appellate review of injunctions in labor disputes, **Labor § 50:132**
labor dispute, injunctions in labor disputes, **Labor § 50:90 to 50:95**
testimony at hearing, injunctions in labor disputes, **Labor § 50:104 to 50:106**
Notice of hearing, injunctions in labor disputes, **Labor § 50:108, 50:109, 50:151**
Observation of situs of labor dispute, hearing on injunctions in labor disputes, **Labor § 50:107**
Orders
injunctions in labor disputes, **Labor § 50:123 to 50:130**
temporary restraining orders, below
Participation in illegal act, burden of proof for injunctions in labor disputes, **Labor § 50:114**
Parties
employees as parties in proceedings, injunctions in labor disputes, **Labor § 50:80**
existence of employer-employee relationship where dispute involves other parties, injunctions in labor disputes, **Labor § 50:93**
relative injury of parties, injunctions in labor disputes, **Labor § 50:86**
Penalties for contempt, injunctions in labor disputes, **Labor § 50:148, 50:149**
Place. Location, above
Police protection lacking, burden of proof for injunctions in labor disputes, **Labor § 50:111**
Postponement of appellate determination, injunctions in labor disputes, **Labor § 50:139**
Preliminary injunctions in labor disputes, **Labor § 50:105**
Property damage, injunctions in labor disputes, **Labor § 50:85, 50:115**
Prospective or future matters
injunctions in labor disputes, **Labor § 50:128, 50:129**
strikes in future over arbitrable issues, sufficiency of evidence for injunctions in labor disputes, **Labor § 50:117**
Protection
burden of proof, injunctions in labor disputes, **Labor § 50:111**
lack of protection, injunctions in labor disputes, **Labor § 50:88, 50:111**
sufficiency of evidence, injunctions in labor disputes, **Labor § 50:116**
Public officials' protection, injunctions in labor disputes, **Labor § 50:88, 50:116**
Purpose, **Labor § 1:50**
Railway Labor Act (this index)
Ratification of illegal act, burden of proof for injunctions in labor disputes, **Labor § 50:114**
Record, appellate review of injunctions in labor disputes, **Labor § 50:131, 50:138**

NORRIS-LaGUARDIA ACT—Cont'd
Recovery on bond, injunctions in labor disputes, **Labor § 50:121, 50:122**
Relative injury of parties, injunctions in labor disputes, **Labor § 50:86**
Resolution of dispute effort, injunctions in labor disputes, **Labor § 50:101, 50:112**
Restrictions. Limitations, above
Review. Appeal and review, above
Rights
  hearing, injunctions in labor disputes, **Labor § 50:103**
  jury trial on contempt, injunctions in labor disputes, **Labor § 50:153**
Scope
  orders, injunctions in labor disputes, **Labor § 50:125**
  review, injunctions in labor disputes, **Labor § 50:136**
Standard of review, injunctions in labor disputes, **Labor § 50:134, 50:135**
State court injunctions in labor disputes, stay by federal court, **Labor § 50:79**
Stay by federal court of state court injunctions in labor disputes, **Labor § 50:79**
Sufficiency or insufficiency
  evidence, injunctions in labor disputes, **Labor § 50:115 to 50:117**
  trial court record insufficient, appellate review of injunctions in labor disputes, **Labor § 50:138**
Temporary restraining orders
  appellate review, **Labor § 50:140**
  complaint allegations, **Labor § 50:100**
  necessity of testimony at hearing, **Labor § 50:106**
  notice of hearing, **Labor § 50:109**
Terminated injunction. Dissolution of injunctions in labor disputes, above
Types of penalties for contempt, injunctions in labor disputes, **Labor § 50:148**
Validity of injunction determined prior to contempt proceedings, injunctions in labor disputes, **Labor § 50:144**
Witnesses at hearing, injunctions in labor disputes, **Labor § 50:104 to 50:106**

NORTH CAROLINA
Administrative sanctions and remedies, **Emp P § 82:28, 82:64**
Age discrimination, **Emp P § 8:14, 8:46, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:31**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:25, 29:26**
Aliens employment, employment practices, **Emp P § 90:278**
Amusement establishments
  minimum wages, **Comp § 18:185**
  overtime pay, **Comp § 21:136**
Ancestry discrimination, **Emp P § 7:14, 7:45**
Apprentices, minimum wages, **Comp § 18:186**
Arbitration of contract disputes, **Labor § 49:202**
Assignments
  general discussion, **Comp § 34:76, 34:77, 42:489**
  loans, ban as to, **Comp § 34:77**
  student loan repayment, liability under income withholding for, **Comp § 42:484**
  written acceptance of employer required, **Comp § 34:76**

NORTH CAROLINA—Cont'd
Attorneys' fees, labor commissioner's suit for, **Comp § 42:61**
At-will employment, exceptions to, **Emp P § 62:35**
Birth place, discrimination based on, **Emp P § 7:14, 7:45**
Blacklisting, **Emp P § 65:42, 65:61, 82:100, 82:208, 113:1, 113:7**
Bonuses, payment of compensation, **Comp § 29:112**
Cash shortages, deductions from compensation for charges for, **Comp § 32:146**
Certificates, child labor, **Comp § 26:48**
Child labor
  general discussion, **Comp § 25:68, 25:69**
  administrative procedures, **Comp § 28:114**
  certificates and permits, **Comp § 26:48**
  exemptions, **Comp § 25:68**
  prohibitions, **Comp § 25:69**
  sanctions and remedies, **Comp § 28:55**
Citizenship discrimination, **Emp P § 7:14, 7:45**
Color discrimination, **Emp P § 3:42**
Commissions, payment of compensation, **Comp § 29:112**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  assignments, above
  attorneys' fees, labor commissioner's suit for, **Comp § 42:61**
  child labor, above
  costs, labor commissioner's suit for, **Comp § 42:61**
  court proceedings, generally, **Comp § 42:60 to 42:66**
  criminal penalties for violations as to inspections, records or reports, **Comp § 42:66**
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:111**
  employee's suit for wages, exemplary damages, costs, attorney's fees and interest, **Comp § 42:61**
  employer's recovery of costs and fees in frivolous actions, **Comp § 42:62**
  exemplary damages, labor commissioner's suit for, **Comp § 42:61**
  exempt employees, exception from records requirement, **Comp § 37:150**
  exemptions, **Comp § 36:26**
  frivolous actions, employer's recovery of costs and fees in, **Comp § 42:62**
  garnishment, below
  injunction, labor commissioner's suit for, **Comp § 42:60**
  interest, labor commissioner's suit for, **Comp § 42:61**
  minimum wages, below
  new-hire reporting, **Comp § 37:231**
  notices, **Comp § 37:151**
  overtime pay, below
  payment of compensation, below
  records, **Comp § 37:149, 37:150**
  retaliation, **Comp § 39:86, 42:62**
  rules, **Comp § 39:85, 39:86**
  support withholding, below
  time limit for actions, **Comp § 42:64**
  vacation pay, below
Conditions governing most deductions from compensation, **Comp § 32:145**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**

NORTH CAROLINA—Cont'd
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:120**
Conversion privileges for health and life insurance, **Ben § 8:179**
Coordination of medical benefits, **Ben § 5:281**
Costs, labor commissioner's suit for, **Comp § 42:61**
Court enforcement of state labor relations statutes, **Labor § 62:150 to 62:155**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:161**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
blacklisting cases, **Emp P § 113:1, 113:7**
garnishment cases, **Emp P § 116:1, 116:18**
privacy cases, **Emp P § 112:1, 112:21**
private rights, enforcement of, **Emp P § 111:163**
veterans' reemployment cases, **Emp P § 114:1, 114:13**
Coverage of state statutes affecting labor relations, **Labor § 15:35**
Credits, minimum wages, **Comp § 18:187**
Creed discrimination, **Emp P § 4:18, 4:49**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:24.50**
Criminal penalties
employment practices, **Emp P § 82:100, 82:208**
inspections, records or reports, compensation, **Comp § 42:66**
Deductions from compensation
general discussion, **Comp § 32:145 to 32:148**
cash shortages, charges for, **Comp § 32:146**
conditions governing most deductions, **Comp § 32:145**
inventory shortages, charges for, **Comp § 32:146**
medical exams or records, charges for, **Comp § 32:147**
property damage, charges for, **Comp § 32:146**
tip pooling, **Comp § 32:148**
Disabilities discrimination, **Emp P § 9:76, 9:110**
Disadvantaged persons, minimum wages, **Comp § 18:184**
Dispute, wages affected by, **Comp § 29:113**
Domestic workers, **COMPENSATN 21:134.50**
Employee Retirement Income Security Act, severance pay plans preempted by, **Comp § 31:88**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:246**
Employment practices
general discussion, **Emp P § 2:1, 2:34**
administrative sanctions and remedies, **Emp P § 82:28, 82:64**
age discrimination, **Emp P § 8:14, 8:46**
aliens employment, proceedings under, **Emp P § 90:278**
at-will employment, exceptions to, **Emp P § 62:35**
blacklisting, **Emp P § 65:42, 65:61**
blacklisting statute, criminal sanctions, **Emp P § 82:100, 82:208**
checklist of state laws regulating employment practices, **Emp P § 2:54**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:208**
disabilities discrimination, **Emp P § 9:76, 9:110**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:246**

NORTH CAROLINA—Cont'd
Employment practices—Cont'd
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:41**
job discrimination agencies, **Emp P § 83:61, 83:235**
job discrimination proceedings, basic fair employment practices statute procedures, **Emp P § 89:1, 89:238**
judicial remedies, **Emp P § 80:1, 80:33**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:287**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:196**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:45**
persons protected, **Emp P § 21:18, 21:50**
private employers subject to discrimination laws, **Emp P § 20:28, 20:60**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:125**
race or color discrimination, **Emp P § 3:42**
reference check immunity, **Emp P § 65:14, 65:31**
religious or creed discrimination, **Emp P § 4:18, 4:49**
retaliation against opponents of discrimination, **Emp P § 10:74**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:44**
terms, conditions and privileges of employment, below
Exemplary damages, labor commissioner's suit for, **Comp § 42:61**
Exemptions
child labor, **Comp § 25:68**
compensation, **Comp § 36:26**
payment of compensation, **Comp § 14:25**
records requirement, **Comp § 37:150**
Family, ban on garnishment as to earnings necessary for, **Comp § 34:279**
Family leave, **Ben § 12:100**
Federal preemption, vacation pay, **Comp § 31:2**
Food service establishments, minimum wages, **Comp § 18:185**
Forfeiture policy, employer required to give notice of, **Comp § 31:44**
Frivolous actions, employer's recovery of costs and fees in, **Comp § 42:62**
Garnishment
general discussion, **Comp § 34:279 to 34:281, 42:463, 42:489**
employment practices, **Emp P § 63:7, 63:41, 116:1, 116:18**
family, ban as to earnings necessary for, **Comp § 34:279**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
public hospitals, debts owed to, **Comp § 34:280**
student loan defaults, **Comp § 34:281**
student loan repayment, liability under income withholding for, **Comp § 42:484**
Handicapped persons, minimum wages, **Comp § 18:182**
Health, selection and retention of employees, **Emp P § 28:31, 28:56**

NORTH CAROLINA—Cont'd
Health care employees, overtime pay, **Comp § 21:135**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:77**
Holidays, **Ben § 10:38**
Injunction, labor commissioner's suit for, **Comp § 42:60**
Inventory shortages, deductions from compensation for charges for, **Comp § 32:146**
Job discrimination agencies, **Emp P § 83:61, 83:235**
Job discrimination proceedings, basic fair employment practices statute procedures, **Emp P § 89:1, 89:238**
Judicial remedies, employment practices, **Emp P § 80:1, 80:33**
Jury duty, **Ben § 14:35**
Labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:287**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:196**
Learners, minimum wages, **Comp § 18:186**
Life insurance, **Ben § 8:120; Emp P § 8:179**
Loans, ban as to assignments, **Comp § 34:77**
Long-term unemployed persons, minimum wages, **Comp § 18:184**
Medical benefits
  continuation of individual coverage in group insurance policies, **Ben § 8:120**
  conversion privileges, **Ben § 8:179**
  coordination of benefits, **Ben § 5:281**
  mandated provisions, **Ben § 5:224**
Medical examinations or records, charges for, **Comp § 32:147, 42:373**
Messengers, minimum wages, **Comp § 18:186**
Minimum wages
  general discussion, **Comp § 18:1 et seq., 18:181 to 18:187, 42:93, 42:169**
  contract, varying rules by, **Comp § 18:5**
  credits, **Comp § 18:187**
  deductions not qualifying as credits against minimum wages, **Comp § 18:6**
  handicapped persons, **Comp § 18:182**
  long-term unemployed or disadvantaged persons, **Comp § 18:184**
  most employees, **Comp § 18:181**
  seasonal amusement, recreational or food service establishments, **Comp § 18:185**
  students, learners, apprentices or messengers, **Comp § 18:186**
  trainees under the age of 20, **Comp § 18:183**
  training wage violation, defense to, **Comp § 42:170**
National origin discrimination, **Emp P § 7:14, 7:45**
Nature of state statutes affecting labor relations, **Labor § 2:38**
New-hire reporting, compensation, **Comp § 37:231**
Notice
  compensation, **Comp § 37:151**
  support withholding, **Comp § 42:500**
Overtime pay
  general discussion, **Comp § 21:1 et seq., 21:134 to 21:136**
  constitutionality, **Comp § 21:6**
  contract, variance of rules by, **Comp § 21:5**
  domestic workers, **Comp § 21:134.50**
  health care employees, **Comp § 21:135**
  maximum hours, **Comp § 21:134 to 21:136**
  most employees, **Comp § 21:134**

NORTH CAROLINA—Cont'd
Overtime pay—Cont'd
  seasonal amusement or recreational establishment employees, **Comp § 21:136**
Parental leave, **Ben § 12:100**
Payment of compensation
  general discussion, **Comp § 29:111 to 29:113, 42:372, 42:373**
  bonuses, commissions or other calculations, **Comp § 29:112**
  deductions from compensation, above
  dispute, wages affected by, **Comp § 29:113**
  Employee Retirement Income Security Act, severance pay plans preempted by, **Comp § 31:88**
  employer's suit for damages, **Comp § 42:370**
  exemptions, **Comp § 14:25**
  medical examination or record charges, civil fine for, **Comp § 42:371**
  other employees, **Comp § 13:46**
  severance pay and other promised payments, **Comp § 31:87, 31:88**
  support withholding, below
  termination of employment, **Comp § 30:66**
  vacation pay, below
  wages and tips, **Comp § 29:111**
Permits, child labor, **Comp § 26:48**
Persons protected, employment practices, **Emp P § 21:18, 21:50**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:56**
Pregnancy discrimination, **Emp P § 5:12, 5:44**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:77**
Privacy cases, **Emp P § 112:1, 112:21**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:60**
Private rights, enforcement of, **Emp P § 111:163**
Privileges of employment. Terms, conditions and privileges of employment, below
Property damage, deductions from compensation for charges for, **Comp § 32:146**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:125**
Public hospitals, garnishment, **Comp § 34:280**
Race discrimination, **Emp P § 3:42**
Records, compensation, **Comp § 37:149, 37:150**
Recreational establishments
  minimum wages, **Comp § 18:185**
  overtime pay, **Comp § 21:136**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:77**
Reference check immunity, **Emp P § 65:14, 65:31**
Religious discrimination, **Emp P § 4:18, 4:49**
Remedies, child labor, **Comp § 28:55**
Retaliation, **Comp § 39:86, 42:62; Emp P § 10:74**
Retention of employees. Selection and retention of employees, below
Sanctions, child labor, **Comp § 28:55**
Selection and retention of employees
  AIDS policies and testing, **Emp P § 29:25, 29:26**
  criminal arrests and convictions, **Emp P § 33:24.50**
  health and physical fitness, **Emp P § 28:31, 28:56**

NORTH CAROLINA—Cont'd
Selection and retention of employees—Cont'd
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:77**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:22**
substance abuse and testing, **Emp P § 30:82, 30:184, 30:204**
veterans and other uniformed service members, **Emp P § 40:71**
Seniority systems, **Emp P § 43:78, 43:97**
Severance pay and other promised payments, **Comp § 31:87, 31:88**
Sex discrimination, **Emp P § 5:12, 5:44**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:22**
State statutes
arbitration of contract disputes, **Labor § 49:202**
court enforcement of state labor relations statutes, **Labor § 62:150 to 62:155**
coverage of state statutes affecting labor relations, **Labor § 15:35**
nature of state statutes affecting labor relations, **Labor § 2:38**
Students
loan defaults, **Comp § 34:281, 42:489**
minimum wages, **Comp § 18:186**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:184, 30:204**
Support withholding
general discussion, **Comp § 34:454, 42:504 to 42:507, 42:582, 42:583**
employer's liability, **Comp § 42:582**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:581**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:66, 31:45**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:38**
seniority systems, **Emp P § 43:78, 43:97**
wage and salary discrimination, **Emp P § 44:79, 44:111**
Tips, compensation, **Comp § 29:111, 32:148**
Trainees under the age of 20, minimum wages, **Comp § 18:183**
Unemployment compensation, **Ben § 4:78**
Vacation pay
general discussion, **Ben § 9:28; Comp § 31:43 to 31:45**
federal preemption, **Comp § 31:2**
forfeiture policy, employer required to give notice of, **Comp § 31:44**
policy or practice of company, obligation based on, **Comp § 31:43**
termination of employment, receipt upon, **Comp § 31:45**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:13**
selection and retention of employees, **Emp P § 40:71**
Witness duty, **Ben § 14:35**
Workplace Safety (this index)

NORTH DAKOTA
Administrative sanctions and remedies, **Emp P § 82:28, 82:65**
Age discrimination
general discussion, **Emp P § 8:14, 8:47**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
criminal sanctions, **Emp P § 82:209**
employment practices, **Emp P § 8:47**
Agency proceedings, **Labor § 46:32**
Ancestry discrimination, **Emp P § 7:14, 7:46**
Antiretaliation measures, compensation, **Comp § 39:88**
Arbitration of contract disputes, **Labor § 49:203**
Assignments
general discussion, **Comp § 34:78, 34:79**
deceased employees, survivor's assignment of wages, **Comp § 34:79**
small loan companies, receipt by, **Comp § 34:78**
At-will employment, exceptions to, **Emp P § 62:36**
Birth place, discrimination based on, **Emp P § 7:14, 7:46**
Blacklisting, **Emp P § 65:42, 65:62**
Bona fide occupational qualifications, **Emp P § 15:13, 15:41**
Certificates, child labor, **Comp § 26:49**
Child labor
general discussion, **Comp § 25:70, 25:71**
certificates and permits, **Comp § 26:49**
court proceedings, **Comp § 28:149**
exemptions, **Comp § 25:70**
minimum wages, **Comp § 18:190**
notices, **Comp § 27:48**
prohibitions, **Comp § 25:71**
records and reports, **Comp § 27:16**
sanctions and remedies, **Comp § 28:56**
Citizenship discrimination, **Emp P § 7:14, 7:46**
Coerced discrimination, **Emp P § 11:3, 11:34**
Color discrimination, **Emp P § 3:43**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:88**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:67**
criminal penalties for violating labor commissioner's order, **Comp § 42:68**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:112**
employee's suit for wages, **Comp § 42:67**
form of payment, below
garnishment, below
labor commissioner's suit for wages, **Comp § 42:67**
minimum wages, below
new-hire reporting, **Comp § 37:232**
notices, **Comp § 37:153**
overtime pay, below
payment of compensation, below
records, **Comp § 37:152**
rules, **Comp § 39:87, 39:88**
support withholding, below
Complicity in discrimination, **Emp P § 12:4, 12:27**
Conditions governing most deductions from compensation, **Comp § 32:149**

NORTH DAKOTA—Cont'd
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:121**
Continuing lien, garnishment, **Comp § 34:286**
Conversion privileges for health and life insurance, **Ben § 8:180**
Coordination of medical benefits, **Ben § 5:282**
Court enforcement of state labor relations statutes, **Labor § 62:156 to 62:166**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:162, 111:163**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
equal pay statute actions, **Emp P § 111:165**
fair employment practice statute actions, **Emp P § 111:164**
garnishment cases, **Emp P § 116:1, 116:19**
time off cases, **Emp P § 117:1, 117:8**
Coverage of state statutes affecting labor relations, **Labor § 15:36**
Creed discrimination, **Emp P § 4:18, 4:50**
Criminal penalties
general discussion, **Emp P § 82:100, 82:209 to 82:212**
age discrimination statute, **Emp P § 82:209**
equal pay statute, **Emp P § 82:210**
labor commissioner's order, violation of, **Comp § 42:68**
payment of compensation, **Comp § 42:375**
time off statutes, **Emp P § 82:212**
veterans' reemployment statute, **Emp P § 82:211**
Deceased employees, survivor's assignment of wages, **Comp § 34:79**
Deductions from compensation
general discussion, **Comp § 32:149, 32:150**
conditions governing most deductions, **Comp § 32:149**
medical exams or records, charges for, **Comp § 32:150**
Direct deposit of compensation, **Comp § 33:65**
Disabilities discrimination, **Emp P § 9:76, 9:111**
Disabled persons, minimum wages, **Comp § 18:191**
Disclosure fee of employer, garnishment, **Comp § 34:285**
Disclosures, employment practices, **Emp P § 92:83, 92:112**
Dispute, wages affected by, **Comp § 29:116**
Employment agencies, **Emp P § 20:215, 20:247, 67:16, 67:45**
Employment practices
general discussion, **Emp P § 2:1, 2:35**
administrative sanctions and remedies, **Emp P § 82:28, 82:65**
age discrimination, **Emp P § 8:14, 8:47**
at-will employment, exceptions to, **Emp P § 62:36**
blacklisting, **Emp P § 65:42, 65:62**
bona fide occupational qualifications, **Emp P § 15:13, 15:41**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:34**
complicity in discrimination, **Emp P § 12:4, 12:27**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:111**

NORTH DAKOTA—Cont'd
Employment practices—Cont'd
disclosures, **Emp P § 92:83, 92:112**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:247**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:42**
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:34**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:197**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:46**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:36**
notices, **Emp P § 92:83, 92:112**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:23**
persons protected, **Emp P § 21:18, 21:51**
private employers subject to discrimination laws, **Emp P § 20:28, 20:61**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:126**
race or color discrimination, **Emp P § 3:43**
records and reports, **Emp P § 92:45, 92:64**
religious or creed discrimination, **Emp P § 4:18, 4:50**
retaliation against opponents of discrimination, **Emp P § 10:75**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:45**
terms, conditions and privileges of employment, below
uniformed service members, proceedings related to, **Emp P § 90:17**
Equal pay
general discussion, **Emp P § 89:240, 111:163**
criminal sanctions, **Emp P § 82:210**
Exemptions, child labor, **Comp § 25:70**
Family leave, **Ben § 12:100.50**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:59, 33:60**
direct deposit, **Comp § 33:65**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, place for paying, **Comp § 33:64**
Garnishment
general discussion, **Comp § 34:282 to 34:287, 42:463, 42:490**
amount of earnings subject to garnishment, **Comp § 34:282**
assignment prior to garnishment void, **Comp § 34:287**
continuing lien, **Comp § 34:286**
disclosure fee of employer, **Comp § 34:285**
employment practices, **Emp P § 63:7, 63:42, 116:1, 116:19**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**

NORTH DAKOTA—Cont'd
Garnishment—Cont'd
liability under garnishment, **Comp § 42:485**
notice to employee and employer, **Comp § 34:283**
response of employer, **Comp § 34:284**
Good cause, termination for, **Comp § 30:68**
Harassment, **Emp P § 51:74**
Health, selection and retention of employees, **Emp P § 28:31, 28:57**
Health care workers, overtime pay, **Comp § 21:138**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:78**
Holidays, **Ben § 10:39**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:239, 89:240**
basic fair employment practices statute procedures, **Emp P § 89:239**
equal pay proceedings, **Emp P § 89:240**
Judicial remedies, employment practices, **Emp P § 80:1, 80:34**
Jury duty, **Ben § 14:26**
Labor disputes, payment of compensation, **Comp § 30:70**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:197**
Layoffs, **Emp P § 50:18, 50:22**
Learners, minimum wages, **Comp § 18:191**
Life insurance, **Ben § 8:121; Emp P § 8:180**
Mandatory retirement, **Emp P § 52:35, 52:58**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:31**
Meal breaks, **Emp P § 45:32, 45:56**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:121**
conversion privileges, **Ben § 8:180**
coordination of benefits, **Ben § 5:282**
mandated provisions, **Ben § 5:225**
Medical examinations or records, deductions from compensation for charges for, **Comp § 32:150**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:188 to 18:193**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
disabled persons and learners, **Comp § 18:191**
minors, **Comp § 18:190**
most employees, **Comp § 18:188, 18:192**
trainees, **Comp § 18:189**
uniforms, **Comp § 18:193**
National origin discrimination, **Emp P § 7:14, 7:46**
Nature of state statutes affecting labor relations, **Labor § 2:39**
New-hire reporting, compensation, **Comp § 37:232**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:36**
Notice
child labor, **Comp § 27:48**
compensation, **Comp § 37:153**
employment practices, **Emp P § 92:83, 92:112**
garnishment, **Comp § 34:283**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:137 to 21:139**
constitutionality, **Comp § 21:6**

NORTH DAKOTA—Cont'd
Overtime pay—Cont'd
contract, variance of rules by, **Comp § 21:5**
health care workers, **Comp § 21:138**
maximum hours, **Comp § 21:137, 21:138**
most employees, **Comp § 21:137**
time worked, **Comp § 21:139**
Parental leave, **Ben § 12:100.50**
Payment of compensation
general discussion, **Comp § 29:114 to 29:116, 30:67 to 30:70, 42:374 to 42:377**
criminal penalties, **Comp § 42:375**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:116**
employee's suit for unpaid wages, interest and liquidated damages, **Comp § 42:372**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
good cause, termination for, **Comp § 30:68**
labor commissioner's suit for wages, **Comp § 42:373**
labor disputes, **Comp § 30:70**
other employees, **Comp § 13:47**
periodic wages for most employees, **Comp § 29:114**
railroad employees, **Comp § 29:115, 30:69**
support withholding, below
termination of employment, **Comp § 30:67 to 30:69, 42:376**
vacation pay, **Comp § 31:2, 31:46**
Pension and retirement payments, **Emp P § 46:48, 46:65**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:23**
Periodic wages for most employees, **Comp § 29:114**
Permits, child labor, **Comp § 26:49**
Persons protected, employment practices, **Emp P § 21:18, 21:51**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:57**
Pregnancy discrimination, **Emp P § 5:12, 5:45**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:78**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:61**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:126**
Race discrimination, **Emp P § 3:43**
Railroad employees, payment of compensation, **Comp § 29:115, 30:69**
Recalls, **Emp P § 50:18, 50:22**
Records and reports
child labor, **Comp § 27:16**
compensation, **Comp § 37:152**
employment and consumer records, access to, **Emp P § 54:31**
employment practices, **Emp P § 92:45, 92:64**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:78**
Regulation of internal union affairs and reporting requirements, **Labor § 70:35 to 70:37**
Religious discrimination, **Emp P § 4:18, 4:50**
Remedies, child labor, **Comp § 28:56**

NORTH DAKOTA—Cont'd
Reports. Records and reports, above
Rest breaks, **Emp P § 45:32, 45:56**
Retaliation against opponents of discrimination, **Emp P § 10:75**
Retention of employees. Selection and retention of employees, below
Sanctions, child labor, **Comp § 28:56**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:57**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:78**
marital status, **Emp P § 32:10, 32:31**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:23**
veterans and other uniformed service members, **Emp P § 40:72**
Selection of representative, **Labor § 24:62**
Seniority systems, **Emp P § 43:78, 43:98**
Sex discrimination, **Emp P § 5:12, 5:45**
Small loan companies, receipt of assignment by, **Comp § 34:78**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:23**
State statutes
arbitration of contract disputes, **Labor § 49:203**
court enforcement of state labor relations statutes, **Labor § 62:156 to 62:166**
coverage of state statutes affecting labor relations, **Labor § 15:36**
nature of state statutes affecting labor relations, **Labor § 2:39**
regulation of internal union affairs and reporting requirements, **Labor § 70:35 to 70:37**
selection of representative, **Labor § 24:62**
Support withholding
general discussion, **Comp § 34:455, 42:504 to 42:507, 42:584 to 42:586**
employer's liability, **Comp § 42:584**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:583**
hearing request by employee, **Comp § 42:585**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:67 to 30:69, 33:59, 42:376**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:39**
employment and consumer records, access to, **Emp P § 54:31**
harassment, **Emp P § 51:74**
layoffs and recalls, **Emp P § 50:18, 50:22**
mandatory retirement, **Emp P § 52:35, 52:58**
pension and retirement payments, **Emp P § 46:48, 46:65**
rest and meal breaks, **Emp P § 45:32, 45:56**
seniority systems, **Emp P § 43:78, 43:98**
wage and salary discrimination, **Emp P § 44:79, 44:112**
Time off, employment practices, **Emp P § 82:212, 117:1, 117:8**
Trainees, minimum wages, **Comp § 18:189**
Unemployment compensation, **Ben § 4:79**

NORTH DAKOTA—Cont'd
Uniformed service members, proceedings related to, **Emp P § 90:17**
Uniforms, minimum wages, **Comp § 18:193**
Union practices, **Emp P § 66:12, 66:41**
Vacations, **Ben § 9:29; Comp § 31:2, 31:46**
Veterans and other uniformed service members
reemployment statute, criminal sanctions, **Emp P § 82:211**
selection and retention of employees, **Emp P § 40:72**
Voting time off, **Ben § 13:23**
Witness duty, **Ben § 14:26**
Workplace Safety (this index)

NORWAY
International employment, tax treaties, **Emp P § 41:239, 41:240**

NO-SMOKING RULES
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:147**

NO-SOLICITATION RULES
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

NO-STRIKE CLAUSE OR AGREEMENT
Application to sympathy strikes and refusals to cross picket lines, **Labor § 47:112**
Arbitrability of issues, **Labor § 49:59 to 49:64**
Breach. Violations, below
Labor Management Relations Act (this index)
National LABOR Relations Act, loss of employee status for violation, **Labor § 5:18**
Railway LABOR Act, injunctions in judicial actions, **Labor § 59:75**
Unfair Labor Practices (this index)
Unions, voter eligibility of strikers who are parties to agreement, **Labor § 22:128**
Violations
arbitrability of issues, **Labor § 49:59, 49:60**
Labor Management Relations Act (this index)
National LABOR Relations Act, loss of employee status, **Labor § 5:18**
Unfair Labor Practices (this index)

NO SUPRISES ACT
Introduction, **Ben § 5:351**
Regulations, **Ben § 5:352**

NOTETAKING
Unfair labor practices, creation of impression of surveillance, **Labor § 26:66**

NOTICE
General discussion, **Comp § 37:69 to 37:77; Emp P § 92:73 et seq.**
Advance notice
personnel manual, layoffs, **Pers M § 21:45**
unfair labor practices, polls of employees, **Labor § 26:130**
Workplace Safety (this index)
Affirmative action plans, construction contractors, **Emp P § 68:24**
Age Discrimination in Employment Act (this index)

NOTICE—Cont'd
Age Discrimination (this index)
Agricultural Employees (this index)
Aliens (this index)
Americans with Disabilities Act, **Emp P § 92:76**
Apprentices (this index)
Bonds of Contractors (this index)
Child Labor (this index)
Class Actions (this index)
Collective Bargaining Agreements (this index)
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Continuation and conversion privileges, **Ben § 8:142, 8:143**
Copeland Act, **Comp § 40:43**
Department of Labor supplemental hearing procedures, **Emp P § 90:242**
Disabled workers, poster for, **Comp § 37:74**
Employee Polygraph Protection Act, **Emp P § 92:82**
Equal Employment Opportunity Commission objections to subpoenas based on irregularities, **Emp P § 94:8**
Executive Order 11246 (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act, **Ben § 12:29, 12:37, 12:60 to 12:62**
Federal Employment (this index)
Federal government employees, class members, **Emp P § 88:355, 88:362**
General FSLA notice, **Comp § 37:69**
Genetic Information Nondiscrimination Act, **Emp P § 92:82.50**
Group Insurance (this index)
Hearings (this index)
Job Training Partnership Act, **Emp P § 92:80**
Joint Complaint Processing (this index)
LABOR Management Relations Act, exhaustion of internal union appeal procedures in contract enforcement actions, **Labor § 53:115**
Labor-Management Reporting and Disclosure Act (this index)
Learner certificates, display of, **Comp § 37:73**
Local drivers or driver's helpers, filing petition for exemption regarding, **Comp § 37:76**
Medical and health insurance, uniformed service members, **Emp P § 46:14**
Medical benefits, changes in benefits or eligibility requirements, **Ben § 5:14**
Medicare and Medicaid-Eligible Employees, Dependents and Retirees (this index)
Migrant farm workers' protection statute, **Emp P § 92:81**
National Labor Relations Board (this index)
Overtime, adding notation to show that rules do not apply, **Comp § 37:71**
Personnel Manual (this index)
Place to get copies, **Comp § 37:70**
Polygraph Tests (this index)
Qualified domestic relations orders (QDROs), **Ben § 26:11**
Qualified medical child support orders (QMCSOs), **Ben § 26:16**
Railway Labor Act (this index)
Records and reports, time to preserve, **Comp § 37:59**
Rehabilitation Act (this index)
Retirement and Retirement Plans (this index)
Service Contract Act, **Comp § 37:196**

NOTICE—Cont'd
Service Contract Act (this index)
Title VI, **Emp P § 88:205, 92:78**
Title VII (this index)
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 40:6**
Unions and union practices, **Emp P § 66:104**
Unions and Union Practices (this index)
Veterans and Other Uniformed Service Members (this index)
Violation, liability for, **Comp § 37:72**
Wage rate for disabled workers, **Comp § 37:75**
Worker Adjustment and Retraining Notification Act (this index)
Workers' compensation, **Ben § 4:103**
Workplace Safety (this index)

NOVELTY OF ISSUES
Attorney's fees, **Emp P § 77:76**

NOVELTY SHOPS
Retail or service establishment employees, **Comp § 12:114**

NRAB (NATIONAL RAILROAD ADJUSTMENT BOARD)
Railway Labor Act (this index)

NULLIFICATION
Unfair Labor Practices (this index)

NUMBER OR QUANTITY
Amount, Quantity or Number (this index)

NUMEROSITY
Class Actions (this index)

NURSERY OPERATIONS
Agricultural employees, **Comp § 4:25, 4:38**

NURSERY WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:10**

NURSES
Compensation, discrimination, **Emp P § 44:65**
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:85 to 5:90**
National LABOR Relations Board jurisdiction, visiting nurse associations, **Labor § 9:30**
State statutes, court enforcement of Oregon labor relations statutes, **Labor § 62:174**
White collar employees, **Comp § 3:103**

NURSES' AIDES
Compensation, discrimination, **Emp P § 44:66**

NURSING CARE AND HOMES
Medical benefits, **Ben § 5:25**
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:30**
Public contracts, veterans, **Comp § 22:13**

NURSING MOTHERS
Reasonable break time, **Emp P § 45:31.50**

NYNEX
Personnel manual, ethical business conduct and behavior, **Pers M § 5:7**

OATHS AND AFFIRMATIONS
Aliens, **Emp P § 90:160**
Railway LABOR Act, National Mediation Board, **Labor § 44:10**

OBEDIENCE
Unfair labor practices, domination or interference by employer, **Labor § 28:19**

OBESITY
Disabilities discrimination, **Emp P § 9:37**

OBJECTIONS
Attorney's fees, settlements, **Emp P § 77:58**
Class actions, effect on approval of settlement, **Emp P § 99:71 to 99:73**
Department of Labor supplemental hearing procedures, **Emp P § 90:260**
Exceptions [Objections] (this index)
Executive Order 11246 (this index)
Federal Employment (this index)
LABOR-Management Reporting and Disclosure Act, evidence at hearings on removal of union officers, **Labor § 66:117**
National Labor Relations Board (this index)
Service of process, **Emp P § 102:4**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Walsh-Healey Act, evidence, **Comp § 40:35**
Workplace Safety (this index)

OBJECTIVE MATTERS
Unions and Union Practices (this index)

OBJECTIVES
Personnel Manual (this index)

OBSERVATION OR OBSERVATIONS
Norris-LaGuardia Act, observation of situs of labor dispute during hearing, **Labor § 50:107**
Personnel Manual (this index)
Unfair Labor Practices (this index)

OBSERVERS FOR ELECTIONS
Unions and Union Practices (this index)

OBSTRUCTION
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:11**
Unfair labor practices, obstructive acts by unions and employees, **Labor § 40:77 to 40:90**

OCCUPATIONAL HEALTH STANDARDS COMMISSION
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:494**

OCCUPATIONAL PAY DATA
Personnel manual, **Pers M § 10:1 to 10:214**

OCCUPATIONAL SAFETY AND HEALTH
Workplaceplace safety and health, **Work S § 1:1 et seq.**

OCCUPATIONAL SAFETY AND HEALTH ACT
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:23**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:29**
Occupational Safety and Health Administration (this index)
Occupational Safety and Health Review Commission (this index)
Personnel Manual (this index)

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
Department of Labor, **Emp P § 83:24**
Personnel Manual (this index)
Workplace Safety (this index)

OCCUPATIONAL SAFETY AND HEALTH ADVISORY BOARD
Workplaceplace safety, Maryland's plan for safety and health, **Work S § 4:437**

OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD
Workplaceplace safety, California's plan for safety and health, **Work S § 4:242 to Work S § 4:264**

OCCUPATIONAL SAFETY AND HEALTH REVIEW BOARD
Workplace Safety (this index)

OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
Personnel manual, workplace safety, **Pers M § 17:46 to 17:55**
Workplace Safety (this index)

OCCUPATIONAL SAFETY AND HEALTH STANDARDS BOARD
Workplace Safety (this index)

OCCUPATIONAL SPECIALTIES
Aliens (H-1B visas), **Emp P § 90:23**

OD (ORGANIZATION DEVELOPMENT) POSITIONS
Personnel manual, Department of Human Resources staffing, **Pers M § 1:20**

ODORIZATION OF LIQUIFIED PETROLEUM GASES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:75**

OFCCP
Office of Federal Contract Compliance Programs (this index)

OFF-DUTY
Unfair Labor Practices (this index)
Unions, keeping off-duty employees off company property for organizing, **Labor § 16:77**

OFFENSES
Crimes and Criminal Matters (this index)

OFFER OR OFFERS
National Labor Relations Board (this index)
Personnel Manual (this index)
Unconditional offer
National LABOR Relations Board, reinstatement orders, **Labor § 43:49**
unfair labor practices, return to work by strikers, **Labor § 25:55, 25:56, 25:69, 25:70**
Unfair Labor Practices (this index)
Workplaceplace safety, offer of proof at administrative hearings, **Work S § 8:136**

OFFERS OF JUDGMENT
Settlements, releases and waivers of claims, **Emp P § 69:15**

OFFERS OF PROOF
Executive Order 11246, **Emp P § 88:127**

OFF-HOURS COURSES
Personnel manual, training and education of employees, **Pers M § 16:36 to 16:39**

OFFICE EQUIPMENT AND SUPPLIES STORES
Retail or service establishment employees, **Comp § 12:154**

OFFICE FOR ADMINISTRATION AND MANAGEMENT
Department of Labor, **Emp P § 83:18**

OFFICE FOR POLICY
Department of Labor, **Emp P § 83:19**

OFFICE MACHINES
Service Contract Act, **Comp § 15:64**

OFFICE MANAGERS
White collar employees, **Comp § 3:104**

OFFICE OF ADMINISTRATIVE LAW JUDGES
Department of Labor, **Emp P § 83:5**

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS
General discussion, **Emp P § 83:34 to 83:44**
Addresses of regional and area offices, **Emp P § 83:35**
Compliance manual, **Emp P § 83:41**
Conciliation, **Emp P § 94:106**
Equal Employment Opportunity Commission, coordination with, **Emp P § 83:43**
Executive Order 11246 (this index)
Exemptions from disclosure, Freedom of Information Act, **Emp P § 93:30**
Freedom of Information Act
general discussion, **Emp P § 93:29 to 93:31**
exemptions from disclosure, **Emp P § 93:30**
information available, **Emp P § 93:29**
request procedures, **Emp P § 93:31**
Geographical jurisdiction of regional and area offices, **Emp P § 83:35**
Internal directives, **Emp P § 83:42**
Oversight of contracting agencies, **Emp P § 83:44**

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS—Cont'd
Personnel manual, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
Regulations under Executive Order 11246, **Emp P § 83:37**
Regulations under Rehabilitation Act and Veterans Readjustment Act, **Emp P § 83:40**
Rehabilitation Act, **Emp P § 94:24**
Rehabilitation Act, powers and authority under, **Emp P § 83:39**
Review of decisions to release information, **Emp P § 94:25**
Veterans' Readjustment Act, powers and authority under, **Emp P § 83:38**

OFFICE OF INFORMATION AND PUBLIC AFFAIRS
Department of Labor, **Emp P § 83:22, 83:23**

OFFICERS
Group insurance, **Ben § 1:31**
Hearing Officers (this index)
National Railroad Adjustment Board, Railway LABOR Act, **Labor § 44:19**
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

OFFICES
National Labor Relations Board (this index)
Personnel Manual (this index)
Regional Offices (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

OFFICE WORK AND WORKERS
Child labor, **Comp § 24:57**
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:182**
Fishing or aquatic products employees, **Comp § 7:14**

OFFICIAL NOTICE
Department of Labor supplemental hearing procedures, **Emp P § 90:259**
National LABOR Relations Board, evidence in hearing on unfair labor practices, **Labor § 42:243**

OFFICIALS
Federal Employment (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Public Officials (this index)
Railway LABOR Act, jurisdiction over subordinate officials, **Labor § 13:19**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, directory of officials who administer state approved plans for safety and health, **Work S § 4:27**

OFFICIAL TIME
Federal Employment (this index)

OFFSET DEFINED BENEFIT PLANS
Retirement and Retirement Plans (this index)

OFFSETS
Disability benefits, **Ben § 6:16**

OFFSETS OF EMPLOYER LIABILITY
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:4**

OFF-SITE OR OFF-PREMISES
Personnel manual, direct child care services and programs, **Pers M § 13:14, 13:15**
Unfair Labor Practices (this index)

OHIO
Absence of employee on payday, **Comp § 29:118**
Administrative sanctions and remedies, **Emp P § 82:28, 82:66**
Administrative subpoena, enforcement of, **Emp P § 111:166**
Advisory committees, job discrimination agencies, **Emp P § 83:241**
Affirmative action plans, **Emp P § 68:92, 68:122**
Age discrimination, **Emp P § 8:14, 8:48, 111:2, 111:168**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agreed-upon deductions, assignments, **Comp § 34:82**
Agricultural employees, minimum wages, **Comp § 18:195**
Alternative repayment plans, ban on garnishment as to earnings affected by, **Comp § 34:289**
Ancestry discrimination, **Emp P § 7:14, 7:47**
Annual reports, job discrimination agencies, **Emp P § 83:240**
Answer of employer, garnishment, **Comp § 34:294**
Appeals, employment practices, **Emp P § 111:169**
Apprentices, minimum wages, **Comp § 18:200**
Arbitration of contract disputes, **Labor § 49:204**
Assignments
- general discussion, **Comp § 34:80 to 34:83, 42:491**
- amount, limit on, **Comp § 34:81**
- conditions, **Comp § 34:80**
- future wages, criminal penalties for improper assignment of, **Comp § 42:486**
- priority of earlier assignment, **Comp § 34:83**
- union dues, agreed-upon deductions and payments to creditors, use for, **Comp § 34:82**

Attorney's fees, support withholding, **Comp § 42:589**
At-will employment, exceptions to, **Emp P § 62:37**
Birth place, discrimination based on, **Emp P § 7:14, 7:47**
Bona fide occupational qualifications, **Emp P § 15:13, 15:42**
Burden of employer to show exemption, minimum wages and overtime pay, **Comp § 42:173**
Certificates, child labor, **Comp § 26:50**
Charges, job discrimination proceedings, **Emp P § 89:241**
Child labor
- general discussion, **Comp § 25:72, 25:73**
- administrative procedures, **Comp § 28:115**
- certificates and permits, **Comp § 26:50**
- exemptions, **Comp § 25:72**
- notices, **Comp § 27:49**
- prohibitions, **Comp § 25:73**
- records and reports, **Comp § 27:17**
- sanctions and remedies, **Comp § 28:57**

Citizenship discrimination, **Emp P § 7:14, 7:47**

OHIO—Cont'd
Coerced discrimination, **Emp P § 11:3, 11:35**
Color discrimination, **Emp P § 3:44**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, above
- child labor, above
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:113**
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:233**
- notices, **Comp § 37:155**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:154**
- rules, **Comp § 39:89**
- support withholding, below

Complaints, job discrimination proceedings, **Emp P § 89:245**
Complicity in discrimination, **Emp P § 12:4, 12:28**
Conciliation, job discrimination proceedings, **Emp P § 89:244**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:122**
Conversion privileges for health and life insurance, **Ben § 8:181**
Coordination of medical benefits, **Ben § 5:283**
Costs, support withholding, **Comp § 42:589**
Court enforcement of state labor relations statutes, **Labor § 62:167, 62:168**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:164 to 111:169**
- administrative subpoena, enforcement of, **Emp P § 111:166**
- age discrimination actions, **Emp P § 111:170**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- appeals, **Emp P § 111:169**
- commission decisions, review and enforcement of, **Emp P § 111:167**
- equal pay statute actions, **Emp P § 111:171**
- fair employment practices statute, **Emp P § 111:166 et seq.**
- private rights, enforcement of, **Emp P § 111:168**
- review of commission decisions, **Emp P § 111:167**

Coverage of state statutes affecting labor relations, **Labor § 15:37**
Credits, minimum wages, **Comp § 18:202**
Creed discrimination, **Emp P § 4:18, 4:51**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:25**
Criminal sanctions
- general discussion, **Emp P § 82:100, 82:213, 82:214**
- employee privacy statute, **Emp P § 82:214**
- equal pay statute, **Emp P § 82:213**

Death of employee, payment of compensation, **Comp § 30:71**
Deductions from compensation
- general discussion, **Comp § 32:151, 32:152**
- destroyed or damaged wares or equipment, charges for, **Comp § 32:151**
- medical exams, charges for, **Comp § 32:152**

OHIO—Cont'd
Destroyed or damaged wares or equipment, deductions from compensation for charges for, **Comp § 32:151**
Disabilities discrimination, **Emp P § 9:76, 9:112**
Disclosures, employment practices, **Emp P § 92:83, 92:113**
Employee privacy statute, criminal sanctions, **Emp P § 82:214**
Employment agencies, **Emp P § 20:215, 20:248, 67:16, 67:46**
Employment practices
general discussion, **Emp P § 2:1, 2:36**
administrative sanctions and remedies, **Emp P § 82:28, 82:66**
affirmative action plans, **Emp P § 68:92, 68:122**
age discrimination, **Emp P § 8:14, 8:48**
at-will employment, exceptions to, **Emp P § 62:37**
bona fide occupational qualifications, **Emp P § 15:13, 15:42**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:35**
complicity in discrimination, **Emp P § 12:4, 12:28**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:112**
disclosures, **Emp P § 92:83, 92:113**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:248**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:43**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:328**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:35**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:288**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:198**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:47**
notices, **Emp P § 92:83, 92:113**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:26**
persons protected, **Emp P § 21:18, 21:52**
private employers subject to discrimination laws, **Emp P § 20:28, 20:62**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:127**
race or color discrimination, **Emp P § 3:44**
reference check immunity, **Emp P § 65:14, 65:32**
religious or creed discrimination, **Emp P § 4:18, 4:51**
retaliation against opponents of discrimination, **Emp P § 10:76**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:46**
terms, conditions and privileges of employment, below

OHIO—Cont'd
Employment practices—Cont'd
uniformed service members, proceedings related to, **Emp P § 90:18**
Equal pay
general discussion, **Emp P § 111:171**
criminal sanctions, **Emp P § 82:213**
job discrimination proceedings, **Emp P § 89:248**
Evidence, job discrimination proceedings, **Emp P § 89:246**
Exemptions, child labor, **Comp § 25:72**
Family leave, **Ben § 12:101**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fraudulently obtained benefits, garnishment, **Comp § 34:291**
Fringe benefits, **Comp § 29:119; Emp P § 44:138, 44:158**
Future wages, criminal penalties for improper assignment of, **Comp § 42:486**
Garnishment
general discussion, **Comp § 34:288 to 34:295, 42:463**
adverse employment actions, **Emp P § 63:7, 63:43**
alternative repayment plans, ban as to earnings affected by, **Comp § 34:289**
amount of earnings subject to garnishment, **Comp § 34:288**
answer of employer, **Comp § 34:294**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fraudulently obtained benefits, **Comp § 34:291**
interval required between garnishments, **Comp § 34:292**
issuance and service of order of garnishment, **Comp § 34:293**
payments by employer to court, **Comp § 34:295**
retirement benefits, ban as to, **Comp § 34:290**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:328**
Handicapped persons, minimum wages, **Comp § 18:199**
Harassment, **Emp P § 51:75**
Health, selection and retention of employees, **Emp P § 28:31, 28:58**
Hearings, job discrimination proceedings, **Emp P § 89:245**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:79**
Holidays, **Ben § 10:40**
Interagency cooperation, job discrimination agencies, **Emp P § 83:238**
Investigations, job discrimination proceedings, **Emp P § 89:242**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:236 to 83:241**
advisory committees, **Emp P § 83:241**
annual reports, **Emp P § 83:240**
basic organization, powers and duties, **Emp P § 83:236**
interagency cooperation, **Emp P § 83:238**
research and education projects, **Emp P § 83:239**
rule making, **Emp P § 83:237**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:241 to 89:248**
basic fair employment practices statute procedures, **Emp P § 89:241**
charges, **Emp P § 89:241**
complaints, **Emp P § 89:245**
conciliation, **Emp P § 89:244**
decision of commission, **Emp P § 89:247**
equal pay proceedings, **Emp P § 89:248**

OHIO—Cont'd
Job discrimination proceedings—Cont'd
evidence, procurement of, **Emp P § 89:246**
hearings, **Emp P § 89:245**
investigations, **Emp P § 89:242**
probable cause determination, **Emp P § 89:243**
Judicial remedies, employment practices, **Emp P § 80:1, 80:35**
Jury duty, **Ben § 14:37**
Labor-management training committees, **Emp P § 20:268, 20:288, 67:67, 67:83**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:198**
Layoffs, **Emp P § 50:18, 50:23**
Life insurance, **Ben § 8:122; Emp P § 8:181**
Machinery, criminal penalties and double damages for deductions from compensation for, **Comp § 42:378**
Mandatory retirement, **Emp P § 52:35, 52:59**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:122**
conversion privileges, **Ben § 8:181**
coordination of benefits, **Ben § 5:283**
mandated provisions, **Ben § 5:226**
Medical examinations, charges for, **Comp § 32:152, 42:382**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:194 to 18:202, 42:93, 42:170 to 42:172**
agricultural employees, **Comp § 18:195**
apprentices, **Comp § 18:200**
burden of employer to show exemption, **Comp § 42:173**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:202**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:171**
handicapped persons, **Comp § 18:199**
industrial relations director's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:171**
most employees, **Comp § 18:194**
small businesses, employees of, **Comp § 18:201**
students, **Comp § 18:197**
time limit for filing suit, **Comp § 42:172**
tipped employees, **Comp § 18:196**
trainees, **Comp § 18:198**
National origin discrimination, **Emp P § 7:14, 7:47**
Nature of state statutes affecting labor relations, **Labor § 2:40**
New-hire reporting, compensation, **Comp § 37:233**
Notice
child labor, **Comp § 27:49**
compensation, **Comp § 37:155**
employment practices, **Emp P § 92:83, 92:113**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:26**
Older workers' benefits, **Emp P § 44:224, 44:238**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:140, 21:141, 42:93, 42:170 to 42:172**
burden of employer to show exemption, **Comp § 42:173**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**

OHIO—Cont'd
Overtime pay—Cont'd
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:171**
industrial relations director's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:171**
maximum hours, **Comp § 21:140**
time limit for filing suit, **Comp § 42:172**
time worked, **Comp § 21:141**
Parental leave, **Ben § 12:101**
Payment of compensation
general discussion, **Comp § 29:117 to 29:119, 42:378 to 42:382**
absence of employee on payday, **Comp § 29:118**
benefits, accumulation of offenses for failing to pay, **Comp § 42:379**
death of employee, **Comp § 30:71**
deductions, accumulation of offenses for failing to make authorized, **Comp § 42:379**
deductions from compensation, above
employee's recovery of wages and liquidated damages, **Comp § 42:376**
federal preemption regarding vacation pay, **Comp § 31:2**
fringe benefits or employee authorized deductions, **Comp § 29:119**
medical exam charges, civil penalties for, **Comp § 42:380**
periodic payment violations, criminal penalties for, **Comp § 42:377**
periodic wages, **Comp § 29:117**
severance pay, payment within 30 days, **Comp § 31:89**
termination of employment, receipt of vacation pay, **Comp § 31:48**
vacation pay, **Comp § 31:2, 31:47, 31:48**
wares, tools or machinery, criminal penalties and double damages for deductions for, **Comp § 42:378**
Pension and retirement payments, **Emp P § 46:48, 46:66**
Permits, child labor, **Comp § 26:50**
Persons protected, employment practices, **Emp P § 21:18, 21:52**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:58**
Pregnancy benefits, **Emp P § 44:178, 44:198**
Pregnancy discrimination, **Emp P § 5:12, 5:46**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:79**
Priority of earlier assignment, **Comp § 34:83**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:62**
Private rights, enforcement of, **Emp P § 111:168**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:243**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:127**
Race discrimination, **Emp P § 3:44**
Recalls, **Emp P § 50:18, 50:23**
Records and reports
child labor, **Comp § 27:17**
compensation, **Comp § 37:154**
employment and consumer records, access to, **Emp P § 54:32**

OHIO—Cont'd
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:79**
Reference check immunity, **Emp P § 65:14, 65:32**
Religious discrimination, **Emp P § 4:18, 4:51**
Remedies, child labor, **Comp § 28:57**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:239**
Retaliation against opponents of discrimination, **Emp P § 10:76**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment, **Comp § 34:290**
Rule making, job discrimination agencies, **Emp P § 83:237**
Sanctions, child labor, **Comp § 28:57**
Selection and retention of employees
- criminal arrests and convictions, **Emp P § 33:12, 33:25**
- health and physical fitness, **Emp P § 28:31, 28:58**
- hiring, preselection and recruitment practices, **Emp P § 39:45, 39:79**
- veterans and other uniformed service members, **Emp P § 40:73**

Seniority systems, **Emp P § 43:78, 43:99**
Severance pay, payment within 30 days, **Comp § 31:89**
Sex discrimination, **Emp P § 5:12, 5:46**
Small businesses, minimum wages, **Comp § 18:201**
State statutes
- arbitration of contract disputes, **Labor § 49:204**
- court enforcement of state labor relations statutes, **Labor § 62:167, 62:168**
- coverage of state statutes affecting labor relations, **Labor § 15:37**
- nature of state statutes affecting labor relations, **Labor § 2:40**

Students, minimum wages, **Comp § 18:197**
Support withholding
- general discussion, **Comp § 34:456, 42:504 to 42:507, 42:587 to 42:590**
- civil fines, **Comp § 42:588**
- costs and attorney's fees in contempt action, payment by employer, **Comp § 42:589**
- employer's liability, **Comp § 42:587**
- federal standard on expedited proceedings, **Comp § 42:499**
- federal standards adopted, **Comp § 42:586**
- mistake of fact, defined, **Comp § 42:502**
- notices and opportunity to contest withholding, **Comp § 42:500**
- performance standard for disposition of cases, **Comp § 42:501**

Termination of employment, receipt of vacation pay, **Comp § 31:48**
Terms, conditions and privileges of employment
- general discussion, **Emp P § 43:6, 43:40**
- employment and consumer records, access to, **Emp P § 54:32**
- fringe benefits, **Emp P § 44:138, 44:158**
- harassment, **Emp P § 51:75**
- layoffs and recalls, **Emp P § 50:18, 50:23**
- mandatory retirement, **Emp P § 52:35, 52:59**
- older workers' benefits, **Emp P § 44:224, 44:238**
- pension and retirement payments, **Emp P § 46:48, 46:66**
- pregnancy benefits, **Emp P § 44:178, 44:198**

OHIO—Cont'd
Terms, conditions and privileges of employment—Cont'd
- seniority systems, **Emp P § 43:78, 43:99**
- training programs, **Emp P § 48:30, 48:53**
- wage and salary discrimination, **Emp P § 44:79, 44:113**

Tipped employees, minimum wages, **Comp § 18:196**
Tools, criminal penalties and double damages for deductions from compensation for, **Comp § 42:378**
Trainees, minimum wages, **Comp § 18:198**
Training programs, **Emp P § 48:30, 48:53**
Unemployment compensation, **Ben § 4:70**
Uniformed service members, proceedings related to, **Emp P § 90:18**
Union dues, assignments, **Comp § 34:82**
Union practices, **Emp P § 66:12, 66:42**
Vacations, **Ben § 9:30; Comp § 31:2, 31:47, 31:48**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:73**
Voting time off, **Ben § 13:24**
Wares, criminal penalties and double damages for deductions from compensation for, **Comp § 42:378**
Witness duty, **Ben § 14:37**
Workplaceplace safety, maximum hour safety restrictions, **Work S § 5:179**

OIL INDUSTRY
National LABOR Relations Act, supervisor coverage, **Labor § 5:55**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:25**
Unions, bargaining units, **Labor § 19:98**
Workplaceplace safety, oil field equipment transportation, **Work S § 5:135**

OIL WELL DRILLING COMPANIES
Retail or service establishment employees, **Comp § 12:155**

OIL WELL SURVEYING FIRMS
Retail or service establishment employees, **Comp § 12:156**

OKLAHOMA
Administrative sanctions and remedies, **Emp P § 82:28, 82:67**
Advisory committees, job discrimination agencies, **Emp P § 83:250**
Age discrimination, **Emp P § 8:14, 8:49, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:33**
Ancestry discrimination, **Emp P § 7:14, 7:48**
Annual reports, job discrimination agencies, **Emp P § 83:247**
Assignments
- general discussion, **Comp § 42:488**
- continuing lien, liability under, **Comp § 42:488**

Attorney's fees
- garnishment, **Comp § 42:487**
- support withholding, **Comp § 42:591**

At-will employment, exceptions to, **Emp P § 62:38**
Birth place, discrimination based on, **Emp P § 7:14, 7:48**
Blacklisting, **Emp P § 65:42, 65:63, 82:216, 113:1, 113:8**
Bona fide occupational qualifications, **Emp P § 15:13, 15:43**
Certificates, child labor, **Comp § 26:51**
Child labor
- general discussion, **Comp § 25:74, 25:75**

OKLAHOMA—Cont'd
Child labor—Cont'd
certificates and permits, **Comp § 26:51**
exemptions, **Comp § 25:74**
notices, **Comp § 27:50**
prohibitions, **Comp § 25:75**
records and reports, **Comp § 27:18**
sanctions and remedies, **Comp § 28:58**
Citizenship discrimination, **Emp P § 7:14, 7:48**
Coerced discrimination, **Emp P § 11:3, 11:36**
Color discrimination, **Emp P § 3:45**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:69**
criminal penalties for retaliation, **Comp § 42:69**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:114**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:234**
notices, **Comp § 37:157**
overtime pay, below
payment of compensation, below
records, **Comp § 37:156**
retaliation, **Comp § 39:92, 42:68**
rules, **Comp § 39:90 to 39:92**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:249**
Complicity in discrimination, **Emp P § 12:4, 12:29**
Conciliation, job discrimination proceedings, **Emp P § 89:254**
Conditions of employment . Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:123**
Continuing lien, assignments and garnishments, **Comp § 42:488**
Conversion privileges for health and life insurance, **Ben § 8:182**
Coordination of medical benefits, **Ben § 5:284**
Costs
garnishment, **Comp § 42:487**
support withholding, **Comp § 42:591**
Court enforcement of state labor relations statutes, **Labor § 62:169 to 62:172**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:170 to 111:173**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
blacklisting cases, **Emp P § 113:1, 113:8**
commission decisions, review and enforcement of, **Emp P § 111:172**
equal pay statute actions, **Emp P § 111:175**
fair employment practices statute, **Emp P § 111:172 et seq.**
garnishment cases, **Emp P § 116:1, 116:20**
private handicap actions, **Emp P § 111:173**
recordkeeping requirements, relief from, **Emp P § 111:174**
review of commission decisions, **Emp P § 111:172**

OKLAHOMA—Cont'd
Coverage of state statutes affecting labor relations, **Labor § 15:38**
Credits, minimum wages, **Comp § 18:204**
Creed discrimination, **Emp P § 4:18, 4:52**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:25.50**
Criminal penalties
general discussion, **Emp P § 82:100, 82:215 to 82:217**
blacklisting statute, **Emp P § 82:216**
equal pay statute, **Emp P § 82:215**
minimum wages, **Comp § 42:175**
payment of compensation, **Comp § 42:384**
retaliation, **Comp § 42:69**
time off statutes, **Emp P § 82:217**
Deductions from compensation
itemized statement required, **Comp § 32:153**
medical or physical exams, charges for, **Comp § 32:154**
Disabilities discrimination, **Emp P § 9:76, 9:113**
Disclosure of drug and alcohol test information, **Emp P § 30:188**
Dispute, wages affected by, **Comp § 29:122**
Employment agencies, **Emp P § 20:215, 20:249, 67:16, 67:47**
Employment practices
general discussion, **Emp P § 2:1, 2:37**
administrative sanctions and remedies, **Emp P § 82:28, 82:67**
age discrimination, **Emp P § 8:14, 8:49**
at-will employment, exceptions to, **Emp P § 62:38**
blacklisting, **Emp P § 65:42, 65:63**
bona fide occupational qualifications, **Emp P § 15:13, 15:43**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:36**
complicity in discrimination, **Emp P § 12:4, 12:29**
conditions of employment . Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:113**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:249**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:44**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:329**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:36**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:289**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:199**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:48**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:37**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:27**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:24**

OKLAHOMA—Cont'd
Employment practices—Cont'd
persons protected, **Emp P § 21:18, 21:53**
private employers subject to discrimination laws, **Emp P § 20:28, 20:63**
privileges of employment . Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:128**
race or color discrimination, **Emp P § 3:45**
records and reports, **Emp P § 92:45, 92:65**
reference check immunity, **Emp P § 65:14, 65:33**
religious or creed discrimination, **Emp P § 4:18, 4:52**
retaliation against opponents of discrimination, **Emp P § 10:77**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:79**
sex and pregnancy discrimination, **Emp P § 5:12, 5:47**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:215, 89:256, 111:173**
Evidence, job discrimination proceedings, **Emp P § 89:253**
Exemptions, child labor, **Comp § 25:74**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fees of employer, garnishment, **Comp § 34:306**
Form of payment
general discussion, **Comp § 33:66**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, payment by mail to, **Comp § 33:66**
Fringe benefits, **Emp P § 44:138, 44:159**
Garnishment
general discussion, **Comp § 34:296 to 34:306, 42:463, 42:492, 42:493**
affidavit of employer, **Comp § 34:299**
amount of earnings subject to garnishment, **Comp § 34:296**
continuing lien, liability under, **Comp § 42:488**
costs and attorney's fees in garnishment proceedings, **Comp § 42:487**
duration of continuing lien, **Comp § 34:302**
employment practices, **Emp P § 63:7, 63:44, 116:1, 116:20**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:306**
judgment of court as prerequisite, **Comp § 34:297**
option of employee to request hearing, **Comp § 34:300**
priority of continuing lien, **Comp § 34:303**
service on employee by employer, **Comp § 34:298**
suspension or modification of continuing lien, **Comp § 34:305**
time for payment under continuing lien, **Comp § 34:301**
types of payment subject to garnishment, **Comp § 34:304**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:329**
Harassment, **Emp P § 51:76**

OKLAHOMA—Cont'd
Health, selection and retention of employees, **Emp P § 28:31, 28:59**
Hearings, job discrimination proceedings, **Emp P § 89:252**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:80**
Holidays, **Ben § 10:41**
Interagency cooperation, job discrimination agencies, **Emp P § 83:244**
Investigations, job discrimination proceedings, **Emp P § 89:250**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:242 et seq.**
advisory committees, **Emp P § 83:250**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:249 to 89:256**
basic fair employment practices statute procedures, **Emp P § 89:249**
complaint processing, **Emp P § 89:249**
conciliation, **Emp P § 89:254**
decision of commission, **Emp P § 89:255**
equal pay proceedings, **Emp P § 89:256**
evidence, procurement of, **Emp P § 89:253**
hearings, **Emp P § 89:252**
investigations, **Emp P § 89:250**
reasonable cause determination, **Emp P § 89:251**
Judicial remedies, employment practices, **Emp P § 80:1, 80:36**
Jury duty, **Ben § 14:38**
Labor-management training committees, **Emp P § 20:268, 20:289, 67:67, 67:84**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:199**
Life insurance, **Ben § 8:123; Emp P § 8:182**
Mandatory retirement, **Emp P § 52:35, 52:60**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:123**
conversion privileges, **Ben § 8:182**
coordination of benefits, **Ben § 5:284**
mandated provisions, **Ben § 5:227**
Medical examinations, deductions from compensation for charges for, **Comp § 32:154**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:203, 18:204, 39:90, 42:93, 42:173, 42:174**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:204**
criminal penalties, **Comp § 42:175**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for double wages, costs and attorney's fees, **Comp § 42:174**
labor commissioner's suit for double wages, costs and attorney's fees, **Comp § 42:174**
National origin discrimination, **Emp P § 7:14, 7:48**
Nature of state statutes affecting labor relations, **Labor § 2:41**
New-hire reporting, compensation, **Comp § 37:234**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:37**
Notice
general discussion, **Comp § 42:641**
child labor, **Comp § 27:50**
civil fine for failing to post notices, **Comp § 42:641**

OKLAHOMA—Cont'd
Notice—Cont'd
compensation, **Comp § 37:157**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:27**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:142, 42:93, 42:173**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for double wages, costs and attorney's fees, **Comp § 42:174**
labor commissioner's suit for double wages, costs and attorney's fees, **Comp § 42:174**
Payment of compensation
general discussion, **Comp § 29:120 to 29:122, 32:153, 32:154, 39:91, 42:383 to 42:386**
benefits agreed upon, monthly payment with respect to, **Comp § 29:121**
criminal penalties, **Comp § 42:384**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:122**
district attorney's suit for enforcement, **Comp § 42:382**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:381**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
other employees, **Comp § 13:48**
payment of compensation, **Comp § 42:383**
semi-monthly wages, **Comp § 29:120**
severance pay as wages, **Comp § 31:90**
support withholding, below
termination of employment, **Comp § 30:72, 31:50**
vacation pay, **Comp § 31:2, 31:49, 31:50**
Pension and retirement payments, **Emp P § 46:48, 46:67**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:24**
Permits, child labor, **Comp § 26:51**
Persons protected, employment practices, **Emp P § 21:18, 21:53**
Physical examinations, deductions from compensation for charges for, **Comp § 32:154**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:59**
Pregnancy benefits, **Emp P § 44:178, 44:199**
Pregnancy discrimination, **Emp P § 5:12, 5:47**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:80**
Priority of continuing lien, garnishment, **Comp § 34:303**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:63**
Private handicap actions, **Emp P § 111:173**
Privileges of employment . Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:128**
Race discrimination, **Emp P § 3:45**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:251**
Records and reports
child labor, **Comp § 27:18**

OKLAHOMA—Cont'd
Records and reports—Cont'd
compensation, **Comp § 37:156**
employment and consumer records, access to, **Emp P § 54:33**
employment practices, **Emp P § 92:45, 92:65**
relief from recordkeeping requirements, **Emp P § 111:174**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:80**
Reference check immunity, **Emp P § 65:14, 65:33**
Religious discrimination, **Emp P § 4:18, 4:52**
Remedies, child labor, **Comp § 28:58**
Reports. Records and reports, above
Retaliation, **Comp § 39:92, 42:68; Emp P § 10:77**
Retention of employees. Selection and retention of employees, below
Sanctions, child labor, **Comp § 28:58**
Selection and retention of employees
health and physical fitness, **Emp P § 28:31, 28:59**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:80**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:24**
veterans and other uniformed service members, **Emp P § 40:74**
Semi-monthly wages, **Comp § 29:120**
Seniority systems, **Emp P § 43:78, 43:100**
Service letters, **Emp P § 65:71, 65:79**
Service on employee by employer, garnishment, **Comp § 34:298**
Severance pay as wages, **Comp § 31:90**
Sex discrimination, **Emp P § 5:12, 5:47**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:24**
State statutes
court enforcement of state labor relations statutes, **Labor § 62:169 to 62:172**
coverage of state statutes affecting labor relations, **Labor § 15:38**
nature of state statutes affecting labor relations, **Labor § 2:41**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:185 to 30:189**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug and alcohol test information, **Emp P § 30:188**
statute enforcement and procedures, **Emp P § 30:189**
testing procedures, **Emp P § 30:186**
use of drug or alcohol tests, **Emp P § 30:187**
Support withholding
general discussion, **Comp § 34:457, 42:504 to 42:507, 42:591 to 42:593**
appeal of agency order, **Comp § 42:592**
costs and attorney's fees, payment of, **Comp § 42:591**
employer's liability, **Comp § 42:590**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**

OKLAHOMA—Cont'd
Termination of employment, payment of compensation, **Comp § 30:72, 31:50, 33:61**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:41**
employment and consumer records, access to, **Emp P § 54:33**
fringe benefits, **Emp P § 44:138, 44:159**
harassment, **Emp P § 51:76**
mandatory retirement, **Emp P § 52:35, 52:60**
pension and retirement payments, **Emp P § 46:48, 46:67**
pregnancy benefits, **Emp P § 44:178, 44:199**
seniority systems, **Emp P § 43:78, 43:100**
training programs, **Emp P § 48:30, 48:54**
wage and salary discrimination, **Emp P § 44:79, 44:114**
Time off statutes, criminal sanctions, **Emp P § 82:217**
Training programs, **Emp P § 48:30, 48:54**
Unemployment compensation, **Ben § 4:81**
Union practices, **Emp P § 66:12, 66:43**
Vacations, **Ben § 9:31**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:74**
Voting time off, **Ben § 13:25**
Witness duty, **Ben § 14:38**
Workplace Safety (this index)

OLDER PERSONS
Personnel Manual (this index)

OLDER WORKERS BENEFIT PROTECTION ACT
Age Discrimination (this index)
Personnel manual, release by employees of legal rights, **Pers M § 21:83**

OMBUDSMAN
Personnel manual, alternative dispute resolution, **Pers M § 7:14 to 7:17**

OMISSIONS
National Labor Relations Board (this index)
Workplaceplace safety, transcripts of administrative hearings, **Work S § 8:144**

ON-DUTY TIME
Workplace Safety (this index)

ONE-DISTRICT OFFICE BARGAINING UNITS
Unions, insurance, **Labor § 19:114**

ONE ESTABLISHMENT RULE
Wage and Hour Division of U.S. Department of Labor, limits on investigations and inspections, **Comp § 38:16**

ONE-FACILITY UNITS
Unions and Union Practices (this index)

ONE FORM FOR ALL JOBS
Personnel manual, form design issues for employment applications, **Pers M § 3:3**

ONE-FUNCTION
Unions, multi-facility single employer units, **Labor § 19:26**

ONE-PERSON UNITS
Unions and Union Practices (this index)

1,3-BUTADIENE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:314**

ON-SITE
Personnel manual, direct child care services and programs, **Pers M § 13:14, 13:15**
Workplaceplace safety, consultation visits, **Work S § 6:51 to Work S § 6:62**

ON-THE-JOB INSTRUCTION
Apprentices, registered programs, **Emp P § 48:21**

OPEN ADS
Personnel manual, recruitment advertising, **Pers M § 2:38**

OPEN DOOR POLICY
Personnel manual, alternative dispute resolution, **Pers M § 7:12, 7:13**

OPEN HOUSES
Personnel manual, special occasion celebrations, **Pers M § 12:142**

OPENINGS
Unions and Union Practices (this index)
Workplace Safety (this index)

OPEN MARKET PURCHASES
Public contracts, **Comp § 15:15, 15:61**
Service Contract Act, **Comp § 15:57**

OPEN-SIDED FLOORS
Workplace Safety (this index)

OPERATING ROOM SUPERVISORS
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:91**

OPERATING UNITS
Worker Adjustment and Retraining Notification Act, plant closings, **Labor § 39:233**

OPERATIONS
Collective Bargaining Agreements (this index)
Double-Breasted Operations (this index)
LABOR Management Relations Act, damages for breach of no-strike provisions, **Labor § 56:10**
National LABOR Relations Act, employer coverage of church operated schools, **Labor § 4:15**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

OPERATORS
National Labor Relations Act (this index)
Personnel Manual (this index)
Workplace Safety (this index)

OPIATES
Personnel manual, drug screening, **Pers M § 20:44**

OPINION LETTERS
Employment practices, reliance on administrative guidance, **Emp P § 18:5**
Retirement and Retirement Plans (this index)

OPINIONS
National LABOR Relations Act, opinions of administrative law judge as precedent, **Labor § 1:44**
National Labor Relations Board (this index)
Personnel manual, ERISA benefits coverage for partnerships, **Pers M § 22:194**
Unfair Labor Practices (this index)
Unions, right of employer to express views concerning unionization, **Labor § 16:41**
Workplaceplace safety, bloodborne pathogen exposure, **Work S § 5:102**

OPPORTUNITY
Equal Employment Opportunity (this index)
Labor-Management Reporting and Disclosure Act (this index)
Unfair labor practices, factors considered in determining bargaining impasse, **Labor § 36:4**

OPPOSITIONAL ACTIONS
Retaliation, **Emp P § 10:12**

OPPOSITION STATEMENT
National LABOR Relations Board, during hearing settlement of unfair labor practices, **Labor § 42:182**
Unions, review by NLRB of Regional Director's decision, **Labor § 21:8**
Workplace Safety (this index)

OPPOSITION TO EXCEPTIONS
Federal Employment (this index)

OPTICAL SHOPS
Retail or service establishment employees, **Comp § 12:157**

OPTIMUM ATTENDANCE
Personnel manual, absenteeism, **Pers M § 6:33**

OPTION OR CHOICE
Cobra continuation coverage requirements, conversion, **Ben § 8:63**
Election, Option or Choice (this index)
Stock Options (this index)

ORAL ARGUMENTS
Agricultural employees, review by Secretary of Labor, **Emp P § 90:145**
Executive Order 11246, **Emp P § 88:132**

ORAL MATTERS
Argument
National Labor Relations Board (this index)
Workplace Safety (this index)
Collective Bargaining Agreements (this index)
Personnel manual, request for leave of absence, **Pers M § 14:11**
Unions and Union Practices (this index)

ORAL MATTERS—Cont'd
Workplace Safety (this index)

ORCHESTRAS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:42**

ORDER CLERKS AND ORDER FILLERS
Personnel manual, occupational pay data, **Pers M § 10:178 to 10:183, 10:210**

ORDERLIES
Compensation, discrimination, **Emp P § 44:66**

ORDERLY WORKPLACE
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:20**

ORDER OF PROOF
Evidence (this index)

ORDER OR SEQUENCE
Personnel manual, layoffs, **Pers M § 21:54**
Workplaceplace safety, filing briefs in administrative law judge decision review, **Work S § 8:183**

ORDERS
Executive Orders (this index)
Federal Employment (this index)
Final Orders (this index)
LABOR Management Relations Act, stay of order to arbitrate pending appeal, **Labor § 56:35**
LABOR-Management Reporting and Disclosure Act, breach of fiduciary duty actions, **Labor § 65:35**
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Temporary Restraining Orders (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

ORDINARY EQUITY LIMITATIONS
National LABOR Relations Board, temporary injunctions, **Labor § 50:54**

OREGON
Administrative sanctions and remedies, **Emp P § 82:28, 82:68**
Advisory committees, job discrimination agencies, **Emp P § 83:254**
Affirmative action plans, **Emp P § 68:92, 68:123**
Age discrimination, **Emp P § 8:14, 8:50, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:34**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:27**
Ancestry discrimination, **Emp P § 7:14, 7:49**
Annual or semiannual work period, agreements for, overtime pay, **Comp § 21:146**
Appeal of agency's or district attorney's decision, support withholding, **Comp § 42:595**
Assignments
general discussion, **Comp § 34:84, 34:85**
retail firms, receipt by, **Comp § 34:84**
small loan companies, receipt by, **Comp § 34:85**

OREGON—Cont'd
Attachments, deductions from compensation, **Comp § 32:156**
At-will employment, exceptions to, **Emp P § 62:39**
Birth place, discrimination based on, **Emp P § 7:14, 7:49**
Blacklisting, **Emp P § 65:42, 65:64, 82:220**
Bona fide occupational qualifications, **Emp P § 15:13, 15:44**
Bond of employer required, payment of compensation, **Comp § 42:389**
Canneries, overtime pay, **Comp § 21:144**
Cease and desist order, enforcement of, **Emp P § 111:176**
Certificates, child labor, **Comp § 26:52**
Charity, deductions from compensation for contributions to, **Comp § 32:156**
Child labor
general discussion, **Comp § 25:76, 25:77**
certificates and permits, **Comp § 26:52**
exemptions, **Comp § 25:76**
notices, **Comp § 27:51**
overtime pay, **Comp § 21:153**
prohibitions, **Comp § 25:77**
records and reports, **Comp § 27:19**
sanctions and remedies, **Comp § 28:59**
Citizenship discrimination, **Emp P § 7:14, 7:49**
Coerced discrimination, **Emp P § 11:3, 11:37**
Collective bargaining agreement, overtime pay, **Comp § 21:150**
Color discrimination, **Emp P § 3:46**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:70 to 42:72**
criminal penalties, **Comp § 42:71**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:115**
employee's suit for wages, costs and attorney's fees, **Comp § 42:70**
form of payment, below
garnishment, below
labor commissioner's suit for wages, costs and attorney's fees, **Comp § 42:70**
minimum wages, below
new-hire reporting, **Comp § 37:235**
notices, **Comp § 37:159**
overtime pay, below
payment of compensation, below
records, **Comp § 37:158**
retaliation, **Comp § 39:97, 42:71**
rules, **Comp § 39:93 to 39:97**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:257**
Complicity in discrimination, **Emp P § 12:4, 12:30**
Conciliation, employment practices, **Emp P § 89:260**
Conditions governing most deductions from compensation, **Comp § 32:155**
Conditions of employment,. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:124**
Continuing garnishment, **Comp § 34:308**
Conversion privileges for health and life insurance, **Ben § 8:183**

OREGON—Cont'd
Coordination of medical benefits, **Ben § 5:285**
Counterclaims, deductions from compensation, **Comp § 32:156**
Court enforcement of state labor relations statutes, **Labor § 62:173 to 62:181**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:174 to 111:176**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
cease and desist order, enforcement of, **Emp P § 111:176**
equal pay statute actions, **Emp P § 111:178**
fair employment practices statute, **Emp P § 111:175, 111:176**
privacy cases, **Emp P § 112:1, 112:22**
private rights, enforcement of, **Emp P § 111:177**
Coverage of state statutes affecting labor relations, **Labor § 15:39**
Credits, minimum wages, **Comp § 18:208**
Creed discrimination, **Emp P § 4:18, 4:53**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:26**
Criminal penalties
general discussion, **Emp P § 82:100, 82:218 to 82:221**
blacklisting statute, **Emp P § 82:220**
compensation, **Comp § 42:71**
employee privacy statute, **Emp P § 82:219**
fair employment practices statute, **Emp P § 82:218**
overtime pay, **Comp § 42:178**
time off statutes, **Emp P § 82:221**
Death of employee, payment of compensation, **Comp § 30:76**
Deductions from compensation
general discussion, **Comp § 32:155 to 32:157**
attachments, **Comp § 32:156**
charity, contributions to, **Comp § 32:156**
conditions governing most deductions, **Comp § 32:155**
counterclaims, **Comp § 32:156**
medical exams or records, charges for, **Comp § 32:157**
union dues, **Comp § 32:156**
Direct deposit of compensation, **Comp § 33:67**
Disabilities discrimination, **Emp P § 9:76, 9:114**
Disclosures, employment practices, **Emp P § 92:83, 92:114**
Driers, overtime pay, **Comp § 21:144**
Employee privacy statute, criminal sanctions, **Emp P § 82:219**
Employment agencies, **Emp P § 20:215, 20:250, 67:16, 67:48**
Employment practices
general discussion, **Emp P § 2:1, 2:38**
administrative sanctions and remedies, **Emp P § 82:28, 82:68**
affirmative action plans, **Emp P § 68:92, 68:123**
age discrimination, **Emp P § 8:14, 8:50**
at-will employment, exceptions to, **Emp P § 62:39**
blacklisting, **Emp P § 65:42, 65:64**
bona fide occupational qualifications, **Emp P § 15:13, 15:44**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:37**
complicity in discrimination, **Emp P § 12:4, 12:30**
conditions of employment,. Terms, conditions and privileges of employment, below
court proceedings, above

OREGON—Cont'd
Employment practices—Cont'd
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:114**
disclosures, **Emp P § 92:83, 92:114**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:250**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:45**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:37**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:200**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:49**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:38**
notices, **Emp P § 92:83, 92:114**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:28**
persons protected, **Emp P § 21:18, 21:54**
privacy statute, proceedings under, **Emp P § 90:279**
private employers subject to discrimination laws, **Emp P § 20:28, 20:64**
privileges of employment,. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:129**
race or color discrimination, **Emp P § 3:46**
reference check immunity, **Emp P § 65:14, 65:34**
religious or creed discrimination, **Emp P § 4:18, 4:53**
retaliation against opponents of discrimination, **Emp P § 10:78**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:48**
sexual or affectional orientation discrimination, **Emp P § 6:30**
terms, conditions and privileges of employment, below
Equal pay statute actions, **Emp P § 111:178**
Evidence, job discrimination proceedings, **Emp P § 89:262**
Exemptions, child labor, **Comp § 25:76**
Factories, overtime pay, **Comp § 21:143, 42:177**
Family leave, **Ben § 12:102**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:62 to 33:64**
direct deposit, **Comp § 33:67**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
negotiable instrument payable at future date with interest, **Comp § 33:69**
termination, payment upon, **Comp § 33:68**
violations, civil fine, **Comp § 42:390**
Fringe benefits, **Emp P § 44:138, 44:160**
Garnishment
general discussion, **Comp § 34:307 to 34:312, 42:463**
adverse employment actions, **Emp P § 63:7, 63:45**

OREGON—Cont'd
Garnishment—Cont'd
amount of earnings subject to garnishment, **Comp § 34:307**
continuing garnishment, **Comp § 34:308**
duties of employer, **Comp § 34:309**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
liability under writ of garnishment, **Comp § 42:489**
preference of writs, **Comp § 34:310**
retirement benefits, ban as to, **Comp § 34:311**
state or county, garnishment on behalf of, **Comp § 34:312**
Handicapped persons and specified individuals, minimum wages, **Comp § 18:207**
Harassment, **Emp P § 51:77**
Health, selection and retention of employees, **Emp P § 28:31, 28:60**
Hearings, job discrimination proceedings, **Emp P § 89:261**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:81**
Holidays, **Ben § 10:42**
Hospital employees, overtime pay, **Comp § 21:149**
Investigations, job discrimination proceedings, **Emp P § 89:259**
Job assignments, **Emp P § 49:15, 49:20**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:251 to 83:254**
advisory committees, **Emp P § 83:254**
basic organization, powers and duties, **Emp P § 83:251**
rule making, **Emp P § 83:252**
technical assistance, **Emp P § 83:253**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:257 to 89:263**
basic fair employment practices statute procedures, **Emp P § 89:257**
complaint processing, **Emp P § 89:257**
conciliation, **Emp P § 89:260**
decision of commissioner, **Emp P § 89:263**
evidence, procurement of, **Emp P § 89:262**
hearings, **Emp P § 89:261**
investigations, **Emp P § 89:259**
recalcitrant workers, complaints against, **Emp P § 89:258**
Judicial remedies, employment practices, **Emp P § 80:1, 80:37**
Jury duty, **Ben § 14:39**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:200**
Layoffs, **Emp P § 50:18, 50:24**
Learners, minimum wages, **Comp § 18:206**
Life insurance, **Ben § 8:124; Emp P § 8:183**
Logging camps, overtime pay, **Comp § 21:145, 42:177**
Mandatory retirement, **Emp P § 52:35, 52:61**
Manufacturing establishments, overtime pay, **Comp § 21:143, 42:177**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:32**
Meal breaks, **Emp P § 45:32, 45:57**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:124**
conversion privileges, **Ben § 8:183**
coordination of benefits, **Ben § 5:285**
mandated provisions, **Ben § 5:228**

OREGON—Cont'd
Medical examinations or records, deductions from compensation for charges for, **Comp § 32:157**
Mills, overtime pay, **Comp § 21:143, 42:177**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:205 to 18:208, 39:94, 42:93, 42:175, 42:176**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:208**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, civil penalties, costs and attorney's fees, **Comp § 42:176**
handicapped persons and specified individuals, **Comp § 18:207**
labor commissioner's suit for wages, civil penalties, costs and attorney's fees, **Comp § 42:176**
most employees, **Comp § 18:205**
students and learners, **Comp § 18:206**
time limit for filing suit, **Comp § 42:177**
National origin discrimination, **Emp P § 7:14, 7:49**
Nature of state statutes affecting labor relations, **Labor § 2:42**
New-hire reporting, compensation, **Comp § 37:235**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:38**
Notice
child labor, **Comp § 27:51**
compensation, **Comp § 37:159**
employment practices, **Emp P § 92:83, 92:114**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:28**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:143 to 21:153, 39:95, 42:93, 42:175 to 42:177**
annual or semiannual work period, agreements for, **Comp § 21:146**
canneries, driers or packing plants, employees of, **Comp § 21:144**
collective bargaining agreement, maximum hours set by, **Comp § 21:150**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties for violations, **Comp § 42:178**
employee's suit for wages, civil penalties, costs and attorney's fees, **Comp § 42:176**
hospital or other residential care employees, **Comp § 21:149**
irregular hours, employees working, **Comp § 21:148**
labor commissioner's suit for wages, civil penalties, costs and attorney's fees, **Comp § 42:176**
maximum hours, **Comp § 21:143 to 21:151**
mills, factories and manufacturing establishments, **Comp § 21:143, 42:177**
minors, **Comp § 21:153**
other employees, **Comp § 21:151**
petroleum distribution employees, **Comp § 21:147**
sawmills, planing mills, shingle mills or logging camps, employees of, **Comp § 21:145, 42:177**
time limit for filing suit, **Comp § 42:177**
time worked, **Comp § 21:152, 21:153**
Packing plants, overtime pay, **Comp § 21:144**

OREGON—Cont'd
Parental leave, **Ben § 12:102**
Payment of compensation
general discussion, **Comp § 29:123, 29:124, 30:73 to 30:76, 39:96, 42:387 to 42:392**
benefit plans, contributions to, **Comp § 29:124**
bond of employer required, **Comp § 42:389**
death of employee, **Comp § 30:76**
deductions from compensation, above
dishonored check, **Comp § 42:390.50**
employee's suit for wages (including vacation, severance, and other benefits), costs and attorney's fees, **Comp § 42:385**
form of payment, above
labor commissioner's suit for wages and criminal penalties, **Comp § 42:387**
labor commissioner's suit to restore the wage security fund, **Comp § 42:388**
other employees, **Comp § 13:49**
periodic wages, **Comp § 29:123**
regular payday, civil fine for, **Comp § 42:390**
seasonal farm workers, termination of employment, **Comp § 30:74**
strikes, **Comp § 30:75**
support withholding, below
termination of employment, **Comp § 30:73, 30:74, 42:388**
Permits, child labor, **Comp § 26:52**
Persons protected, employment practices, **Emp P § 21:18, 21:54**
Petroleum distribution employees, overtime pay, **Comp § 21:147**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:60**
Planing mills, overtime pay, **Comp § 21:145, 42:177**
Polygraph tests, **Emp P § 53:26, 53:48**
Preference of writs, garnishment, **Comp § 34:310**
Pregnancy benefits, **Emp P § 44:178, 44:200**
Pregnancy discrimination, **Emp P § 5:12, 5:48**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:81**
Privacy, employment practices, **Emp P § 90:279, 112:1, 112:22**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:64**
Private rights, enforcement of, **Emp P § 111:177**
Privileges of employment,. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:129**
Race discrimination, **Emp P § 3:46**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:258**
Recalls, **Emp P § 50:18, 50:24**
Records and reports
general discussion, **Comp § 42:642**
child labor, **Comp § 27:19**
civil fine for failing to provide deduction and annual wage statements, **Comp § 42:642**
compensation, **Comp § 37:158**
employment and consumer records, access to, **Emp P § 54:34**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:81**

OREGON—Cont'd
Reference check immunity, **Emp P § 65:14, 65:34**
Regulation of internal union affairs and reporting requirements, **Labor § 70:38, 70:39**
Religious discrimination, **Emp P § 4:18, 4:53**
Remedies, child labor, **Comp § 28:59**
Reports. Records and reports, above
Residential care employees, overtime pay, **Comp § 21:149**
Rest breaks, **Emp P § 45:32, 45:57**
Retail firms, receipt of assignment by, **Comp § 34:84**
Retaliation, **Comp § 39:97, 42:71; Emp P § 10:78**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment, **Comp § 34:311**
Rule making, job discrimination agencies, **Emp P § 83:252**
Sanctions, child labor, **Comp § 28:59**
Sawmills, overtime pay, **Comp § 21:145, 42:177**
Seasonal farm workers, termination of employment, **Comp § 30:74**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:27**
criminal arrests and convictions, **Emp P § 33:12, 33:26**
health and physical fitness, **Emp P § 28:31, 28:60**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:81**
marital status, **Emp P § 32:10, 32:32**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:25**
substance abuse and testing, **Emp P § 30:82, 30:190, 30:204**
veterans and other uniformed service members, **Emp P § 40:75**
Selection of representative, **Labor § 24:63**
Seniority systems, **Emp P § 43:78, 43:101**
Sex discrimination, **Emp P § 5:12, 5:48**
Sexual or affectional orientation discrimination, **Emp P § 6:30**
Shingle mills, overtime pay, **Comp § 21:145, 42:177**
Sick leave, **Ben § 11:31**
Small loan companies, receipt of assignments by, **Comp § 34:85**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:25**
State statutes
court enforcement of state labor relations statutes, **Labor § 62:173 to 62:181**
coverage of state statutes affecting labor relations, **Labor § 15:39**
nature of state statutes affecting labor relations, **Labor § 2:42**
regulation of internal union affairs and reporting requirements, **Labor § 70:38, 70:39**
selection of representative, **Labor § 24:63**
Strikes, payment of compensation, **Comp § 30:75**
Students, minimum wages, **Comp § 18:206**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:190, 30:204**
Support withholding
general discussion, **Comp § 34:458, 42:504 to 42:507, 42:594 to 42:596**
appeal of agency's or district attorney's decision, **Comp § 42:595**
employer's liability, **Comp § 42:594**

OREGON—Cont'd
Support withholding—Cont'd
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:593**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:253**
Termination of employment, payment of compensation, **Comp § 30:73, 30:74, 33:63, 42:388**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:42**
employment and consumer records, access to, **Emp P § 54:34**
fringe benefits, **Emp P § 44:138, 44:160**
harassment, **Emp P § 51:77**
layoffs and recalls, **Emp P § 50:18, 50:24**
mandatory retirement, **Emp P § 52:35, 52:61**
polygraph tests, **Emp P § 53:26, 53:48**
pregnancy benefits, **Emp P § 44:178, 44:200**
rest and meal breaks, **Emp P § 45:32, 45:57**
seniority systems, **Emp P § 43:78, 43:101**
training programs, **Emp P § 48:30, 48:55**
transfers and job assignments, **Emp P § 49:15, 49:20**
wage and salary discrimination, **Emp P § 44:79, 44:115**
Time off statutes, criminal sanctions, **Emp P § 82:221**
Training programs, **Emp P § 48:30, 48:55**
Transfers, **Emp P § 49:15, 49:20**
Unemployment compensation, **Ben § 4:82**
Union dues, deductions from compensation, **Comp § 32:156**
Union practices, **Emp P § 66:12, 66:44**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:75**
Witness duty, **Ben § 14:39**
Workplaceplace safety
discrimination prohibited, **Work S § 4:753**
safety committees, **Work S § 4:753.50**
Workplace Safety (this index)

ORGANIZATIONS
Federal employment, administering agencies, **Labor § 45:2 to 45:7**
Labor organizations. **Unions and Union Practices** (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)

ORGANIZED CRIME CONTROL ACT
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:150**

ORGANIZERS
Unions and Union Practices (this index)

ORGANIZING
Unions and Union Practices (this index)

ORIENTATION PROGRAMS
Personnel manual, training and education of employees, **Pers M § 16:27 to 16:31**

OSHA
Occupational Safety and Health Administration (this index)

OSH ACT
Occupational Safety and Health Act (this index)

OSHRC
Occupational Safety and Health Review Commission (this index)

OUTER CONTINENTAL SHELF
National LABOR Relations Board, location of unfair labor practices, **Labor § 52:11**
Workplaceplace safety, scope of federal law, **Work S § 1:24**

OUTER GARMENTS
Workplaceplace safety, bloodborne pathogen exposure, **Work S § 5:94**

OUTFLOW OF BUSINESS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:11**

OUTPLACEMENT ASSISTANCE
Benefits, **Ben § 15:216, 15:217**

OUTRAGEOUS AND EXTREME CONDUCT
Termination of employment, intentional infliction of emotional distress, **Emp P § 61:6**

OUTREACH ACTIVITIES
Affirmative Action (this index)

OUTSOURCING
Personnel manual, Department of Human Resources staffing, **Pers M § 1:25**

OVERCOMING PRESUMPTION
Unfair labor practices, compliance with Moore Dry Dock standards, **Labor § 38:100**

OVERDRAFT PROTECTION SERVICES
Retirement plans, employee benefit plan, **Ben § 39:12**

OVERHEAD COSTS
LABOR Management Relations Act, damages for breach of no-strike provisions, **Labor § 56:9**

OVERHEAD CRANES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**

OVERPAYMENTS
Medicare and Medicaid-eligible employees, dependents and retirees, notice requirement, **Ben § 5:61**
Retirement and Retirement Plans (this index)

OVERSEAS PERFORMANCE APPRAISALS
Personnel manual, supervisors, **Pers M § 15:64**

OVERTIME
Collective Bargaining Agreements (this index)
Pay. **Overtime Pay** (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

OVERTIME PAY
General discussion, **Comp § 20:1 et seq., 42:93 et seq.**
Absence from work
- general discussion, **Comp § 20:81 to 20:88, 20:230**
- approximation of employee's normal earnings, **Comp § 20:81**
- failure of employer to provide work, **Comp § 20:87**
- fringe benefits regarding absences, **Comp § 20:86**
- holidays, **Comp § 20:84**
- infrequent, sporadic or unpredictable absences, **Comp § 20:82**
- sick leave, **Comp § 20:85**
- vacation, **Comp § 20:83**

After-hours training, **Comp § 20:234**
Aged or infirm persons, domestic companions for, **Comp § 10:6, 10:10**
Air carrier employees, **Comp § 6:41, 6:43**
Aircraft, boat and trailer salesmen, **Comp § 8:12, 8:16**
Amusement or recreational establishment employees, **Comp § 9:2, 9:15**
Annual or semiannual work periods, computation of overtime under contract, **Comp § 20:109**
Apprenticeship training, **Comp § 20:235**
Athletic events, **Comp § 20:284**
Automobile, truck and farm implement dealer employees, **Comp § 8:2, 8:9**
Averaging of hours over two or more weeks, **Comp § 20:8**
Babysitters, **Comp § 10:23, 10:28**
Basic rate arrangements
- general discussion, **Comp § 20:162 to 20:166**
- approval, arrangements that require prior, **Comp § 20:164**
- defined, **Comp § 20:162**
- method for computing overtime pay under arrangements, **Comp § 20:163**
- representative period of time, defined, **Comp § 20:166**
- substantially equivalent to employee's average hourly earnings, **Comp § 20:165**

Belo agreements
- general discussion, **Comp § 20:140 to 20:151**
- deductions from guaranteed pay, **Comp § 20:149**
- defined, **Comp § 20:140**
- guaranteed amount of weekly pay, requirement of, **Comp § 20:147**
- irregular hours, defined, **Comp § 20:142**
- number of hours for which pay is guaranteed as related to expected work hours, **Comp § 20:150**
- overtime and nonovertime hours, requirement that both be irregular, **Comp § 20:144**
- overtime rate, **Comp § 20:146**
- records kept by employers, **Comp § 37:24**
- 60 hours of work or less, requirement that guaranteed pay be for, **Comp § 20:148**
- specified regular rate, **Comp § 20:145**
- written agreement, advisability of, **Comp § 20:141**

Board furnished to employee, deduction from payroll of cost of, **Comp § 20:99**

OVERTIME PAY—Cont'd
Bona fide rates, piece rates, **Comp § 20:156**
Bona fide regular rate agreements, **Comp § 20:105**
Bonuses. Commissions, bonuses and other similar payments, below
Bonus paid by third party, **Comp § 20:76.50**
Books, reading for review, **Comp § 20:282**
Boosted hours basis of bonus distribution, **Comp § 20:79**
Call back and similar payments, **Comp § 20:59, 20:91**
Calls during sleep time, compensation for, **Comp § 20:251**
Camp or conference center employees, **Comp § 9:16, 9:20**
Cash or facilities, form of payment, **Comp § 20:23**
Charitable work, **Comp § 20:283**
Civic work, **Comp § 20:283**
Cleaning up, **Comp § 20:254**
Clock pattern premiums, **Comp § 20:56**
Clothes, exclusion of time for changing, **Comp § 20:209, 20:255**
Collective bargaining agreements, **Comp § 20:108, 20:109, 20:209, 20:209.50; Labor § 47:44, 49:41**
Commissions, bonuses and other similar payments
general discussion, **Comp § 20:64 to 20:80, 20:130 to 20:135, 20:167 to 20:170**
averaging earnings for year or quarter year preceding current quarter, **Comp § 20:167**
bonus, defined, **Comp § 20:65**
bonus paid by third party, **Comp § 20:76.50**
boosted hours basis of bonus distribution, **Comp § 20:79**
combinations of various types of benefit plans, **Comp § 20:71**
cost-of-living bonuses, **Comp § 20:76**
deferred commissions, **Comp § 20:132**
discretionary bonuses, **Comp § 20:67**
employment conditions during prior period as similar to current conditions, **Comp § 20:168**
equal amounts of commissions, allocation of, **Comp § 20:133, 20:134**
gifts, **Comp § 20:66**
grace period, method to compute prior period's hourly remuneration, **Comp § 20:170**
incentive bonuses, **Comp § 20:75**
insurance benefit plan payments, **Comp § 20:70**
labeling payment as bonus, effect, **Comp § 20:64**
length of service and similar bases of determining bonuses, **Comp § 20:80**
lump-sum bonus payments from supplemental benefits fund, **Comp § 20:72**
method to compute prior period's hourly remuneration, **Comp § 20:169, 20:170**
next pay period, allocation to, **Comp § 20:135**
percentage of total earnings, bonuses based on, **Comp § 20:73**
prizes, **Comp § 20:74**
production bonuses, **Comp § 20:75**
profit-sharing payments, **Comp § 20:68**
regular rate, inclusion of payments in, **Comp § 20:77**
retail or service establishments, **Comp § 20:131, 37:28**
retirement benefit plan payments, **Comp § 20:70**
savings plan payments, **Comp § 20:69**
special occasion bonuses, **Comp § 20:66**
supplemental benefits fund, lump-sum bonus payments from, **Comp § 20:72**

OVERTIME PAY—Cont'd
Commissions, bonuses and other similar payments—Cont'd
thrift plan payments, **Comp § 20:69**
total earnings basis of bonus distribution, **Comp § 20:78**
Commuting-related transportation as employee benefit, **Ben § 15:170**
Compensation athletic events, **Comp § 20:284**
Compensation contests, **Comp § 20:286**
Compensation suggestion systems, **Comp § 20:287**
Compensation with law
general discussion, **Comp § 20:293 to 20:296**
coefficient table for computing extra halftime for overtime, **Comp § 20:296**
drafting employment agreements, **Comp § 20:294**
measuring and recording time worked, **Comp § 20:295**
state or local rules, **Comp § 20:4**
Concluding activities. Preparatory and concluding activities, below
Constitutionality
general discussion, **Comp § 20:2**
regular rate, **Comp § 20:16**
state law, **Comp § 21:6**
Contests, **Comp § 20:286**
Contract, computation of overtime under
general discussion, **Comp § 20:102 to 20:194**
agreements not to pay wages for certain working hours, **Comp § 20:128**
agreements to pay for but not count certain working hours, **Comp § 20:129**
annual or semiannual work periods, **Comp § 20:109**
basic rate arrangements, above
Belo agreements, above
bona fide regular rate agreements, **Comp § 20:105**
bonuses. Commissions, bonuses and other similar payments, below
changing agreement when FLSA becomes applicable to covered employees, **Comp § 20:104**
collective bargaining agreements, **Comp § 20:108, 20:109**
commissions, bonuses and other incentive payment agreements, below
daily rate agreements, below
different types of work, averaging earnings for, **Comp § 20:173**
equipment owner-operators, partial exemption for, **Comp § 20:193**
fictitious regular rate agreements, **Comp § 20:106**
hospitals and other residential care establishments, below
hourly rate agreements, below
incentive payment agreements. Commissions, bonuses and other similar payments, below
irregular hours of work, agreements as to, below
meals furnished to employees, exclusion of value of, **Comp § 20:174**
monthly salaries, averaging of, **Comp § 20:171**
multiple job rates, below
noncash compensation, **Comp § 20:127**
periods longer than a week, agreements fixing salary for, **Comp § 20:125**
piece rates, below
remedial education, partial exemption for employees receiving, **Comp § 20:194**

OVERTIME PAY—Cont'd
Contract, computation of overtime under—Cont'd
residential care establishments. Hospitals and other residential care establishments, below
semimonthly salaries, averaging of, **Comp § 20:171**
16 calendar days, averaging earnings for as many as, **Comp § 20:172**
specificity in regular rate agreement, **Comp § 20:107**
tobacco industry employees, partial exemption for, **Comp § 20:192**
trivial additional payments, exclusion of, **Comp § 20:175**
wage pooling agreements, **Comp § 20:126**
weekly rate agreements, below
Contract Work Hours and Safety Standards Act, **Comp § 22:10**
Cost-of-living bonuses, **Comp § 20:76**
Cotton employees, records kept by employers of, **Comp § 37:31**
Custom, exclusion or inclusion by, **Comp § 20:206 to 20:212**
Daily rate agreements
general discussion, **Comp § 20:118 to 20:120**
split-day or Poxon plans, **Comp § 20:119**
split-week plans, **Comp § 20:120**
Davis-Bacon Act, **Comp § 22:7**
Deductions from payroll
general discussion, **Comp § 20:99 to 20:101**
authorization of deductions by employee or required by law, **Comp § 20:100**
Belo agreements, **Comp § 20:149**
board, lodging, or other facilities furnished to employee, cost of, **Comp § 20:99**
disciplinary deductions, **Comp § 20:101**
Deferred commissions, **Comp § 20:132**
De minimis rule, **Comp § 20:205**
Disaster drills, **Comp § 20:288**
Disciplinary deductions from payroll, **Comp § 20:101**
Discretionary bonuses, **Comp § 20:67**
Drafting employment agreements, **Comp § 20:294**
Emergency related to work, travel to and from work, **Comp § 20:260**
Enterprise, defined, **Comp § 20:182**
Enterprise engage[d] in distribution, requirement, **Comp § 20:180**
Entertainment, arranging for fellow employees, **Comp § 20:285**
Equipment
caring for equipment, **Comp § 20:254**
owner-operators, partial exemption for, **Comp § 20:193**
waiting time, failure of equipment, **Comp § 20:269**
Exempt, portion of the work as, **Comp § 20:35**
Expenses, reimbursement for, **Comp § 20:92**
Extra payments, talent fees paid to performers, **Comp § 20:96**
Fair Labor Standards Act and similar state laws, **Comp § 42:95 et seq.**
Family and Medical Leave Act, relationship to, **Ben § 12:47**
Fictitious guaranties, hourly rate agreements, **Comp § 20:114**
Fictitious regular rate agreements, **Comp § 20:106**
Fire drills, **Comp § 20:288**
Fire protection activities, records kept by public agencies engaged in, **Comp § 37:34**
Fire Protection or Law Enforcement Employees (this index)
Fishing or aquatic products employees, **Comp § 7:2, 7:19**
Form of payment, **Comp § 20:23, 20:24**
Fringe benefits regarding absences, **Comp § 20:86**
Gifts, **Comp § 20:66**

OVERTIME PAY—Cont'd
Government safety or health inspections, **Comp § 20:289**
Grievances, adjustment of, **Comp § 20:281**
Health inspections, **Comp § 20:289**
Holidays, **Comp § 20:54, 20:55, 20:84**
Home city of employee, travel away from, **Comp § 20:264 to 20:266**
Homeworkers, **Comp § 10:37, 20:252, 20:272, 20:290**
Hospitals and other residential care establishments
general discussion, **Comp § 20:176 to 20:178**
computation of overtime, **Comp § 20:178**
14-day work period, defined, **Comp § 20:177**
14-day work period, use in lieu of a seven-day workweek, **Comp § 20:176**
records kept by employers, **Comp § 37:29**
Hourly rate agreements
general discussion, **Comp § 20:110 to 20:117**
fictitious guaranties, **Comp § 20:114**
hourly plus basis, **Comp § 20:112**
job or task hourly rates, **Comp § 20:115**
pseudo bonuses, **Comp § 20:113**
reduction in work hours without reduction in total pay, **Comp § 20:117**
stint rates, **Comp § 20:116**
Idle hours during travel from home, **Comp § 20:265**
Incentive payment agreements. Commissions, bonuses and other similar payments, above
Independently owned and controlled enterprise, **Comp § 20:183**
Infrequent absences, payments made despite absence from work, **Comp § 20:82**
Institutionalized children, substitute parents for, **Comp § 10:19, 10:22**
Insurance benefit plan payments, **Comp § 20:70**
Interruptions of sleep time, **Comp § 20:250**
Interstate motor carriers, **Comp § 6:2, 6:25**
Irregular hours of work, agreements as to
general discussion, **Comp § 20:136 to 20:139**
Belo agreements, above, **Comp § 20:139**
decrease of pay rates as overtime hours increase, **Comp § 20:137**
fixed salary for fluctuating straight time hours, **Comp § 20:138**
fixed salary for irregular hours of work, **Comp § 20:136**
irregular hours, defined, **Comp § 20:142**
method to compute overtime under agreements that fail to qualify as Belo contracts, **Comp § 20:139**
Labeling payment as bonus, effect, **Comp § 20:64**
Law enforcement activities, records kept by public agencies engaged in, **Comp § 37:34**
Leaving of employer's premises, freedom of employee, **Comp § 20:200**
Lectures, meetings and training programs
general discussion, **Comp § 20:231 to 20:236**
after-hours training, **Comp § 20:234**
apprenticeship training, **Comp § 20:235**
direct relation of training to employee's job, **Comp § 20:233**
remedial education, **Comp § 20:236**
voluntary attendance, **Comp § 20:232**
Live-in domestic servants, **Comp § 10:11, 10:18, 20:211, 20:279**

OVERTIME PAY—Cont'd
Local bus or railway carriers engaged in charter activities, records kept by employers, **Comp § 37:35**
Local drivers and drivers' helpers, **Comp § 6:28, 6:33**
Local enterprise, **Comp § 20:184**
Local overtime pay rules, **Comp § 20:3, 20:4**
Local petroleum distributors, records kept by employers, **Comp § 37:30**
Lodging furnished to employee, deduction from payroll of cost of, **Comp § 20:99**
Lump-sum bonus payments from supplemental benefits fund, **Comp § 20:72**
Lump-sum premiums, **Comp § 20:57**
Machinery. Equipment, above
Meal periods
general discussion, **Comp § 20:237 to 20:240**
duration of meal periods, **Comp § 20:239**
relief of employees from duties, **Comp § 20:238**
24 hours or more, duty of, **Comp § 20:240**
Meals furnished to employees, exclusion of value of, **Comp § 20:174**
Medical attention, seeking during workday, **Comp § 20:291**
Meetings. Lectures, meetings and training programs, above
Minimum wages, **Comp § 20:15, 20:32**
Motion picture theater employees, **Comp § 9:21, 9:25**
Multiple employers, work for, **Comp § 20:33**
Multiple job rates
general discussion, **Comp § 20:159 to 20:161**
combination of hourly and piece rates, use of, **Comp § 20:161**
special agreement, required provisions for, **Comp § 20:160**
Multiple piece rates, use of, **Comp § 20:158**
Negligible effort or time, activities that require, **Comp § 20:227**
Newspaper employees, **Comp § 11:17**
Noncash compensation, **Comp § 20:41, 20:127**
Nonproductive time, **Comp § 20:89, 20:198**
Notices, **Comp § 37:71**
On-call time, waiting time, **Comp § 20:274 to 20:276**
Ordinary home-to-work travel, **Comp § 20:257**
Other similar payments., **Comp § 20:93**
Overlapping workweeks, payment in, **Comp § 20:27**
Payment of overtime compensation
general discussion, **Comp § 20:21 to 20:35**
cash or facilities, form of payment, **Comp § 20:23**
credits against overtime pay, **Comp § 20:28**
exempt, portion of the work as, **Comp § 20:35**
failure of employee to report overtime, **Comp § 20:31**
failure of employer to authorize overtime, **Comp § 20:30**
form of payment, **Comp § 20:23, 20:24**
minimum wage, compensation exceeding, **Comp § 20:32**
multiple customers of same employer, work for, **Comp § 20:34**
multiple employers, work for, **Comp § 20:33**
overlapping workweeks, payment in, **Comp § 20:27**
prepayment of overtime pay, **Comp § 20:26**
rate of overtime, **Comp § 20:21**
right to be paid, **Comp § 20:29**
straight time compensation, requirement for payment of, **Comp § 20:22**
time off in lieu of cash, **Comp § 20:24**
time of payment, **Comp § 20:25**
Percentage of total earnings, bonuses based on, **Comp § 20:73**

OVERTIME PAY—Cont'd
Performances, attending, **Comp § 20:282**
Performances for which employee receives talent fees, **Comp § 20:292**
Performers, defined, **Comp § 20:97**
Personal activities, freedom of employee to engage in, **Comp § 20:204**
Personnel Manual (this index)
Petroleum distribution employees
general discussion, **Comp § 20:179 to 20:191**
annual sales under $1,000,000, **Comp § 20:187**
employees' activities relate to distribution, requirement, **Comp § 20:181**
enterprise, defined, **Comp § 20:182**
enterprise engage in distribution, requirement, **Comp § 20:180**
independently owned and controlled enterprise, **Comp § 20:183**
local enterprise, **Comp § 20:184**
maximum for nonovertime hours of 12 per day and 56 per week, **Comp § 20:179**
pay required when employee works more than 40 but less than 56 hours per week, **Comp § 20:190**
pay required when employee works more than 12 hours per day or 56 hours per week, **Comp § 20:191**
petroleum products, defined, **Comp § 20:186**
sales for resale must not exceed 25 percent of all sales, **Comp § 20:189**
75 percent of sales must be made in state, **Comp § 20:188**
wholesale or bulk distribution, **Comp § 20:185**
Piece rates
general discussion, **Comp § 20:42, 20:152 to 20:158**
bona fide rates, **Comp § 20:156**
creation or modification of agreement, assent required, **Comp § 20:155**
guaranteed hourly wage, workers who receive, **Comp § 20:153**
hours that may be treated as overtime hours, **Comp § 20:157**
multiple piece rates, use of, **Comp § 20:158**
records kept by employers, **Comp § 37:27**
required provisions, **Comp § 20:154**
special agreements, **Comp § 20:154 to 20:158**
Poxon plans, **Comp § 20:119**
Preliminary or postliminary activities
general discussion, **Comp § 20:213 to 20:228**
amount of time included, **Comp § 20:217**
contract, custom or practice, effect of, **Comp § 20:214 et seq.**
exclusion of preliminary or postliminary activities from time worked, **Comp § 20:213**
existence of contract or custom at time of activity, **Comp § 20:219**
integral part of principal activity, activity as, **Comp § 20:226**
negligible effort or time, activities that require, **Comp § 20:227**
nonproductive activity as principal activity, **Comp § 20:228**
particular time when activity is performed, relation of contract or custom to, **Comp § 20:220**

OVERTIME PAY—Cont'd
Preliminary or postliminary activities—Cont'd
principal activities, activity occurring before or after, **Comp § 20:221**
principal activities of employee make up workday, **Comp § 20:225**
principal activity, defined, **Comp § 20:224**
traveling to or from work, **Comp § 20:223**
workday, activity occurring before or after, **Comp § 20:222**
Premiums for overtime
general discussion, **Comp § 20:48 to 20:63**
call-back payments, **Comp § 20:59**
clock pattern premiums, **Comp § 20:56**
daily or weekly standard, premiums for work beyond, **Comp § 20:52**
holidays, **Comp § 20:54, 20:55**
hourly rate, premium rate is often, **Comp § 20:49**
lump-sum premiums, **Comp § 20:57**
manner in which premiums are credited to overtime pay, **Comp § 20:62**
nonwork hours, counting as regular time hours, **Comp § 20:51**
other statute, premium pay pursuant to, **Comp § 20:53**
perceptions of parties, significance of, **Comp § 20:48**
shift differentials, **Comp § 20:60**
show-up payments, **Comp § 20:59**
size of premium, significance of, **Comp § 20:50**
special days, **Comp § 20:54, 20:55**
stocks, **Comp § 20:63**
task premiums, **Comp § 20:58**
weekends, **Comp § 20:54, 20:55**
Preparatory and concluding activities
general discussion, **Comp § 20:253 to 20:256**
changing clothes, **Comp § 20:255**
cleaning up, **Comp § 20:254**
tools and equipment, caring for, **Comp § 20:254**
washing, **Comp § 20:255**
Prepayment of overtime pay, **Comp § 20:26**
Principal activity, defined, **Comp § 20:224**
Private amusement or recreational establishments on public lands, records kept by employers, **Comp § 37:32**
Prizes, **Comp § 20:74**
Production bonuses, **Comp § 20:75**
Profit-sharing payments, **Comp § 20:68**
Pseudo bonuses, hourly rate agreements, **Comp § 20:113**
Public Contracts (this index)
Public Employers and Employees (this index)
Push money, **Comp § 20:39**
Radio or television employees, **Comp § 11:2, 11:11**
Railroad employees, **Comp § 6:46, 6:49, 6:50**
Rate of overtime, **Comp § 20:21**
Records kept by employers
general discussion, **Comp § 37:24 to 37:35**
basic rate agreements, employers with, **Comp § 37:25**
Belo pay plans, employers with, **Comp § 37:24**
commission employees in retail or service establishments, employers of, **Comp § 37:28**
fire protection or law enforcement activities, public agencies engaged in, **Comp § 37:34**
hospitals and other residential care establishments, **Comp § 37:29**

OVERTIME PAY—Cont'd
Records kept by employers—Cont'd
local bus or railway carriers engaged in charter activities, **Comp § 37:35**
local petroleum distributors, **Comp § 37:30**
piece rates or different rates for different jobs, employers using, **Comp § 37:27**
private amusement or recreational establishments on public lands, **Comp § 37:32**
state, local or interstate public agencies, **Comp § 37:33**
tobacco, cotton, sugar cane and sugar beet services employees, employers of, **Comp § 37:31**
yearly or semiyearly work periods, employers using, **Comp § 37:26**
Regular rate
general discussion, **Comp § 20:13 to 20:20, 20:36 to 20:80**
bonuses and similar payments, above
commission payments, **Comp § 20:38**
constitutionality, **Comp § 20:16**
failure to record time worked, effect of, **Comp § 20:18**
fixed weekly salary, employees who work more than 40 hours for a, **Comp § 20:19**
hourly rate, **Comp § 20:14**
manufacturer payments to retailer's employees, **Comp § 20:39**
minimum wage, relationship to, **Comp § 20:15**
noncash wages, **Comp § 20:41**
piecework wages, **Comp § 20:42**
premiums for overtime, above
push money, **Comp § 20:39**
retroactive wage increases, **Comp § 20:46**
severance pay, **Comp § 20:43**
significance of regularity, **Comp § 20:37**
standard basis of overtime pay, use of regular rate as the, **Comp § 20:13**
statutory exclusions from computation, **Comp § 20:20**
third parties, payments from, **Comp § 20:39, 20:40**
tips, **Comp § 20:44**
total pay divided by hours worked, basic rule, **Comp § 20:17**
two-rate pay system, **Comp § 20:47**
veterans' subsistence allowances, **Comp § 20:45**
wage increases, **Comp § 20:46**
Remedial education, **Comp § 20:194, 20:236**
Reporting pay, **Comp § 20:90**
Representative period of time, defined, **Comp § 20:166**
Residential care establishments. Hospitals and other residential care establishments, above
Rest periods
general discussion, **Comp § 20:241 to 20:245**
defined, **Comp § 20:241**
duration of rest period, **Comp § 20:244**
offset of other time worked, **Comp § 20:245**
person who benefits by rest period, **Comp § 20:243**
Retail or service establishment employees, **Comp § 12:2, 12:11, 20:131**
Retirement benefit plan payments, **Comp § 20:70**
Retroactive wage increases, **Comp § 20:46**
Safety inspections, **Comp § 20:289**
Savings plan payments, **Comp § 20:69**
Seamen, **Comp § 7:20, 7:21, 7:30, 20:210, 20:271, 20:280**

OVERTIME PAY—Cont'd
Semimonthly salaries, averaging of, **Comp § 20:171**
Service Contract Act, **Comp § 22:8**
Severance pay, **Comp § 20:43**
Shift differentials, **Comp § 20:60**
Show up payments, **Comp § 20:59, 20:90**
Sick leave, payments made despite absence from work, **Comp § 20:85**
Sleeping time
general discussion, **Comp § 20:246 to 20:252**
calls during sleep time, compensation for, **Comp § 20:251**
home, work at, **Comp § 20:252**
interruptions of sleep time, **Comp § 20:250**
residence on employer's premises, **Comp § 20:252**
24 hours, employees on duty less than, **Comp § 20:246**
24 hours or more, employees on duty for, **Comp § 20:247 to 20:249**
Special days, **Comp § 20:54, 20:55**
Special occasion bonuses, **Comp § 20:66**
Split-day plans, **Comp § 20:119**
Split-week plans, **Comp § 20:120**
Sporadic absences, payments made despite absence from work, **Comp § 20:82**
State, Local or Interstate Agency Employees and Volunteers (this index)
State law
general discussion, **Comp § 20:3, 20:4, 21:1 et seq.**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
Stint rates, hourly rate agreements, **Comp § 20:116**
Stocks, premiums for overtime, **Comp § 20:63**
Straight time compensation, requirement for payment of, **Comp § 20:22**
Substantially equivalent to employee's average hourly earnings, **Comp § 20:165**
Suffered or permitted work, **Comp § 20:201**
Sugar beet employees, records kept by employers of, **Comp § 37:31**
Sugar cane employees, records kept by employers of, **Comp § 37:31**
Suggestion systems, **Comp § 20:287**
Talent fees paid to performers
general discussion, **Comp § 20:94 to 20:98**
extra payments, fees as, **Comp § 20:96**
performances for which employee receives fees, **Comp § 20:292**
performers, defined, **Comp § 20:97**
regular hours, fees for services outside, **Comp § 20:98**
talent fees, defined, **Comp § 20:95**
Task premiums, **Comp § 20:58**
Taxi drivers, **Comp § 6:36, 6:38**
Temporary help employees, **Comp § 20:212, 20:273**
Thrift plan payments, **Comp § 20:69**
Time off in lieu of cash, **Comp § 20:24**
Time of payment, **Comp § 20:25**
Time worked determinations
general discussion, **Comp § 20:195 to 20:228**
clothes, valid exclusion of time for changing, **Comp § 20:209**
collective bargaining agreement, valid exclusion of time for changing clothes or washing under, **Comp § 20:209**

OVERTIME PAY—Cont'd
Time worked determinations—Cont'd
contract, exclusion or inclusion by, **Comp § 20:206 to 20:212**
control or requirement of employee's activity by employer, **Comp § 20:199**
custom, exclusion or inclusion by, **Comp § 20:206 to 20:212**
de minimis rule, **Comp § 20:205**
directive of employer not to work overtime, **Comp § 20:202**
leaving of employer's premises, freedom of employee, **Comp § 20:200**
live-in domestic workers, valid exclusion of off-duty time, **Comp § 20:211**
nonproductive time, **Comp § 20:198**
personal activities, freedom of employee to engage in, **Comp § 20:204**
preliminary or postliminary activities, above
primarily for employer's benefit, **Comp § 20:203**
reasonable doubts as to time worked, valid contract or custom to resolve, **Comp § 20:207**
seamen, valid exclusion of off-duty time, **Comp § 20:210**
suffered or permitted work, **Comp § 20:201**
temporary-help employees, valid exclusion of waiting time, **Comp § 20:212**
time that ordinarily is not time worked, valid contract or custom to include, **Comp § 20:208**
time worked, defined, **Comp § 20:196**
waiting time of temporary-help employees, valid exclusion, **Comp § 20:212**
washing, valid exclusion of time for changing, **Comp § 20:209**
Tips, regular rate, **Comp § 20:44**
Tobacco industry employees, **Comp § 20:192, 37:31**
Tools, caring for, **Comp § 20:254**
Training programs. Lectures, meetings and training programs, above
Travel during workday
general discussion, **Comp § 20:262 to 20:266**
home city of employee, travel away from, **Comp § 20:264 to 20:266**
idle hours during travel from home, **Comp § 20:265**
principal activity, travel as part of, **Comp § 20:262**
vehicle owned by employee, travel away from employee's home city in, **Comp § 20:266**
working while traveling, **Comp § 20:263**
Travel to and from work
general discussion, **Comp § 20:223, 20:257 to 20:261**
emergency related to work, **Comp § 20:260**
employer provided transportation, **Comp § 20:259**
ordinary home-to-work travel, **Comp § 20:257**
other travel at beginning or end of workday, **Comp § 20:258**
special one-day assignment away from ordinary worksite, **Comp § 20:261**
Trivial additional payments, exclusion of, **Comp § 20:175**
Two-rate pay system, **Comp § 20:47**
Two-week period, use of, **Comp § 20:12**
Unpredictable absences, payments made despite absence from work, **Comp § 20:82**

OVERTIME PAY—Cont'd
Vacation, payments made despite absence from work, **Comp § 20:83**
Vehicle owned by employee, travel away from employee's home city in, **Comp § 20:266**
Veterans' subsistence allowances, **Comp § 20:45**
Voluntary attendance at lectures, meetings and training programs, **Comp § 20:232**
Wage pooling agreements, **Comp § 20:126**
Waiting time
general discussion, **Comp § 20:267 to 20:280**
equipment failure, **Comp § 20:269**
homeworkers, **Comp § 20:272**
live-in domestic service workers, **Comp § 20:279**
off-duty waiting, **Comp § 20:277 et seq.**
on-call time, **Comp § 20:274 to 20:276**
on duty waiting, **Comp § 20:268 et seq.**
relief from on-call status, lack of, **Comp § 20:276**
reporting for work, work unavailable upon, **Comp § 20:270**
seamen, **Comp § 20:271, 20:280**
temporary help employees, **Comp § 20:212, 20:273**
Walsh-Healey Act, **Comp § 22:6**
Washing, time used for, **Comp § 20:209, 20:255**
Weekends, premiums for overtime, **Comp § 20:54, 20:55**
Weekly rate agreements
general discussion, **Comp § 20:121 to 20:124**
alternating weeks, differing numbers of hours in, **Comp § 20:122**
reduction in hours while pay increases, **Comp § 20:124**
reduction in hours without reduction in pay, **Comp § 20:123**
White collar employees, **Comp § 3:2, 3:133, 3:135**
Wholesale or bulk distribution, petroleum distribution employees, **Comp § 20:185**
Workweek
general discussion, **Comp § 20:5 to 10:12**
averaging of hours over two or more weeks, **Comp § 20:8**
changing of workweek, **Comp § 20:9**
40-hour maximum for nonovertime hours in workweek, **Comp § 20:6**
pay period, **Comp § 20:10**
standard time period, use of workweek as, **Comp § 20:5**
two-week period, use of, **Comp § 20:12**
workday, use as time period, **Comp § 20:11**
Written agreement, Belo agreements, **Comp § 20:141**

OWBPA
Older Workers Benefit Protection Act (this index)

OWNERS AND OWNERSHIP
Employee Retirement Income Security Act, **Ben § 2:54**
LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:46**
National Labor Relations Act (this index)
Personnel manual, handbooks for employees, **Pers M § 4:25**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

OXYGEN
Workplace Safety (this index)

PACKERS
National LABOR Relations Act, agricultural laborer coverage of meat packers, **Labor § 6:17**

PACKING SHED WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:13**

PAINTING
Davis-Bacon Act, **Comp § 15:26**

PAINT STORES
Retail or service establishment employees, **Comp § 12:158**

PAKISTAN
International employment, tax treaties, **Emp P § 41:241, 41:242**

PAMPHLETS
Personnel manual, resources on military leave of absence, **Pers M § 14:56**

PANAMA CANAL ZONE
Fair Labor Standards Act
general discussion, **Comp § 1:150, 1:151**
special industry committees, **Comp § 1:159**
wage orders, **Comp § 1:159**
International employment, Fair Labor Standards Act, **Emp P § 41:76**
Special industry committees, **Comp § 1:159**
Wage orders, **Comp § 1:159**

PANELS
Collective bargaining agreements, appointment of arbitrator from American Arbitration Association or Federal Mediation and Conciliation Service panel, **Labor § 49:69**
Federal Employment (this index)
Unfair Labor Practices (this index)

PAPER PRODUCTS
Child labor, **Comp § 24:64**

PAPERS
Personnel manual, policy statements on confidential and proprietary information, **Pers M § 5:37**
Service of Process and Papers (this index)

PAPER UNIONS
Qualifications of collective bargaining representative, **Labor § 18:27**

PAPERWORK REDUCTION ACT
Administrative exemptions, **Emp P § 91:2**

PARADES
Nature of federal labor-management relations laws, **Labor § 1:15**

PARALEGALS
Attorney's fees, **Emp P § 77:92**
White collar employees, **Comp § 3:104**

PARENTAL AND FAMILY LEAVE
General discussion, **Ben § 12:1 et seq.**
Family and Medical Leave Act (this index)

PARENT AND SUBSIDIARY COMPANIES AND CORPORATIONS
Employment practices, liability for discrimination by subsidiary, **Emp P § 20:7**
Fair Labor Standards Act and similar state laws, **Comp § 1:30**
National LABOR Relations Act, employer coverage, **Labor § 4:22**
National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:18**
Unfair labor practices, refusal to hire, **Labor § 31:15**
Worker Adjustment and Retraining Notification Act, applicability of notice requirement to employers with parent-subsidiary relationships, **Labor § 39:219**

PARENTS
Children and Minors (this index)
National LABOR Relations Act, coverage of worker employed by parent in sole proprietorship or partnership, **Labor § 5:28**
Personnel manual, Department of Labor statistics on parental leave, **Pers M § 14:59**

PARETO CHARTS
Personnel manual, tools for recording training needs assessment information, **Pers M § 16:15**

PARKING
Personnel manual, commuter assistance, **Pers M § 12:121**

PARKING ATTENDANTS
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:20**

PARKING FOR EMPLOYEES
General discussion, **Ben § 15:186 to 15:188, 15:218 to 15:220**
Checklist of legal considerations, **Ben § 15:187, 15:219**
Conditions for excluding free or subsidized parking benefit from employee's income, **Ben § 15:188, 15:220**

PARKING LOTS
Retail or service establishment employees, **Comp § 12:168**

PAROL MATTERS
Oral Matters (this index)

PARTIAL MATTERS
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

PARTIAL PAYMENTS
Mortgage assistance as employee benefit, **Ben § 15:202**

PARTIAL SUMMARY JUDGMENT
General discussion, **Emp P § 101:63**
Executive Order 11246, **Emp P § 88:97**

PARTICIPATION
Collective bargaining agreements, selection of members of board of inquiry to investigate strike issues, **Labor § 48:19**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)

PARTICIPATION—Cont'd
Norris-LaGuardia Act, burden of proof as to participation in illegal act, **Labor § 50:114**
Personnel Manual (this index)
Railway LABOR Act, participation in selection process by national unions, **Labor § 44:17**
Retaliation, **Emp P § 10:12, 10:18**
Retirement and Retirement Plans (this index)
Simple savings plans, **Ben § 23:215**
Simplified employee pensions, **Ben § 23:121**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PARTICIPATORY ACTIONS
Retaliation, **Emp P § 10:12**

PARTIES
General discussion, **Emp P § 97:1 et seq.**
Age Discrimination in Employment Act, actions under, **Emp P § 97:14, 97:15, 97:28**
Aggrieved individuals, actions by, **Emp P § 97:3**
Americans with Disabilities Act actions, **Emp P § 97:16, 97:29**
Amicus Curiae (this index)
Attorneys (this index)
Bonds of Contractors (this index)
Class Actions (this index)
Collective Bargaining Agreements (this index)
Complaints, **Emp P § 101:8**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:80**
Defendants in title VII federal employment suit, **Emp P § 97:26**
Department of Labor Supplemental Hearing Procedures (this index)
Employee morale, benefits, **Ben § 15:221, 15:222**
Employee Polygraph Protection Act actions, **Emp P § 97:23**
Equal Access to Justice Act, **Emp P § 77:105**
Equal Employment Opportunity Commission as defendant in Title VII suit, **Emp P § 97:25**
Equal Employment Opportunity Commission Title VII actions, **Emp P § 97:7**
Equal Pay Act actions, **Emp P § 97:17, 97:30**
Executive Order 11246 (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
Federal workers, Title VII actions by, **Emp P § 97:6**
Group insurance, negotiation of insurance contract, **Ben § 1:3**
Interested Persons or Parties (this index)
Intervention (this index)
Joinder of Parties (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Migrant farm workers' actions, **Emp P § 97:22, 97:35**
National Labor Relations Board (this index)
Nonparties (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Polygraph tests, civil penalties, **Emp P § 90:99**
Private organizations, Title VII actions by, **Emp P § 97:5**

PARTIES—Cont'd
Private Title VII action, action by Equal Employment Opportunity Commission after commencement of, **Emp P § 97:8**
Railway Labor Act (this index)
Recipients of federal aid, **Emp P § 94:27**
Rehabilitation Act actions, **Emp P § 97:19, 97:20, 97:32, 97:33**
Representation by counsel. **Attorneys** (this index)
Retirement and Retirement Plans (this index)
Section 1985 actions, **Emp P § 97:13**
Section 1981 (this index)
Standing to sue, **Emp P § 97:2**
State court proceedings
general discussion, **Emp P § 115:46 to 115:49**
defendants, **Emp P § 115:47 to 115:49**
employers' agents as defendants, **Emp P § 115:48**
employers' insurers as defendants, **Emp P § 115:49**
plaintiffs, **Emp P § 115:46**
Third party practice in veterans' reemployment actions, **Emp P § 97:51**
Title VI actions, **Emp P § 97:18, 97:31**
Title VII actions, **Emp P § 97:4 to 97:7, 97:24, 97:25**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act actions, **Emp P § 97:21, 97:34**
Unions and Union Practices (this index)
Workplace Safety (this index)

PARTNERS AND PARTNERSHIPS
Bonds of contractors, **Comp § 43:80**
Employee Retirement Income Security Act, **Ben § 2:55, 2:62**
Fair Labor Standards Act and similar state laws, **Comp § 1:57, 41:29**
Group insurance, **Ben § 1:32**
Keogh plans, net earnings from self-employment as earned income, **Ben § 23:156**
National LABOR Relations Act, coverage of worker employed by spouse or parent in, **Labor § 5:28**
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Unions, types of workers included in appropriate bargaining units, **Labor § 19:66**

PART-TIME EMPLOYEES
Backpay, **Emp P § 72:50**
Employment practices, **Emp P § 20:19**
Family and Medical Leave Act, **Ben § 12:46**
National Labor Relations Act (this index)
Personnel Manual (this index)
Retirement plans, partial year of participation, **Ben § 20:18**
Unions and Union Practices (this index)

PASSAGEWAYS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:21**

PASS/FAIL ANALYSIS
Statistical evidence, **Emp P § 107:116**

PAST MATTERS
Prior or Former Matters (this index)

PATERNITY LEAVE
Retirement and Retirement Plans (this index)

PATIENT-WORKERS
Personnel manual, Fair Labor Standards Act minimum wage and overtime pay coverage in health care industry, **Pers M § 22:11**

PATTERN AND PRACTICE CASES
Equal Employment Opportunity Commission, **Emp P § 94:66**
Evidence, pretext, **Emp P § 107:100**

PATTERNS
Unions, unusual employment patterns and voter eligibility, **Labor § 22:104, 22:105**

PAY
Wages (this index)

PAYMASTERS
White collar employees, **Comp § 3:106**

PAYMENT OR PAYMENTS
General discussion, **Comp § 29:1 et seq.**
Bona fide prepayment of wages, defined, **Comp § 32:3**
Bonds of Contractors (this index)
Collective bargaining agreements, methods for payment of wages, **Labor § 47:43**
Contract, variance of rules by, **Comp § 29:5**
Death and Death Benefits (this index)
Death of employee, **Comp § 30:1 et seq.**
Deductions, **Comp § 32:1 et seq.**
Disabilities Discrimination (this index)
Exemptions from state laws, **Comp § 36:1 et seq.**
Federal and state restrictions, interplay of, **Comp § 29:2**
Federal contractors, **Comp § 29:7, 33:2**
Federal contracts, deductions, **Comp § 32:2 to 32:7**
Form of payment, **Comp § 33:1 et seq.**
Health and welfare funds, deductions for, **Comp § 32:4**
Holiday pay, **Comp § 31:66 to 31:101**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Layoffs and Recalls (this index)
Life Insurance (this index)
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:105**
National LABOR Relations Act preemption, payments of unemployment compensation, **Labor § 12:49**
National Labor Relations Board (this index)
Personnel Manual (this index)
Preemption regarding deductions, **Comp § 32:7**
Prior approval for deductions, **Comp § 32:6**
Retirement and Retirement Plans (this index)
Safety equipment, deductions for cost of, **Comp § 32:5**
Separation from employment, **Comp § 30:1 et seq.**
Severance pay, **Comp § 31:66 to 31:101**
Termination of employment, **Comp § 30:1 et seq.**
Time for payment, **Comp § 29:6 et seq.**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Vacation pay, **Comp § 31:1 to 31:65**

PAYMENT OR PAYMENTS—Cont'd
Worker Adjustment and Retraining Notification Act, aggrieved employees entitled to receive employer liability payments, **Labor § 60:3**
Workplace Safety (this index)

PAYROLL
National LABOR Relations Board, use of payroll lists to verify majority status by authorization cards, **Labor § 42:53**
Personnel manual, payroll taxes, **Pers M § 9:1 to 9:69**
Unions, payroll process changes by employer in election campaigns, **Labor § 22:81**

PCP
Personnel manual, drug screening, **Pers M § 20:45**

PEER REVIEW
Personnel Manual (this index)

PENALTIES
See also specific states
Agricultural employees, **Emp P § 94:46**
Civil Penalties (this index)
Collective bargaining agreements, drug and alcohol testing, **Labor § 47:84**
Criminal Penalties (this index)
Family and Medical Leave Act, violation of notice-posting requirement, **Ben § 12:66**
Federal employment, prohibited ex parte communications, **Labor § 45:26**
Fines (this index)
Health maintenance organizations, failure to include HMO options, **Ben § 5:162**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, contempt, **Labor § 50:148, 50:149**
Personnel Manual (this index)
Polygraph Tests (this index)
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Simple savings plans, failure to report, **Ben § 23:220**
Substance Abuse and Testing (this index)
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:5 to 60:7**
Workplace Safety (this index)

PENDENT JURISDICTION
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:38**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:8**

PENDING MATTERS
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions, voter eligibility of unlawfully discharged employees, **Labor § 22:121**

PENNSYLVANIA
Administrative sanctions and remedies, **Emp P § 82:28, 82:69**
Administrative subpoena, enforcement of, **Emp P § 111:179**
Advisory committees, job discrimination agencies, **Emp P § 83:262**
Affirmative action plans, **Emp P § 68:92, 68:124**
Age discrimination, **Emp P § 8:14, 8:51, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:35**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:28**
Ancestry discrimination, **Emp P § 7:14, 7:50**
Annual reports, job discrimination agencies, **Emp P § 83:260**
Answers, job discrimination proceedings, **Emp P § 89:266**
Antiretaliation measures, compensation, **Comp § 39:101**
Arbitration of contract disputes, **Labor § 49:205**
Assignments, conditions governing most assignments, **Comp § 34:86**
At-will employment, exceptions to, **Emp P § 62:40**
Benefit plans, contributions to and recovery of overpayments from, **Comp § 32:159**
Birth place, discrimination based on, **Emp P § 7:14, 7:50**
Bona fide occupational qualifications, **Emp P § 15:13, 15:45**
Bond of employer to secure payment of wage claim, **Comp § 42:395**
Certificates, child labor, **Comp § 26:53**
Charitable contributions, deductions from compensation, **Comp § 32:160**
Child labor
  general discussion, **Comp § 25:78, 25:79**
  administrative procedures, **Comp § 28:116**
  certificates and permits, **Comp § 26:53**
  exemptions, **Comp § 25:78**
  notices, **Comp § 27:52**
  prohibitions, **Comp § 25:79**
  records and reports, **Comp § 27:20**
  sanctions and remedies, **Comp § 28:60**
Citizenship discrimination, **Emp P § 7:14, 7:50**
Coerced discrimination, **Emp P § 11:3, 11:38**
Collective bargaining agent's suit for lump-sum severance payment, **Comp § 42:394**
Color discrimination, **Emp P § 3:47**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  antiretaliation measures, **Comp § 39:101**
  assignments, conditions governing most assignments, **Comp § 34:86**
  child labor, above
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:116**
  garnishment, below
  minimum wages, below
  new-hire reporting, **Comp § 37:236**
  notices, **Comp § 37:161**
  overtime pay, below
  payment of compensation, below
  records, **Comp § 37:160**
  rules, **Comp § 39:98 to 39:101**
  support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:264, 89:266**

PENNSYLVANIA—Cont'd
Complicity in discrimination, **Emp P § 12:4, 12:31**
Conciliation, job discrimination proceedings, **Emp P § 89:269**
Conditions governing most deductions from compensation, **Comp § 32:158**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Control-share acquisition, severance pay in connection with, **Comp § 31:93**
Conversion privileges for health and life insurance, **Ben § 8:184**
Coordination of medical benefits, **Ben § 5:286**
Court enforcement of state labor relations statutes, **Labor § 62:182 to 62:186**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:177 to 111:180**
administrative subpoena, enforcement of, **Emp P § 111:179**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decisions, review and enforcement of, **Emp P § 111:180**
equal pay statute actions, **Emp P § 111:182**
fair employment practices statute, **Emp P § 111:179 et seq.**
garnishment cases, **Emp P § 116:1, 116:21**
private rights, enforcement of, **Emp P § 111:181**
review of commission decisions, **Emp P § 111:180**
time off cases, **Emp P § 117:1, 117:9**
Coverage of state statutes affecting labor relations, **Labor § 15:40**
Credits, minimum wages, **Comp § 18:216**
Creed discrimination, **Emp P § 4:18, 4:54**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:27**
Criminal penalties
general discussion, **Emp P § 82:100, 82:222 to 82:225**
employee privacy statute, **Emp P § 82:224**
equal pay statute, **Emp P § 82:223**
fair employment practices statute, **Emp P § 82:222**
minimum wages, **Comp § 42:180**
overtime pay, **Comp § 42:180**
time off statutes, **Emp P § 82:225**
wage payment violations, **Comp § 42:397**
Death of employee, payment of compensation, **Comp § 30:79**
Deductions from compensation
general discussion, **Comp § 32:158 to 32:166**
benefit plans, contributions to and recovery of overpayments from, **Comp § 32:159**
charitable contributions, **Comp § 32:160**
conditions governing most deductions, **Comp § 32:158**
loans from employer, repayment of, **Comp § 32:165**
local development activities, contributions to, **Comp § 32:160**
medical exams or records, charges for, **Comp § 32:161**
overpayments to benefit plans, recovery of, **Comp § 32:159**
profit performance, tying compensation to, **Comp § 32:166**
purchase of goods, services or facilities, **Comp § 32:164**
purchase of securities, **Comp § 32:162**
replacement of goods, services or facilities, **Comp § 32:164**

PENNSYLVANIA—Cont'd
Deductions from compensation—Cont'd
savings, **Comp § 32:162**
union dues and other charges, **Comp § 32:163**
Disabilities discrimination, **Emp P § 9:76, 9:115**
Disclosures, employment practices, **Emp P § 92:83, 92:115**
Employee privacy statute, criminal sanctions, **Emp P § 82:224**
Employment agencies, **Emp P § 20:215, 20:251, 67:16, 67:49**
Employment practices
general discussion, **Emp P § 2:1, 2:39**
administrative sanctions and remedies, **Emp P § 82:28, 82:69**
affirmative action plans, **Emp P § 68:92, 68:124**
age discrimination, **Emp P § 8:14, 8:51**
at-will employment, exceptions to, **Emp P § 62:40**
bona fide occupational qualifications, **Emp P § 15:13, 15:45**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:38**
complicity in discrimination, **Emp P § 12:4, 12:31**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:115**
disclosures, **Emp P § 92:83, 92:115**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:251**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:46**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:330**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:38**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:201**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:50**
notices, **Emp P § 92:83, 92:115**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:29**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:25**
persons protected, **Emp P § 21:18, 21:55**
privacy statute, proceedings under, **Emp P § 90:280**
private employers subject to discrimination laws, **Emp P § 20:28, 20:65**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:130**
race or color discrimination, **Emp P § 3:47**
records and reports, **Emp P § 92:45, 92:66**
reference check immunity, **Emp P § 65:34.50**
religious or creed discrimination, **Emp P § 4:18, 4:54**
retaliation against opponents of discrimination, **Emp P § 10:79**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below

PENNSYLVANIA—Cont'd
Employment practices—Cont'd
sex and pregnancy discrimination, **Emp P § 5:12, 5:49**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 111:182**
criminal sanctions, **Emp P § 82:223**
job discrimination proceedings, **Emp P § 89:273**
Evidence, job discrimination proceedings, **Emp P § 89:271**
Exemptions, child labor, **Comp § 25:78**
Family leave, **Ben § 12:103**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fringe benefits, **Comp § 29:127; Emp P § 44:138, 44:161**
Garnishment
general discussion, **Comp § 34:313 to 34:316, 42:463**
employment practices, **Emp P § 63:7, 63:46, 116:1, 116:21**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
hearing, right of employee to, **Comp § 34:315**
judgment against employer, effective date of, **Comp § 34:316**
notice to employee, **Comp § 34:314**
support, board and education, payments allowed for, **Comp § 34:313**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:330**
Handicapped persons, minimum wages, **Comp § 18:215**
Harassment, **Emp P § 51:78**
Hearings, job discrimination proceedings, **Emp P § 89:270**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:82**
Holidays, **Ben § 10:43; Comp § 31:91, 31:92**
Interagency cooperation, job discrimination agencies, **Emp P § 83:257**
Investigations, job discrimination proceedings, **Emp P § 89:267**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:255 to 83:262**
advisory committees, **Emp P § 83:262**
annual reports, **Emp P § 83:260**
basic organization, powers and duties, **Emp P § 83:255**
interagency cooperation, **Emp P § 83:257**
local agencies, **Emp P § 83:261**
research and education projects, **Emp P § 83:259**
rule making, **Emp P § 83:256**
technical assistance, **Emp P § 83:258**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:264 to 89:273**
answers, **Emp P § 89:266**
basic fair employment practices statute procedures, **Emp P § 89:264**
complaints, **Emp P § 89:264, 89:266**
conciliation, **Emp P § 89:269**
decision of commission, **Emp P § 89:272**
equal pay proceedings, **Emp P § 89:273**
evidence, procurement of, **Emp P § 89:271**
hearings, **Emp P § 89:270**
investigations, **Emp P § 89:267**
probable cause determination, **Emp P § 89:268**
recalcitrant workers, complaints against, **Emp P § 89:265**
Judicial remedies, employment practices, **Emp P § 80:1, 80:38**
Jury duty, **Ben § 14:40**

PENNSYLVANIA—Cont'd
Labor disputes, payment of compensation, **Comp § 30:78**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:201**
Learners, minimum wages, **Comp § 18:214**
Life insurance, conversion privileges, **Ben § 8:184**
Loans from employer, deductions from compensation for repayment of, **Comp § 32:165**
Local development activities, deductions from compensation for contributions to, **Comp § 32:160**
Mandatory retirement, **Emp P § 52:35, 52:62**
Meal breaks, **Emp P § 45:32, 45:58**
Medical benefits
conversion privileges, **Ben § 8:184**
coordination of benefits, **Ben § 5:286**
mandated provisions, **Ben § 5:229**
Medical examinations or records, charges for, **Comp § 32:161, 42:400**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:212 to 18:216, 39:99, 42:93, 42:178, 42:179**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:216**
criminal penalties, **Comp § 42:180**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs and attorney's fees, **Comp § 42:179**
handicapped persons, **Comp § 18:215**
labor secretary's suit for wages, costs and attorney's fees, **Comp § 42:179**
learners and students, **Comp § 18:214**
most employees, **Comp § 18:209**
National origin discrimination, **Emp P § 7:14, 7:50**
Nature of state statutes affecting labor relations, **Labor § 2:43**
New-hire reporting, compensation, **Comp § 37:236**
Notice
child labor, **Comp § 27:52**
compensation, **Comp § 37:161**
employment practices, **Emp P § 92:83, 92:115**
garnishment, **Comp § 34:314**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:29**
Overpayments to benefit plans, deductions from compensation for recovery of, **Comp § 32:159**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:154, 21:155, 42:93, 42:178, 42:179**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:180**
employee's suit for wages, costs and attorney's fees, **Comp § 42:179**
labor secretary's suit for wages, costs and attorney's fees, **Comp § 42:179**
maximum hours, **Comp § 21:154**
time worked, **Comp § 21:155**
Parental leave, **Ben § 12:103**
Payment of compensation
general discussion, **Comp § 29:125 to 29:127, 30:77 to 30:79, 39:100, 42:393 to 42:400**

PENNSYLVANIA—Cont'd
Payment of compensation—Cont'd
bond of employer to secure payment of wage claim, **Comp § 42:395**
collective bargaining agent's suit for lump-sum severance payment, **Comp § 42:394**
control-share acquisition, severance pay in connection with, **Comp § 31:93**
criminal penalties for wage payment violations, **Comp § 42:397**
death of employee, **Comp § 30:79**
deductions from compensation, above
employee's suit for lump-sum severance payment, **Comp § 42:394**
employee's suit for wages, liquidated damages and attorney's fees, **Comp § 42:391**
federal preemption regarding vacation pay, **Comp § 31:2**
fringe benefits, payment of, **Comp § 29:127**
holiday pay, **Comp § 31:91, 31:92**
labor disputes, **Comp § 30:78**
labor secretary's suit for wages, **Comp § 42:392**
medical examination or record charges, civil fine, **Comp § 42:398**
officer of corporation, action against, **Comp § 42:393**
other employees, **Comp § 13:50**
periodic wages for most employees, **Comp § 29:125**
railroad-related employees, weekly wages for, **Comp § 29:126**
severance pay, **Comp § 31:91, 31:93**
striking employees, **Comp § 31:52, 31:92**
support withholding, below
termination of employment, **Comp § 30:77**
time limit for filing suit, **Comp § 42:396**
union dues, deduction of, **Comp § 29:127**
union's suit for wages, liquidated damages and attorney's fees, **Comp § 42:391**
vacation pay, **Comp § 31:2, 31:51, 31:52**
Pension and retirement payments, **Emp P § 46:48, 46:68**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:25**
Periodic wages for most employees, **Comp § 29:125**
Permits, child labor, **Comp § 26:53**
Persons protected, employment practices, **Emp P § 21:18, 21:55**
Polygraph tests, **Emp P § 53:26, 53:49**
Pregnancy benefits, **Emp P § 44:178, 44:201**
Pregnancy discrimination, **Emp P § 5:12, 5:49**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:82**
Privacy statute, proceedings under, **Emp P § 90:280**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:65**
Private rights, enforcement of, **Emp P § 111:181**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:268**
Profit performance, tying compensation to, **Comp § 32:166**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:130**
Purchase of goods, services or facilities, deductions from compensation, **Comp § 32:164**

PENNSYLVANIA—Cont'd
Purchase of securities, deductions from compensation, **Comp § 32:162**
Race discrimination, **Emp P § 3:47**
Railroad-related employees, weekly wages for, **Comp § 29:126**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:265**
Records and reports
child labor, **Comp § 27:20**
compensation, **Comp § 37:160**
employment and consumer records, access to, **Emp P § 54:35**
employment practices, **Emp P § 92:45, 92:66**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:82**
Reference check immunity, **Emp P § 65:34.50**
Regulation of internal union affairs, **Labor § 70:40**
Religious discrimination, **Emp P § 4:18, 4:54**
Remedies, child labor, **Comp § 28:60**
Replacement of goods, services or facilities, deductions from compensation, **Comp § 32:164**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:259**
Rest breaks, **Emp P § 45:32, 45:58**
Retaliation against opponents of discrimination, **Emp P § 10:79**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:256**
Sanctions, child labor, **Comp § 28:60**
Savings, deductions from compensation, **Comp § 32:162**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:28**
criminal arrests and convictions, **Emp P § 33:12, 33:27**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:82**
veterans and other uniformed service members, **Emp P § 40:76**
Selection of representative, **Labor § 24:64**
Severance pay, payment of, **Comp § 31:91, 31:93**
Sex discrimination, **Emp P § 5:12, 5:49**
Sick leave, **Ben § 11:31.50**
State statutes
arbitration of contract disputes, **Labor § 49:205**
court enforcement of state labor relations statutes, **Labor § 62:182 to 62:186**
coverage of state statutes affecting labor relations, **Labor § 15:40**
nature of state statutes affecting labor relations, **Labor § 2:43**
regulation of internal union affairs, **Labor § 70:40**
selection of representative, **Labor § 24:64**
Striking employees, payment of compensation, **Comp § 31:52, 31:92**
Students, minimum wages, **Comp § 18:214**
Support withholding
general discussion, **Comp § 34:459, 42:504 to 42:507, 42:597**
employer's liability, **Comp § 42:596**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**

PENNSYLVANIA—Cont'd
Support withholding—Cont'd
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:258**
Termination of employment, payment of compensation, **Comp § 30:77**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:43**
employment and consumer records, access to, **Emp P § 54:35**
fringe benefits, **Emp P § 44:138, 44:161**
harassment, **Emp P § 51:78**
mandatory retirement, **Emp P § 52:35, 52:62**
pension and retirement payments, **Emp P § 46:48, 46:68**
polygraph tests, **Emp P § 53:26, 53:49**
pregnancy benefits, **Emp P § 44:178, 44:201**
rest and meal breaks, **Emp P § 45:32, 45:58**
training programs, **Emp P § 48:30, 48:56**
wage and salary discrimination, **Emp P § 44:79, 44:116**
Time off, employment practices, **Emp P § 82:225, 117:1, 117:9**
Training programs, **Emp P § 48:30, 48:56**
Unemployment compensation, **Ben § 4:83**
Union dues and other charges, deductions from compensation, **Comp § 29:127, 32:163**
Union practices, **Emp P § 66:12, 66:45**
Vacations, **Ben § 9:32; Comp § 31:2, 31:51, 31:52**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:76**
Witness duty, **Ben § 14:40**
Workplace Safety (this index)

PENSION BENEFIT GUARANTY CORPORATION
Retirement and Retirement Plans (this index)

PENSIONS AND PENSION PLANS
Collective Bargaining Agreements (this index)
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:264**
Personnel manual, simplified employee pensions, **Pers M § 22:192**
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)
Unions, impact of deunionization, **Labor § 17:4**

PEONAGE
General discussion, **Emp P § 42:42 to 42:50**
Complaints, **Emp P § 101:32**
Constitutionality of peonage prohibition, **Emp P § 42:46**
Convict labor, **Emp P § 42:49**
Entities subject to peonage laws, **Emp P § 42:44**
Geographic reach of peonage prohibition, **Emp P § 42:47**
Involuntary servitude, defined, **Emp P § 42:45**
Nondiscriminatory service, **Emp P § 42:50**
Peonage, defined, **Emp P § 42:45**
State criminal laws regarding failure to perform employment contract, **Emp P § 42:48**

PEOPLE'S REPUBLIC OF CHINA
International employment, tax treaties, **Emp P § 41:243, 41:244**

PERCENTAGE
Personnel manual, guide to payroll withholding for employers, **Pers M § 9:41**
Unfair Labor Practices (this index)

PER DIEM
Business trips, conventions and related expenses of employees, **Ben § 15:65**

PERFORMANCE
LABOR Management Relations Act, specific performance as relief in contract enforcement actions, **Labor § 56:53**
National LABOR Relations Act, employer coverage, **Labor § 4:3**
National LABOR Relations Board employees, meddling in performance of duties, **Labor § 41:50**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PERFORMING ARTS
Aliens, applications for occupations designated for special handling, **Emp P § 90:60**

PERISHABLES
Public contracts, **Comp § 15:17**

PERJURY
At-will employment, **Emp P § 58:21**

PERMANENCY REQUIREMENT
Retirement and Retirement Plans (this index)

PERMANENT FLOOR INSTALLATION
Workplaceplace safety, steel erection in construction industry, **Work S § 2:62**

PERMANENT LIFE INSURANCE
Life Insurance (this index)

PERMISSION
Consent, Approval or Permission (this index)

PERMIT OR ALLOW
Consent, Approval or Permission (this index)

PERMITS
Child Labor (this index)
Minimum Wages (this index)
Workplace Safety (this index)

PERSONAL APPEARANCE
Personnel Manual (this index)

PERSONAL ASSOCIATIONS
Selection and Retention of Employees (this index)

PERSONAL BUSINESS
Personnel manual, personal leave, **Pers M § 5:110**

PERSONAL CONDUCT
Personnel manual, policy statements on ethical behavior, **Pers M § 5:23 to 5:26**

PERSONAL DAYS
Personnel manual, leave of absence, **Pers M § 14:100, 14:101**

PERSONAL INFORMATION ABOUT EMPLOYEES
Unfair labor practices, duty of employer to provide information to union, **Labor § 35:41 to 35:48**

PERSONALITY
Discipline, **Emp P § 57:12**
International Employment (this index)
Termination of employment, **Emp P § 57:12**

PERSONAL LEAVE
Collective bargaining agreements, paid time off, **Labor § 47:68**
Personnel manual, work rules, **Pers M § 5:110 to 5:114**

PERSONAL LOANS
Unfair labor practices, discrimination based on membership in union, **Labor § 30:108**

PERSONAL MORALITY
Selection and Retention of Employees (this index)

PERSONAL PROBLEMS
Personnel manual, absenteeism and ability to attend, **Pers M § 6:16**

PERSONAL PROFIT
Unfair labor practices, rule against picketing for, **Labor § 25:100**

PERSONAL PROTECTIVE EQUIPMENT
Workplace Safety (this index)

PERSONAL RELATIONSHIPS
Personnel manual, policy statements on nepotism, **Pers M § 5:39**

PERSONAL RIGHTS
LABOR Management Relations Act, individuals as parties in contract enforcement actions, **Labor § 53:53, 53:54**

PERSONAL SAMPLING DEVICES
Personnel manual, workplace inspections in manufacturing industry, **Pers M § 22:162**
Workplaceplace safety, inspections, **Work S § 6:42**

PERSONAL SERVICES
Benefits, **Ben § 15:223, 15:224**
Workplaceplace safety, hearings under California's plan for safety and health, **Work S § 4:240**

PERSONNEL
Manual. **Personnel Manual** (this index)
National Labor Relations Act (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PERSONNEL MANUAL
General discussion, **Pers M § 1:1 to 22:246**

PERSONNEL MANUAL—Cont'd
Abatement documentation, Occupational Safety and Health Administration, **Pers M § 17:43 to 17:45**
Absence
- absenteeism, **Pers M § 6:1 to 6:65**
- continued absence, resignation, **Pers M § 21:74**
- leaves of absence, below
- rewards and incentives for absence control, absence bank, **Pers M § 6:53**
- unexplained absence, disciplinary discharge of employees, **Pers M § 21:31**

Absenteeism, **Pers M § 6:1 to 6:65**
Abuse
- leave of absence policies, **Pers M § 14:18, 14:19**
- substances, workplace safety, **Pers M § 20:1 to 20:66**

Accelerated death benefits, life insurance, **Pers M § 12:6**
Accessibility, recruitment of persons with disabilities, **Pers M § 2:74**
Access to records
- human resources planning, developing personnel record access policy, **Pers M § 1:44**
- OSHA requirements, workplace safety, **Pers M § 17:34 to 17:37**

Accidents
- federal employment taxes, accident and health benefits, **Pers M § 9:6**
- OSHA reporting requirements, workplace safety, **Pers M § 17:38**
- sickness and accident insurance, short-term disability benefits, **Pers M § 12:16 to 12:21**

Accommodation or accommodations
- recruitment of persons with disabilities, **Pers M § 2:74**
- religious accommodation, holidays, **Pers M § 14:74**

Accountability
- Health Insurance Portability and Accountability Act of 1996, health insurance plans, **Pers M § 12:57**
- performance appraisals, accountability management forms, **Pers M § 15:51**

Accountants, occupational pay data, **Pers M § 10:4 to 10:20**
Accounting clerks, occupational pay data, **Pers M § 10:21 to 10:28**
Accounts
- flexible spending accounts, financial assistance for child care, **Pers M § 13:34**
- payable clerk, job description, **Pers M § 8:116**
- receivable clerk, job description, **Pers M § 8:117**

Accrual of benefits during leave of absence, **Pers M § 14:10**
Achievement list, performance appraisals, **Pers M § 15:46**
Acknowledgment
- allowing employees to acknowledge loss of co-worker, death of employee, **Pers M § 21:77**
- forms
  - handbooks for employees, **Pers M § 4:20, 4:25**
  - work rules, policy statements on ethical behavior, **Pers M § 5:43**
- performance appraisal, **Pers M § 15:38**

Acquisitions, altering compensation programs due to corporate change, **Pers M § 8:33**
Actions and proceedings
- avoiding defamation suits, misconduct work rules, **Pers M § 5:80**

PERSONNEL MANUAL—Cont'd

Actions and proceedings—Cont'd
- contract enforcement suit, successor employer as party, **Pers M § 22:241**
- Fair Labor Standards Act suits, **Pers M § 22:200, 22:226**
- Occupational Safety and Health Administration enforcement actions, ergonomics, **Pers M § 17:87**
- partners as parties to FLSA suit, **Pers M § 22:200**
- preventing lawsuits, reasons to adopt sexual harassment policy, **Pers M § 5:52**
- successor employers, **Pers M § 22:226, 22:241**

Act or acts
- affirmative action, below
- human resources planning, sample personnel action form, **Pers M § 1:51**
- substance abuser detection, actions for supervisors to take, **Pers M § 20:19**
- training, acting on needs assessment results, **Pers M § 16:16 to 16:18**

Ada. Americans with Disabilities Act, below

Addiction, recognizing tobacco addiction as informal smoking-cessation program, **Pers M § 19:21**

Additional matters
- IRS guidance, federal income tax withholding, **Pers M § 9:56**
- supervisor's additional job match information, human resources planning, **Pers M § 1:14**

Addressing substance abuse without testing, **Pers M § 20:16 to 20:33**

Adea. Age Discrimination in Employment Act, below

Adequate consideration, revising handbooks for employees, **Pers M § 4:29**

Adjusting to business life cycles, altering compensation programs due to corporate change, **Pers M § 8:34**

Administration
- group tests, methods of assessing needs for training, **Pers M § 16:11**
- health insurance plans, **Pers M § 12:51 to 12:57**
- pay, **Pers M § 8:1 to 10:214**
- promotion policy, **Pers M § 15:101**
- union grievance procedures, **Pers M § 7:47**
- work-study programs, training and education of employees, **Pers M § 16:47**

Administrative controls of hazards, workplace safety, **Pers M § 17:71**

Adoption of children, financial assistance for child care services and programs, **Pers M § 13:35, 13:36**

Adoption of policies
- AIDS in workplace, **Pers M § 18:2 to 18:5**
- sexual harassment, work rules, **Pers M § 5:51 to 5:54**

Adr. Alternative dispute resolution, below

Adult day care, eldercare services, **Pers M § 13:42**

Advance matters
- earned income credit payment, guide to payroll withholding for employers, **Pers M § 9:43**
- notice, layoffs, **Pers M § 21:45**

Advantages and disadvantages
- behaviorally anchored rating scales, performance review systems, **Pers M § 15:19**
- critical incidents technique, performance review systems, **Pers M § 15:26**

PERSONNEL MANUAL—Cont'd

Advantages and disadvantages—Cont'd
- defined benefit plans, retirement benefits, **Pers M § 12:60, 12:61**
- defined contribution plans, retirement benefits, **Pers M § 12:67**
- job analysis, compensation planning and design, **Pers M § 8:60**
- legal advantages, reasons to adopt sexual harassment policy, **Pers M § 5:51**
- management by objectives, performance review systems, **Pers M § 15:34**
- mediation, grievances and complaints, **Pers M § 7:30**
- minitrials, grievances and complaints, **Pers M § 7:42**
- narrative systems, performance review systems, **Pers M § 15:28**
- nonunion arbitration, grievances and complaints, **Pers M § 7:38**
- peer review, grievances and complaints, **Pers M § 7:34**
- pros and cons, below

Adverse publicity, reasons to adopt sexual harassment policy, **Pers M § 5:54**

Advertising, recruitment, **Pers M § 1:11, 2:36 to 2:46**

Affirmative action
- layoffs, basis for selection, **Pers M § 21:42**
- programs, human resources planning, **Pers M § 1:83 to 1:132**

Age
- discrimination. Age Discrimination in Employment Act, below
- older persons, below
- recruitment of minors, **Pers M § 2:57, 2:59**

Age Discrimination in Employment Act
- compliance, early retirement, **Pers M § 21:68**
- Older Workers Benefit Protection Act, release by employees of legal rights, **Pers M § 21:83**
- payroll taxes, independent contractor vs. employee, **Pers M § 9:66**

Agencies
- advertising agencies, recruitment advertising, **Pers M § 2:46**
- employment agencies, below

Agreements. Contracts or agreements, below

Aid
- first aid, workplace safety programs, **Pers M § 17:59**
- tuition aid, programs and plans, **Pers M § 16:32 to 16:35, 16:57, 16:58**

Aids
- practice aids, performance appraisals, **Pers M § 15:77 to 15:81**
- transportation aids, external preventive measures for absenteeism, **Pers M § 6:39**

AIDS/HIV, workplace safety, **Pers M § 18:1 to 18:21, 22:32**

Alcohol, workplace safety and substance abuse, **Pers M § 20:1 to 20:66**

Aliens
- human resources planning, filling out federal reporting forms, **Pers M § 1:82**
- Immigration Reform and Control Act, recordkeeping requirements and recommendations, **Pers M § 3:51**
- nonresident aliens, individuals subject to federal employment taxes, **Pers M § 9:22**

PERSONNEL MANUAL—Cont'd
Aliens—Cont'd
unauthorized alien employment ban, below
Allowance or allowing
acknowledgment of loss of co-worker, death of employee, **Pers M § 21:77**
paid sick leave, short-term disability benefits, **Pers M § 12:14**
union business leave of absence, **Pers M § 14:40, 14:42, 14:43**
Allowances for meals for employees on overtime, work rules, **Pers M § 5:132 to 5:136**
Altering compensation programs due to corporate change, compensation administration, **Pers M § 8:33 to 8:36**
Alternation ranking method, job evaluation, **Pers M § 8:126**
Alternative dispute resolution
arbitration, below
grievances and complaints, generally, **Pers M § 7:1 to 7:44**
mediation, **Pers M § 7:28 to 7:31**
Alternative or alternatives
disciplinary discharge of employees, **Pers M § 21:18**
dispute resolution. Alternative dispute resolution, above
layoffs and furloughs, **Pers M § 21:33**
reward systems, compensation, **Pers M § 8:14**
voting leave of absence policy, **Pers M § 14:36 to 14:38**
work schedules, lifestyle benefits, **Pers M § 13:8, 13:47 to 13:70**
Amendment. Change, below
Americans with Disabilities Act
drug testing program, **Pers M § 20:57**
job descriptions, compensation planning and design, **Pers M § 8:97**
payroll taxes, independent contractor vs. employee, **Pers M § 9:66**
Amount or number
additional matters, above
deductible amount, health insurance plans, **Pers M § 12:35**
duration, below
extended or extending, below
Fair Labor Standards Act minimum wage and overtime pay coverage, number of employees, **Pers M § 22:170, 22:197**
frequency, below
minimum, below
partial matters, below
participants in plan, ERISA benefits coverage for partnerships, **Pers M § 22:193**
reduction, below
Amphetamines, drug screening, **Pers M § 20:46**
Analysis
business trends, human resources planning, **Pers M § 1:7**
hazard analysis, workplace safety programs, **Pers M § 17:67 to 17:69**
job analysis, compensation planning and design, **Pers M § 8:56 to 8:89**
job safety analysis, workplace safety, **Pers M § 17:4 to 17:8**
model affirmative action plan for women and minorities, human resources planning, **Pers M § 1:103 to 1:106**
physical facility and systems, smoking policy, **Pers M § 19:4**
recruitment, human resources planning, **Pers M § 1:17**

PERSONNEL MANUAL—Cont'd
Analysis—Cont'd
turnover, human resources planning, **Pers M § 1:16**
Analysts
budget analysts, occupational pay data, **Pers M § 10:36 to 10:46**
computer systems analysts, occupational pay data, **Pers M § 10:82 to 10:93**
Anniversaries, special occasion celebrations, **Pers M § 12:141**
Announcement, job analysis, **Pers M § 8:77**
Annual matters
averages, calculating changes in Consumer Price Index, **Pers M § 8:50 to 8:53**
salary budgets, compensation administration, **Pers M § 8:32**
Answer or response
common questions and answers about company policy, family and medical leave of absence, **Pers M § 14:62**
exit interviews, termination procedures, **Pers M § 21:104**
falsification of answers in employment applications, **Pers M § 3:16, 3:17**
performance appraisal, employee response, **Pers M § 15:48**
telephone response to classified advertising, recruitment, **Pers M § 2:39**
Answers (pleadings), Occupational Safety and Health Review Commission, **Pers M § 17:50**
Antinepotism policies, employee referrals for recruitment, **Pers M § 2:11, 2:12**
Appeals
disciplinary discharge of employees, **Pers M § 21:30**
layoffs, **Pers M § 21:47**
Occupational Safety and Health Review Commission, workplace safety, **Pers M § 17:46 to 17:55**
Appearance and grooming
personal appearance, below
work rules, **Pers M § 5:141 to 5:144**
Applicants for employment
consent form for drug testing, **Pers M § 20:60, 20:63**
getting relevant information from applicants, tools for selecting employees, **Pers M § 3:6, 3:7**
interviewing applicants, tools for selecting employees, **Pers M § 3:20 to 3:32**
letters, final selection, **Pers M § 3:54, 3:55**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:128**
Application or applicability
general industry standards, below
Internal Revenue Service factors, federal income tax withholding, **Pers M § 9:52**
Occupational Safety and Health Administration, below
Applications
applicants for employment, above
continuing education program for employees, **Pers M § 16:55**
employment applications, generally, **Pers M § 3:1 to 3:19**
falsified documents, work rules, **Pers M § 5:71**
tools for selecting employees, **Pers M § 3:1 to 3:19**
tuition reimbursement or aid, **Pers M § 16:57, 16:58**
unsolicited applications, internal recruitment sources, **Pers M § 2:15**
Appraisal, performance, **Pers M § 15:1 to 15:107**

PERSONNEL MANUAL—Cont'd
Appropriate matters
choosing appropriate option, child care services and programs, **Pers M § 13:26 to 13:28**
setting appropriate staff ratios, Department of Human Resources staffing, **Pers M § 1:24**
Approval or denial
job analysis, compensation planning and design, **Pers M § 8:74**
leave of absence, generally, **Pers M § 14:15**
union business leave of absence, legal complications in granting, **Pers M § 14:45**
vacation time clearance and approval form, **Pers M § 14:92**
Arbitration
nonunion arbitration, grievances and complaints, **Pers M § 7:37 to 7:39**
successor employers, labor relations, **Pers M § 22:239, 22:240**
union arbitration procedures, **Pers M § 7:45 to 7:53**
Area pay data, **Pers M § 10:1**
Arrangements
alternative work schedules, **Pers M § 13:48 to 13:51**
fee arrangements, health insurance plans, **Pers M § 12:29, 12:32, 12:37**
Arrest record monitoring, unlawful employment practices in banking industry, **Pers M § 22:45**
Arrival standards, absenteeism, **Pers M § 6:31**
Assessment
managerial candidates for training, **Pers M § 16:66 to 16:69**
needs assessment
attendance, absenteeism policy development, **Pers M § 6:5**
child care services and programs, choosing appropriate option, **Pers M § 13:26**
training, **Pers M § 16:1 to 16:25**
purpose and goal of eldercare services, **Pers M § 13:39**
skills
current employees, forecasting staffing needs, **Pers M § 1:5**
managerial skills of employee, executive development programs, **Pers M § 16:77**
Assignments
project or client assignments, layoffs, **Pers M § 21:41**
work assignment disputes, labor relations in construction industry, **Pers M § 22:106**
Assistance
commuter assistance, types of benefits, **Pers M § 12:120 to 12:136**
dependent care assistance benefits, compensation subject to federal employment taxes, **Pers M § 9:8**
educational services, **Pers M § 12:112 to 12:115**
employee assistance programs, below
factfinding assistance, sexual harassment grievances, **Pers M § 7:65**
financial assistance
child care services and programs, **Pers M § 13:32 to 13:36**
lifestyle benefits, **Pers M § 13:7, 13:32 to 13:36**
housing assistance, types of benefits, **Pers M § 12:97, 12:100, 12:101**

PERSONNEL MANUAL—Cont'd
Assistance—Cont'd
relocation assistance, types of benefits, **Pers M § 12:97 to 12:99, 12:102, 12:103**
Assistants
human resources personnel assistants, occupational pay data, **Pers M § 10:150 to 10:156**
job description, assistant controller, **Pers M § 8:115**
Assurance of priority for overtime to regular employees, work rules, **Pers M § 5:124**
Attendance, absenteeism, **Pers M § 6:5, 6:12 to 6:27, 6:33, 6:61 to 6:63**
Attitude problems, absenteeism and ability to attend, **Pers M § 6:18**
Attorneys
legal services, types of benefits, **Pers M § 12:111, 12:118, 12:119**
occupational pay data, **Pers M § 10:29 to 10:35**
At-will employment
applications for employment, sample policy, **Pers M § 3:12**
banking industry, unlawful employment practices, **Pers M § 22:48**
construction industry, unlawful employment practices, **Pers M § 22:98**
health care industry, unlawful employment practices, **Pers M § 22:19**
hotels and restaurants, unlawful employment practices, **Pers M § 22:73**
insurance industry, unlawful employment practices, **Pers M § 22:177**
manufacturing industry, unlawful employment practices, **Pers M § 22:149**
motor carriers, unlawful employment practices, **Pers M § 22:126**
partnerships, unlawful employment practices, **Pers M § 22:207**
successor employers, unlawful employment practices, **Pers M § 22:233**
Audits and auditing
employee assistance programs, **Pers M § 12:110**
job descriptions, compensation planning and design, **Pers M § 8:108**
pay programs, compensation administration, **Pers M § 8:37 to 8:41**
personnel records, human resources planning, **Pers M § 1:45**
safety in workplace, **Pers M § 17:1 to 17:22**
system, model affirmative action plans, **Pers M § 1:97, 1:116**
Authority and authorization
leave of absence, authorization procedures, **Pers M § 14:11, 14:12**
Occupational Safety and Health Administration, motor carriers, **Pers M § 22:135**
unauthorized matters, below
Automatic discharge of employees, **Pers M § 21:11, 21:12**
Availability
analysis, model affirmative action plan for women and minorities, **Pers M § 1:105**
food, work rules for breaks, **Pers M § 5:104**
Average days of paid sick leave, short-term disability benefits, **Pers M § 12:12**

PERSONNEL MANUAL—Cont'd
Avoiding or avoidance
bias, training raters for performance appraisals, **Pers M § 15:57**
charges of discrimination or defamation, investigating and proving misconduct, **Pers M § 5:76**
defamation charges or suits, misconduct, **Pers M § 5:76, 5:80**
discrimination
charges, investigating and proving misconduct, **Pers M § 5:76**
promotion policies, **Pers M § 15:105 to 15:107**
questions in interviewing applicants, **Pers M § 3:25**
pitfalls, performance appraisals, **Pers M § 15:82 to 15:93**
recordkeeping practices to avoid gathering personnel information, human resources planning, **Pers M § 1:41**
underuse of eldercare services, **Pers M § 13:46**
whistleblower claims, **Pers M § 7:57**
Awards
arbitration award enforcement, labor relations for successor employers, **Pers M § 22:240**
employee referral award programs, internal recruitment sources, **Pers M § 2:9, 2:10**
Backup child care, direct child care services and programs, **Pers M § 13:20, 13:21**
Ban. Prohibition or ban, below
Banks
absence bank, rewards and incentives for absence control, **Pers M § 6:53**
data banks, external recruitment sources, **Pers M § 2:30, 2:31**
hours bank at public utility, personal leave policy, **Pers M § 5:114**
paid time off (PTO) banks, leave of absence policy, **Pers M § 14:7**
Banks and other financial institutions
bonded position at bank, employment applications, **Pers M § 3:18**
Camden bank case study, compensation program goals, **Pers M § 8:8**
employment law summary and location, **Pers M § 22:34 to 22:58**
job description questionnaire, compensation planning and design, **Pers M § 8:111**
meals, work rules, **Pers M § 5:95, 5:134**
overtime policies, work rules, **Pers M § 5:121, 5:128, 5:134**
personal leave policies, work rules, **Pers M § 5:113, 5:114**
punctuality policy, **Pers M § 6:65**
services, types of benefits, **Pers M § 12:151**
state laws, below
Bargaining
collective bargaining, below
negotiating or negotiations, below
Bargaining unit determinations
banking industry, **Pers M § 22:53**
construction industry, **Pers M § 22:102**
health care industry, **Pers M § 22:23**
hotels and restaurants, **Pers M § 22:78**
insurance industry, **Pers M § 22:183**
manufacturing industry, **Pers M § 22:154**
motor carriers, **Pers M § 22:132**

PERSONNEL MANUAL—Cont'd
Bargaining unit determinations—Cont'd
partnerships, **Pers M § 22:212**
Bars (behaviorally anchored rating scales), performance appraisals, **Pers M § 15:18 to 15:20, 15:41**
Beech-Nut, ethical business conduct and behavior, **Pers M § 5:4**
Behavior
ethical business conduct and behavior, work rules, **Pers M § 5:1 to 5:47**
interviewing applicants, behavioral interviews, **Pers M § 3:26**
performance appraisals, behaviorally anchored rating scales, **Pers M § 15:18 to 15:20, 15:41**
unprofessional behavior, just cause discharge of employees, **Pers M § 21:16**
Benefits
AIDS in workplace, benefits practices, **Pers M § 18:7**
banking industry, **Pers M § 22:35 to 22:37, 22:37**
compensation and benefits positions, Department of Human Resources staffing, **Pers M § 1:33**
construction industry, **Pers M § 22:86 to 22:88, 22:88**
disability benefits, types of benefits, **Pers M § 12:7 to 12:27**
domestic partners, generally, **Pers M § 11:5 to 11:7**
during leave of absence, **Pers M § 14:8 to 14:10, 14:44, 14:51**
Employee Retirement Income Security Act, below
employees, generally, **Pers M § 11:1 to 14:103**
formulas for benefits, below
health, below
health care industry, **Pers M § 22:5**
hotels and restaurants, **Pers M § 22:60 to 22:62, 22:62**
insurance industry, **Pers M § 22:166 to 22:168, 22:168**
lifestyle benefits, **Pers M § 13:1 to 13:70**
manufacturing industry, **Pers M § 22:138, 22:139**
motor carriers, **Pers M § 22:115, 22:116**
Older Workers Benefit Protection Act, release by employees of legal rights, **Pers M § 21:83**
partnerships, **Pers M § 22:190 to 22:195, 22:195**
payroll taxes, compensation subject to federal employment taxes, **Pers M § 9:5 to 9:8**
retirement benefits, types of benefits, **Pers M § 12:58 to 12:71**
Social Security benefits, recruitment of older workers, **Pers M § 2:52**
state laws, below
successor employers, **Pers M § 22:219 to 22:223**
types of benefits, **Pers M § 11:4, 12:1 to 12:154**
Bereavement leave of absence, **Pers M § 14:98, 14:99**
Best uses for data banks, external recruitment sources, **Pers M § 2:31**
Bias
avoidance, training raters for performance appraisals, **Pers M § 15:57**
complaint procedures, recruitment of minorities and women, **Pers M § 2:69**
Bill of rights, AIDS in workplace, **Pers M § 18:9**
Binding of handbooks for employees, **Pers M § 4:11**
Blanket statements on ethical behavior, work rules, **Pers M § 5:42**
Blind ads, recruitment advertising, **Pers M § 2:38**

PERSONNEL MANUAL—Cont'd
Bloodborne pathogen exposure, workplace safety in health care industry, **Pers M § 22:32**
Bls. Bureau of Labor Statistics, below
Blue Cross/Blue Shield associations, health insurance plans, **Pers M § 12:39**
Bonded position at bank, employment applications, **Pers M § 3:18**
Bonus pay, rewards and incentives for absence control, **Pers M § 6:52**
Boycotts. Secondary boycotts, below
Breaks, work rules, **Pers M § 5:88, 5:98 to 5:107**
Bribes, policy statements on ethical behavior, **Pers M § 5:29**
Budgets
Consolidated Omnibus Budget Reconciliation Act (COBRA), health insurance plans, **Pers M § 12:54 to 12:57**
occupational pay data, budget analysts, **Pers M § 10:36 to 10:46**
salaries, compensation administration, **Pers M § 8:30 to 8:32**
Building
candidate database, internal recruitment sources, **Pers M § 2:7**
diversity into managerial selection, training, **Pers M § 16:69**
motivation during interview, performance appraisal, **Pers M § 15:61**
support for needs assessment, training, **Pers M § 16:12**
Bureau of Labor Statistics
absenteeism, **Pers M § 6:3, 6:6**
data
occupational pay, **Pers M § 10:2 to 10:214**
vacations, **Pers M § 14:88**
earnings surveys
accountants, occupational pay data, **Pers M § 10:12, 10:13, 10:19, 10:20**
accounting clerks, occupational pay data, **Pers M § 10:27, 10:28**
attorneys, occupational pay data, **Pers M § 10:34, 10:35**
budget analysts, occupational pay data, **Pers M § 10:42, 10:43**
buyers/contracting specialists, occupational pay data, **Pers M § 10:54, 10:55**
civil engineering technicians, occupational pay data, **Pers M § 10:135, 10:136**
computer operators, occupational pay data, **Pers M § 10:71, 10:72**
computer programmers, occupational pay data, **Pers M § 10:80, 10:81**
computer systems analysts, occupational pay data, **Pers M § 10:89, 10:90, 10:92, 10:93**
computer systems analyst supervisors, occupational pay data, **Pers M § 10:92, 10:93**
drafters, occupational pay data, **Pers M § 10:100, 10:101**
engineering technicians, occupational pay data, **Pers M § 10:126, 10:127, 10:135, 10:136**
engineers, occupational pay data, **Pers M § 10:116, 10:117**
forklift operators, occupational pay data, **Pers M § 10:201, 10:202**

PERSONNEL MANUAL—Cont'd
Bureau of Labor Statistics—Cont'd
earnings surveys—Cont'd
general clerks, occupational pay data, **Pers M § 10:62, 10:63**
guards, occupational pay data, **Pers M § 10:207, 10:208**
human resources personnel assistants, occupational pay data, **Pers M § 10:155, 10:156**
human resources personnel specialists, occupational pay data, **Pers M § 10:145, 10:146**
human resources personnel supervisors, occupational pay data, **Pers M § 10:148, 10:149**
janitors, occupational pay data, **Pers M § 10:207, 10:208**
key entry operators, occupational pay data, **Pers M § 10:161, 10:162**
maintenance workers, occupational pay data, **Pers M § 10:170, 10:171, 10:176, 10:177**
material movement workers, occupational pay data, **Pers M § 10:213, 10:214**
occupational pay data, generally, **Pers M § 10:2**
order clerks, occupational pay data, **Pers M § 10:182, 10:183**
public accountants, occupational pay data, **Pers M § 10:19, 10:20**
secretaries, occupational pay data, **Pers M § 10:186, 10:187**
survey engineering technicians, occupational pay data, **Pers M § 10:135, 10:136**
switchboard operator/receptionist, occupational pay data, **Pers M § 10:189, 10:190**
tool and die makers, occupational pay data, **Pers M § 10:201, 10:202**
truck drivers, occupational pay data, **Pers M § 10:104, 10:105**
word processors, occupational pay data, **Pers M § 10:196, 10:197**
job descriptions. Occupational descriptions, below this group
occupational descriptions
accountants, occupational pay data, **Pers M § 10:5 to 10:11, 10:14 to 10:18**
accounting clerks, occupational pay data, **Pers M § 10:22 to 10:26**
attorneys, occupational pay data, **Pers M § 10:30 to 10:33**
budget analysts, occupational pay data, **Pers M § 10:37 to 10:41, 10:44 to 10:46**
budget analyst supervisors, occupational pay data, **Pers M § 10:44 to 10:46**
buyers/contracting specialists, occupational pay data, **Pers M § 10:48 to 10:53**
civil engineering technicians, occupational pay data, **Pers M § 10:128 to 10:134**
computer operators, occupational pay data, **Pers M § 10:65 to 10:70**
computer programmers, occupational pay data, **Pers M § 10:74 to 10:79**
computer systems analyst managers, occupational pay data, **Pers M § 10:91**

PERSONNEL MANUAL—Cont'd
Bureau of Labor Statistics—Cont'd
occupational descriptions—Cont'd
computer systems analysts, occupational pay data, **Pers M § 10:83 to 10:88, 10:91**
computer systems analyst supervisors, occupational pay data, **Pers M § 10:91**
construction inspectors, occupational pay data, **Pers M § 10:128 to 10:134**
data on occupational pay, generally, **Pers M § 10:3**
drafters, occupational pay data, **Pers M § 10:95 to 10:99**
drivers, occupational pay data, **Pers M § 10:103**
engineering technicians, occupational pay data, **Pers M § 10:119 to 10:125, 10:128 to 10:134**
engineers, occupational pay data, **Pers M § 10:107 to 10:115**
forklift operators, occupational pay data, **Pers M § 10:200**
general clerks, occupational pay data, **Pers M § 10:57 to 10:61**
guards, occupational pay data, **Pers M § 10:203 to 10:205**
human resources personnel assistants, occupational pay data, **Pers M § 10:150 to 10:154**
human resources personnel managers, occupational pay data, **Pers M § 10:147**
human resources personnel specialists, occupational pay data, **Pers M § 10:138 to 10:144**
human resources personnel supervisors, occupational pay data, **Pers M § 10:147**
janitors, occupational pay data, **Pers M § 10:206**
key entry operators, occupational pay data, **Pers M § 10:158 to 10:160**
maintenance workers, occupational pay data, **Pers M § 10:164 to 10:169, 10:172 to 10:175**
material handling laborers, occupational pay data, **Pers M § 10:209**
order clerks, occupational pay data, **Pers M § 10:179 to 10:181**
order filler, occupational pay data, **Pers M § 10:210**
public accountants, occupational pay data, **Pers M § 10:14 to 10:18**
secretaries, occupational pay data, **Pers M § 10:185**
shipping and receiving clerks, occupational pay data, **Pers M § 10:211**
survey engineering technicians, occupational pay data, **Pers M § 10:128 to 10:134**
switchboard operator/receptionist, occupational pay data, **Pers M § 10:188**
tool and die makers, occupational pay data, **Pers M § 10:199**
warehouse specialists, occupational pay data, **Pers M § 10:212**
word processors, occupational pay data, **Pers M § 10:192 to 10:195**
surveys
benefits for employees, generally, **Pers M § 11:4**
defined benefit plans, retirement benefits, **Pers M § 12:62 to 12:65**
defined contribution plans, retirement benefits, **Pers M § 12:68, 12:69, 12:71**

PERSONNEL MANUAL—Cont'd
Bureau of Labor Statistics—Cont'd
surveys—Cont'd
earnings surveys, above this group
ergonomics, workplace safety, **Pers M § 17:90**
injury and illness incidence rates, workplace safety, **Pers M § 17:20**
life insurance, **Pers M § 12:3 to 12:5**
long-term disability benefits, **Pers M § 12:23 to 12:25**
short-term disability benefits, **Pers M § 12:9, 12:11 to 12:14, 12:17, 12:18**
Business
adjusting to business life cycles, altering compensation programs due to corporate change, **Pers M § 8:34**
analyzing business trends, forecasting staffing needs, **Pers M § 1:7**
casual business dress policy, work rules, **Pers M § 5:143**
costs of poor health, wellness programs, **Pers M § 12:73**
ethical business conduct and behavior, work rules, **Pers M § 5:1 to 5:47**
necessity, appearance/dress codes, **Pers M § 5:142**
personal business, personal leave work rules, **Pers M § 5:110**
small businesses, below
training and education of employees, business-education partnerships, **Pers M § 16:49 to 16:51**
union business leave of absence, **Pers M § 14:39 to 14:46**
Buyers, occupational pay data, **Pers M § 10:47 to 10:55**
Calculation or calculating
absentee and lateness rates, **Pers M § 6:28**
changes in Consumer Price Index, compensation planning and design, **Pers M § 8:44 to 8:55**
impact on Social Security benefits, recruitment of older workers, **Pers M § 2:52**
injury and illness incidence rates, workplace safety, **Pers M § 17:19**
method, defined benefit plans for retirement benefits, **Pers M § 12:64**
vacation pay, **Pers M § 14:82**
Camden bank case study, compensation program goals, **Pers M § 8:8**
Cancer detection, wellness programs, **Pers M § 12:87**
Capitalize on employees' networks, employee referrals, **Pers M § 2:8**
Cards
personnel record card, human resources planning, **Pers M § 1:50**
time cards, below
Care
child care services and programs, lifestyle benefits, **Pers M § 13:5, 13:11 to 13:36**
day care, below
dependents, below
eldercare services, lifestyle benefits, **Pers M § 13:10, 13:37 to 13:46**
health care, below
major medical care benefits, health insurance plans, **Pers M § 12:50**
performance appraisals, **Pers M § 15:83**
preventive care, wellness programs, **Pers M § 12:86**
Career
fairs, external recruitment sources, **Pers M § 2:32, 2:33**

PERSONNEL MANUAL—Cont'd
Career—Cont'd
skills, inventory, **Pers M § 16:23**
Carl Karcher Enterprises, ridesharing policy, **Pers M § 12:129**
Carpal tunnel syndrome, ergonomics, **Pers M § 17:84, 17:103**
Carpooling, commuter assistance programs, **Pers M § 12:124**
Carrying out
layoffs, **Pers M § 21:44 to 21:49**
termination of employees, policies, **Pers M § 21:7**
Carryover of unused sick leave, short-term disability benefits, **Pers M § 12:13**
Case management, eldercare services, **Pers M § 13:43**
Case studies
altering compensation programs due to corporate change, **Pers M § 8:35**
compensation program goals, **Pers M § 8:8**
conducting effective interview, interviewing applicants, **Pers M § 3:31**
ergonomics, workplace safety, **Pers M § 17:100 to 17:105**
performance appraisals, **Pers M § 15:9 to 15:13, 15:67 to 15:76**
promotions, **Pers M § 15:103**
Cash flow, compensation system limits, **Pers M § 8:18**
Casual business dress policy, work rules, **Pers M § 5:143**
Cautions and caveats, policies in handbooks for employees, **Pers M § 4:6**
Celebrations of special occasions, types of benefits, **Pers M § 12:141 to 12:143**
Centers
direct child care services and programs, **Pers M § 13:14 to 13:21**
managerial assessment centers, training, **Pers M § 16:68**
Centralized vs. decentralized systems, compensation administration, **Pers M § 8:26**
Certificates
Occupational Safety and Health Review Commission, certificate of service, **Pers M § 17:49, 17:55**
recruitment of minors, certificates of age, **Pers M § 2:59**
special certificates for payment of subminimum wages, manufacturing industry, **Pers M § 22:141**
Certification
health care provider for employee's health condition, **Pers M § 14:64**
health care provider for family member's health condition, **Pers M § 14:64.30**
illness of covered servicemember, **Pers M § 14:64.70**
military family leave, qualifying exigency, **Pers M § 14:64.50**
military leave, serious injury or illness of covered servicemember, **Pers M § 14:64.70**
OSHA abatement documentation requirement, workplace safety, **Pers M § 17:43**
qualifying exigency for military family leave, **Pers M § 14:64.50**
serious injury or illness of covered servicemember or veteran, **Pers M § 14:64.70, 14:64.80**
servicemembers, serious injury or illness of covered servicemember, **Pers M § 14:64.70**
veterans, serious injury or illness of covered, **Pers M § 14:64.80**
Cessation of smoking programs, **Pers M § 12:81, 19:16 to 19:22**

PERSONNEL MANUAL—Cont'd
Chain of custody, drug testing procedures, **Pers M § 20:49**
Challenges or contests
model affirmative action plan for women and minorities, preface protecting against outside challenges, **Pers M § 1:92**
Occupational Safety and Health Review Commission, contest notice, **Pers M § 17:46 to 17:48**
union arbitration procedures, **Pers M § 7:52, 7:53**
Change
altering compensation programs due to corporate change, compensation administration, **Pers M § 8:33 to 8:36**
calculating changes in Consumer Price Index, compensation planning and design, **Pers M § 8:44 to 8:55**
demographic change, eldercare services, **Pers M § 13:38**
job safety analysis, changing jobs, **Pers M § 17:7**
notice of change in personnel data, human resources planning, **Pers M § 1:53**
ongoing modification, compensation planning and design, **Pers M § 8:3**
pressures for change, child care services and programs, **Pers M § 13:12**
social change, eldercare services, **Pers M § 13:38**
work-family programs, changes in workforce, **Pers M § 13:2**
Characteristics
legally defensible performance appraisals, **Pers M § 15:84**
nonunion grievance procedure, **Pers M § 7:19**
peer review, grievances and complaints, **Pers M § 7:33**
Charges of discrimination or defamation in investigating and proving misconduct, avoidance of, **Pers M § 5:76**
Charts
federal employment law posters, human resources planning, **Pers M § 1:59**
job analysis, compensation planning and design, **Pers M § 8:86 to 8:88**
pareto charts, training, **Pers M § 16:15**
Checking
records, training, **Pers M § 16:5**
references, employment applications, **Pers M § 3:13, 3:17**
Checklists
alternative dispute resolution, grievances and complaints, **Pers M § 7:3, 7:4**
attendance issues, absenteeism, **Pers M § 6:61**
drug testing program, **Pers M § 20:55 to 20:57**
exit interviews, termination procedures, **Pers M § 21:100, 21:109**
issues, below
job descriptions, compensation planning and design, **Pers M § 8:109**
layoff planning, **Pers M § 21:50**
management by objectives, performance review systems, **Pers M § 15:35**
performance appraisals, **Pers M § 15:22 to 15:24, 15:35 to 15:53, 15:89**
recordkeeping practices, human resources planning, **Pers M § 1:57**
safety inspections, workplace safety, **Pers M § 17:11, 17:22**
tracking ad effectiveness, designing recruitment strategies, **Pers M § 1:11**
training, **Pers M § 16:19, 16:20, 16:25, 16:53**

PERSONNEL MANUAL—Cont'd
Check sheets, tools for recording training needs assessment information, **Pers M § 16:13**
Chicken Little factor, ethical business conduct and behavior, **Pers M § 5:5**
Children or minors
lifestyle benefits, child care services and programs, **Pers M § 13:5, 13:11 to 13:36**
recruitment of minors, **Pers M § 2:55 to 2:59**
Choice or choosing
appropriate option, child care services and programs, **Pers M § 13:26 to 13:28**
COBRA election form, health insurance plans, **Pers M § 12:56**
existing employees for training, internal recruitment of high technology workers, **Pers M § 2:63**
forced-choice checklists, performance review systems, **Pers M § 15:24**
format for employment applications, tools for selecting employees, **Pers M § 3:4**
holidays, **Pers M § 14:69**
method of delivery of information programs, AIDS in workplace, **Pers M § 18:15**
options, below
private employment agency, external recruitment sources, **Pers M § 2:18**
trainers, acting on needs assessment results, **Pers M § 16:18**
vacation choices, notice, **Pers M § 14:93**
vendor, employee assistance programs, **Pers M § 12:108**
Chrysler, sample disciplinary program at Chrysler for absenteeism, **Pers M § 6:46**
Church plan exemption, ERISA benefits coverage for health care industry, **Pers M § 22:3**
Circular E, guide to payroll withholding for employers, **Pers M § 9:39 to 9:43**
Circular E index and tax help information, **Pers M § 9:43**
Circulating surveys or questionnaires, methods of assessing training needs, **Pers M § 16:9**
Citations, Occupational Safety and Health Review Commission, **Pers M § 17:46**
Civil engineering technicians, occupational pay data, **Pers M § 10:128 to 10:136**
Claims
defamation, post-termination issues, **Pers M § 21:116, 21:117**
negligence, performance appraisals, **Pers M § 15:86**
sex-wage claims, below
Clarification on inside information, policy statements on ethical behavior, **Pers M § 5:30**
Classification
job classification, below
plans, job evaluation, **Pers M § 8:131, 8:132**
Classified advertising, recruitment advertising, **Pers M § 2:37 to 2:43**
Classroom training, managers, **Pers M § 16:70**
Clearance, vacation time clearance and approval form, **Pers M § 14:92**
Clearness. Clarity or clearness, above
Clerks
accounting clerks, occupational pay data, **Pers M § 10:21 to 10:28**

PERSONNEL MANUAL—Cont'd
Clerks—Cont'd
general clerks, occupational pay data, **Pers M § 10:56 to 10:63**
job descriptions, compensation planning and design, **Pers M § 8:116, 8:117**
order clerks, occupational pay data, **Pers M § 10:178 to 10:183**
shipping and receiving clerks, occupational pay data, **Pers M § 10:211**
Client assignments, basis for selection for layoff, **Pers M § 21:41**
Closing of plant, labor relations in manufacturing industry, **Pers M § 22:155**
Club memberships, types of benefits, **Pers M § 12:153**
Coaching skills of managers, performance appraisals, **Pers M § 15:66**
Cobra (Consolidated Omnibus Budget Reconciliation Act), health insurance plans, **Pers M § 12:54 to 12:57**
Cocaine, drug screening, **Pers M § 20:43**
Codes
appearance/dress codes, work rules, **Pers M § 5:141 to 5:144**
conduct codes, ethical business conduct and behavior, **Pers M § 5:8 to 5:14, 5:44**
Coffee breaks, work rules, **Pers M § 5:100**
Coinsurance, health insurance plans, **Pers M § 12:36, 12:48**
Cola clauses, Consumer Price Index use in compensation planning and design, **Pers M § 8:45**
Collection
data, below
sample, drug testing procedures, **Pers M § 20:48**
Collective bargaining
agreements. Collective bargaining agreements, below
duty to bargain, successor employers, **Pers M § 22:235, 22:236**
grievance and arbitration procedures of unions, **Pers M § 7:49, 7:50**
unit determinations. Bargaining unit determinations, above
Collective bargaining agreements
compensation system limits, **Pers M § 8:21**
Fair Labor Standards Act overtime pay coverage
construction industry, **Pers M § 22:92**
hotels and restaurants, **Pers M § 22:67**
motor carriers, **Pers M § 22:120**
successor employers, **Pers M § 22:237, 22:240, 22:241**
Colleges and universities, external recruitment, **Pers M § 2:29, 2:64**
Combined plans
retirement benefits, **Pers M § 12:68**
short-term and long-term disability benefit plans, **Pers M § 12:27**
Comments seen as false and defamatory, performance appraisals, **Pers M § 15:85**
Commissions [compensation]
Fair Labor Standards Act overtime pay coverage, insurance industry, **Pers M § 22:172**
policy statements on ethical behavior, work rules, **Pers M § 5:29**
Commissions [entities]
Equal Employment Opportunity Commission, sexual harassment, **Pers M § 5:49, 5:56**

PERSONNEL MANUAL—Cont'd

Commissions [entities]—Cont'd
Occupational Safety and Health Review Commission, workplace safety, **Pers M § 17:46 to 17:55**
Commitment or commitments
absenteeism and ability to attend, **Pers M § 6:19**
managers and management
job descriptions, compensation planning and design, **Pers M § 8:102**
workplace safety programs, **Pers M § 17:60 to 17:63**
publicizing commitment to equal employment opportunity, handbooks for employees, **Pers M § 4:15**
Common law, payroll taxes, **Pers M § 9:16, 9:49**
Common policy definitions of excused and unexcused absences, **Pers M § 6:4**
Common questions and answers about company policy, family and medical leave of absence, **Pers M § 14:62**
Communication or communicating
compensation administration, **Pers M § 8:28**
decision, disciplinary discharge of employees, **Pers M § 21:25, 21:26**
eldercare service benefits, **Pers M § 13:46**
expected conduct of employees, work rules, **Pers M § 5:62**
final terms, final decision in selection of employees, **Pers M § 3:46**
holiday schedule, **Pers M § 14:75, 14:76**
initial communications, health insurance plans, **Pers M § 12:51**
message, revising handbooks for employees, **Pers M § 4:28**
methods, below
policies
absenteeism, **Pers M § 6:59 to 6:65**
drug testing, **Pers M § 20:53**
ethical business conduct and behavior, work rules, **Pers M § 5:15**
leave of absence, generally, **Pers M § 14:20, 14:21**
overtime, work rules, **Pers M § 5:118**
promotions, **Pers M § 15:102 to 15:104**
smoking, **Pers M § 19:8**
substance abuse, **Pers M § 20:12**
vacations, **Pers M § 14:84 to 14:87**
workplace safety programs, **Pers M § 17:62**
work schedules, hours of work, **Pers M § 5:86, 5:87**
Community action program participation, model affirmative action plan for women and minorities, **Pers M § 1:102**
Commuter assistance, types of benefits, **Pers M § 12:120 to 12:136**
Company stores, types of benefits, **Pers M § 12:146 to 12:148**
Comparison or comparisons
before and after comparisons, evaluating wellness programs, **Pers M § 12:94**
factor comparison
job analysis, compensation planning and design, **Pers M § 8:85**
job evaluation, compensation planning and design, **Pers M § 8:133 to 8:135**
injuries and illnesses, OSHA reporting requirements, **Pers M § 17:40**
paired comparison ranking method for job evaluation, compensation planning and design, **Pers M § 8:127**

PERSONNEL MANUAL—Cont'd

Comparison or comparisons—Cont'd
studies, absenteeism policy development, **Pers M § 6:6, 6:7**
Compensation
administration, **Pers M § 8:1 to 10:214**
benefits and compensation positions, Department of Human Resources staffing, **Pers M § 1:33**
commissions [compensation], above
Department of Human Resources staffing, human resources planning, **Pers M § 1:26 et seq.**
design, **Pers M § 8:1 to 8:144**
federal employment taxes, **Pers M § 9:4 to 9:14**
income, below
minimum wages, below
pay, below
performance appraisal objectives, **Pers M § 15:5**
planning, **Pers M § 8:1 to 8:144**
salary, below
sickness and accident insurance plan, earnings-based benefits, **Pers M § 12:21**
tips [compensation], below
wages, below
workers' compensation, below
Compensatory time, overtime policies, **Pers M § 5:128**
Competencies of human resources staff, determining, **Pers M § 1:23**
Competitiveness, compensation criteria, **Pers M § 8:12**
Compiling data or information, human resources planning, **Pers M § 1:4, 1:128 to 1:132**
Complaints
general discussion, **Pers M § 7:1 to 7:65**
bias complaint procedures, recruitment of minorities and women, **Pers M § 2:69**
Occupational Safety and Health Review Commission, **Pers M § 17:49**
Compliance
Age Discrimination in Employment Act, early retirement, **Pers M § 21:68**
COBRA, health insurance plans, **Pers M § 12:54**
ERISA, severance pay plans, **Pers M § 21:88**
ethical business conduct, compliance-based code of conduct, **Pers M § 5:8 to 5:10, 5:14**
legal compliance, AIDS in workplace, **Pers M § 18:5**
Office of Federal Contract Compliance Programs, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
Complications in granting union business leave of absence, **Pers M § 14:45**
Components
compliance-based code of conduct, ethical business conduct, **Pers M § 5:9**
domestic partner benefit plans, **Pers M § 11:7**
drug testing program, **Pers M § 20:55**
effective policies on sexual harassment, work rules, **Pers M § 5:55 to 5:59**
integrity-based code of conduct, ethical business conduct, **Pers M § 5:13**
pay policy, compensation planning and design, **Pers M § 8:4**
Compressed workweek, alternative work schedules, **Pers M § 13:63, 13:64**

PERSONNEL MANUAL—Cont'd
Computation. Calculation or calculating, above
Computers
monitors, workplace safety, **Pers M § 17:106 to 17:121**
operators, occupational pay data, **Pers M § 10:64 to 10:72**
programmers, occupational pay data, **Pers M § 10:73 to 10:81**
systems analysts, occupational pay data, **Pers M § 10:82 to 10:93**
Concerns
discussion of employee concerns at performance review, **Pers M § 15:47**
older workers, recruitment, **Pers M § 2:53**
Conditions
environmental conditions portion of job analysis report, compensation planning and design, **Pers M § 8:84**
terms and conditions of employment, below
working conditions, job descriptions, **Pers M § 8:101**
Conducting
audits of pay programs, compensation administration, **Pers M § 8:38**
drug testing, **Pers M § 20:35, 20:36**
executive training, **Pers M § 16:75**
interviews, below
observations, methods of assessing training needs, **Pers M § 16:8**
realistic job previews, tools for selecting employees, **Pers M § 3:36**
reasons, below
review of proposed disciplinary discharge of employees, **Pers M § 21:24**
searches, substance abuse prevention at work, **Pers M § 20:21**
Conduct of persons
ethical business conduct and behavior, work rules, **Pers M § 5:1 to 5:47**
misconduct, below
Confidential or confidentiality
files of employees, human resources planning, **Pers M § 1:47**
information, policy statements on ethical behavior, **Pers M § 5:35 to 5:37**
misconduct and poor job performance, work rules, **Pers M § 5:73 to 5:75**
preface reserving confidentiality, model affirmative action plan for women and minorities, **Pers M § 1:92**
questionnaires, exit interviews, **Pers M § 21:106**
records, below
sexual harassment grievances, **Pers M § 7:61**
Confirmation of job offer, letter, **Pers M § 3:53**
Conflicts
antinepotism policies, employee referrals, **Pers M § 2:11**
interest, ethical business conduct and behavior, **Pers M § 5:16, 5:17, 5:32 to 5:34**
resolution of conflicts, smoking policy, **Pers M § 19:9**
Cons and pros. Pros and cons, below
Consent forms
drug testing, **Pers M § 20:60, 20:62, 20:63**
e-mail, human resources planning, **Pers M § 1:54**
release of information or medical records, human resources planning, **Pers M § 1:55, 1:56**
search, substance abuse, **Pers M § 20:28**

PERSONNEL MANUAL—Cont'd
Conserving resources, reasons to adopt sexual harassment policy, **Pers M § 5:53**
Consistent or consistency
philosophy, compensation, **Pers M § 8:2**
poor job performance, work rules, **Pers M § 5:64**
Consolidated Omnibus Budget Reconciliation Act (COBRA), health insurance plans, **Pers M § 12:54 to 12:57**
Consortium centers, direct child care services and programs, **Pers M § 13:16, 13:17**
Conspicuous disclaimer statement, handbooks for employees, **Pers M § 4:19**
Construction industry
benefits, **Pers M § 22:88**
minimum wage and overtime pay, **Pers M § 22:94**
workplace safety, **Pers M § 22:113**
Construction work
employment law summary and location, **Pers M § 22:85 to 22:113**
inspectors, occupational pay data, **Pers M § 10:128 to 10:134**
state laws, below
Constructive discharge, resignation, **Pers M § 21:74**
Consultants
choosing appropriate option, child care services and programs, **Pers M § 13:28**
outside consultant use, job descriptions, **Pers M § 8:104**
working with executive search consultant, external recruitment sources, **Pers M § 2:23**
Consumer Price Index, compensation planning and design, **Pers M § 8:42 to 8:55**
Contents
job descriptions, compensation planning and design, **Pers M § 8:94**
sexual harassment policies, work rules, **Pers M § 5:55**
Contests. Challenges or contests, above
Contingent matters
executive recruiting firms, contingency search firms, **Pers M § 2:21**
work arrangements, alternative work schedules, **Pers M § 13:49 to 13:51**
Continued or continuing
absence, resignation, **Pers M § 21:74**
education program for employees, **Pers M § 16:55**
Contractors
drug testing program, **Pers M § 20:54**
government contractors, below
independent contractors, below
occupational pay data, contracting specialists, **Pers M § 10:47 to 10:55**
subcontractors, letters notifying organizations of equal employment obligations, **Pers M § 1:126**
Contracts or agreements
collective bargaining agreements, above
employment contracts, below
hot cargo agreements, below
job sharing, alternative work schedules, **Pers M § 13:70**
noncompetition agreements, below
Office of Federal Contract Compliance Programs, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**

PERSONNEL MANUAL—Cont'd
Contracts or agreements—Cont'd
private employment agency, external recruitment sources, **Pers M § 2:20**
Service Contract Act poster, human resources planning, **Pers M § 1:62**
severance agreement, sample, **Pers M § 21:91**
special notice provisions applicable to contract negotiations, health care industry, **Pers M § 22:25**
Contributions
defined contribution plans, retirement benefits, **Pers M § 12:66 to 12:71**
FICA (Federal Insurance Contributions Act) taxes, below
health insurance plans, contributory plans, **Pers M § 12:34**
political contributions, policy statements on ethical behavior, **Pers M § 5:40**
Controller, job descriptions, **Pers M § 8:114, 8:115**
Control or controls
absenteeism, **Pers M § 6:34 to 6:58**
compensation administration, **Pers M § 8:27**
developing controls, ergonomics, **Pers M § 17:97**
hazards, workplace safety, **Pers M § 17:16, 17:70 to 17:72**
Immigration Reform and Control Act, recordkeeping requirements and recommendations, **Pers M § 3:51**
job safety analysis, workplace safety, **Pers M § 17:5**
Conviction record monitoring, unlawful employment practices in banking industry, **Pers M § 22:45**
Cooperation
job analysis, compensation planning and design, **Pers M § 8:64**
job descriptions, compensation planning and design, **Pers M § 8:103**
Coordination, compensation administration, **Pers M § 8:28**
Core hours, flextime policy, **Pers M § 13:68**
Corporations
altering compensation programs due to corporate change, **Pers M § 8:33 to 8:36**
eldercare services, trends in corporate programs, **Pers M § 13:40**
policy statements on financial reporting, corporate funds, **Pers M § 5:41**
Corrective action, sexual harassment policies, **Pers M § 5:59**
Cost-effectiveness
drug testing, **Pers M § 20:38**
employee assistance programs, **Pers M § 12:106**
wellness programs, **Pers M § 12:74**
Costs
absenteeism, **Pers M § 6:8, 6:9**
benefits for employees, generally, **Pers M § 11:3**
career fairs, external recruitment sources, **Pers M § 2:33**
COLA clauses, Consumer Price Index use in compensation planning and design, **Pers M § 8:45 et seq.**
effectiveness. Cost-effectiveness, above
failure to prevent misconduct, ethical business conduct and behavior, **Pers M § 5:3**
moving expenses, compensation subject to federal employment taxes, **Pers M § 9:12**
sharing, health insurance plans, **Pers M § 12:47 to 12:50**
substance abuse, need for policies, **Pers M § 20:3**
targeting workers' compensation costs with workplace safety programs, **Pers M § 17:57**
wellness programs, **Pers M § 12:73, 12:74**

PERSONNEL MANUAL—Cont'd
Counsel. Attorneys, above
Coverage
Employee Retirement Income Security Act, below
Fair Labor Standards Act, below
financial issues, retirement programs, **Pers M § 21:62**
handbooks for employees, **Pers M § 4:2, 4:21**
health insurance plans, **Pers M § 12:31, 12:45, 12:46**
National Labor Relations Act, below
Occupational Safety and Health Act, below
OSHA recordkeeping requirements, workplace safety, **Pers M § 17:24**
union business leave of absence, **Pers M § 14:44**
Cpi (Consumer Price Index), compensation planning and design, **Pers M § 8:42 to 8:55**
Creating. Establishing, below
Credit unions, types of benefits, **Pers M § 12:152**
Criminal matters
monitoring arrest or conviction records, unlawful employment practices in banking industry, **Pers M § 22:45**
penalties, violations of federal employment tax rules, **Pers M § 9:38**
sentence and punishment, below
Critical incidents, performance appraisals, **Pers M § 15:25, 15:26, 15:43**
Criticism vs. complaints, whistleblowing, **Pers M § 7:55**
Cross-training programs for employees, **Pers M § 16:40 to 16:43**
Ctds (cumulative trauma disorders), video display terminals, **Pers M § 17:110**
Cultural influences, absenteeism and motivation to attend, **Pers M § 6:23**
Cumulative trauma disorders, video display terminals, **Pers M § 17:110**
Current attendance theory, absenteeism, **Pers M § 6:12**
Current employees
assessing current employees' skills, forecasting staffing needs, **Pers M § 1:5**
internal recruitment, **Pers M § 2:2 to 2:6, 2:62, 2:63**
training existing employees, internal recruitment for high technology workers, **Pers M § 2:62, 2:63**
Customer service candidates, conducting effective interview of applicants, **Pers M § 3:31**
Data
area pay data, **Pers M § 10:1**
banks, external recruitment sources, **Pers M § 2:30, 2:31**
building candidate database, internal recruitment sources, **Pers M § 2:7**
Bureau of Labor Statistics, above
collection of data
job analysis, compensation planning and design, **Pers M § 8:61, 8:67**
supervisor's role, absenteeism, **Pers M § 6:26**
compiling data, human resources planning, **Pers M § 1:4, 1:128 to 1:132**
information, below
logs for compiling data, affirmative action programs, **Pers M § 1:128 to 1:132**
notice of change in personnel data, human resources planning, **Pers M § 1:53**
occupational pay data, **Pers M § 10:1 to 10:214**

PERSONNEL MANUAL—Cont'd
Data—Cont'd
racial and ethnic data, filling out federal equal employment opportunity reporting forms, **Pers M § 1:71**
recording attendance, absenteeism, **Pers M § 6:25, 6:26**
source data for recruitment, human resources planning, **Pers M § 1:19**
surveys of reference practices, post-termination issues, **Pers M § 21:119**
verification of personnel data by employee, human resources planning, **Pers M § 1:52**
Davis-Bacon Act poster, human resources planning, **Pers M § 1:64**
Day care
adult day care, eldercare services, **Pers M § 13:42**
family day care networks, direct child care services and programs, **Pers M § 13:22, 13:23**
Days off
hours of work, **Pers M § 5:85**
special days off, leave of absence, **Pers M § 14:100, 14:101**
Dealing with
death of employee, **Pers M § 21:76 to 21:79**
private employment agency, external recruitment sources, **Pers M § 2:19**
Death
accelerated death benefits, life insurance, **Pers M § 12:6**
bereavement leave of absence, **Pers M § 14:98, 14:99**
monitoring injury and illness incidence rates, workplace safety, **Pers M § 17:18**
separation from employment, death of employee, **Pers M § 21:71, 21:76 to 21:79**
Decentralized vs. centralized systems, compensation administration, **Pers M § 8:26**
Decisions or deciding
discharge of employees, below
drug test use, **Pers M § 20:35, 20:36**
format of retirement programs, **Pers M § 21:60**
impartiality of decision maker, legal issues in alternative dispute resolution, **Pers M § 7:10**
making decision
acting on training needs assessment results, **Pers M § 16:17**
final decision, tools for selecting employees, **Pers M § 3:42 to 3:46**
Occupational Safety and Health Review Commission, **Pers M § 17:51**
policy decisions, leaves of absence, **Pers M § 14:1 to 14:21**
private employment agency use, external recruitment sources, **Pers M § 2:17**
promotion from within, recruiting current employees, **Pers M § 2:2**
substances to screen, drug testing, **Pers M § 20:41 to 20:46**
Decrease. Reduction, below
Deductibles, health insurance plans, **Pers M § 12:35, 12:47**
Defamation
comments seen as defamatory, performance appraisals, **Pers M § 15:85**
misconduct, work rules, **Pers M § 5:76, 5:80**
post-termination issues, **Pers M § 21:115 to 21:117**

PERSONNEL MANUAL—Cont'd
Defined benefit plans, retirement benefits, **Pers M § 12:59 to 12:65**
Defined contribution plans, retirement benefits, **Pers M § 12:66 to 12:71**
Definitions
absenteeism, **Pers M § 6:3, 6:4**
accountant, **Pers M § 10:5, 10:14**
accounting clerk, **Pers M § 10:22**
attorney, **Pers M § 10:30**
bereavement leave of absence, **Pers M § 14:98**
budget analyst, **Pers M § 10:37**
budget analyst supervisor, **Pers M § 10:44**
buyer/contracting specialist, **Pers M § 10:48**
checklists for performance review systems, **Pers M § 15:22**
civil engineering technician, **Pers M § 10:128**
computer operator, **Pers M § 10:65**
computer programmer, **Pers M § 10:74**
computer systems analyst, **Pers M § 10:83**
computer systems analyst manager, **Pers M § 10:91**
computer systems analyst supervisor, **Pers M § 10:91**
critical incidents technique, **Pers M § 15:25**
defamation, **Pers M § 21:115**
drafter, **Pers M § 10:95**
driver, **Pers M § 10:103**
engineer, **Pers M § 10:107**
engineering technician, **Pers M § 10:119**
forklift operator, **Pers M § 10:200**
general clerk, **Pers M § 10:57**
general maintenance worker, **Pers M § 10:164**
guard, **Pers M § 10:203**
human resources personnel assistant, **Pers M § 10:150**
human resources personnel manager, **Pers M § 10:147**
human resources personnel specialist, **Pers M § 10:138**
human resources personnel supervisor, **Pers M § 10:147**
insubordination, **Pers M § 5:145**
janitor, **Pers M § 10:206**
job analysis, **Pers M § 8:57**
key entry operator, **Pers M § 10:158**
maintenance electrician, **Pers M § 10:165**
maintenance electronics technician, **Pers M § 10:166**
maintenance machinist, **Pers M § 10:172**
maintenance mechanic, **Pers M § 10:173, 10:174**
maintenance pipefitter, **Pers M § 10:175**
management by objectives, **Pers M § 15:33**
material handling laborer, **Pers M § 10:209**
mediation, **Pers M § 7:28 to 7:31**
minitrials, **Pers M § 7:40**
nonunion arbitration, **Pers M § 7:37**
nonunion grievance procedure, **Pers M § 7:18**
ombudsman, **Pers M § 7:14**
open door policy, **Pers M § 7:12**
order clerk, **Pers M § 10:179**
order filler, **Pers M § 10:210**
overtime, **Pers M § 5:115**
peer review, **Pers M § 7:32**
purpose and participants in retirement programs, **Pers M § 21:59**
sabbatical, **Pers M § 14:95**
secretaries, **Pers M § 10:185**

PERSONNEL MANUAL—Cont'd
Definitions—Cont'd
sexual harassment, **Pers M § 5:49**
shipping and receiving clerk, **Pers M § 10:211**
survey engineering technician, **Pers M § 10:128**
switchboard operator/receptionist, **Pers M § 10:188**
tool and die maker, **Pers M § 10:199**
warehouse specialist, **Pers M § 10:212**
word processor, **Pers M § 10:192**
Degrees, job evaluation, **Pers M § 8:122**
Delivery method, information programs on AIDS in workplace, **Pers M § 18:15**
Demographic change, eldercare services, **Pers M § 13:38**
Denial. Approval or denial, above
Dental benefits, health insurance plans, **Pers M § 12:32**
Departments
Labor Department
sample affirmative action program, **Pers M § 1:110 et seq.**
statistics on parental and FMLA leave and enforcement, **Pers M § 14:59**
review by department head, nonunion grievance procedure, **Pers M § 7:21**
staffing of Department of Human Resources, **Pers M § 1:21 to 1:36**
Dependents
care
absenteeism, external preventive measures, **Pers M § 6:38**
assistance benefits, compensation subject to federal employment taxes, **Pers M § 9:8**
coverage, health insurance plans, **Pers M § 12:46**
Deposit requirements, federal employment taxes, **Pers M § 9:31 to 9:34, 9:36**
Description or descriptions
job descriptions, below
rating scales, performance appraisals, **Pers M § 15:15, 15:18, 15:40**
Design
benefits for employees, **Pers M § 11:1 to 11:7**
compensation design, **Pers M § 8:1 to 8:144**
designing, below
handbooks for employees, **Pers M § 4:7**
options, below
social and recreational activities, **Pers M § 12:139**
wellness programs, **Pers M § 12:76**
workstation, video display terminals, **Pers M § 17:113**
Designation notice, **Pers M § 14:66.50**
Designation of laboratory, drug testing procedures, **Pers M § 20:50**
Designing
company stores, **Pers M § 12:147**
discount purchase programs, **Pers M § 12:149**
employee assistance programs, **Pers M § 12:105 to 12:108**
employment applications, **Pers M § 3:1 to 3:19**
food service for employees, **Pers M § 12:144**
handbooks for employees, **Pers M § 4:7 to 4:11**
interview questions, interviewing applicants, **Pers M § 3:24 to 3:26**
rating scales, performance review systems, **Pers M § 15:16**
recruitment strategies, human resources planning, **Pers M § 1:9 to 1:12**

PERSONNEL MANUAL—Cont'd
Designing—Cont'd
severance pay plans, **Pers M § 21:87**
Desks, food at, work rules on breaks, **Pers M § 5:105**
Details, leave of absence policy, **Pers M § 14:3**
Detection
cancer, wellness programs, **Pers M § 12:87**
lie detectors. Polygraphs, below
substance abuse, **Pers M § 20:6, 20:17 to 20:19**
Determinations and determining
bargaining unit determinations, above
competencies of human resources staff, human resources planning, **Pers M § 1:23**
factors
compensable job factors, job evaluation, **Pers M § 8:135**
paid leave of absence, **Pers M § 14:5**
recordability under OSHA recordkeeping requirements, workplace safety, **Pers M § 17:30**
safe work practices, job safety analysis, **Pers M § 17:4**
salary budgets, compensation administration, **Pers M § 8:30**
Development and developing
backup child care centers, direct child care services and programs, **Pers M § 13:21**
classification system for job evaluation, compensation planning and design, **Pers M § 8:132**
compensation administration program, **Pers M § 8:41**
consortium centers, direct child care services and programs, **Pers M § 13:17**
content of information program, AIDS in workplace, **Pers M § 18:16**
controls, ergonomics, **Pers M § 17:97**
drug testing procedures, **Pers M § 20:47 to 20:52**
employee development, **Pers M § 15:1 to 16:78**
ergonomics as part of safety and health program, workplace safety, **Pers M § 17:94**
experiences, managerial training, **Pers M § 16:71**
family day care networks, direct child care services and programs, **Pers M § 13:23**
in-house education program, AIDS in workplace, **Pers M § 18:18**
internal ethics programs, ethical business conduct and behavior, **Pers M § 5:16, 5:17**
management development, **Pers M § 16:59 to 16:78**
on-site or off-site centers, direct child care services and programs, **Pers M § 13:15**
organization development (OD) positions, Department of Human Resources staffing, **Pers M § 1:20**
personnel record access policy, human resources planning, **Pers M § 1:44**
policies
absenteeism, **Pers M § 6:1 to 6:9**
AIDS in workplace, **Pers M § 18:8 to 18:11**
personnel record access policy, human resources planning, **Pers M § 1:44**
smoking, **Pers M § 19:2 to 19:4**
substance abuse, **Pers M § 20:4 to 20:9**
termination of employees, **Pers M § 21:5 to 21:8**
retirement programs, **Pers M § 21:59 to 21:63**
school-age child care programs, direct child care services and programs, **Pers M § 13:25**

PERSONNEL MANUAL—Cont'd
Development and developing—Cont'd
sick child centers, direct child care services and programs, **Pers M § 13:19**
smoking policy, **Pers M § 19:2 to 19:4**
standards, performance appraisals, **Pers M § 15:6**
substance abuse policy, **Pers M § 20:4 to 20:9**
termination policies, **Pers M § 21:5 to 21:8**
tips for developing
AIDS in workplace policies, **Pers M § 18:8 to 18:11**
in-house education program, AIDS in workplace, **Pers M § 18:18**
substance abuse policy, **Pers M § 20:9**
Diagnostic programs, wellness programs, **Pers M § 12:86 to 12:90**
Direct child care services and programs, lifestyle benefits, **Pers M § 13:5, 13:13 to 13:25**
Direction for review, Occupational Safety and Health Review Commission, **Pers M § 17:53**
Disabilities and persons with disabilities
Americans with Disabilities Act, above
equal opportunity clauses, affirmative action programs, **Pers M § 1:86**
model affirmative action plan, human resources planning, **Pers M § 1:110 to 1:117**
notice to workers with disabilities paid at special minimum wages poster, human resources planning, **Pers M § 1:68**
recruitment, **Pers M § 2:72 to 2:77**
retirement, disability retirement, **Pers M § 21:58**
types of benefits, disability benefits, **Pers M § 12:7 to 12:27**
veterans, below
Disadvantaged populations, recruitment, **Pers M § 2:66 to 2:77**
Disadvantages. Advantages and disadvantages, above
Discharge of employees
general discussion, **Pers M § 21:6**
constructive discharge, resignation, **Pers M § 21:74**
decisions
disciplinary discharge of employees, **Pers M § 21:25, 21:26**
review of decision, termination of employment, **Pers M § 21:6**
disciplinary discharge of employees, **Pers M § 21:9 to 21:31**
exit interviews, termination procedures, **Pers M § 21:103**
interviews, **Pers M § 21:26, 21:103**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:132**
unjust dismissal, below
wrongful discharge, revised handbooks for employees, **Pers M § 4:26**
Discipline
absenteeism, disciplinary system, **Pers M § 6:43 to 6:49**
discharge of employees, **Pers M § 21:9 to 21:31**
ethical behavior, work rules, **Pers M § 5:26**
fighting, work rules, **Pers M § 5:148, 5:149**
insubordination, work rules, **Pers M § 5:147**
poor job performance, work rules, **Pers M § 5:65**
sleeping, work rules, **Pers M § 5:150**
substance abuse policy, **Pers M § 20:8**

PERSONNEL MANUAL—Cont'd
Disclaimers
employment applications, tools for selecting employees, **Pers M § 3:8, 3:9**
handbooks for employees, **Pers M § 4:17 to 4:20**
Disclaimer statement, handbooks for employees, **Pers M § 4:18**
Discomfort, video display terminals, **Pers M § 17:119**
Discounts
child care services and programs, financial assistance, **Pers M § 13:33**
purchases, types of benefits, **Pers M § 12:149, 12:150**
Discouraging
alcohol abuse at company functions, **Pers M § 20:23**
early retirement of employees, **Pers M § 21:69**
Discretionary matters
National Labor Relations Board, below
petition for discretionary review, Occupational Safety and Health Review Commission, **Pers M § 17:52**
Discrimination
Age Discrimination in Employment Act, above
avoiding or avoidance, above
banking industry, **Pers M § 22:41 to 22:48**
compliance with OFCCP guidelines on discrimination, model affirmative action plan for women and minorities, **Pers M § 1:99, 1:100**
construction industry, **Pers M § 22:95 to 22:98**
health care industry, **Pers M § 22:13 to 22:19**
hotels and restaurants, **Pers M § 22:69 to 22:73**
insurance industry, **Pers M § 22:174 to 22:177**
interviewing applicants, **Pers M § 3:25**
investigating and proving misconduct, work rules, **Pers M § 5:76**
job descriptions, compensation planning and design, **Pers M § 8:100, 8:110**
manufacturing industry, **Pers M § 22:145 to 22:149**
motor carriers, **Pers M § 22:123 to 22:126**
nonmembers, union referrals, **Pers M § 2:35**
partnerships, **Pers M § 22:202 to 22:207**
promotion policies, **Pers M § 15:105 to 15:107**
successor employers, **Pers M § 22:228 to 22:233**
Discussions
nonunion grievance procedure, discussions with supervisor, **Pers M § 7:20**
performance appraisals, **Pers M § 15:47, 15:78**
Diseases
AIDS/HIV, workplace safety, **Pers M § 18:1 to 18:21, 22:32**
cancer detection, wellness programs, **Pers M § 12:87**
heart disease, diagnostic and preventive programs, **Pers M § 12:88**
Dismissal of employees. Discharge of employees, above
Disputes
alternative dispute resolution, above
motor carriers, labor relations, **Pers M § 22:131**
union grievance and arbitration procedures, **Pers M § 7:45 to 7:53**
work assignment disputes, labor relations in construction industry, **Pers M § 22:106**
Dissemination. Distribution or dissemination, below
Distortion of performance appraisals, list of factors, **Pers M § 15:93**

PERSONNEL MANUAL—Cont'd
Distribution or dissemination
handbooks for employees, **Pers M § 4:23, 4:24**
job descriptions, compensation planning and design, **Pers M § 8:107**
model affirmative action plans, policy dissemination, **Pers M § 1:95, 1:114, 1:122**
overtime distribution policy, work rules, **Pers M § 5:127**
Diversity
building diversity into managerial selection, **Pers M § 16:69**
recruitment of minorities and women, **Pers M § 2:70**
Documentation and documenting
abatement documentation, Occupational Safety and Health Administration, **Pers M § 17:43 to 17:45**
exit interviews, termination procedures, **Pers M § 21:96**
final decision, tools for selecting employees, **Pers M § 3:42 to 3:46**
gathering documentation, disciplinary discharge of employees, **Pers M § 21:20**
job analysis, compensation planning and design, **Pers M § 8:72 to 8:75**
past turnover trends, forecasting staffing needs, **Pers M § 1:6**
poor job performance, work rules, **Pers M § 5:66**
reasons, disciplinary discharge of employees, **Pers M § 21:19**
Documents
documentation and documenting, above
falsified documents, work rules, **Pers M § 5:71, 5:72**
Doing business globally, ethical business conduct and behavior, **Pers M § 5:18**
Domestic partners
benefits, generally, **Pers M § 11:5 to 11:7**
coverage under health insurance plans, **Pers M § 12:46**
Domestic violence prevention, absenteeism, **Pers M § 6:41**
Domestic workers, individuals subject to federal employment taxes, **Pers M § 9:20**
Double-breasted activity, labor relations in construction industry, **Pers M § 22:107**
Downsizing, separation from employment, **Pers M § 21:32 to 21:55**
Drafters, occupational pay data, **Pers M § 10:94 to 10:101**
Drafting policies
family and medical leave of absence, **Pers M § 14:58**
handbooks for employees, **Pers M § 4:13**
Dress codes, work rules, **Pers M § 5:141 to 5:144**
Drivers
occupational pay data, **Pers M § 10:102 to 10:105**
safety rules for forklift drivers, **Pers M § 17:79**
Drug-Free Workplace Act, sample memo to employees, **Pers M § 20:15**
Drugs
abuse of substance, workplace safety, **Pers M § 20:1 to 20:66**
tests and testing
motor carriers, unlawful employment practices, **Pers M § 22:125**
workplace safety, **Pers M § 20:34 to 20:63**
Duration
leave of absence, **Pers M § 14:14, 14:33**
short-term disability benefits, **Pers M § 12:9**

PERSONNEL MANUAL—Cont'd
Duties and responsibilities
compensation administration, **Pers M § 8:27 to 8:29**
employees
eldercare services, **Pers M § 13:10**
termination policy, **Pers M § 21:4**
fiduciary duties. Employee Retirement Income Security Act, above
implementation of policy, model affirmative action plans, **Pers M § 1:96, 1:115**
inspections, workplace safety, **Pers M § 17:9**
letters notifying organizations of equal employment obligations, human resources planning, **Pers M § 1:125 to 1:127**
notice, **Pers M § 14:66**
policy statements on confidential and proprietary information, work rules, **Pers M § 5:36**
programs, workplace safety, **Pers M § 17:63**
successor employers, **Pers M § 22:230, 22:235, 22:236, 22:239**
Eaps. Employee assistance programs, below
Early retirement, separation from employment, **Pers M § 21:56 to 21:70**
Earned income credit, guide to payroll withholding for employers, **Pers M § 9:43**
Earnings. Compensation, above
Economic reality test under Fair Labor Standards Act, payroll taxes, **Pers M § 9:62**
Education and educational matters
AIDS in workplace, education program, **Pers M § 18:18**
employee education, **Pers M § 16:26 to 16:58**
programs
general discussion, **Pers M § 16:26 to 16:58**
AIDS in workplace, **Pers M § 18:18**
services, **Pers M § 12:112, 12:114**
schools, below
services
child care services and programs, **Pers M § 13:31**
types of benefits, **Pers M § 12:111 to 12:115**
substance abuse policy, educating employees, **Pers M § 20:11**
Eeo. Equal employment opportunity, below
Effective or effectiveness
checklist for tracking ad effectiveness, designing recruitment strategies, **Pers M § 1:11**
conducting effective interview, interviewing applicants, **Pers M § 3:27 to 3:32**
cost-effectiveness, above
sexual harassment policies, **Pers M § 5:55 to 5:59**
Eldercare services, lifestyle benefits, **Pers M § 13:10, 13:37 to 13:46**
Election. Choice or choosing, above
Electrical hazards, video display terminals, **Pers M § 17:118**
Electricians, occupational pay data for maintenance electricians, **Pers M § 10:165, 10:170, 10:171**
Electronics, occupational pay data for maintenance electronics technicians, **Pers M § 10:166 to 10:169**
Elementary-secondary staff information, sample federal equal employment opportunity reporting form, **Pers M § 1:81**
Elements
defamation claim, post-termination issues, **Pers M § 21:116**

PERSONNEL MANUAL—Cont'd
Elements—Cont'd
military leave of absence policy, **Pers M § 14:49 to 14:54**
total compensation, **Pers M § 8:15 to 8:17**
Eligibility
health insurance plans, **Pers M § 12:43 to 12:46**
holidays and holiday pay rate, **Pers M § 14:72, 14:73**
leave of absence, generally, **Pers M § 14:13**
notice, **Pers M § 14:66**
vacations, **Pers M § 14:78, 14:79**
Eliminating hazards, workplace safety programs, **Pers M § 17:70**
E-mail, human resources planning, **Pers M § 1:49, 1:54**
Emergency
child care, direct child care services and programs, **Pers M § 13:20**
response, workplace safety programs, **Pers M § 17:59**
Employee assistance programs
absenteeism, external preventive measures, **Pers M § 6:37**
health improvement programs, wellness programs, **Pers M § 12:84**
substance abuse, **Pers M § 20:25, 20:29, 20:30, 20:32, 20:33**
types of benefits, generally, **Pers M § 12:104 to 12:110**
Employee Polygraph Protection Act poster, human resources planning, **Pers M § 1:65**
Employee relations program positions, Department of Human Resources staffing, **Pers M § 1:19**
Employee Retirement Income Security Act
benefits coverage
banking industry, **Pers M § 22:35, 22:36**
construction industry, **Pers M § 22:86, 22:87**
health care industry, **Pers M § 22:2 to 22:4**
hotels and restaurants, **Pers M § 22:60**
insurance industry, **Pers M § 22:166, 22:167**
manufacturing industry, **Pers M § 22:138**
motor carriers, **Pers M § 22:115**
partnerships, **Pers M § 22:190 to 22:194**
plans, below this group
successor employers, **Pers M § 22:219 to 22:223**
compliance, severance pay plans, **Pers M § 21:88**
coverage. Benefits coverage, above this group
fiduciary duties
banking industry, **Pers M § 22:36**
insurance industry, **Pers M § 22:167**
independent contractor vs. employee, payroll taxes, **Pers M § 9:65**
plans
church plan exemption, health care industry, **Pers M § 22:3**
governmental plan exemption, health care industry, **Pers M § 22:4**
mergers and spinoffs, successor employers, **Pers M § 22:221**
multiemployer plans, construction industry, **Pers M § 22:87**
self-employed persons, partnerships, **Pers M § 22:191**
severance pay plans, **Pers M § 21:88**
small plans, partnerships, **Pers M § 22:193, 22:194**
termination or withdrawal liability, successor employers, **Pers M § 22:220**

PERSONNEL MANUAL—Cont'd
Employee rights under NLRA poster, **Pers M § 1:69.70**
Employer rights under NLRA poster, **Pers M § 1:69.50**
Employment agencies
inaccessible employment agencies, recruitment of persons with disabilities, **Pers M § 2:75**
private employment agencies, external recruitment sources, **Pers M § 2:17 to 2:20**
state employment agencies, external recruitment sources, **Pers M § 2:25, 2:26**
Employment contracts
final selection, tools for selecting employees, **Pers M § 3:44, 3:47 to 3:50**
job offers as job contracts, **Pers M § 3:44**
Employment practices liability insurance, disciplinary discharge of employees, **Pers M § 21:21**
Encouraging
complaints, sexual harassment grievances, **Pers M § 7:63**
participation, wellness programs, **Pers M § 12:77**
use, food service for employees, **Pers M § 12:145**
Enforcement
appearance/dress codes, work rules, **Pers M § 5:142**
arbitration awards, labor relations for successor employers, **Pers M § 22:240**
contract enforcement suit, successor employer as party, **Pers M § 22:241**
Department of Labor statistics on FMLA enforcement, **Pers M § 14:59**
noncompetition agreements, termination of employment, **Pers M § 21:111**
nonunion arbitration, procedural safeguards to enhance enforceability, **Pers M § 7:39**
Occupational Safety and Health Act enforcement at multiemployer worksites, construction industry, **Pers M § 22:112**
Occupational Safety and Health Administration actions, ergonomics, **Pers M § 17:87**
release by employees of legal rights, separation from employment, **Pers M § 21:85**
smoking policies, **Pers M § 5:140, 19:10**
Engagement terms, policy of Levi-Strauss for business partners' conduct, **Pers M § 5:46**
Engineering technicians, occupational pay data, **Pers M § 10:118 to 10:136**
Engineers, occupational pay data, **Pers M § 10:106 to 10:117**
Enrollment, health insurance plans, **Pers M § 12:52**
Ensuring
confidentiality, sexual harassment grievances, **Pers M § 7:61**
rights of nonsmokers, smoking policy, **Pers M § 19:6**
Entertainment, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Entry-level recruiting, schools, **Pers M § 2:27**
Environmental conditions portion of job analysis report, compensation planning and design, **Pers M § 8:84**
Epli (employment practices liability insurance), disciplinary discharge of employees, **Pers M § 21:21**
Equal employment opportunity
affirmative action, above
applications for employment, sample notice of policy, **Pers M § 3:15**

PERSONNEL MANUAL—Cont'd
Equal employment opportunity—Cont'd
clauses, affirmative action programs, **Pers M § 1:85 to 1:87**
consolidated poster, federal employment law posters, **Pers M § 1:60**
forms, federal reporting, **Pers M § 1:71 et seq., 1:74, 1:76 to 1:81**
positions in Department of Human Resources, **Pers M § 1:17**
recruitment advertising, **Pers M § 2:40**
statement, handbooks for employees, **Pers M § 4:15, 4:16**
Equal Employment Opportunity Commission, sexual harassment, **Pers M § 5:49, 5:56**
Equity, compensation criteria, **Pers M § 8:10, 8:11**
Ergonomics, workplace safety, **Pers M § 17:80 to 17:105, 17:112, 17:113**
Erisa. Employee Retirement Income Security Act, above
Escalator clauses, Consumer Price Index use, **Pers M § 8:45 et seq.**
Essential functions, job descriptions, **Pers M § 8:113**
Establishing
bias complaint procedures, recruitment of minorities and women, **Pers M § 2:69**
casual business dress policy, work rules, **Pers M § 5:143**
disciplinary system, absenteeism, **Pers M § 6:43 to 6:48**
hours of work, work rules, **Pers M § 5:82 to 5:85**
information program, AIDS in workplace, **Pers M § 18:13 to 18:16**
job function statements and job requirements, job descriptions, **Pers M § 8:95 to 8:101**
overtime policies, work rules, **Pers M § 5:115 to 5:117**
promotions policy, **Pers M § 15:95 to 15:98**
review of proposed of disciplinary discharge of employees policy, **Pers M § 21:23**
reward and incentive program for absence control, **Pers M § 6:58**
setting, below
setting up, below
Ethical business conduct and behavior, work rules, **Pers M § 5:1 to 5:47**
Ethnic data, filling out federal equal employment opportunity reporting forms, **Pers M § 1:71**
Evaluation
analysis, above
candidate evaluation by interviewer, interviewing applicants, **Pers M § 3:32**
fitness of employees, wellness programs, **Pers M § 12:78**
health hazard evaluations, workplace safety, **Pers M § 17:17**
job evaluation, compensation planning and design, **Pers M § 8:119 to 8:144**
ongoing evaluation, compensation planning and design, **Pers M § 8:3**
outside training programs, checklist, **Pers M § 16:25**
pay programs, compensation administration, **Pers M § 8:40**
performance appraisals, **Pers M § 15:1 to 15:107**
systems for recruitment evaluation, human resources planning, **Pers M § 1:10**
wellness programs, **Pers M § 12:94**

PERSONNEL MANUAL—Cont'd
Evidence
authorization procedures, leave of absence policy, **Pers M § 14:12**
misconduct, work rules, **Pers M § 5:76 to 5:79**
musculoskeletal disorders, ergonomics, **Pers M § 17:96**
Examination
application forms, tools for selecting employees, **Pers M § 3:11**
evidence of musculoskeletal disorders, ergonomics, **Pers M § 17:96**
Excessive absence, absenteeism, **Pers M § 6:29, 6:45**
Exclusions. Exemptions, below
Excused absences, absenteeism definition, **Pers M § 6:4**
Executives
Department of Human Resources staffing, executive positions, **Pers M § 1:27**
employment agreements, final selection, **Pers M § 3:47**
external recruitment sources, executive recruiting firms, **Pers M § 2:21 to 2:24**
financial counseling services, **Pers M § 12:116**
sample job description for senior executive, designing recruitment strategies, **Pers M § 1:12**
training and development, **Pers M § 16:62, 16:72 to 16:78**
Exemptions
church plan exemption, ERISA benefits coverage in health care industry, **Pers M § 22:3**
Fair Labor Standards Act, below
forms, designing and using employment applications, **Pers M § 3:7**
garment industry exemption from ban on hot cargo agreements, manufacturing industry, **Pers M § 22:157**
governmental plan exemption, ERISA benefits coverage in health care industry, **Pers M § 22:4**
job analysis, exempt positions, **Pers M § 8:81, 8:83**
Occupational Safety and Health Act, below
OSHA recordkeeping requirements, workplace safety, **Pers M § 17:25**
partially exempt services, individuals subject to federal employment taxes, **Pers M § 9:21**
performance appraisal review, exempt employees, **Pers M § 15:53**
religious organization exemption, unlawful employment practices in health care industry, **Pers M § 22:14**
Exercise, fitness programs, **Pers M § 12:91 to 12:93**
Exhibit personal integrity, policy statements on ethical behavior, **Pers M § 5:24**
Existing employees. Current employees, above
Exit interviews, termination procedures, **Pers M § 21:93 to 21:109**
Expatriate supervisor, performance appraisal, **Pers M § 15:63**
Expenses. Costs, above
Experience
health insurance plans, experience-rated insurance policies, **Pers M § 12:38**
recruiting experienced employees, internal recruitment sources, **Pers M § 2:14**
Expiration, federal equal employment opportunity reporting forms, **Pers M § 1:72**
Explanation of promotions policy, **Pers M § 15:102**
Exploring alternatives, layoffs and furloughs, **Pers M § 21:33**

PERSONNEL MANUAL—Cont'd
Exposure
bloodborne pathogens, workplace safety in health care industry, **Pers M § 22:32**
many candidates, career fairs, **Pers M § 2:32**
Extended or extending
unauthorized extensions of leaves of absence, **Pers M § 14:19**
vacations, **Pers M § 14:81, 14:102**
External matters
competitiveness, compensation criteria, **Pers M § 8:12**
labor markets, compensation system limits, **Pers M § 8:22**
preventive measures, absenteeism, **Pers M § 6:35 to 6:41**
programs for cessation of smoking, **Pers M § 19:18**
reasons, retention of records, **Pers M § 1:39**
recruitment, **Pers M § 2:16 to 2:35, 2:64, 2:65**
Extrinsic rewards, compensation planning and design, **Pers M § 8:16**
Facilities
analyzing physical facility, smoking policy, **Pers M § 19:4**
model affirmative action plan for women and minorities, human resources planning, **Pers M § 1:93**
Factors
absenteeism, developing policy, **Pers M § 6:2**
comparison or comparisons, above
compensable factors, compensation planning and design, **Pers M § 8:58, 8:135**
consideration
appearance/dress codes, work rules, **Pers M § 5:141**
assessing attendance needs, absenteeism policy development, **Pers M § 6:5**
overtime policies, work rules, **Pers M § 5:116**
determinations and determining, above
frequency, performance appraisals, **Pers M § 15:55**
Internal Revenue Service, independent contractor vs. employee for purposes of federal income tax withholding, **Pers M § 9:51, 9:52**
job evaluation, compensation planning and design, **Pers M § 8:122, 8:133 to 8:138**
list of factors that distort performance appraisals, **Pers M § 15:93**
promoting business-education partnerships, training and education of employees, **Pers M § 16:50**
rating scale with descriptions of factors, performance appraisal, **Pers M § 15:40**
setting, below
Facts
medical facts, reasons to adopt policies on AIDS in workplace, **Pers M § 18:2**
sexual harassment grievances, factfinding assistance, **Pers M § 7:65**
Failure to deposit payroll taxes, penalties for violations, **Pers M § 9:36**
Failure to prevent misconduct, ethical business conduct and behavior, **Pers M § 5:3**
Failure to withhold payroll taxes, penalties for violations, **Pers M § 9:37**
Fair. Fairness, below
Fair Labor Standards Act
agricultural employees, **Pers M § 1:67.70**
collective bargaining agreements, above

PERSONNEL MANUAL—Cont'd
Fair Labor Standards Act—Cont'd
coverage of minimum wage and overtime pay
banking industry, **Pers M § 22:38, 22:39**
collective bargaining agreements, above
construction industry, **Pers M § 22:89 to 22:93**
exemptions from minimum wage and overtime pay coverage, below this group
health care industry, **Pers M § 22:6 to 22:11**
hotels and restaurants, **Pers M § 22:63 to 22:67**
independent contractors, below
insurance industry, **Pers M § 22:169 to 22:172**
manufacturing industry, **Pers M § 22:140 to 22:143**
motor carriers, **Pers M § 22:117 to 22:121**
number of employees, **Pers M § 22:170, 22:197**
partnerships, **Pers M § 22:196 to 22:200**
successor employers, **Pers M § 22:224 to 22:226**
exemptions from minimum wage and overtime pay coverage
health care industry, **Pers M § 22:7, 22:8**
motor carriers, **Pers M § 22:118, 22:120**
white collar employee exemption, below this group
independent contractors, below
minimum wages. Coverage of minimum wage and overtime pay, above this group
overtime pay. Coverage of minimum wage and overtime pay, above this group
poster, human resources planning, **Pers M § 1:67**
state and local governments, **Pers M § 1:67.50**
white collar employee exemption
banking industry, **Pers M § 22:39**
construction industry, **Pers M § 22:90**
health care industry, **Pers M § 22:7**
hotels and restaurants, **Pers M § 22:64**
insurance industry, **Pers M § 22:171**
manufacturing industry, **Pers M § 22:142**
motor carriers, **Pers M § 22:118**
partnerships, **Pers M § 22:199**
successor employers, **Pers M § 22:225**
Fairness
disciplinary system, absenteeism, **Pers M § 6:43**
poor job performance, work rules, **Pers M § 5:64**
procedural fairness, legal issues in alternative dispute resolution, **Pers M § 7:11**
recruitment, **Pers M § 2:68, 2:73**
False comments, performance appraisals, **Pers M § 15:85**
Falsification or falsified
answers in employment applications, **Pers M § 3:16, 3:17**
documents, work rules, **Pers M § 5:71, 5:72**
Family
day care networks, direct child care services and programs, **Pers M § 13:22, 13:23**
friendly policies, leave of absence, **Pers M § 14:60**
leave. Family and medical leave, below
members, individuals subject to federal employment taxes, **Pers M § 9:19**
relationships, policy statements on nepotism, **Pers M § 5:39**
relocation assistance, **Pers M § 12:102, 12:103**

PERSONNEL MANUAL—Cont'd
Family—Cont'd
responsibilities, absenteeism and ability to attend, **Pers M § 6:15**
work-family benefits, lifestyle benefits, **Pers M § 13:1 to 13:70**
Family and medical leave
general discussion, **Pers M § 14:57 to 14:67**
Act. Family and Medical Leave Act, below
lifestyle benefits, **Pers M § 13:9**
Family and Medical Leave Act
Department of Labor statistics on FMLA leave and enforcement, **Pers M § 14:59**
job descriptions, compensation planning and design, **Pers M § 8:97**
notice of rights, **Pers M § 14:63**
payroll taxes, independent contractor vs. employee, **Pers M § 9:67**
poster, human resources planning, **Pers M § 1:66**
Favors, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Features
defined benefit plans, retirement benefits, **Pers M § 12:59**
defined contribution plans, retirement benefits, **Pers M § 12:66**
relocation policies, **Pers M § 12:98**
workstations, video display terminals, **Pers M § 17:121**
Federal matters
Age Discrimination in Employment Act, above
Americans with Disabilities Act, above
Consolidated Omnibus Budget Reconciliation Act (COBRA), health insurance plans, **Pers M § 12:54 to 12:57**
Davis-Bacon Act poster, human resources planning, **Pers M § 1:64**
Department of Labor statistics on parental and FMLA leave and enforcement, **Pers M § 14:59**
Drug-Free Workplace Act, sample memo to employees, **Pers M § 20:15**
Employee Polygraph Protection Act poster, human resources planning, **Pers M § 1:65**
Employee Retirement Income Security Act, above
employee rights under NLRA poster, **Pers M § 1:69.70**
employer rights under NLRA poster, **Pers M § 1:69.50**
Fair Labor Standards Act, above
Family and Medical Leave Act, above
FICA (Federal Insurance Contributions Act) taxes, below
filling out federal reporting forms, human resources planning, **Pers M § 1:70 to 1:82**
FUTA (Federal Unemployment Tax Act) taxes, below
H-2a Workers Program poster, **Pers M § 1:69.30**
Health Insurance Portability and Accountability Act of 1996, health insurance plans, **Pers M § 12:57**
Immigration Reform and Control Act, recordkeeping requirements and recommendations, **Pers M § 3:51**
income tax withholding, payroll taxes, **Pers M § 9:23 to 9:26, 9:32, 9:50 to 9:56**
Internal Revenue Service, below
Migrant and Seasonal Agricultural Worker Protection Act poster, human resources planning, **Pers M § 1:69**
National Labor Relations Act, below
National Labor Relations Board, below

PERSONNEL MANUAL—Cont'd
Federal matters—Cont'd
Occupational Safety and Health Act, below
Occupational Safety and Health Administration, below
Office of Federal Contract Compliance Programs, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
Older Workers Benefit Protection Act, release by employees of legal rights, **Pers M § 21:83**
payroll taxes, federal employment taxes, **Pers M § 9:1 to 9:69**
posters for federal employment law, human resources planning, **Pers M § 1:58 to 1:69.70**
Sentencing Guidelines, ethical business conduct and behavior, **Pers M § 5:2**
Service Contract Act poster, human resources planning, **Pers M § 1:62**
Title VII of Civil Rights Act of 1964, below
United States Chamber of Commerce, below
Walsh-Healy Act poster, human resources planning, **Pers M § 1:63**
Feedback, performance appraisals, **Pers M § 15:1 to 15:13**
Fees
arrangements, health insurance plans, **Pers M § 12:29, 12:32, 12:37**
no-fee source for all types of jobs, state employment agencies, **Pers M § 2:25**
Females. Women, below
Fica (Federal Insurance Contributions Act) taxes
independent contractor vs. employee, payroll taxes, **Pers M § 9:57 to 9:60**
payroll taxes, generally, **Pers M § 9:27**
rates and wage bases, payroll taxes, **Pers M § 9:28**
reporting and deposit requirements, payroll taxes, **Pers M § 9:32**
withholding tables, payroll taxes, **Pers M § 9:44 to 9:46**
Fiduciary duties. Employee Retirement Income Security Act, above
Fighting, work rules, **Pers M § 5:148, 5:149**
Files, human resources planning, **Pers M § 1:46, 1:47**
Filing
ERISA benefits coverage, partnerships, **Pers M § 22:193**
federal equal employment opportunity reporting forms, human resources planning, **Pers M § 1:73**
Filling out federal reporting forms, human resources planning, **Pers M § 1:70 to 1:82**
Final interviews, tools for selecting employees, **Pers M § 3:34**
Final selection, tools for selecting employees, **Pers M § 3:33 to 3:56**
Financial matters
assistance, above
counseling services, types of benefits, **Pers M § 12:111, 12:116, 12:117**
covering financial issues, retirement programs, **Pers M § 21:62**
incentives, health improvement programs, **Pers M § 12:80**
reporting, policy statements on ethical behavior, **Pers M § 5:41**
Financing or funding
early retirement, **Pers M § 21:66**
health insurance plans, **Pers M § 12:29**
Fired employees. Discharge of employees, above

PERSONNEL MANUAL—Cont'd
First aid, workplace safety programs, **Pers M § 17:59**
Fitness, wellness programs, **Pers M § 12:78, 12:91 to 12:93**
Flat-dollar life insurance, **Pers M § 12:4**
Flexible or flexibility
alternative work schedules, flextime, **Pers M § 13:8, 13:52 to 13:55, 13:67 to 13:69**
leave of absence, **Pers M § 14:100**
offering flexibility, recruitment of older workers, **Pers M § 2:51**
small businesses, child care services and programs, **Pers M § 13:29**
spending accounts, child care services and programs, **Pers M § 13:34**
Flextime, alternative work schedules, **Pers M § 13:8, 13:52 to 13:55, 13:67 to 13:69**
Flsa. Fair Labor Standards Act, above
Fmla. Family and Medical Leave Act, above
Focus groups, methods of assessing training needs, **Pers M § 16:7**
Follow-up
disciplinary discharge of employees, **Pers M § 21:27, 21:28**
questionnaires, exit interviews, **Pers M § 21:98**
workplace safety inspections, **Pers M § 17:14**
Food
breaks, work rules, **Pers M § 5:104, 5:105**
meals, below
restaurants. Hotels and restaurants, below
service for employees, types of benefits, **Pers M § 12:144, 12:145**
Forced-choice checklists, performance review systems, **Pers M § 15:24**
Ford Motor Company case study, performance appraisals, **Pers M § 15:67 to 15:76**
Forecast or forecasting
individual's potential for promotion, executive development programs, **Pers M § 16:76**
staffing needs, human resources planning, **Pers M § 1:3 to 1:8**
supply forecast, human resources planning, **Pers M § 1:18**
Forklifts
operators, occupational pay data, **Pers M § 10:200 to 10:202**
safety rules for forklift drivers, workplace safety, **Pers M § 17:79**
Former matters. Prior or former matters, below
Form or format
deciding on format, retirement programs, **Pers M § 21:60**
employment applications, tools for selecting employees, **Pers M § 3:2 to 3:5**
handbooks for employees, **Pers M § 4:9**
training, workplace safety and health, **Pers M § 17:74**
Forms
accountability management forms, performance appraisals, **Pers M § 15:51**
acknowledgment, above
COBRA, health insurance plans, **Pers M § 12:55, 12:56**
consent forms, above
employment applications, tools for selecting employees, **Pers M § 3:2 to 3:7, 3:10, 3:11, 3:17 to 3:19**

PERSONNEL MANUAL—Cont'd
Forms—Cont'd
exit interviews, termination procedures, **Pers M § 21:101, 21:105**
federal income tax withholding, Form W-4 requirements, **Pers M § 9:24**
filling out federal reporting forms, human resources planning, **Pers M § 1:70 to 1:82**
handbooks for employees, **Pers M § 4:20, 4:25**
I-9 form, recordkeeping requirements and recommendations, **Pers M § 3:56**
sample forms
abatement documentation, Occupational Safety and Health Administration, **Pers M § 17:43 to 17:45**
COBRA, health insurance plans, **Pers M § 12:55**
disclaimer in acknowledgment form, handbooks for employees, **Pers M § 4:20**
drug testing, **Pers M § 20:58 to 20:63**
employment applications, **Pers M § 3:17 to 3:19**
federal reporting forms, human resources planning, **Pers M § 1:74 to 1:81**
job analysis, compensation planning and design, **Pers M § 8:76 to 8:89**
job classification request, **Pers M § 8:89**
job sharing memorandum of understanding and agreement, alternative work schedules, **Pers M § 13:70**
layoffs, **Pers M § 21:55**
recordkeeping, below
staff planning, human resources planning, **Pers M § 1:14 to 1:20**
substance abuse, **Pers M § 20:28**
training and education of employees, **Pers M § 16:55 to 16:58**
union business leave of absence, **Pers M § 14:46**
self-inspection report, workplace safety inspections, **Pers M § 17:21**
termination of employment, generally, **Pers M § 21:108**
vacations, **Pers M § 14:90 to 14:93**
VETS-100, VETS-100A, and VETS-4212 forms, sample federal reporting forms regarding veterans, **Pers M § 1:82.20**
Formulas for benefits
defined benefit plans, retirement benefits, **Pers M § 12:63, 12:64**
long-term disability benefits, **Pers M § 12:25**
401(k) plans, retirement benefits, **Pers M § 12:70, 12:71**
Frequency
performance appraisals, **Pers M § 15:55, 15:56**
workplace safety inspections, **Pers M § 17:10**
Fringe benefits, compensation subject to federal employment taxes, **Pers M § 9:7**
Full investigation, sexual harassment grievances, **Pers M § 7:64**
Funding. Financing or funding, above
Funds
corporate funds, policy statements on financial reporting, **Pers M § 5:41**
recipient of government funds, unlawful employment practices in health care industry, **Pers M § 22:15**
Furloughs, separation from employment, **Pers M § 21:33, 21:34, 21:52**

PERSONNEL MANUAL—Cont'd
Futa (Federal Unemployment Tax Act) taxes
independent contractor vs. employee, payroll taxes, **Pers M § 9:57 to 9:60**
payroll taxes, generally, **Pers M § 9:29**
reporting and deposit requirements, payroll taxes, **Pers M § 9:34**
wage base, payroll taxes, **Pers M § 9:30**
Gaining management support, information programs on AIDS in workplace, **Pers M § 18:14**
Garment industry exemption from ban on hot cargo agreements, manufacturing industry, **Pers M § 22:157**
Gathering
documentation, disciplinary discharge of employees, **Pers M § 21:20**
employee input, smoking policy, **Pers M § 19:3**
evidence of musculoskeletal disorders, ergonomics, **Pers M § 17:96**
information
audits of pay programs, compensation administration, **Pers M § 8:39**
personnel information, recordkeeping requirements, **Pers M § 1:40, 1:41**
Geico, ridesharing policy, **Pers M § 12:131**
General clerks, occupational pay data, **Pers M § 10:56 to 10:63**
General industry standards
applicability
banking industry, **Pers M § 22:57**
health care industry, **Pers M § 22:31**
hotels and restaurants, **Pers M § 22:82**
insurance industry, **Pers M § 22:187**
manufacturing industry, **Pers M § 22:161**
partnerships, **Pers M § 22:216**
successor employers, **Pers M § 22:245**
banking industry, **Pers M § 22:57**
health care industry, **Pers M § 22:31**
hotels and restaurants, **Pers M § 22:82**
insurance industry, **Pers M § 22:187**
manufacturing industry, **Pers M § 22:161**
partnerships, **Pers M § 22:216**
successor employers, **Pers M § 22:245**
General maintenance workers, occupational pay data, **Pers M § 10:164, 10:170, 10:171**
Gifts, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Giving advance notice, layoffs, **Pers M § 21:45**
Goals
assessing goal, eldercare services, **Pers M § 13:39**
compensation program, **Pers M § 8:5 to 8:8**
model affirmative action plan for women and minorities, human resources planning, **Pers M § 1:107**
performance appraisals, **Pers M § 15:4**
Good housekeeping practices, work rules for breaks, **Pers M § 5:106**
Good judgment use, policy statements on ethical behavior, **Pers M § 5:25**
Goodyear Tire and Rubber Company case study, promotions, **Pers M § 15:103**
Governing through integrity-based code of conduct, ethical business conduct, **Pers M § 5:11**
Government and governmental matters
contractors. Government contractors, below

PERSONNEL MANUAL—Cont'd
Government and governmental matters—Cont'd
federal matters, above
military leave of absence, government organization resources, **Pers M § 14:55**
plan exemption, ERISA benefits coverage in health care industry, **Pers M § 22:4**
public works contracts, Fair Labor Standards Act minimum wage and overtime pay coverage in construction industry, **Pers M § 22:93**
recipient of government funds, unlawful employment practices in health care industry, **Pers M § 22:15**
state, below
Government contractors
banking industry, unlawful employment practices, **Pers M § 22:42**
construction industry, unlawful employment practices, **Pers M § 22:96**
Fair Labor Standards Act minimum wage and overtime pay coverage, manufacturing industry, **Pers M § 22:143**
manufacturing industry
Fair Labor Standards Act minimum wage and overtime pay coverage, **Pers M § 22:143**
unlawful employment practices, **Pers M § 22:146**
partnerships, unlawful employment practices, **Pers M § 22:205**
successor employers, unlawful employment practices, **Pers M § 22:231**
Grade release request, training and education of employees, **Pers M § 16:56**
Graduates of colleges, recruitment of high technology workers, **Pers M § 2:64**
Gratuities, policy statements on ethical behavior, **Pers M § 5:27 to 5:29**
Great American Smokeout, informal smoking-cessation programs, **Pers M § 19:22**
Grievances
general discussion, **Pers M § 7:1 to 7:65**
performance appraisal objectives, **Pers M § 15:5**
Grooming
banking industry, unlawful employment practices, **Pers M § 22:44**
hotels and restaurants, unlawful employment practices, **Pers M § 22:70**
work rules, sample policy, **Pers M § 5:144**
Groups
administering group tests, methods of assessing training needs, **Pers M § 16:11**
focus groups, methods of assessing training needs, **Pers M § 16:7**
legal services plans, types of benefits, **Pers M § 12:118**
rates, health insurance plans, **Pers M § 12:43, 12:44**
term life insurance, compensation subject to federal employment taxes, **Pers M § 9:9**
Guaranteed ride home, commuter assistance programs, **Pers M § 12:126**
Guards, occupational pay data, **Pers M § 10:203 to 10:205, 10:207, 10:208**
Guidelines
AIDS in workplace, policies, **Pers M § 18:8**
compliance with OFCCP guidelines on discrimination, model affirmative action plan for women and minorities, **Pers M § 1:99, 1:100**

PERSONNEL MANUAL—Cont'd
Guidelines—Cont'd
designing interview questions, interviewing applicants, **Pers M § 3:24**
discipline, poor job performance, **Pers M § 5:65**
drug testing procedures, **Pers M § 20:47**
Federal Sentencing Guidelines, ethical business conduct and behavior, **Pers M § 5:2**
interviews, performance appraisals, **Pers M § 15:60**
Levi-Strauss policy for business partners' conduct, **Pers M § 5:46**
Occupational Safety and Health Administration, ergonomics, **Pers M § 17:89**
sample guidelines
supervisor intervention, substance abuse, **Pers M § 20:31**
workplace safety, **Pers M § 17:75 to 17:79**
setting up or revising performance appraisal program, **Pers M § 15:8**
supervisors
intervention, substance abuse, **Pers M § 20:31**
overseas performance appraisals, **Pers M § 15:64**
vacation scheduling, **Pers M § 14:80**
workplace safety, generally, **Pers M § 17:75 to 17:79**
Guides
job classifications, federal equal employment opportunity reporting forms, **Pers M § 1:76**
payroll withholding for employers, **Pers M § 9:39 to 9:43**
research guide to legal issues, alternative dispute resolution, **Pers M § 7:9**
Handbooks for employees
general discussion, **Pers M § 4:1 to 4:29**
AIDS in workplace, policies, **Pers M § 18:11**
breaks, work rules, **Pers M § 5:101**
disciplinary discharge of employees, **Pers M § 21:30**
ethical business conduct and behavior, work rules, **Pers M § 5:15**
hours of work, work rules, **Pers M § 5:86**
leave of absence, **Pers M § 14:20**
make-up time must be worked before overtime is paid, plant policy, **Pers M § 5:130**
resignation, **Pers M § 21:75**
smoking, sample policy statement, **Pers M § 19:14**
substance abuse policy, **Pers M § 20:13**
Handling
fired employees who refuse to leave, disciplinary discharge of employees, **Pers M § 21:28**
material handling laborer, occupational pay data, **Pers M § 10:209**
recalls, layoffs, **Pers M § 21:48**
resignations, **Pers M § 21:73**
Harassment. Sexual harassment, below
H-2a Workers Program poster, **Pers M § 1:69.30**
Hazardous jobs, recruitment of minors, **Pers M § 2:56**
Hazards, workplace safety, **Pers M § 17:1 to 17:22, 17:67 to 17:72, 17:117, 17:118**
Headhunters, executive recruiting firms, **Pers M § 2:24**
Health
benefits
compensation subject to federal employment taxes, **Pers M § 9:6**
health care industry, **Pers M § 22:2 to 22:5**

PERSONNEL MANUAL—Cont'd
Health—Cont'd
benefits—Cont'd
successor employers, ERISA benefits coverage, **Pers M § 22:222**
care. Health care, below
improvement programs, wellness programs, **Pers M § 12:80 to 12:85**
insurance plans, types of benefits, **Pers M § 12:28 to 12:57**
maintenance organizations, health insurance plans, **Pers M § 12:30, 12:41**
Occupational Safety and Health Act, below
Occupational Safety and Health Administration, below
wellness programs, below
workplace health, **Pers M § 17:1 to 20:66**
Health care
industry, employment law summary and location, **Pers M § 22:1 to 22:33**
management, ergonomics, **Pers M § 17:98**
organizations, smoking policy, **Pers M § 19:12**
state laws, below
Health care industry
benefits, **Pers M § 22:5**
minimum wage and overtime pay, **Pers M § 22:12**
provider certification for employee's health condition, **Pers M § 14:64**
provider certification for family member's health condition, **Pers M § 14:64.30**
workplace safety, **Pers M § 22:33**
Health care provider certification for family member's health condition, **Pers M § 14:64.30**
Health Insurance Portability and Accountability Act of 1996, health insurance plans, **Pers M § 12:57**
Hearing testing, wellness programs, **Pers M § 12:89**
Heart disease, diagnostic and preventive programs, **Pers M § 12:88**
Hidden costs, absenteeism, **Pers M § 6:9**
Highly skilled employees, employment agreements, **Pers M § 3:47**
High standards, policy statements on ethical behavior, **Pers M § 5:22, 5:23**
High technology workers, recruitment, **Pers M § 2:60 to 2:65**
Hipaa (Health Insurance Portability and Accountability Act of 1996), health insurance plans, **Pers M § 12:57**
Hiring and hires
duty to hire predecessor's unionized workers, successor employers, **Pers M § 22:235**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:129**
security personnel, prevention of substance abuse at work, **Pers M § 20:20**
special incentives for prospective hires, tools for selecting employees, **Pers M § 3:39 to 3:41**
union referrals, hiring halls, **Pers M § 2:34**
Historical growth, benefits for employees, **Pers M § 11:2**
Hiv/AIDS, workplace safety, **Pers M § 18:1 to 18:21, 22:32**
Hmos (health maintenance organizations), health insurance plans, **Pers M § 12:30, 12:41**
Holidays, leave of absence, **Pers M § 14:68 to 14:76**
Homes
purchase assistance, housing assistance, **Pers M § 12:101**
sales assistance, housing assistance, **Pers M § 12:100**

PERSONNEL MANUAL—Cont'd
Hospitals, meal policies, **Pers M § 5:96**
Hot cargo agreements
construction industry, **Pers M § 22:104**
manufacturing industry, **Pers M § 22:157**
Hotels and restaurants
benefits, **Pers M § 22:62**
employment law summary and location, **Pers M § 22:59 to 22:84**
minimum wage and overtime pay, **Pers M § 22:68**
state laws, below
workplace safety, **Pers M § 22:84**
Hours
minors, recruitment, **Pers M § 2:58**
overtime, below
personal leave policy, hours bank at public utility, **Pers M § 5:114**
recording data on hours worked, absenteeism, **Pers M § 6:25**
work hours, work rules, **Pers M § 5:81 to 5:87**
Housekeeping practices, work rules for breaks, **Pers M § 5:106**
Housing assistance, types of benefits, **Pers M § 12:97, 12:100, 12:101**
Hris (human resources information system) positions, Department of Human Resources staffing, **Pers M § 1:18**
Human resources
checking records, methods of assessing training needs, **Pers M § 16:5**
managers, below
nonunion grievance procedure, alternative dispute resolution, **Pers M § 7:23**
personnel
managers, below
occupational pay data, **Pers M § 10:137 to 10:156**
planning, **Pers M § 1:21 to 1:36**
planning, **Pers M § 1:1 to 1:132**
policy on walk-ins, internal recruitment sources, **Pers M § 2:15**
role of human resources
final decision, tools for selecting employees, **Pers M § 3:42**
nonunion grievance procedure, alternative dispute resolution, **Pers M § 7:23**
Husband and wife. Spouses, below
Identification
hazards, workplace safety, **Pers M § 17:1 to 17:22**
Labor Department sample affirmative action program, **Pers M § 1:110 et seq.**
page, model affirmative action plan for women and minorities, **Pers M § 1:91**
problem areas, model affirmative action plan for women and minorities, **Pers M § 1:109**
Illegal practices. Unlawful employment practices, below
Illnesses
absenteeism and ability to attend, **Pers M § 6:14**
certification of illness of covered servicemember, **Pers M § 14:64.70**
sick or sickness, below
workplace safety and health, **Pers M § 17:1 to 20:66**
Immigration Reform and Control Act, recordkeeping requirements and recommendations, **Pers M § 3:51**

PERSONNEL MANUAL—Cont'd
Impact of Americans with Disabilities Act and Family and Medical Leave Act, job descriptions, **Pers M § 8:97**
Impartiality of decision maker, legal issues in alternative dispute resolution, **Pers M § 7:10**
Implementation or implementing
compressed workweeks, alternative work schedules, **Pers M § 13:64**
drug testing program, **Pers M § 20:53 to 20:57**
employee assistance programs, **Pers M § 12:109, 12:110**
flextime, alternative work schedules, **Pers M § 13:55**
furloughs, separation from employment, **Pers M § 21:34**
health insurance plans, **Pers M § 12:51 to 12:57**
job sharing, alternative work schedules, **Pers M § 13:62**
performance appraisal system, **Pers M § 15:54 to 15:81**
responsibility for policy implementation, model affirmative action plans, **Pers M § 1:96, 1:115**
smoking policy, **Pers M § 19:8 to 19:10**
social and recreational activities, programs, **Pers M § 12:140**
substance abuse policy, **Pers M § 20:10 to 20:12**
telecommuting, alternative work schedules, **Pers M § 13:59**
tips on implementing
compressed workweeks, alternative work schedules, **Pers M § 13:64**
flextime, alternative work schedules, **Pers M § 13:55**
job sharing, alternative work schedules, **Pers M § 13:62**
telecommuting, alternative work schedules, **Pers M § 13:59**
wellness programs, **Pers M § 12:75 to 12:79**
Importance
documenting final decision, tools for selecting employees, **Pers M § 3:45**
employee benefits, **Pers M § 11:1 to 11:4**
exercise, fitness programs, **Pers M § 12:91**
wellness programs, **Pers M § 12:73, 12:74**
Improvement or improving
employment applications, tools for selecting employees, **Pers M § 3:9**
health improvement programs, wellness programs, **Pers M § 12:80 to 12:85**
productivity, performance appraisal, **Pers M § 15:1 to 15:13**
strategies for improving ergonomics, workplace safety, **Pers M § 17:92 to 17:105**
Inaccessible employment agencies or recruiting sources, recruitment of persons with disabilities, **Pers M § 2:75**
Incentives
absence control, **Pers M § 6:50 to 6:58**
early retirement, **Pers M § 21:65**
health improvement programs, wellness programs, **Pers M § 12:80**
special incentives for prospective hires, tools for selecting employees, **Pers M § 3:39 to 3:41**
Incidents
critical incidents, performance appraisals, **Pers M § 15:25, 15:26, 15:43**
monitoring injury and illness incidence rates, workplace safety, **Pers M § 17:18 to 17:20**

PERSONNEL MANUAL—Cont'd
Inclusions
classified advertising, recruitment advertising, **Pers M § 2:41**
employment application forms, tools for selecting employees, **Pers M § 3:6**
realistic job previews, tools for selecting employees, **Pers M § 3:38**
union leave clause, union business leave of absence, **Pers M § 14:41**
Income
Employee Retirement Income Security Act, above
federal income tax withholding, payroll taxes, **Pers M § 9:23 to 9:26, 9:32, 9:50 to 9:56**
In-demand jobs, recruitment of high technology workers, **Pers M § 2:61**
Independent contractors
contingent work arrangements, alternative work schedules, **Pers M § 13:50**
Fair Labor Standards Act
construction industry, minimum wage and overtime pay coverage, **Pers M § 22:91**
health care industry, minimum wage and overtime pay coverage, **Pers M § 22:9**
motor carriers, minimum wage and overtime pay coverage, **Pers M § 22:119**
payroll taxes, **Pers M § 9:61 to 9:63**
National Labor Relations Act
insurance industry, coverage of employers, **Pers M § 22:181**
motor carriers, coverage of employers, **Pers M § 22:129**
payroll taxes, **Pers M § 9:68**
payroll taxes, **Pers M § 9:47 to 9:69**
unlawful employment practices, health care industry, **Pers M § 22:17**
Individual equity, compensation criteria, **Pers M § 8:11**
Informal smoking-cessation programs, **Pers M § 19:21, 19:22**
Information
agreement and activities report, **Pers M § 1:82.40**
AIDS in workplace, information programs, **Pers M § 18:13 to 18:16**
compiling information, human resources planning, **Pers M § 1:4, 1:128 to 1:132**
confidential information, policy statements on ethical behavior, **Pers M § 5:35 to 5:37**
data, above
eldercare services, **Pers M § 13:41**
employer report, **Pers M § 1:82.30**
executive recruiting firms, external recruitment sources, **Pers M § 2:22**
exit interviews, termination procedures, **Pers M § 21:97**
federal equal employment opportunity reporting forms, human resources planning, **Pers M § 1:74, 1:80, 1:81**
final decision on selection, informing candidates, **Pers M § 3:43**
forecasting staffing needs, human resources planning, **Pers M § 1:3 to 1:8**
gathering, above
getting relevant information from applicants, designing and using employment applications, **Pers M § 3:6, 3:7**
handbooks for employees, **Pers M § 4:1 to 4:29**

PERSONNEL MANUAL—Cont'd
Information—Cont'd
inside information, policy statements on ethical behavior, **Pers M § 5:30, 5:31**
misconduct and poor job performance, work rules, **Pers M § 5:73 to 5:75**
proprietary information, policy statements on ethical behavior, **Pers M § 5:35 to 5:37**
release of employment information, human resources planning, **Pers M § 1:55**
services, lifestyle benefits, **Pers M § 13:6, 13:30, 13:31**
sources of information
forecasting staffing needs, human resources planning, **Pers M § 1:3**
salary budgets, compensation administration, **Pers M § 8:31**
state, below
supervisor's additional job match information, human resources planning, **Pers M § 1:14**
system positions, Department of Human Resources staffing, **Pers M § 1:18**
tools for recording needs assessment information, training, **Pers M § 16:13 to 16:15**
In-house
education program, AIDS in workplace, **Pers M § 18:18**
performance of human resources functions, Department of Human Resources staffing, **Pers M § 1:25**
smoking-cessation programs, **Pers M § 19:17**
Initial matters
communications, health insurance plans, **Pers M § 12:51**
considerations, form design issues for employment applications, **Pers M § 3:2**
Initiating process, job analysis, **Pers M § 8:62 to 8:66**
Initiatives
state and local initiatives, ergonomics, **Pers M § 17:91**
union initiatives, video display terminals, **Pers M § 17:115**
Injuries
absenteeism and ability to attend, **Pers M § 6:14**
fitness programs, injury prevention, **Pers M § 12:92**
workplace safety and health, **Pers M § 17:1 to 20:66**
Inland Bar case study, altering compensation programs due to corporate change, **Pers M § 8:35**
Innovative recruiting and retention techniques, high technology workers, **Pers M § 2:65**
Input of employees
performance appraisal, **Pers M § 15:38**
smoking policy, gathering employee input, **Pers M § 19:3**
Inquiry, exit interviews, **Pers M § 21:104**
Inside information, policy statements on ethical behavior, **Pers M § 5:30, 5:31**
Insider trading, work rules on confidentiality, **Pers M § 5:75**
Inspections
manufacturing industry, workplace safety, **Pers M § 22:162, 22:163**
occupational pay data, construction inspectors, **Pers M § 10:128 to 10:134**
workplace safety, generally, **Pers M § 17:9 to 17:15, 17:21, 17:22, 17:67 to 17:69**
Insubordination, work rules, **Pers M § 5:145 to 5:147**
Insurance
employment practices liability insurance, disciplinary discharge of employees, **Pers M § 21:21**

PERSONNEL MANUAL—Cont'd
Insurance—Cont'd
FICA (Federal Insurance Contributions Act) taxes, above
group term life insurance, compensation subject to federal employment taxes, **Pers M § 9:9**
health insurance plans, types of benefits, **Pers M § 12:28 to 12:57**
industry, employment law summary and location, **Pers M § 22:165 to 22:188**
life insurance, below
sickness and accident insurance, short-term disability benefits, **Pers M § 12:16 to 12:21**
state laws, below
state unemployment insurance, payroll taxes, **Pers M § 9:60**
Insurance industry
benefits, **Pers M § 22:168**
minimum wage and overtime pay, **Pers M § 22:173**
workplace safety, **Pers M § 22:188**
Integrating information, forecasting staffing needs, **Pers M § 1:8**
Integrity, ethical business conduct and behavior, **Pers M § 5:8, 5:11 to 5:14, 5:24**
Internal matters
developing internal ethics programs, work rules, **Pers M § 5:16, 5:17**
equity, compensation criteria, **Pers M § 8:10**
preventive measures, absenteeism, **Pers M § 6:42**
reasons, retention of records, **Pers M § 1:38**
recruitment, **Pers M § 2:1 to 2:15, 2:62, 2:63**
workforce analysis, model affirmative action plan for women and minorities, **Pers M § 1:103**
Internal Revenue Service
adoption assistance, child care services and programs, **Pers M § 13:36**
independent contractor vs. employee, federal income tax withholding, **Pers M § 9:51, 9:52, 9:56**
International matters
business, policy statements on ethical behavior, **Pers M § 5:44, 5:47**
vacation policies, **Pers M § 14:89**
Interruptions in service, vacation eligibility, **Pers M § 14:79**
Intervention of supervisors, substance abuse, **Pers M § 20:31**
Interviews
applicants, tools for selecting employees, **Pers M § 3:20 to 3:32**
conducting interviews
disciplinary discharge of employees, **Pers M § 21:26**
effective interview of applicant, **Pers M § 3:27 to 3:32**
exit interviews, termination procedures, **Pers M § 21:95**
individual interviews, training, **Pers M § 16:6**
discharge of employees, **Pers M § 21:26, 21:103**
disciplinary discharge of employees, **Pers M § 21:26**
exit interviews, termination procedures, **Pers M § 21:93 to 21:109**
final interviews, tools for selecting employees, **Pers M § 3:34**
job analysis, compensation planning and design, **Pers M § 8:69, 8:78**
layoffs, **Pers M § 21:46**
managers, job analysis, **Pers M § 8:78**

PERSONNEL MANUAL—Cont'd
Interviews—Cont'd
techniques, performance appraisals, **Pers M § 15:59 to 15:61**
Intrinsic rewards, compensation planning and design, **Pers M § 8:16**
Invention rights, employment agreements, **Pers M § 3:49**
Inventory
record, human resources planning, **Pers M § 1:15**
skills, below
Investigations
misconduct, work rules, **Pers M § 5:76 to 5:79**
sexual harassment, **Pers M § 5:58, 7:64**
Investments, policy statements on inside information, **Pers M § 5:31**
Invitation to self-identify, model affirmative action plan for disabled and Vietnam-era veterans, **Pers M § 1:124**
Involuntary termination, policy, **Pers M § 21:2**
Involvement of employees
performance review systems, **Pers M § 15:29 to 15:32**
workplace safety programs, **Pers M § 17:64 to 17:66**
Irs. Internal Revenue Service, above
Issues
AIDS in workplace, issues to address in policies, **Pers M § 18:6, 18:7**
alternative dispute resolution, grievances and complaints, **Pers M § 7:4, 7:7 to 7:11**
checklists
attendance issues, absenteeism, **Pers M § 6:61**
handbooks for employees, **Pers M § 4:21**
covering financial issues, retirement programs, **Pers M § 21:62**
Department of Human Resources staffing, **Pers M § 1:22 to 1:25**
form design issues for employment applications, **Pers M § 3:2 to 3:5**
jury/witness duty leave of absence policy, **Pers M § 14:25, 14:26**
meal policies, work rules, **Pers M § 5:90**
nonunion matters, below
post-termination issues, **Pers M § 21:114 to 21:120**
smoking policy, **Pers M § 19:7**
union arbitration procedures, **Pers M § 7:51**
work-family programs, lifestyle benefits, **Pers M § 13:3, 13:4**
Janitors, occupational pay data, **Pers M § 10:206 to 10:208**
Jargon, compensation planning and design, **Pers M § 8:59, 8:122**
Job analysis, compensation planning and design, **Pers M § 8:56 to 8:89**
Job classification
federal equal employment opportunity reporting forms, human resources planning, **Pers M § 1:75, 1:76**
sample request form, **Pers M § 8:89**
Job descriptions
Bureau of Labor Statistics, above
compensation planning and design, **Pers M § 8:90 to 8:118**
Department of Human Resources staffing, **Pers M § 1:26 et seq.**
recruitment of persons with disabilities, **Pers M § 2:73**

PERSONNEL MANUAL—Cont'd
Job descriptions—Cont'd
sample job descriptions
compensation planning and design, **Pers M § 8:106, 8:113 to 8:118**
senior executive, designing recruitment strategies, **Pers M § 1:12**
senior executives, designing recruitment strategies, **Pers M § 1:12**
Job evaluation, compensation planning and design, **Pers M § 8:119 to 8:144**
Job function statements, compensation planning and design, **Pers M § 8:95 to 8:101**
Job group analysis, model affirmative action plan for women and minorities, **Pers M § 1:104**
Job offers
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:129**
tools for selecting employees, **Pers M § 3:33 to 3:56**
Job performance
appraisal, **Pers M § 15:1 to 15:107**
managing employee performance, termination policies, **Pers M § 21:5**
poor job performance, below
telecommuting, alternative work schedules, **Pers M § 13:58**
Job posting, recruiting current employees, **Pers M § 2:3, 2:4**
Job safety analysis, workplace safety, **Pers M § 17:4 to 17:8**
Job sharing, alternative work schedules, **Pers M § 13:60 to 13:62, 13:70**
Jurisdiction. National Labor Relations Board, below
Jury matters
leave of absence for jury duty, **Pers M § 14:22 to 14:33**
summary jury trials, grievances and complaints, **Pers M § 7:44**
Jury/witness duty leave of absence, **Pers M § 14:24**
Just cause discharge of employees, **Pers M § 21:13 to 21:17**
Keeping. Maintaining or keeping, below
Key compensation criteria, **Pers M § 8:9 to 8:12**
Key entry operators, occupational pay data, **Pers M § 10:157 to 10:162**
Labor and industrial relations positions, Department of Human Resources staffing, **Pers M § 1:16**
Laboratory designation, drug testing procedures, **Pers M § 20:50**
Labor relations
banking industry, **Pers M § 22:49 to 22:54**
bargaining unit determinations, above
construction industry, **Pers M § 22:99 to 22:108**
health care industry, **Pers M § 22:20 to 22:27**
hotels and restaurants, **Pers M § 22:74 to 22:80**
insurance industry, **Pers M § 22:178 to 22:184**
manufacturing industry, **Pers M § 22:150 to 22:158**
motor carriers, **Pers M § 22:127 to 22:134**
National Labor Relations Act, below
National Labor Relations Board, below
nonunion matters, below
no-solicitation rules, below
partnerships, **Pers M § 22:208 to 22:213**
secondary boycotts, below
successor employers, **Pers M § 22:234 to 22:242**
unions, below

PERSONNEL MANUAL—Cont'd
Lateness
calculation of lateness rates, **Pers M § 6:28**
notice, **Pers M § 6:32**
penalties, **Pers M § 6:47, 6:48**
setting arrival standards, **Pers M § 6:31**
Laws. Statutes, below
Lawyers. Attorneys, above
Layoffs
leave of absence, layoff of employees on, **Pers M § 14:17**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:132**
separation from employment, **Pers M § 21:32 to 21:55**
vacation pay for laid off employees, **Pers M § 14:83**
Leadership training, executives, **Pers M § 16:74**
Leaves of absence
benefits for employees, **Pers M § 14:1 to 14:103**
family and medical leave, above
paid leave
general discussion, **Pers M § 14:5 to 14:7**
jury/witness duty leave of absence policy, **Pers M § 14:25, 14:27, 14:28, 14:30 to 14:33**
sick leave, short-term disability benefits, **Pers M § 12:10 to 12:15**
personal leave, work rules, **Pers M § 5:110 to 5:114**
sick leave
paid sick leave, short-term disability benefits, **Pers M § 12:10 to 12:15**
variations of sick leave policies, absenteeism, **Pers M § 6:35**
Legal
advantages, reasons to adopt sexual harassment policy, **Pers M § 5:51**
aspects of communications, holiday schedule, **Pers M § 14:76**
compliance, reasons to adopt policies on AIDS in workplace, **Pers M § 18:5**
complications in granting union business leave of absence, **Pers M § 14:45**
concerns, writing handbooks for employees, **Pers M § 4:14**
considerations, holidays, **Pers M § 14:74**
issues, alternative dispute resolution, **Pers M § 7:7 to 7:11**
limitations or restrictions, below
operating structures, direct child care services and programs, **Pers M § 13:13**
problems, performance appraisals, **Pers M § 15:83 to 15:86**
protection, whistleblowing, **Pers M § 7:56**
refusals, insubordination, **Pers M § 5:146**
requirements
jury/witness duty leave of absence, **Pers M § 14:23**
sexual harassment grievances, **Pers M § 7:62**
voting leave of absence, **Pers M § 14:35**
rights, release by employees, **Pers M § 21:81 to 21:85**
services, types of benefits, **Pers M § 12:111, 12:118, 12:119**
Length of service, vacation eligibility, **Pers M § 14:78**
Letters and sample letters
employee referral letter, internal recruitment sources, **Pers M § 2:13**

PERSONNEL MANUAL—Cont'd
Letters and sample letters—Cont'd
employee welcome letter, training and education of employees, **Pers M § 16:54**
final selection of employees, **Pers M § 3:53 to 3:55**
notifying organizations of equal employment obligations, affirmative action programs, **Pers M § 1:125 to 1:127**
OSHA abatement documentation requirement, workplace safety, **Pers M § 17:43**
service letters, post-termination issues, **Pers M § 21:120**
substance abuse, **Pers M § 20:30**
Levi-Strauss, ethical business conduct and behavior, **Pers M § 5:19, 5:46, 5:47**
Liability
employment practices liability insurance, disciplinary discharge of employees, **Pers M § 21:21**
termination or withdrawal liability, ERISA benefits coverage of successor employers, **Pers M § 22:220**
Title VII of Civil Rights Act of 1964, unlawful employment practices of successor employers, **Pers M § 22:229**
unfair labor practices of predecessor, successor employers, **Pers M § 22:238**
Libel. Defamation, above
Liberal flextime policy, alternative work schedules, **Pers M § 13:69**
Lie detectors. Polygraphs, below
Life insurance
group term life insurance, compensation subject to federal employment taxes, **Pers M § 9:9**
types of benefits, **Pers M § 12:1 to 12:6**
Lifestyle benefits, **Pers M § 13:1 to 13:70**
Lighting, video display terminals, **Pers M § 17:120**
Limitations or restrictions
benefits, health insurance plans, **Pers M § 12:49**
compensation system, **Pers M § 8:18 to 8:22**
compliance-based code of conduct, ethical business conduct, **Pers M § 5:10**
legal limitations or restrictions
compensation system, **Pers M § 8:20**
disciplinary discharge of employees, **Pers M § 21:10**
preprinted employment application forms, tools for selecting employees, **Pers M § 3:5**
recruitment of minors, **Pers M § 2:57, 2:58**
smoking restrictions, **Pers M § 5:138 to 5:140, 19:5**
Line graphs, tools for recording training needs assessment information, **Pers M § 16:14**
Line-staff cooperation, job analysis, **Pers M § 8:64**
Lists
checklists, above
conflicts of interest, policy statements on ethical behavior, **Pers M § 5:33**
factors that distort performance appraisals, **Pers M § 15:93**
jobs, job analysis, **Pers M § 8:66**
professional achievement list, performance appraisal, **Pers M § 15:46**
prohibited favors, policy statements on ethical behavior, **Pers M § 5:27**
L.L. Bean, fitness programs, **Pers M § 12:92**
Lobbying, policy statements on political activities, **Pers M § 5:40**

PERSONNEL MANUAL—Cont'd
Local matters
government information, sample federal equal employment opportunity reporting form, **Pers M § 1:80**
indexes, calculating changes in Consumer Price Index, **Pers M § 8:44**
initiatives, ergonomics, **Pers M § 17:91**
resources, wellness programs, **Pers M § 12:95**
Local union report, sample federal equal employment opportunity reporting form, **Pers M § 1:79**
Location or place
employment law location by specific industry or employer type, **Pers M § 22:1 to 22:246**
organizational placement, compensation administration, **Pers M § 8:25**
records, OSHA access to records requirements, **Pers M § 17:37**
relocation, below
Lodging
benefits of hotels and restaurants, tax treatment of lodging furnished to employees, **Pers M § 22:61**
compensation subject to federal employment taxes, **Pers M § 9:11**
Logistical obstacles, absenteeism and ability to attend, **Pers M § 6:20**
Logs for compiling data, affirmative action programs, **Pers M § 1:128 to 1:132**
Long-term matters
disability benefits, **Pers M § 12:22 to 12:27**
troubles, absenteeism and ability to attend, **Pers M § 6:17**
Looking for signs of musculoskeletal disorders, ergonomics, **Pers M § 17:93**
Loss of employee through death, allowing employees to acknowledge loss, **Pers M § 21:77**
Lotteries, rewards and incentives for absence control, **Pers M § 6:54**
Machinery, occupational pay data for maintenance mechanics, **Pers M § 10:173**
Machinists, occupational pay data for maintenance machinists, **Pers M § 10:172, 10:176, 10:177**
Maintaining or keeping
health maintenance organizations, health insurance plans, **Pers M § 12:30, 12:41**
high standards, policy statements on ethical behavior, **Pers M § 5:23**
optimum attendance, absenteeism, **Pers M § 6:33**
personnel files, human resources planning, **Pers M § 1:46**
recordkeeping, below
retention, below
time-keeping, work rules, **Pers M § 5:88, 5:108, 5:109**
Maintenance workers, occupational pay data, **Pers M § 10:163 to 10:177**
Major medical care benefits, health insurance plans, **Pers M § 12:50**
Make-up time must be worked before overtime is paid, plant policy, **Pers M § 5:130**
Making
best use of schools, external recruitment sources, **Pers M § 2:28**
decisions or deciding, above
offer, early retirement, **Pers M § 21:67**

PERSONNEL MANUAL—Cont'd
Making—Cont'd
written contract with private employment agency, external recruitment sources, **Pers M § 2:20**
Management
accountability management forms, performance appraisals, **Pers M § 15:51**
by objectives, performance appraisals, **Pers M § 15:33 to 15:35, 15:49**
case management, eldercare services, **Pers M § 13:43**
commitment, above
development, **Pers M § 16:59 to 16:78**
gaining management support, information programs for AIDS in workplace, **Pers M § 18:14**
health care, ergonomics, **Pers M § 17:98**
performance of employees, termination policies, **Pers M § 21:5**
practices, absenteeism, **Pers M § 6:22, 6:42**
review, nonunion grievance procedure, **Pers M § 7:22**
role of management, video display terminals, **Pers M § 17:114**
stress management, health improvement programs, **Pers M § 12:83**
style, absenteeism and motivation to attend, **Pers M § 6:22**
training, below
Managers
commitment, above
computer systems analyst managers, occupational pay data, **Pers M § 10:91 to 10:93**
ethical business conduct and behavior, work rules, **Pers M § 5:4 to 5:7**
human resources personnel
occupational pay data, **Pers M § 10:147 to 10:149**
planning, **Pers M § 1:27**
interviews, job analysis, **Pers M § 8:78**
National Labor Relations Act coverage of employers
banking industry, **Pers M § 22:51**
hotels and restaurants, **Pers M § 22:76**
insurance industry, **Pers M § 22:180**
manufacturing industry, **Pers M § 22:152**
partnerships, **Pers M § 22:210**
rating managers on their coaching skills, performance appraisals, **Pers M § 15:66**
severance pay plans, **Pers M § 21:90**
training, **Pers M § 16:62, 16:66 to 16:71**
work-family programs, lifestyle benefits, **Pers M § 13:4**
Mandatory retirement, **Pers M § 21:57**
Manufacturing
attendance policy at manufacturing company, **Pers M § 6:63**
employment law summary and location, **Pers M § 22:137 to 22:164**
government contractors, above
state laws, below
work flow chart, job analysis, **Pers M § 8:87**
Manufacturing industry
benefits, **Pers M § 22:139**
minimum wage and overtime pay, **Pers M § 22:144**
workplace safety, **Pers M § 22:164**
Marijuana, drug screening, **Pers M § 20:42**
Market-based job evaluation systems, compensation planning and design, **Pers M § 8:142 to 8:144**

PERSONNEL MANUAL—Cont'd
Marriage, leave of absence, **Pers M § 14:103**
Match or matching
Department of Human Resources staffing, matching company requirements, **Pers M § 1:22**
supervisor's additional job match information, human resources planning, **Pers M § 1:14**
Material movement workers, occupational pay data, **Pers M § 10:209 to 10:214**
Maximum hours, workplace safety for motor carriers, **Pers M § 22:136**
Mbo (management by objectives), performance appraisals, **Pers M § 15:33 to 15:35, 15:49**
Mcdonnell Douglas, ridesharing policy, **Pers M § 12:133**
Meadowlink, ridesharing policy, **Pers M § 12:134**
Meals
allowances for meals for employees on overtime, work rules, **Pers M § 5:132 to 5:136**
benefits of hotels and restaurants, tax treatment of meals furnished to employees, **Pers M § 22:61**
compensation subject to federal employment taxes, **Pers M § 9:11**
time for meals, work rules, **Pers M § 5:89 to 5:97**
work rules, **Pers M § 5:89 to 5:97, 5:132 to 5:136**
Measuring absenteeism, **Pers M § 6:28**
Meatpacking, ergonomics, **Pers M § 17:89, 17:104**
Mechanics, occupational pay data for maintenance mechanics, **Pers M § 10:173, 10:174, 10:176, 10:177**
Mechanics of disciplinary system, absenteeism, **Pers M § 6:44**
Media
classified advertising, recruitment advertising, **Pers M § 2:37**
older workers, recruitment, **Pers M § 2:54**
realistic job previews, tools for selecting employees, **Pers M § 3:37**
recruitment advertising, **Pers M § 2:37, 2:44, 2:45**
use of media
realistic job previews, tools for selecting employees, **Pers M § 3:37**
recruitment of older workers, **Pers M § 2:54**
Mediation, grievances and complaints, **Pers M § 7:28 to 7:31**
Medic alert, health improvement programs, **Pers M § 12:85**
Medical matters
benefits during leave of absence, **Pers M § 14:8**
facts, reasons to adopt policies on AIDS in workplace, **Pers M § 18:2**
family and medical leave, above
records. Medical records, below
Medical records
OSHA access to records requirements, workplace safety, **Pers M § 17:35**
release
human resources planning, **Pers M § 1:56**
OSHA access to records requirements, workplace safety, **Pers M § 17:35**
review, auditing safety in workplace, **Pers M § 17:2, 17:3**
Medicare tax table, FICA withholding tables, **Pers M § 9:46**
Medication questionnaire, drug testing, **Pers M § 20:59**
Meetings
communicating decision, disciplinary discharge of employees, **Pers M § 21:25**
performance review meetings, **Pers M § 15:45, 15:79**

PERSONNEL MANUAL—Cont'd
Memberships in clubs, types of benefits, **Pers M § 12:153**
Memoranda
job sharing, memorandum of understanding, **Pers M § 13:70**
sample memos to employees
excessive absenteeism warning, disciplinary system, **Pers M § 6:45**
smoking policy, **Pers M § 19:15**
substance abuse policy, **Pers M § 20:15**
substance abuse, memos to employees, **Pers M § 20:15, 20:29**
Mentally retarded persons, recruitment of persons with disabilities, **Pers M § 2:76**
Mergers
acquisitions and mergers, altering compensation programs due to corporate change, **Pers M § 8:33**
ERISA benefits coverage, successor employers, **Pers M § 22:221**
Merit, basis for selection for layoffs, **Pers M § 21:40**
Methods
assessing training needs, **Pers M § 16:4 to 16:12**
calculation method, defined benefit plans for retirement benefits, **Pers M § 12:64**
communication methods
holiday schedule, **Pers M § 14:75**
vacations, **Pers M § 14:84, 14:87**
data collection methods for job analysis, compensation planning and design, **Pers M § 8:61**
delivery method, information programs on AIDS in workplace, **Pers M § 18:15**
detecting substance abuse, policy, **Pers M § 20:6**
drug test methodology, **Pers M § 20:51**
job analysis, compensation planning and design, **Pers M § 8:67 to 8:71**
payment of benefits, short-term disability benefits, **Pers M § 12:17**
ranking method of job evaluation, compensation planning and design, **Pers M § 8:124 to 8:128**
selecting employees for promotions, **Pers M § 15:100**
withholding federal employment taxes, **Pers M § 9:25, 9:41, 9:42**
Migrant and Seasonal Agricultural Worker Protection Act poster, human resources planning, **Pers M § 1:69**
Milestones, special occasion celebrations, **Pers M § 12:143**
Military matters
leave of absence, **Pers M § 14:47 to 14:56, 14:64.50, 14:64.70**
veterans, below
Minimizing
pitfalls, performance appraisals, **Pers M § 15:90**
problems with negative performance appraisals, **Pers M § 15:87**
Minimum
proportion of group insured, health insurance plans, **Pers M § 12:44**
wages. Minimum wages, below
Minimum wage and overtime pay
banking industry, **Pers M § 22:40**
construction industry, **Pers M § 22:94**
health care industry, **Pers M § 22:12**
hotels and restaurants, **Pers M § 22:68**

PERSONNEL MANUAL—Cont'd
Minimum wage and overtime pay—Cont'd
insurance industry, **Pers M § 22:173**
manufacturing industry, **Pers M § 22:144**
motor carriers, **Pers M § 22:122**
partnerships, **Pers M § 22:201**
successor employers, **Pers M § 22:227**
Minimum wages
banking industry, **Pers M § 22:38 to 22:40**
construction industry, **Pers M § 22:89 to 22:94**
Fair Labor Standards Act, above
health care industry, **Pers M § 22:6 to 22:12**
hotels and restaurants, **Pers M § 22:63 to 22:68**
insurance industry, **Pers M § 22:169 to 22:173**
manufacturing industry, **Pers M § 22:140 to 22:144**
motor carriers, **Pers M § 22:117 to 22:122**
notice to workers with disabilities paid at special minimum wages poster, human resources planning, **Pers M § 1:68**
partnerships, **Pers M § 22:196 to 22:201**
state laws, below
successor employers, **Pers M § 22:224 to 22:227**
Minitrials, alternative dispute resolution, **Pers M § 7:40 to 7:42**
Minorities
equal opportunity clauses, affirmative action programs, **Pers M § 1:85**
model affirmative action plan, human resources planning, **Pers M § 1:88 to 1:109**
promotion policies, avoiding discrimination, **Pers M § 15:107**
recruitment, **Pers M § 2:67 to 2:71**
Minors. Children or minors, above
Misclassification, payroll taxes, **Pers M § 9:54, 9:63**
Misconduct
just cause discharge of employees, **Pers M § 21:16**
work rules, **Pers M § 5:3, 5:61 to 5:80**
Model
affirmative action plans, human resources planning, **Pers M § 1:88 to 1:123**
business principles, policy statements on ethical behavior, **Pers M § 5:44, 5:45**
policies on substance abuse, **Pers M § 20:14**
statement in employee handbook, substance abuse, **Pers M § 20:13**
Models
absenteeism model, **Pers M § 6:13**
private sector models, ethical business conduct and behavior, **Pers M § 5:19**
Modification. Change, above
Monitoring
arrest or conviction records, unlawful employment practices in banking industry, **Pers M § 22:45**
injury and illness incidence rates, workplace safety, **Pers M § 17:18 to 17:20**
Monthly matters
figures for 2003, calculating changes in Consumer Price Index, **Pers M § 8:46, 8:47**
tables, calculating changes in Consumer Price Index, **Pers M § 8:48, 8:49, 8:54, 8:55**
Morale of employees, reasons to adopt policies on AIDS in workplace, **Pers M § 18:4**
Motivation
absenteeism, motivation to attend, **Pers M § 6:22, 6:23**

PERSONNEL MANUAL—Cont'd
Motivation—Cont'd
building motivation during interview, performance appraisals, **Pers M § 15:61**
compensation program goals, **Pers M § 8:7**
layoffs, motivating retained employees, **Pers M § 21:49**
Motor carriers
benefits, **Pers M § 22:116**
employment law summary and location, **Pers M § 22:114 to 22:136**
minimum wage and overtime pay, **Pers M § 22:122**
state laws, below
Motor vehicles
carpooling, commuter assistance programs, **Pers M § 12:124**
maintenance mechanics, occupational pay data, **Pers M § 10:174**
truck drivers, occupational pay data, **Pers M § 10:102 to 10:105**
vanpooling, commuter assistance programs, **Pers M § 12:125**
Moving expenses, compensation subject to federal employment taxes, **Pers M § 9:12**
Multiemployer matters
plans, ERISA benefits coverage in construction industry, **Pers M § 22:87**
worksites, Occupational Safety and Health Act coverage of employers, **Pers M § 22:112**
Multiple criteria, basis for selection for layoffs, **Pers M § 21:43**
Multiple-of-earnings life insurance, **Pers M § 12:5**
Musculoskeletal disorders, ergonomics, **Pers M § 17:82 to 17:84, 17:93, 17:96, 17:100 to 17:105**
Narrative systems, performance appraisals, **Pers M § 15:27, 15:28, 15:44**
National indexes, calculating changes in Consumer Price Index, **Pers M § 8:44**
National Institute for Occupational Safety and Health, monitoring injury and illness incidence rates, **Pers M § 17:18**
National Labor Relations Act
coverage of employers
banking industry, **Pers M § 22:49 to 22:54**
construction industry, **Pers M § 22:99 to 22:108**
health care industry, **Pers M § 22:20 to 22:27**
hotels and restaurants, **Pers M § 22:74 to 22:80**
independent contractors, above
insurance industry, **Pers M § 22:178 to 22:184**
managers, above
manufacturing industry, **Pers M § 22:150 to 22:158**
motor carriers, **Pers M § 22:127 to 22:134**
partnerships, **Pers M § 22:208 to 22:213**
successor employers, **Pers M § 22:234 to 22:242**
supervisors, below
independent contractors, above
managers, above
National Labor Relations Board, below
supervisors, below
National Labor Relations Board
banking industry, **Pers M § 22:52**
construction industry, **Pers M § 22:101**
discretionary exercise of jurisdiction
banking industry, **Pers M § 22:52**

PERSONNEL MANUAL—Cont'd
National Labor Relations Board—Cont'd
discretionary exercise of jurisdiction—Cont'd
construction industry, **Pers M § 22:101**
health care industry, **Pers M § 22:22**
hotels and restaurants, **Pers M § 22:77**
insurance industry, **Pers M § 22:182**
manufacturing industry, **Pers M § 22:153**
motor carriers, **Pers M § 22:130**
partnerships, **Pers M § 22:211**
health care industry, **Pers M § 22:22**
hotels and restaurants, **Pers M § 22:77**
insurance industry, **Pers M § 22:182**
jurisdiction. Discretionary exercise of jurisdiction, above this group
manufacturing industry, **Pers M § 22:153**
motor carriers, **Pers M § 22:130, 22:131**
partnerships, **Pers M § 22:211**
National origin discrimination, compliance with OFCCP guidelines, **Pers M § 1:100**
Nature of leave of absence policy, **Pers M § 14:3, 14:4**
Necessity or need
business necessity, appearance/dress codes, **Pers M § 5:142**
care, performance appraisals, **Pers M § 15:83**
disclaimer statement, handbooks for employees, **Pers M § 4:17**
eldercare services, **Pers M § 13:38, 13:39**
ethical business conduct and behavior, policy, **Pers M § 5:2 to 5:7**
fair disciplinary system, absenteeism, **Pers M § 6:43**
preparedness, reasons to adopt policies on AIDS in workplace, **Pers M § 18:3**
structured approach, interviewing applicants, **Pers M § 3:27**
substance abuse policies, **Pers M § 20:2, 20:3**
theft policy, work rules, **Pers M § 5:68**
Needs
assessment, above
checklist, job descriptions, **Pers M § 8:109**
forecasting staffing needs, human resources planning, **Pers M § 1:3 to 1:8**
surveys on retraining needs, retraining programs for employees, **Pers M § 16:41**
Negligence claims, performance appraisals, **Pers M § 15:86**
Negotiating or negotiations
policy for union business leave of absence, **Pers M § 14:40, 14:41**
special notice provisions applicable to contract negotiations, health care industry, **Pers M § 22:25**
Nepotism
antinepotism policies, employee referrals for recruitment, **Pers M § 2:11, 2:12**
policy statements on ethical behavior, work rules, **Pers M § 5:39**
Networks and networking, internal recruitment sources, **Pers M § 2:7, 2:8**
New employees, distribution of handbooks for employees, **Pers M § 4:24**
Nighttime
recruitment of minors for night work, **Pers M § 2:58**

PERSONNEL MANUAL—Cont'd
Nighttime—Cont'd
transportation after overtime at night, work rules, **Pers M § 5:131**
Niosh (National Institute for Occupational Safety and Health), monitoring injury and illness incidence rates, **Pers M § 17:18**
Nlra. National Labor Relations Act, above
Nlrb. National Labor Relations Board, above
No federal income tax liability employees, payroll taxes, **Pers M § 9:26**
No-fee source for all types of jobs, state employment agencies, **Pers M § 2:25**
No formal breaks, work rules, **Pers M § 5:103**
Noise hazards, video display terminals, **Pers M § 17:117**
Nominal value gifts, policy statements on ethical behavior, **Pers M § 5:28**
Nominations by supervisors, recruiting current employees, **Pers M § 2:5**
Noncash wages, Fair Labor Standards Act minimum wage and overtime pay coverage of hotels and restaurants, **Pers M § 22:65**
Noncompany union business leave of absence, **Pers M § 14:42**
Noncompetition agreements
final selection of employees, **Pers M § 3:48**
termination of employment, **Pers M § 21:110 to 21:112**
Noncompliance. Compliance, above
Noncontributory plans, health insurance plans, **Pers M § 12:33**
Nonemployees, statutory, payroll taxes, **Pers M § 9:17, 9:55, 9:59**
Nonexecutives, financial counseling services, **Pers M § 12:117**
Nonexempt employees
job analysis, compensation planning and design, **Pers M § 8:80, 8:82**
performance appraisal review, **Pers M § 15:52**
Nonmembers of unions, discrimination in union referrals, **Pers M § 2:35**
Nonresident aliens, individuals subject to federal employment taxes, **Pers M § 9:22**
Nontraditional media, recruitment advertising, **Pers M § 2:45**
Nonunion matters
arbitration, alternative dispute resolution, **Pers M § 7:37 to 7:39**
grievance procedure, alternative dispute resolution, **Pers M § 7:18 to 7:27**
labor relations issues for nonunion employers
banking industry, **Pers M § 22:54**
construction industry, **Pers M § 22:108**
health care industry, **Pers M § 22:27**
hotels and restaurants, **Pers M § 22:80**
insurance industry, **Pers M § 22:184**
manufacturing industry, **Pers M § 22:158**
motor carriers, **Pers M § 22:134**
partnerships, **Pers M § 22:213**
successor employers, **Pers M § 22:242**
No retaliation provision, nonunion grievance procedure, **Pers M § 7:24**
No-shows for overtime, plant policy, **Pers M § 5:123**
No-solicitation rules
health care industry, **Pers M § 22:24**
hotels and restaurants, **Pers M § 22:79**
Notice, notices and notification
absenteeism, **Pers M § 6:32**

PERSONNEL MANUAL—Cont'd
Notice, notices and notification—Cont'd
change in personnel data, human resources planning, **Pers M § 1:53**
COBRA, health insurance plans, **Pers M § 12:54 to 12:57**
designation notice, **Pers M § 14:66.50**
eligibility and rights and responsibilities, **Pers M § 14:66**
employment applications, tools for selecting employees, **Pers M § 3:8, 3:9, 3:14, 3:15, 3:17**
family and medical leave of absence, **Pers M § 14:63, 14:67**
investigating and proving misconduct, work rules, **Pers M § 5:79**
jury/witness duty leave of absence policy, **Pers M § 14:31**
lateness, **Pers M § 6:32**
layoffs, **Pers M § 21:45, 21:54**
letters notifying organizations of equal employment obligations, human resources planning, **Pers M § 1:125 to 1:127**
military leave of absence, **Pers M § 14:50**
Occupational Safety and Health Administration, workplace safety, **Pers M § 17:23, 17:41, 17:42**
Occupational Safety and Health Review Commission, workplace safety, **Pers M § 17:46 to 17:48, 17:51, 17:54**
resignation, **Pers M § 21:72**
rights, Family and Medical Leave Act, **Pers M § 14:63**
rights and responsibilities, eligibility and, **Pers M § 14:66**
search policy, substance abuse, **Pers M § 20:28**
special notice provisions applicable to contract negotiations and work stoppages, health care industry, **Pers M § 22:25**
termination of employment, generally, **Pers M § 21:31, 21:107**
vacation choices, **Pers M § 14:93**
workers with disabilities paid at special minimum wages, federal employment law posters, **Pers M § 1:68**
Number. Amount or number, above
Nynex, ethical business conduct and behavior, **Pers M § 5:7**
Objectives
compensation, **Pers M § 8:1 to 8:22**
interview of applicants, **Pers M § 3:22**
management by objectives, performance appraisals, **Pers M § 15:33 to 15:35, 15:49**
performance appraisals, **Pers M § 15:4, 15:5**
reflecting company objectives, purpose of leave of absence policy, **Pers M § 14:2**
safety programs, workplace safety, **Pers M § 17:58**
Observation or observations
conducting observations, methods of assessing training needs, **Pers M § 16:8**
job analysis, compensation planning and design, **Pers M § 8:68**
Occupational pay data, **Pers M § 10:1 to 10:214**
Occupational Safety and Health Act
coverage of employers
banking industry, **Pers M § 22:55 to 22:57**
construction industry, **Pers M § 22:109 to 22:112**
exemptions from coverage of employers, below this group
health care industry, **Pers M § 22:28 to 22:32**
hotels and restaurants, **Pers M § 22:81 to 22:83**

PERSONNEL MANUAL—Cont'd
Occupational Safety and Health Act—Cont'd
coverage of employers—Cont'd
insurance industry, **Pers M § 22:185 to 22:187**
manufacturing industry, **Pers M § 22:159 to 22:163**
partnerships, **Pers M § 22:214 to 22:216**
successor employers, **Pers M § 22:243 to 22:245**
exemptions from coverage of employers
health care industry, **Pers M § 22:29, 22:30**
small business exemption, below this group
poster
human resources planning, **Pers M § 1:61**
posting requirements, workplace safety, **Pers M § 17:42**
small business exemption
banking industry, **Pers M § 22:56**
construction industry, **Pers M § 22:110**
health care industry, **Pers M § 22:30**
hotels and restaurants, **Pers M § 22:83**
insurance industry, **Pers M § 22:186**
manufacturing industry, **Pers M § 22:160**
partnerships, **Pers M § 22:215**
successor employers, **Pers M § 22:244**
Occupational Safety and Health Administration
applicability of standards
construction industry standards, **Pers M § 22:111**
general industry standards, above
ergonomics, workplace safety, **Pers M § 17:85 to 17:91**
inspection standards, workplace safety, **Pers M § 17:12**
motor carriers, **Pers M § 22:135**
standards
access to records, **Pers M § 17:34**
applicability of standards, above this group
ergonomics, **Pers M § 17:88**
general industry standards, above
inspections, **Pers M § 17:12**
recordkeeping, **Pers M § 17:28**
video display terminals, workplace safety, **Pers M § 17:116 to 17:121**
workplace safety, generally, **Pers M § 17:23 to 17:55**
workplace violence
factsheet, **Pers M § 17:79.30**
incident report, **Pers M § 17:79.70**
prevention, **Pers M § 17:79.10 et seq.**
program checklists, **Pers M § 17:79.50**
Occupational Safety and Health Review Commission, workplace safety, **Pers M § 17:46 to 17:55**
Od (organization development) positions, Department of Human Resources staffing, **Pers M § 1:20**
Ofccp (Office of Federal Contract Compliance Programs), compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
Offensive use, performance appraisals, **Pers M § 15:87 to 15:93**
Offer or offers
job offers, above
making offer, early retirement, **Pers M § 21:67**
recruitment of older workers, offering flexibility, **Pers M § 2:51**
Off-hours courses, training and education of employees, **Pers M § 16:36 to 16:39**

PERSONNEL MANUAL—Cont'd
Office of Federal Contract Compliance Programs, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
Office setting
breaks, work rules, **Pers M § 5:102**
meals, work rules, **Pers M § 5:93, 5:97, 5:135**
overtime policies, work rules, **Pers M § 5:125, 5:129, 5:131, 5:135**
smoking, sample policy, **Pers M § 19:13**
Off-site centers, direct child care services and programs, **Pers M § 13:14, 13:15**
Older persons
eldercare services, lifestyle benefits, **Pers M § 13:10, 13:37 to 13:46**
employees/workers
Older Workers Benefit Protection Act, release by employees of legal rights, **Pers M § 21:83**
promotion policies, avoiding discrimination, **Pers M § 15:105**
recruitment, **Pers M § 2:47 to 2:54**
Ombudsman, alternative dispute resolution, **Pers M § 7:14 to 7:17**
One form for all jobs, form design issues for employment applications, **Pers M § 3:3**
Ongoing matters
activities, compensation administration, **Pers M § 8:29**
assessment of training needs, **Pers M § 16:3**
evaluation and modification, compensation planning and design, **Pers M § 8:3**
performance evaluation, performance appraisals, **Pers M § 15:56**
On-site centers, direct child care services and programs, **Pers M § 13:14, 13:15**
Open ads, recruitment advertising, **Pers M § 2:38**
Open door policy, alternative dispute resolution, **Pers M § 7:12, 7:13**
Open houses, special occasion celebrations, **Pers M § 12:142**
Operation
company stores, **Pers M § 12:148**
legal operating structures, direct child care services and programs, **Pers M § 13:13**
Operators
computer operators, occupational pay data, **Pers M § 10:64 to 10:72**
forklift operators, occupational pay data, **Pers M § 10:200 to 10:202**
key entry operators, occupational pay data, **Pers M § 10:157 to 10:162**
switchboard operators, occupational pay data, **Pers M § 10:188 to 10:190**
Opiates, drug screening, **Pers M § 20:44**
Opinion requirement, ERISA benefits coverage for partnerships, **Pers M § 22:194**
Optimum attendance, absenteeism, **Pers M § 6:33**
Options
child care services and programs, lifestyle benefits, **Pers M § 13:13, 13:26 to 13:29**
choice or choosing, above
design options
classified advertising, recruitment advertising, **Pers M § 2:42**
social and recreational activities, **Pers M § 12:139**

PERSONNEL MANUAL—Cont'd
Options—Cont'd
direct child care services and programs, **Pers M § 13:13**
drug testing programs, **Pers M § 20:39**
eldercare services, **Pers M § 13:40 to 13:45**
jury/witness duty leave of absence policy, **Pers M § 14:25, 14:26**
layoffs, selecting employees, **Pers M § 21:36**
media options for classified advertising, recruitment advertising, **Pers M § 2:37**
reference policy, post-termination issues, **Pers M § 21:118**
release by employees of legal rights, separation from employment, **Pers M § 21:84**
relocation policies, **Pers M § 12:99**
smoking policy, **Pers M § 19:5 to 19:7**
substance abuse treatment, **Pers M § 20:24**
wellness programs, **Pers M § 12:75**
Oral requests, leave of absence, **Pers M § 14:11**
Order clerks and order fillers, occupational pay data, **Pers M § 10:178 to 10:183, 10:210**
Organization and organizational matters
compensation administration, **Pers M § 8:24 to 8:26**
Department of Human Resources staffing, organization development (OD) positions, **Pers M § 1:20**
job analysis, organizational chart, **Pers M § 8:86**
Organizations
health care organizations, smoking policy, **Pers M § 19:12**
health maintenance organizations, health insurance plans, **Pers M § 12:30, 12:41**
letters notifying organizations of equal employment obligations, human resources planning, **Pers M § 1:125 to 1:127**
preferred provider organizations, health insurance plans, **Pers M § 12:30, 12:42**
religious organization exemption, unlawful employment practices in health care industry, **Pers M § 22:14**
resources
AIDS in workplace, **Pers M § 18:20**
commuter assistance, **Pers M § 12:135**
military leave of absence, government organizations, **Pers M § 14:55**
retirement, **Pers M § 21:70**
smoking in workplace, **Pers M § 19:24**
substance abuse, **Pers M § 20:65**
service organization, work flow chart, **Pers M § 8:88**
Orientation programs, training and education of employees, **Pers M § 16:27 to 16:31**
Osha. Occupational Safety and Health Administration, above
Osh Act. Occupational Safety and Health Act, above
Outline
drug and alcohol testing program, **Pers M § 20:58**
job description, compensation planning and design, **Pers M § 8:112**
Outplacement
layoffs, **Pers M § 21:46, 21:55**
termination of employment, generally, **Pers M § 21:113**
Outside matters
commitments, absenteeism and ability to attend, **Pers M § 6:19**
consultant, job descriptions, **Pers M § 8:104**
employment, policy statements on ethical behavior, **Pers M § 5:38**

PERSONNEL MANUAL—Cont'd
Outside matters—Cont'd
evaluation of outside training programs, checklist, **Pers M § 16:25**
preface protecting against outside challenges, model affirmative action plan for women and minorities, **Pers M § 1:92**
promotions from within vs. outside recruiting, **Pers M § 15:97**
Outsourcing, Department of Human Resources staffing, **Pers M § 1:25**
Overlaps with other time off, holiday scheduling, **Pers M § 14:71**
Overseas performance appraisals, supervisors, **Pers M § 15:64**
Overtime
pay
banking industry, **Pers M § 22:38 to 22:40**
construction industry, **Pers M § 22:89 to 22:94**
Fair Labor Standards Act, above
health care industry, **Pers M § 22:6 to 22:12**
hotels and restaurants, **Pers M § 22:63 to 22:68**
insurance industry, **Pers M § 22:169 to 22:173**
manufacturing industry, **Pers M § 22:140 to 22:144**
motor carriers, **Pers M § 22:117 to 22:122**
partnerships, **Pers M § 22:196 to 22:201**
state laws, below
successor employers, **Pers M § 22:224 to 22:227**
work rules, **Pers M § 5:88, 5:115 to 5:136**
Overtime pay. Minimum wage and overtime pay, above this group
Overview, model affirmative action plans, **Pers M § 1:89, 1:110, 1:118**
Owbpa (Older Workers Benefit Protection Act), release by employees of legal rights, **Pers M § 21:83**
Ownership form, handbooks for employees, **Pers M § 4:25**
Paid. Pay, below
Paired comparison ranking method, job evaluation, **Pers M § 8:127**
Pamphlets, resources on military leave of absence, **Pers M § 14:56**
Papers are company property, policy statements on confidential and proprietary information, **Pers M § 5:37**
Parental leave, Department of Labor statistics, **Pers M § 14:59**
Pareto charts, tools for recording training needs assessment information, **Pers M § 16:15**
Parking, commuter assistance, **Pers M § 12:121**
Partial matters
exempt services, individuals subject to federal employment taxes, **Pers M § 9:21**
paid leave for jury/witness duty, **Pers M § 14:27, 14:28, 14:31, 14:32**
Participation
community action programs, model affirmative action plan for women and minorities, **Pers M § 1:102**
defining participants, retirement programs, **Pers M § 21:59**
encourage participation, wellness programs, **Pers M § 12:77**
promoting participation
employee assistance programs, **Pers M § 12:109**
smoking-cessation programs, **Pers M § 19:19**
visible management participation, workplace safety programs, **Pers M § 17:61**

PERSONNEL MANUAL—Cont'd
Parties
partners as parties to FLSA suit, **Pers M § 22:200**
successor employers, **Pers M § 22:226, 22:241**
Partners and partnerships
business-education partnerships, training and education of employees, **Pers M § 16:49 to 16:51**
domestic partners, above
employment law summary and location, **Pers M § 22:189 to 22:217**
Levi-Strauss policy for business partners' conduct, **Pers M § 5:46, 5:47**
state laws, below
Partnerships
benefits, **Pers M § 22:195**
minimum wage and overtime pay, **Pers M § 22:201**
workplace safety, **Pers M § 22:217**
Part-time
employees, jury/witness duty leave of absence policy, **Pers M § 14:30**
work schedules, contingent work arrangements, **Pers M § 13:49**
Past matters. Prior or former matters, below
Patient-workers, Fair Labor Standards Act minimum wage and overtime pay coverage in health care industry, **Pers M § 22:11**
Pay
administration, **Pers M § 8:1 to 10:214**
bonus pay, rewards and incentives for absence control, **Pers M § 6:52**
leaves of absence, above
minimum wages, above
notice to workers with disabilities paid at special minimum wages poster, human resources planning, **Pers M § 1:68**
overtime, above
payroll taxes, **Pers M § 9:1 to 9:69**
policies
components, compensation planning and design, **Pers M § 8:4**
overtime, work rules, **Pers M § 5:117, 5:126, 5:129, 5:130**
personal leave, work rules, **Pers M § 5:112**
time-keeping, work rules, **Pers M § 5:109**
rate, holiday pay rate eligibility, **Pers M § 14:73**
severance, below
sex-wage claims, below
vacation pay, **Pers M § 14:82, 14:83, 14:86**
wages, below
Payment
ability to pay, compensation system limits, **Pers M § 8:19**
advance earned income credit payment tables, guide to payroll withholding for employers, **Pers M § 9:43**
meal allowances for employees on overtime, work rules, **Pers M § 5:132 to 5:136**
post-termination payments, compensation subject to federal employment taxes, **Pers M § 9:14**
short-term disability benefits, **Pers M § 12:17**
time not worked, absenteeism costs, **Pers M § 6:8**
Payroll taxes, **Pers M § 9:1 to 9:69**
Pcp, drug screening, **Pers M § 20:45**

PERSONNEL MANUAL—Cont'd
Peer review
alternative dispute resolution, grievances and complaints, **Pers M § 7:32 to 7:36**
performance review systems, **Pers M § 15:29**
Penalties
lateness, **Pers M § 6:47, 6:48**
misclassification penalties, payroll taxes, **Pers M § 9:54**
OSHA recordkeeping requirements, workplace safety, **Pers M § 17:26**
proposed penalties, Occupational Safety and Health Review Commission, **Pers M § 17:46, 17:47**
violations of federal employment tax rules, **Pers M § 9:35 to 9:38**
Perceived ability to attend, absenteeism, **Pers M § 6:21**
Percentage method withholding tables, guide to payroll withholding for employers, **Pers M § 9:41**
Performance
in-house performance of human resources functions, Department of Human Resources staffing, **Pers M § 1:25**
job performance, above
Personal appearance
grooming, above
work rules, **Pers M § 5:141 to 5:144**
Personal business, personal leave, **Pers M § 5:110**
Personal conduct, policy statements on ethical behavior, **Pers M § 5:23 to 5:26**
Personal days, leave of absence, **Pers M § 14:100, 14:101**
Personal leave, work rules, **Pers M § 5:110 to 5:114**
Personal problems, absenteeism and ability to attend, **Pers M § 6:16**
Personal protective equipment, workplace safety, **Pers M § 17:72**
Personal relationships, policy statements on nepotism, **Pers M § 5:39**
Personal sampling devices used during workplace inspections, workplace safety in manufacturing industry, **Pers M § 22:162**
Perspective of employer and employee, legal issues in alternative dispute resolution, **Pers M § 7:7, 7:8**
Persuasive tone use, communicating absenteeism policy, **Pers M § 6:60**
Pet Inc. case study, performance appraisals, **Pers M § 15:9 to 15:13**
Petition for discretionary review, Occupational Safety and Health Review Commission, **Pers M § 17:52**
Philosophy, compensation, **Pers M § 8:1 to 8:22**
Phrases and words. Definitions, above
Physical demands portion, job analysis report, **Pers M § 8:84**
Physical discomfort, video display terminals, **Pers M § 17:119**
Physical facility and systems, smoking policy, **Pers M § 19:4**
Picketing, construction industry, **Pers M § 22:105**
Pipefitters, occupational pay data for maintenance pipefitters, **Pers M § 10:175 to 10:177**
Place. Location or place, above
Planning
compensation planning, **Pers M § 8:1 to 8:144**
human resources planning, **Pers M § 1:1 to 1:132**
layoffs and furloughs, **Pers M § 21:33 to 21:35, 21:50**
Plans
combined plans, above
domestic partner benefit plans, **Pers M § 11:7**

PERSONNEL MANUAL—Cont'd
Plans—Cont'd
Employee Retirement Income Security Act, above
health insurance plans, types of benefits, **Pers M § 12:28 to 12:57**
job evaluation, compensation planning and design, **Pers M § 8:124 to 8:138**
layoff plan, **Pers M § 21:35**
legal services plans, **Pers M § 12:118, 12:119**
long-term disability benefits, **Pers M § 12:22 to 12:27**
model affirmative action plans, human resources planning, **Pers M § 1:88 to 1:123**
OSHA abatement documentation requirement, workplace safety, **Pers M § 17:44**
retirement benefits, **Pers M § 12:58 to 12:71**
salary, below
sample plans
combined short-term and long-term disability benefit plans, **Pers M § 12:27**
point factor job evaluation plan, compensation planning and design, **Pers M § 8:138**
sickness and accident insurance plans, short-term disability benefits, **Pers M § 12:20, 12:21**
severance pay plans, **Pers M § 21:86 to 21:88, 21:90**
short-term disability benefits, **Pers M § 12:18, 12:20, 12:21, 12:27**
traditional reward plans, compensation, **Pers M § 8:13**
tuition aid plans, training and education of employees, **Pers M § 16:32 to 16:35, 16:57, 16:58**
Plant setting
breaks, work rules, **Pers M § 5:101, 5:103, 5:106**
closing of plant, labor relations in manufacturing industry, **Pers M § 22:155**
meals, work rules, **Pers M § 5:94, 5:97, 5:133**
overtime policies, work rules, **Pers M § 5:120, 5:122 to 5:124, 5:126, 5:130, 5:133**
relocation of plant, labor relations in manufacturing industry, **Pers M § 22:156**
Points, job evaluation, **Pers M § 8:122, 8:136 to 8:138**
Poker games, rewards and incentives for absence control, **Pers M § 6:55**
Policies
absenteeism, **Pers M § 6:1 to 6:9, 6:59 to 6:65**
adoption of policies, above
AIDS in workplace, **Pers M § 18:1 to 18:11**
antinepotism policies, employee referrals, **Pers M § 2:11, 2:12**
appearance/dress codes, work rules, **Pers M § 5:143, 5:144**
automatic discharge of employees, **Pers M § 21:11**
breaks, work rules, **Pers M § 5:99, 5:101 to 5:103**
carryover of unused sick leave, short-term disability benefits, **Pers M § 12:13**
communication or communicating, above
commuter assistance, **Pers M § 12:121, 12:129 to 12:134**
conduct of employees, work rules, **Pers M § 5:62, 5:63**
development and developing, above
disciplinary discharge of employees, **Pers M § 21:11, 21:29**
drafting policies, above
drug testing, **Pers M § 20:53**
early retirement, **Pers M § 21:64**
educational services, **Pers M § 12:113, 12:115**

PERSONNEL MANUAL—Cont'd
Policies—Cont'd
ethical business conduct and behavior, work rules, **Pers M § 5:2 to 5:7, 5:15, 5:20 to 5:47**
family and medical leave, lifestyle benefits, **Pers M § 13:9**
handbooks for employees, **Pers M § 4:3 to 4:6, 4:13, 4:16**
leaves of absence, **Pers M § 14:1 to 14:103**
meals, work rules, **Pers M § 5:89 to 5:97, 5:132 to 5:136**
model affirmative action plans, human resources planning, **Pers M § 1:94 to 1:96, 1:113 to 1:115, 1:121, 1:122**
necessity or need, above
open door policy, alternative dispute resolution of grievances and complaints, **Pers M § 7:12, 7:13**
overtime, work rules, **Pers M § 5:115 to 5:136**
parking, commuter assistance, **Pers M § 12:121**
pay, above
performance appraisals, **Pers M § 15:2, 15:3, 15:7, 15:39**
personal leave, work rules, **Pers M § 5:111 to 5:114**
promotions, **Pers M § 15:94 to 15:107**
recordkeeping, human resources planning, **Pers M § 1:44, 1:46 to 1:49**
references, post-termination issues, **Pers M § 21:118**
relocation policies, **Pers M § 12:98, 12:99**
review of proposed disciplinary discharge of employees, **Pers M § 21:23**
ridesharing, commuter assistance, **Pers M § 12:129 to 12:134**
sample policies
antinepotism policies, employee referrals, **Pers M § 2:12**
appearance/dress codes, work rules, **Pers M § 5:144**
attendance, **Pers M § 6:62, 6:63**
bereavement leave of absence, **Pers M § 14:99**
disciplinary discharge of employees, **Pers M § 21:29**
employment applications, tools for selecting employees, **Pers M § 3:12 to 3:16**
equal employment opportunity, handbooks for employees, **Pers M § 4:16**
family and medical leave of absence, **Pers M § 14:61**
fighting, work rules, **Pers M § 5:149**
flextime, alternative work schedules, **Pers M § 13:67 to 13:69**
four-step nonunion complaint resolution policy, alternative dispute resolution, **Pers M § 7:27**
job posting, recruiting current employees, **Pers M § 2:4**
jury/witness duty leave of absence policy, **Pers M § 14:27 to 14:33**
layoffs, **Pers M § 21:51 to 21:54**
long-term disability benefits, **Pers M § 12:26**
mediation, grievances and complaints, **Pers M § 7:31**
military leave of absence, **Pers M § 14:53, 14:54**
open door policy, alternative dispute resolution of grievances and complaints, **Pers M § 7:13**
overtime, work rules, **Pers M § 5:118 to 5:131**
paid sick leave, short-term disability benefits, **Pers M § 12:15**
performance appraisal, **Pers M § 15:7, 15:39**
personal days, leave of absence, **Pers M § 14:101**
punctuality, **Pers M § 6:62, 6:65**
recordkeeping, human resources planning, **Pers M § 1:46 to 1:49**

PERSONNEL MANUAL—Cont'd
Policies—Cont'd
sample policies—Cont'd
sabbaticals, **Pers M § 14:97**
short-term disability benefits, **Pers M § 12:19**
smoking in workplace, **Pers M § 19:11 to 19:15**
staff planning, human resources planning, **Pers M § 1:13**
substance abuse, **Pers M § 20:13 to 20:15, 20:27, 20:28**
training and education of employees, **Pers M § 16:52**
tuition reimbursement, educational services, **Pers M § 12:115**
vacations, **Pers M § 14:85, 14:86**
voting leave of absence, **Pers M § 14:38**
workplace safety, **Pers M § 17:77**
severance policies, **Pers M § 21:89 to 21:91**
sexual harassment, **Pers M § 5:48 to 5:60, 7:61, 7:62**
smoking, **Pers M § 5:138 to 5:140, 19:1 to 19:15**
statements, below
substance abuse, **Pers M § 20:1 to 20:15, 20:27, 20:28**
termination of employment, generally, **Pers M § 21:1 to 21:8**
theft, work rules, **Pers M § 5:68, 5:69**
variations of sick leave policies, absenteeism, **Pers M § 6:35**
video display terminals, workplace safety, **Pers M § 17:114, 17:115**
walk-ins, internal recruitment sources, **Pers M § 2:15**
whistleblowing, **Pers M § 7:59**
workplace safety, generally, **Pers M § 17:62, 17:76, 17:77**
Political contributions and activities, policy statements on ethical behavior, **Pers M § 5:40**
Political subdivision employer exemption, Occupational Safety and Health Act coverage of employers in health care industry, **Pers M § 22:29**
Polygraphs
Employee Polygraph Protection Act poster, human resources planning, **Pers M § 1:65**
investigating and proving misconduct, work rules, **Pers M § 5:78**
prohibition against use
banking industry, **Pers M § 22:46**
hotels and restaurants, **Pers M § 22:71**
insurance industry, **Pers M § 22:175**
Poor job performance
just cause discharge of employees, **Pers M § 21:14**
work rules, **Pers M § 5:61 to 5:80**
Poor weather strategies, absenteeism, **Pers M § 6:40**
Popular holidays, choosing holidays, **Pers M § 14:69**
Positive disciplinary system, absenteeism, **Pers M § 6:49**
Posters
human resources planning, federal employment law posters, **Pers M § 1:58 to 1:69.70**
Occupational Safety and Health Act, above
Posting
job posting, recruiting current employees, **Pers M § 2:3, 2:4**
notices, Occupational Safety and Health Administration, **Pers M § 17:23, 17:41, 17:42**
Post-termination matters
issues, **Pers M § 21:114 to 21:120**

PERSONNEL MANUAL—Cont'd
Post-termination matters—Cont'd
payments, compensation subject to federal employment taxes, **Pers M § 9:14**
Potential matters
discriminatory job requirements, job descriptions, **Pers M § 8:100, 8:110**
forecast of individual's potential for promotion, executive development programs, **Pers M § 16:76**
Power. Authority and authorization, above
Ppos (preferred provider organizations), health insurance plans, **Pers M § 12:30, 12:42**
Practical matters
aspects of ombuds program, alternative dispute resolution of grievances and complaints, **Pers M § 7:17**
barriers, absenteeism and ability to attend, **Pers M § 6:14 to 6:21**
compensation administration, practical vs. strategic roles, **Pers M § 8:24**
Practice aids, performance appraisals, **Pers M § 15:77 to 15:81**
Practices
AIDS in workplace, issues to address in policies, **Pers M § 18:6, 18:7**
company practices, smoking-cessation programs, **Pers M § 19:20**
determining safe work practices, job safety analysis, **Pers M § 17:4**
employment practices liability insurance, disciplinary discharge of employees, **Pers M § 21:21**
good housekeeping practices, breaks, **Pers M § 5:106**
management practices, absenteeism, **Pers M § 6:22, 6:42**
performance appraisals, **Pers M § 15:2, 15:3**
recordkeeping practices, human resources planning, **Pers M § 1:40, 1:41, 1:57**
reference practices, post-termination issues, **Pers M § 21:119**
surveys on retraining practices, retraining programs for employees, **Pers M § 16:41**
unfair labor practices, below
unlawful employment practices, below
widespread practices, holiday scheduling, **Pers M § 14:70**
Preface reserving confidentiality and protecting against outside challenges, model affirmative action plan for women and minorities, **Pers M § 1:92**
Preferred provider organizations, health insurance plans, **Pers M § 12:30, 12:42**
Preliminary matters
considerations, smoking policy, **Pers M § 19:2**
steps, substance abuse policy, **Pers M § 20:4**
Preparation
exit interviews, termination procedures, **Pers M § 21:94**
job safety analysis, workplace safety, **Pers M § 17:6**
layoff plan, **Pers M § 21:35**
mediation, alternative dispute resolution, **Pers M § 7:29**
meeting, communicating decision on disciplinary discharge of employees, **Pers M § 21:25**
need for preparedness, reasons to adopt policies on AIDS in workplace, **Pers M § 18:3**
Preprinted forms, employment applications, **Pers M § 3:5**
Presentation, retirement programs, **Pers M § 21:63**
President's suggested international business codes, policy statements on ethical behavior, **Pers M § 5:44**

PERSONNEL MANUAL—Cont'd
Pressures for change, child care services and programs, **Pers M § 13:12**
Presupervisory training, management training, **Pers M § 16:60**
Prevalence
benefits for employees, generally, **Pers M § 11:4**
drug testing, **Pers M § 20:37**
short-term disability benefits, **Pers M § 12:8**
substance abuse, need for policies, **Pers M § 20:2**
work-family programs, lifestyle benefits, **Pers M § 13:2 to 13:4**
Prevention
absenteeism, preventive measures, **Pers M § 6:35 to 6:42**
cost of failure to prevent misconduct, ethical business conduct and behavior, **Pers M § 5:3**
hazard prevention, workplace safety programs, **Pers M § 17:70 to 17:72**
lawsuits, reasons to adopt sexual harassment policy, **Pers M § 5:52**
substance abuse at work, **Pers M § 20:20 to 20:23**
wellness programs, preventive programs, **Pers M § 12:86 to 12:90, 12:92**
Previous matters. Prior or former matters, below
Price or pricing
Consumer Price Index, compensation planning and design, **Pers M § 8:42 to 8:55**
market-based job evaluation systems, compensation planning and design, **Pers M § 8:143**
Priority for overtime to regular employees, plant policy, **Pers M § 5:124**
Prior or former matters
documenting past turnover trends, forecasting staffing needs, **Pers M § 1:6**
internal recruitment sources, former employees, **Pers M § 2:14**
monthly tables from previous years, calculating changes in Consumer Price Index, **Pers M § 8:54, 8:55**
Privacy policy, human resources planning, **Pers M § 1:48**
Private employment agencies, external recruitment sources, **Pers M § 2:17 to 2:20**
Private judging, alternative dispute resolution, **Pers M § 7:43**
Private trials, alternative dispute resolution, **Pers M § 7:43, 7:44**
Privilege of employment, unlawful employment practices in partnerships, **Pers M § 22:204**
Proactive ergonomics, workplace safety, **Pers M § 17:99**
Procedural matters
challenges, union arbitration procedures, **Pers M § 7:53**
fairness, legal issues in alternative dispute resolution, **Pers M § 7:11**
safeguards to enhance enforceability, nonunion arbitration, **Pers M § 7:39**
Proceedings. Actions and proceedings, above
Processing of sexual harassment grievances, **Pers M § 7:63 to 7:65**
Production of handbooks for employees, **Pers M § 4:22**
Productivity, improving through feedback, **Pers M § 15:1 to 15:13**
Professional matters
achievement list, performance appraisal, **Pers M § 15:46**
conduct, policy statements on ethical behavior, **Pers M § 5:23 to 5:26**

PERSONNEL MANUAL—Cont'd
Programmers for computers, occupational pay data, **Pers M § 10:73 to 10:81**
Programs
affirmative action programs, human resources planning, **Pers M § 1:83 to 1:132**
AIDS in workplace, **Pers M § 18:12 to 18:18**
audits of pay programs, compensation administration, **Pers M § 8:37 to 8:41**
cessation of smoking programs, **Pers M § 12:81, 19:16 to 19:22**
child care programs, **Pers M § 13:5, 13:11 to 13:36**
Chrysler's disciplinary program, absenteeism, **Pers M § 6:46**
commuter assistance, **Pers M § 12:122 to 12:128**
compensation programs, **Pers M § 8:5 to 8:8, 8:33 to 8:36**
development and developing, above
discount purchase programs, **Pers M § 12:149, 12:150**
drug testing programs, **Pers M § 20:34 to 20:63**
education and educational matters, above
eldercare services, **Pers M § 13:40**
employee assistance programs, above
employee referral award programs, internal recruitment sources, **Pers M § 2:9, 2:10**
employee relations program positions, Department of Human Resources staffing, **Pers M § 1:19**
ergonomics as part of safety and health program, workplace safety, **Pers M § 17:94**
executive development programs, **Pers M § 16:72 to 16:78**
family relocation programs, **Pers M § 12:103**
financial counseling services, **Pers M § 12:116**
implementation or implementing, above
internal ethics programs, **Pers M § 5:16, 5:17**
lifestyle benefits, **Pers M § 13:2 to 13:5, 13:11 to 13:36, 13:40**
Office of Federal Contract Compliance Programs, compliance with guidelines on discrimination, **Pers M § 1:99, 1:100**
ombudsman, alternative dispute resolution of grievances and complaints, **Pers M § 7:14 to 7:17**
OSHA statistical reporting program, **Pers M § 17:39**
performance appraisal, **Pers M § 15:8**
relocation programs, **Pers M § 12:98, 12:99, 12:103**
retirement, **Pers M § 21:59 to 21:69**
rewards and incentives for absence control, **Pers M § 6:58**
sabbaticals, **Pers M § 14:96**
sample programs
disciplinary program at Chrysler for absenteeism, **Pers M § 6:46**
employee referral award programs, internal recruitment sources, **Pers M § 2:10**
setting up staff planning program, human resources planning, **Pers M § 1:2**
social and recreational activities, **Pers M § 12:140**
supervisory training program, **Pers M § 16:65**
training, **Pers M § 16:25 to 16:58, 16:65**
wellness programs, below
workplace safety, generally, **Pers M § 17:56 to 17:79**
Prohibition or ban
conflicts of interest, policy statements on ethical behavior, **Pers M § 5:34**

PERSONNEL MANUAL—Cont'd
Prohibition or ban—Cont'd
favors, policy statements on ethical behavior, **Pers M § 5:27**
hot cargo agreements, manufacturing industry, **Pers M § 22:157**
minors in hazardous jobs, recruitment, **Pers M § 2:56**
polygraphs, above
unauthorized alien employment ban, below
Project assignments, basis for selection for layoffs, **Pers M § 21:41**
Promoting
factors promoting business-education partnerships, training and education of employees, **Pers M § 16:50**
involvement of employees, workplace safety programs, **Pers M § 17:66**
participation, above
Promotions
deciding whether to promote from within, recruiting current employees, **Pers M § 2:2**
forecast of individual's potential for promotion, executive development programs, **Pers M § 16:76**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:130**
outside recruiting vs. promotions from within, **Pers M § 15:97**
performance appraisal, **Pers M § 15:94 to 15:107**
Promotions, clearly explain policy, **Pers M § 15:102**
Prompt investigation, sexual harassment grievances, **Pers M § 7:64**
Proof. Evidence, above
Proper matters. Appropriate matters, above
Property, policy statements on confidential and proprietary information, **Pers M § 5:37**
Prospective hires, special incentives, **Pers M § 3:39 to 3:41**
Protection
defamation claim, post-termination issues, **Pers M § 21:117**
information, misconduct and poor job performance, **Pers M § 5:73 to 5:75**
legal protection, whistleblowing, **Pers M § 7:56**
Migrant and Seasonal Agricultural Worker Protection Act poster, human resources planning, **Pers M § 1:69**
Older Workers Benefit Protection Act, release by employees of legal rights, **Pers M § 21:83**
personal protective equipment, workplace safety, **Pers M § 17:72**
preface protecting against outside challenges, model affirmative action plan for women and minorities, **Pers M § 1:92**
recruitment of protected populations, **Pers M § 2:66 to 2:77**
trade secrets, workplace safety inspections in manufacturing industry, **Pers M § 22:163**
Provider certification for family member's health condition, **Pers M § 14:64.30**
Pto (paid time off) banks, leave of absence policy, **Pers M § 14:7**
Public accountants, occupational pay data, **Pers M § 10:14 to 10:20**
Publications. Resources, below
Public employers, disciplinary discharge of employees, **Pers M § 21:29**

PERSONNEL MANUAL—Cont'd
Publicizing
commitment to equal employment opportunity, handbooks for employees, **Pers M § 4:15**
substance abuse policy, **Pers M § 20:10**
wellness programs, **Pers M § 12:79**
Public mass transit, commuter assistance programs, **Pers M § 12:127**
Public recognition, rewards and incentives for absence control, **Pers M § 6:51**
Public Service Co. of Colorado, ridesharing policy, **Pers M § 12:130**
Public utilities, personal leave policies, **Pers M § 5:112, 5:114**
Public works contracts, Fair Labor Standards Act minimum wage and overtime pay coverage, **Pers M § 22:93**
Publishing, policy statements on confidential and proprietary information, **Pers M § 5:36**
Punctuality, sample policies, **Pers M § 6:62, 6:65**
Punishment. Sentence and punishment, below
Purchase or purchases
child care services and programs, purchase of space, **Pers M § 13:33**
discount purchases, types of benefits, **Pers M § 12:149, 12:150**
home purchase assistance, housing assistance, **Pers M § 12:101**
Purpose or purposes
assessing purpose, eldercare services, **Pers M § 13:39**
automatic discharge policies, disciplinary discharge of employees, **Pers M § 21:11**
defining purpose, retirement programs, **Pers M § 21:59**
employee assistance programs, **Pers M § 12:105**
exit interviews, termination procedures, **Pers M § 21:93**
final interviews, tools for selecting employees, **Pers M § 3:34**
job descriptions, compensation planning and design, **Pers M § 8:95 to 8:101, 8:113**
leave of absence policy, **Pers M § 14:2**
statement of purpose
policy statements on ethical behavior, **Pers M § 5:21, 5:22**
substance abuse policy, **Pers M § 20:5**
Qualifications for inspectors, workplace safety programs, **Pers M § 17:69**
Qualified deferred compensation, compensation subject to federal employment taxes, **Pers M § 9:10**
Qualified employee fringe benefits, compensation subject to federal employment taxes, **Pers M § 9:7**
Qualifying exigency for military family leave, **Pers M § 14:64.50**
Qualities of good managerial candidates, training, **Pers M § 16:66**
Quantity. Amount or number, above
Questionnaires
circulating questionnaires, methods of assessing training needs, **Pers M § 16:9**
exit interviews, termination procedures, **Pers M § 21:98, 21:106**
job analysis, compensation planning and design, **Pers M § 8:70, 8:79 to 8:81**
job descriptions, compensation planning and design, **Pers M § 8:108 to 8:112**

PERSONNEL MANUAL—Cont'd
Questionnaires—Cont'd
job evaluation, compensation planning and design, **Pers M § 8:139 to 8:141**
medication questionnaire, drug testing, **Pers M § 20:59**
sample questionnaires
job analysis, compensation planning and design, **Pers M § 8:79 to 8:81**
job descriptions, compensation planning and design, **Pers M § 8:108 to 8:112**
Questions
common questions and answers about company policy, family and medical leave of absence, **Pers M § 14:62**
designing interview questions, interviewing applicants, **Pers M § 3:24 to 3:26**
job analysis, interviews of employees and managers, **Pers M § 8:78**
Racial data, filling out federal equal employment opportunity reporting forms, **Pers M § 1:71**
Radiation, video display terminals, **Pers M § 17:111**
Radio, recruitment advertising, **Pers M § 2:44**
Ranking
method of job evaluation, compensation planning and design, **Pers M § 8:124 to 8:128**
systems, performance review systems, **Pers M § 15:21**
Rates
calculation of absentee and lateness rates, **Pers M § 6:28**
coinsurance rates, health insurance plans, **Pers M § 12:36**
FICA taxes, payroll taxes, **Pers M § 9:28**
group rates, health insurance plans, **Pers M § 12:43, 12:44**
holiday pay rate eligibility, **Pers M § 14:73**
monitoring injury and illness incidence rates, workplace safety, **Pers M § 17:18 to 17:20**
Rating
experience-rated insurance policies, health insurance plans, **Pers M § 12:38**
performance appraisals, **Pers M § 15:15 to 15:20, 15:27, 15:35, 15:40 to 15:42, 15:44, 15:57, 15:58, 15:66**
scales, performance appraisals, **Pers M § 15:15 to 15:20, 15:40 to 15:42, 15:44**
Rationale, special incentives for prospective hires, **Pers M § 3:39**
Reaffirmation of policy, model affirmative action plans, **Pers M § 1:94, 1:113, 1:121**
Realistic job previews, tools for selecting employees, **Pers M § 3:35 to 3:38**
Recalls
layoffs, **Pers M § 21:48**
Tylenol, ethical business conduct and behavior, **Pers M § 5:6**
Recent trends, family and medical leave of absence, **Pers M § 14:59 to 14:67**
Receptionists
law firm receptionist, job description, **Pers M § 8:118**
occupational pay data, **Pers M § 10:184 to 10:190**
Recipient of government funds, unlawful employment practices in health care industry, **Pers M § 22:15**
Recognizing or recognition
public recognition, rewards and incentives for absence control, **Pers M § 6:51**
tobacco addiction, informal smoking-cessation programs, **Pers M § 19:21**

PERSONNEL MANUAL—Cont'd
Recommendations
Equal Employment Opportunity Commission, sexual harassment policies, **Pers M § 5:56**
recordkeeping, below
Recordkeeping
absenteeism, **Pers M § 6:27**
drug testing procedures, **Pers M § 20:52**
final selection of employees, **Pers M § 3:51 to 3:56**
human resources planning, **Pers M § 1:37 to 1:57**
Occupational Safety and Health Administration, **Pers M § 17:23 to 17:37, 17:86**
recommendations
final selection of employees, **Pers M § 3:51 to 3:56**
human resources planning, **Pers M § 1:40**
sample forms
final selection of employees, **Pers M § 3:53 to 3:56**
human resources planning, **Pers M § 1:50 to 1:56**
Occupational Safety and Health Administration, **Pers M § 17:31 to 17:33**
Records
access to records, above
checking records, methods of assessing training needs, **Pers M § 16:5**
confidential records
misconduct and poor job performance, **Pers M § 5:74**
substance abuse, **Pers M § 20:32**
critical incident, performance appraisal, **Pers M § 15:43**
exit interviews, termination procedures, **Pers M § 21:102, 21:103**
inventory record, human resources planning, **Pers M § 1:15**
keeping records. Recordkeeping, above
medical records, above
monitoring arrest or conviction records, unlawful employment practices in banking industry, **Pers M § 22:45**
Occupational Safety and Health Administration, **Pers M § 17:23 to 17:37**
personnel records, human resources planning, **Pers M § 1:42 to 1:45, 1:50**
retention, below
Recreational activities, types of benefits, **Pers M § 12:138 to 12:140**
Recruitment
general discussion, **Pers M § 2:1 to 2:77**
advertising, **Pers M § 1:11, 2:36 to 2:46**
analysis of recruitment, human resources planning, **Pers M § 1:17**
compensation program goals, **Pers M § 8:5**
designing recruitment strategies, human resources planning, **Pers M § 1:9 to 1:12**
outside recruiting vs. promotions from within, **Pers M § 15:97**
sample recruitment policy, human resources planning, **Pers M § 1:13**
Reduction
occupational illnesses, health hazard evaluations, **Pers M § 17:17**
salary, below
weight reduction, health improvement programs, **Pers M § 12:82**
workforce. Layoffs, above

PERSONNEL MANUAL—Cont'd
Reemployment
after leave of absence, **Pers M § 14:16, 14:52**
veterans' reemployment rights, unlawful employment practices of successor employers, **Pers M § 22:230**
References
checking, employment applications, **Pers M § 3:13, 3:17**
post-termination issues, **Pers M § 21:118 to 21:120**
Referrals
child care services and programs, **Pers M § 13:30**
eldercare services, **Pers M § 13:41**
internal recruitment sources, **Pers M § 2:8 to 2:13**
services, lifestyle benefits, **Pers M § 13:6, 13:30**
union referrals, external recruitment sources, **Pers M § 2:34, 2:35**
Reflecting company objectives, purpose of leave of absence policy, **Pers M § 14:2**
Refund or reimbursement of tuition
educational services, **Pers M § 12:112, 12:115**
training and education of employees, **Pers M § 16:34, 16:57**
Refusal
handling fired employees who refuse to leave, disciplinary discharge of employees, **Pers M § 21:28**
legal refusals, insubordination, **Pers M § 5:146**
work overtime, plant policy, **Pers M § 5:122**
Regression model, scored questionnaires for job evaluation, **Pers M § 8:140**
Regular employees, assurance of priority for overtime, **Pers M § 5:124**
Regulation, video display terminals, **Pers M § 17:108**
Rehabilitation, substance abuse policy, **Pers M § 20:8**
Reimbursement. Refund or reimbursement of tuition, above
Reinstatement after leave of absence, **Pers M § 14:16**
Rejection letter to applicant, **Pers M § 3:55**
Release or releases
drug testing, **Pers M § 20:63**
employment information, human resources planning, **Pers M § 1:55**
grade release request, training and education of employees, **Pers M § 16:56**
medical records, above
separation from employment, **Pers M § 21:80 to 21:85**
Relevant information from applicants, designing and using employment applications, **Pers M § 3:6, 3:7**
Religion
accommodation, holidays, **Pers M § 14:74**
discrimination, model affirmative action plan for women and minorities, **Pers M § 1:100**
exemption of religious organization, unlawful employment practices in health care industry, **Pers M § 22:14**
Relocation
assistance, types of benefits, **Pers M § 12:97 to 12:99, 12:102, 12:103**
plant, labor relations in manufacturing industry, **Pers M § 22:156**
school relocation service, special incentives for prospective hires, **Pers M § 3:41**
Reporting
drug testing procedures, **Pers M § 20:52**
ERISA benefits coverage, successor employers, **Pers M § 22:223**

PERSONNEL MANUAL—Cont'd
Reporting—Cont'd
federal employment taxes, **Pers M § 9:31 to 9:34**
filling out federal reporting forms, human resources planning, **Pers M § 1:70 to 1:82**
financial reporting, policy statements on ethical behavior, **Pers M § 5:41**
Occupational Safety and Health Administration, **Pers M § 17:23, 17:38 to 17:40**
sexual harassment policies, work rules, **Pers M § 5:57**
system, model affirmative action plans, **Pers M § 1:97, 1:116**
Reports
affirmative action plan progress, human resources planning, **Pers M § 1:108**
Bureau of Labor Statistics, absenteeism policy development, **Pers M § 6:6**
job analysis, compensation planning and design, **Pers M § 8:84**
OSHA abatement documentation requirement, **Pers M § 17:44**
safety inspections of workplace, **Pers M § 17:13, 17:21**
substance abuse at work suspected, **Pers M § 20:61**
Representation right, nonunion grievance procedure, **Pers M § 7:25**
Representative of employee, notice of contest to Occupational Safety and Health Review Commission, **Pers M § 17:48**
Reputation for fair treatment, recruitment of minorities and women, **Pers M § 2:68**
Requests
family and medical leave of absence, **Pers M § 14:65**
grade release request, training and education of employees, **Pers M § 16:56**
job classification, sample form, **Pers M § 8:89**
leave of absence, generally, **Pers M § 14:11**
personal leave policies, work rules, **Pers M § 5:113**
vacations, **Pers M § 14:91**
Requisition for employment, human resources planning, **Pers M § 1:20**
Rescission, leave of absence, **Pers M § 14:15**
Research guide to legal issues, alternative dispute resolution, **Pers M § 7:9**
Reservation
absenteeism, sample clause reserving right to review absences individually, **Pers M § 6:30**
preface reserving confidentiality, model affirmative action plan for women and minorities, **Pers M § 1:92**
Resignation
exit interviews, termination procedures, **Pers M § 21:102**
logs for compiling data for affirmative action programs, human resources planning, **Pers M § 1:132**
separation from employment, generally, **Pers M § 21:71 to 21:75**
Resolution
conflicts, smoking policy, **Pers M § 19:9**
disputes. Alternative dispute resolution, above
Respite care, eldercare services, **Pers M § 13:44**
Response. Answer or response, above
Responsibilities. Duties and responsibilities, above
Restaurants. Hotels and restaurants, above
Restrictions. Limitations or restrictions, above

PERSONNEL MANUAL—Cont'd
Restructuring of corporation, altering compensation programs due to corporate change, **Pers M § 8:36**
Results of training needs assessment, acting on, **Pers M § 16:16 to 16:18**
Resumes unsolicited, internal recruitment sources, **Pers M § 2:15**
Retail stores
meal allowances for employees on overtime, work rules, **Pers M § 5:136**
overtime policies, work rules, **Pers M § 5:119, 5:136**
safety training manual, workplace safety, **Pers M § 17:78**
Retention
compensation program goals, **Pers M § 8:6**
innovative retention techniques, external recruitment of high technology workers, **Pers M § 2:65**
motivating retained employees, layoffs, **Pers M § 21:49**
records
external reasons, human resources planning, **Pers M § 1:39**
internal reasons, human resources planning, **Pers M § 1:38**
OSHA access to records requirements, **Pers M § 17:36**
Retirement
benefits, **Pers M § 12:58 to 12:71**
Employee Retirement Income Security Act, above
recruitment of retirees, **Pers M § 2:14, 2:47 to 2:54**
separation from employment, **Pers M § 21:56 to 21:70**
Retraining programs for employees, **Pers M § 16:40 to 16:43**
Returning veterans, military leave of absence, **Pers M § 14:48**
Review or reviewing
absenteeism, sample clause reserving right to review absences individually, **Pers M § 6:30**
discharge decisions, termination of employment, **Pers M § 21:6**
job analysis, compensation planning and design, **Pers M § 8:74**
job descriptions, compensation planning and design, **Pers M § 8:110**
medical records, auditing workplace safety, **Pers M § 17:2, 17:3**
nonunion grievance procedure, alternative dispute resolution, **Pers M § 7:21, 7:22**
peer review, above
performance review, **Pers M § 15:14 to 15:93**
policies, handbooks for employees, **Pers M § 4:13**
proposed disciplinary discharge of employees, **Pers M § 21:23, 21:24**
whistleblowing, **Pers M § 7:58**
Revising
handbooks for employees, **Pers M § 4:26 to 4:29**
performance appraisal program, **Pers M § 15:8**
Revising handbooks for employees, **Pers M § 4:27**
Rewards
absence control, **Pers M § 6:50 to 6:58**
compensation planning and design, **Pers M § 8:13, 8:14, 8:16**
Rhone-Poulenc Rorer, ridesharing policy, **Pers M § 12:132**
Ridesharing, commuter assistance, **Pers M § 12:123, 12:129 to 12:134**

PERSONNEL MANUAL—Cont'd
Rights
absenteeism, sample clause reserving right to review absences individually, **Pers M § 6:30**
disciplinary discharge of employees, **Pers M § 21:10**
ensuring rights of nonsmokers, smoking policy, **Pers M § 19:6**
inventions and work products, employment agreements, **Pers M § 3:49**
legal rights, release by employees, **Pers M § 21:81 to 21:85**
notice, notices and notification, **Pers M § 14:66**
notice of rights, Family and Medical Leave Act, **Pers M § 14:63**
representation, nonunion grievance procedure, **Pers M § 7:25**
termination policy, **Pers M § 21:4**
Title VII of Civil Rights Act of 1964, below
veterans' reemployment rights, unlawful employment practices of successor employers, **Pers M § 22:230**
workplace bill of rights, AIDS in workplace, **Pers M § 18:9**
Robust standard of integrity-based code of conduct, ethical business conduct, **Pers M § 5:12**
Rules
federal employment tax rules, **Pers M § 9:35 to 9:38**
no-solicitation rules, above
safety rules for forklift drivers, workplace safety, **Pers M § 17:79**
work rules, **Pers M § 5:1 to 5:150**
Sabbaticals, leave of absence, **Pers M § 14:95 to 14:97**
Safe harbor provisions, federal income tax withholding, **Pers M § 9:53**
Safety
Occupational Safety and Health Act, above
Occupational Safety and Health Administration, above
positions, Department of Human Resources staffing, **Pers M § 1:35**
workplace safety, below
Salary
during military leave of absence, **Pers M § 14:51**
reduction plans
child care services and programs, financial assistance, **Pers M § 13:34**
401(k) plans, defined contribution plans for retirement benefits, **Pers M § 12:71**
Sales
entire business, successor employers' duty to bargain, **Pers M § 22:236**
home sales assistance, housing assistance, **Pers M § 12:100**
purchase or purchases, above
vendors, below
Sample items
clause reserving right to review absences individually, **Pers M § 6:30**
collectively bargained grievance and arbitration provisions, **Pers M § 7:49, 7:50**
employee training survey, **Pers M § 16:21**
forms, above
guidelines, above

PERSONNEL MANUAL—Cont'd
Sample items—Cont'd
invitation to self-identify, model affirmative action plan for disabled and Vietnam-era veterans, **Pers M § 1:124**
job descriptions, above
job safety analysis, workplace safety, **Pers M § 17:8**
letters and sample letters, above
medical records release, OSHA access to records requirements, **Pers M § 17:35**
memoranda, above
noncompetition agreement, termination of employment, **Pers M § 21:112**
peer review procedure, alternative dispute resolution, **Pers M § 7:35**
penalty for lateness, **Pers M § 6:48**
plans, above
policies, above
programs, above
questionnaires, above
safety audit, workplace safety, **Pers M § 17:15**
statements, below
three-step nonunion grievance procedure, **Pers M § 7:26**
Samples and sampling
collection of sample, drug testing procedures, **Pers M § 20:48**
personal sampling devices used during workplace inspections, workplace safety in manufacturing industry, **Pers M § 22:162**
use of samples, methods of assessing training needs, **Pers M § 16:10**
Sanctions. Penalties, above
Savings and thrift plans, defined contribution plans for retirement benefits, **Pers M § 12:69**
Scales for rating, performance appraisals, **Pers M § 15:15 to 15:20, 15:40 to 15:42, 15:44**
Schedules
alternative work schedules, lifestyle benefits, **Pers M § 13:8, 13:47 to 13:70**
communicating work schedules, hours of work, **Pers M § 5:86, 5:87**
holiday schedule, **Pers M § 14:75, 14:76**
Scheduling
holidays, **Pers M § 14:70, 14:71**
vacations, **Pers M § 14:80, 14:81**
Schools
colleges and universities, external recruitment, **Pers M § 2:29, 2:64**
direct child care services and programs, school-age child care programs, **Pers M § 13:24, 13:25**
education and educational matters, above
external recruitment sources, **Pers M § 2:27 to 2:29**
relocation service, special incentives for prospective hires, **Pers M § 3:41**
tuition, below
Scored questionnaires, job evaluation, **Pers M § 8:139 to 8:141**
Screening
candidate screening services, state employment agencies, **Pers M § 2:26**
drug tests and testing, **Pers M § 20:34 to 20:63**
Searches
investigating and proving misconduct, work rules, **Pers M § 5:77**

PERSONNEL MANUAL—Cont'd
Searches—Cont'd
substance abuse, **Pers M § 20:21, 20:28**
Sears Roebuck, ethical business conduct and behavior, **Pers M § 5:4**
Seasonal matters
hours, work rules, **Pers M § 5:87**
Migrant and Seasonal Agricultural Worker Protection Act poster, human resources planning, **Pers M § 1:69**
Secondary boycotts
construction industry, **Pers M § 22:103**
health care industry, **Pers M § 22:26**
motor carriers, **Pers M § 22:133**
Secondary sources, job analysis, **Pers M § 8:65**
Secretaries, occupational pay data, **Pers M § 10:184 to 10:190**
Security personnel
Department of Human Resources staffing, **Pers M § 1:34**
guards, occupational pay data, **Pers M § 10:203 to 10:205, 10:207, 10:208**
hiring security personnel, prevention of substance abuse at work, **Pers M § 20:20**
Selection
drug testing programs and tests, **Pers M § 20:39, 20:40**
employees
general discussion, **Pers M § 1:1 to 3:56**
layoffs, **Pers M § 21:36 to 21:43**
promotions, **Pers M § 15:99 to 15:101**
topics for retirement programs, **Pers M § 21:61**
training, below
Self-appraisal, performance review systems, **Pers M § 15:31**
Self-employed persons, ERISA benefits coverage for partnerships, **Pers M § 22:191**
Self-evaluation by employee for management, executive development programs, **Pers M § 16:78**
Self-identify, model affirmative action plan for disabled and Vietnam-era veterans, **Pers M § 1:124**
Self-inspection, workplace safety, **Pers M § 17:21, 17:22**
Self-insured plans, health insurance plans, **Pers M § 12:40**
Self-rating sheet for interviewer, interviewing applicants, **Pers M § 3:29**
Senior executives, designing recruitment strategies, **Pers M § 1:12**
Seniority
during leave of absence, **Pers M § 14:9**
layoffs, **Pers M § 21:39, 21:51**
promotions, **Pers M § 15:98**
Sentence and punishment
Federal Sentencing Guidelines, ethical business conduct and behavior, **Pers M § 5:2**
theft, work rules, **Pers M § 5:70**
Separation from employment, **Pers M § 21:1 to 21:120**
Sequence or order of layoffs, **Pers M § 21:54**
Serious injury or illness of covered servicemember or veteran, **Pers M § 14:64.70, 14:64.80**
Service Contract Act poster, human resources planning, **Pers M § 1:62**
Servicemembers, serious injury or illness of covered servicemember, **Pers M § 14:64.70**
Services
banking services, types of benefits, **Pers M § 12:151**
candidate screening services, state employment agencies, **Pers M § 2:26**

PERSONNEL MANUAL—Cont'd
Services—Cont'd
child care services, lifestyle benefits, **Pers M § 13:5, 13:11 to 13:36**
coverage for services, health insurance plans, **Pers M § 12:31**
education and educational matters, above
eldercare services, lifestyle benefits, **Pers M § 13:10, 13:37 to 13:46**
financial counseling services, types of benefits, **Pers M § 12:111, 12:116, 12:117**
food service for employees, types of benefits, **Pers M § 12:144, 12:145**
information services, lifestyle benefits, **Pers M § 13:6, 13:30, 13:31**
legal services, types of benefits, **Pers M § 12:111, 12:118, 12:119**
partially exempt services, individuals subject to federal employment taxes, **Pers M § 9:21**
references, service letters, **Pers M § 21:120**
referral services, lifestyle benefits, **Pers M § 13:6, 13:30**
resource services, lifestyle benefits, **Pers M § 13:6, 13:30**
school relocation service, special incentives for prospective hires, **Pers M § 3:41**
work flow chart, service organization, **Pers M § 8:88**
Setting
annual salary budgets, compensation administration, **Pers M § 8:32**
appropriate staff ratios, Department of Human Resources staffing, **Pers M § 1:24**
arrival standards, absenteeism, **Pers M § 6:31**
factors in setting
break policy, work rules, **Pers M § 5:99**
hours of work, **Pers M § 5:82**
norms, absenteeism, **Pers M § 6:29, 6:30**
Setting up
commuter assistance programs, **Pers M § 12:122**
off-hours courses, training and education of employees, **Pers M § 16:38**
orientation programs. training and education of employees, **Pers M § 16:28**
performance appraisal system, **Pers M § 15:6 to 15:8**
retraining programs for employees, **Pers M § 16:42**
staff planning program, human resources planning, **Pers M § 1:2**
supervisory training program, **Pers M § 16:65**
system for maintaining personnel records, human resources planning, **Pers M § 1:42**
tuition refund plan, training and education of employees, **Pers M § 16:34**
work-study programs, training and education of employees, **Pers M § 16:46**
Severance
packages, separation from employment, **Pers M § 21:80, 21:86 to 21:91**
pay
compensation subject to federal employment taxes, **Pers M § 9:14**
plans, **Pers M § 21:86 to 21:88, 21:90**
Sex discrimination, model affirmative action plan, **Pers M § 1:99**

PERSONNEL MANUAL—Cont'd
Sexual harassment
grievances, **Pers M § 7:60 to 7:65**
work rules, **Pers M § 5:48 to 5:60**
Sex-wage claims
banking industry, unlawful employment practices, **Pers M § 22:43**
health care industry, unlawful employment practices, **Pers M § 22:16**
manufacturing industry, unlawful employment practices, **Pers M § 22:147**
Sharing
costs, health insurance plans, **Pers M § 12:47 to 12:50**
job sharing, alternative work schedules, **Pers M § 13:60 to 13:62, 13:70**
Shift hours, hours of work, **Pers M § 5:84**
Shipping and receiving clerks, occupational pay data, **Pers M § 10:211**
Short, strict breaks, work rules, **Pers M § 5:101**
Short-term disability benefits, **Pers M § 12:8 to 12:21, 12:27**
Showing business necessity, appearance/dress codes, **Pers M § 5:142**
Sick or sickness
direct child care services and programs, sick child centers, **Pers M § 13:18, 13:19**
leaves of absence, above
short-term disability benefits, sickness and accident insurance, **Pers M § 12:16 to 12:21**
Sifting through application forms, designing and using employment applications, **Pers M § 3:10, 3:11**
Significance. Importance, above
Signs or signals
theft is occurring, work rules, **Pers M § 5:67**
warning signals for supervisors, substance abuser detection, **Pers M § 20:18**
Simplified employee pensions, ERISA benefits coverage for partnerships, **Pers M § 22:192**
Size of handbooks for employees, **Pers M § 4:10**
Skills
assessment, above
inventory of skills
recruiting current employees, **Pers M § 2:6**
training, **Pers M § 16:23, 16:24**
layoffs, basis for selection, **Pers M § 21:37**
rating managers on their coaching skills, performance appraisals, **Pers M § 15:66**
Slander. Defamation, above
Sleeping, work rules, **Pers M § 5:150**
Slotting plans, job evaluation, **Pers M § 8:129, 8:130**
Small businesses
child care services and programs, **Pers M § 13:29**
Occupational Safety and Health Act, above
Small plans, ERISA benefits coverage for partnerships, **Pers M § 22:193, 22:194**
Smoking
breaks, work rules, **Pers M § 5:107**
cessation of smoking programs, **Pers M § 12:81, 19:16 to 19:22**
enforcement of smoking policies, **Pers M § 5:140, 19:10**
policies, **Pers M § 5:138 to 5:140, 19:1 to 19:15**
restrictions on smoking, **Pers M § 5:138 to 5:140, 19:5**
workplace safety, **Pers M § 19:1 to 19:25**

PERSONNEL MANUAL—Cont'd
Smoking—Cont'd
work rules, **Pers M § 5:107, 5:138 to 5:140**
Social
activities, types of benefits, **Pers M § 12:138 to 12:140**
change, eldercare services, **Pers M § 13:38**
influences, absenteeism and motivation to attend, **Pers M § 6:23**
Social Security
recruitment of older workers, calculating impact on Social Security benefits, **Pers M § 2:52**
tax table, FICA withholding tables, **Pers M § 9:45**
Solicitation
no-solicitation rules, above
unsolicited applications and resumes, internal recruitment sources, **Pers M § 2:15**
Special certificates, payment of subminimum wages in manufacturing industry, **Pers M § 22:141**
Special days off, leave of absence, **Pers M § 14:100, 14:101**
Special incentives for prospective hires, tools for selecting employees, **Pers M § 3:39 to 3:41**
Specialists
contracting specialists, occupational pay data, **Pers M § 10:47 to 10:55**
human resources personnel specialists, occupational pay data, **Pers M § 10:138 to 10:146**
warehouse specialists, occupational pay data, **Pers M § 10:212**
Special minimum wages, federal employment law posters, **Pers M § 1:68**
Special notice provisions applicable to contract negotiations and work stoppages, health care industry, **Pers M § 22:25**
Special occasion celebrations, types of benefits, **Pers M § 12:141 to 12:143**
Specific action programs, model affirmative action plan for women and minorities, **Pers M § 1:98**
Spinoffs, ERISA benefits coverage of successor employers, **Pers M § 22:221**
Splitting vacations, **Pers M § 14:81**
Spouses
family relocation assistance, **Pers M § 12:102**
health insurance plans, coverage, **Pers M § 12:46**
marriage, leave of absence, **Pers M § 14:103**
Staggered starting times, flextime policy, **Pers M § 13:67**
Standard employment policies, handbooks for employees, **Pers M § 4:5**
Standardization of ratings, training raters for performance appraisals, **Pers M § 15:57**
Standard retirement, separation from employment, **Pers M § 21:56 to 21:70**
Standards
ethical business conduct and behavior, work rules, **Pers M § 5:22, 5:23**
exemptions for certain industries, work rules, **Pers M § 5:12**
Fair Labor Standards Act, above
general industry standards, above
Occupational Safety and Health Administration, above
performance appraisals, **Pers M § 15:6, 15:7, 15:20, 15:44**
setting arrival standards, absenteeism, **Pers M § 6:31**
Starting company stores, **Pers M § 12:146**

PERSONNEL MANUAL—Cont'd
State
employment agencies, external recruitment sources, **Pers M § 2:25, 2:26**
information
resources, commuter assistance, **Pers M § 12:136**
sample federal equal employment opportunity reporting form, human resources planning, **Pers M § 1:80**
initiatives, ergonomics, **Pers M § 17:91**
laws. State laws, below
Occupational Safety and Health Act coverage of employers in health care industry, state employer exemption, **Pers M § 22:29**
unemployment insurance, FICA and FUTA taxes, **Pers M § 9:60**
voting leave of absence, **Pers M § 14:35 to 14:37**
Statements
disclaimer statement, handbooks for employees, **Pers M § 4:17 to 4:20**
employment applications, sample form, **Pers M § 3:17**
equal employment opportunity statement, handbooks for employees, **Pers M § 4:15, 4:16**
job function statements, job descriptions, **Pers M § 8:95 to 8:101**
policy statements
death of employee, **Pers M § 21:79**
ethical behavior, work rules, **Pers M § 5:20 to 5:47**
resignation, **Pers M § 21:75**
severance, **Pers M § 21:89**
whistleblowing, **Pers M § 7:59**
workplace safety, **Pers M § 17:76**
purpose or purposes, above
sample statements
AIDS in workplace, employee handbook, **Pers M § 18:11**
appealing disciplinary discharge of employees, **Pers M § 21:30**
death of employee, **Pers M § 21:79**
resignation, **Pers M § 21:75**
severance policies, **Pers M § 21:89**
smoking policy, employee handbook, **Pers M § 19:14**
termination of employment, generally, **Pers M § 21:8**
time card usage, **Pers M § 6:64**
substance abuse, model employee handbook statement, **Pers M § 20:13**
supervisors' statements, communicating work schedules, **Pers M § 5:86**
Statistics
Bureau of Labor Statistics, above
Department of Labor statistics on parental and FMLA leave and enforcement, **Pers M § 14:59**
OSHA statistical reporting program, workplace safety, **Pers M § 17:39**
Statutes
employees, payroll taxes, **Pers M § 9:18, 9:58**
employment law summary and location by specific industry or employer type, **Pers M § 22:1 to 22:246**
federal statutes. Federal matters, above
job analysis, legislative concerns, **Pers M § 8:73**
nonemployees, payroll taxes, **Pers M § 9:17, 9:55, 9:59**
state laws, above

PERSONNEL MANUAL—Cont'd
Steps to follow, layoffs, **Pers M § 21:44**
Steps to take before disciplinary discharge of employees, **Pers M § 21:18 to 21:21**
Storage of records, OSHA access to records requirements, **Pers M § 17:37**
Stores
company stores, types of benefits, **Pers M § 12:146 to 12:148**
retail stores, above
Straight ranking method, job evaluation, **Pers M § 8:125**
Strategic vs. practical roles, compensation administration, **Pers M § 8:24**
Strategies
designing recruitment strategies, human resources planning, **Pers M § 1:9 to 1:12**
eliminating hazards, safety programs, **Pers M § 17:70**
improving ergonomics, workplace safety, **Pers M § 17:92 to 17:105**
poor weather strategies, absenteeism, **Pers M § 6:40**
Stress
ergonomics, workplace safety, **Pers M § 17:100 to 17:102, 17:104**
management, health improvement programs, **Pers M § 12:83**
Studies
case studies, above
comparison studies, absenteeism policy development, **Pers M § 6:6, 6:7**
cost-effectiveness studies, wellness programs, **Pers M § 12:74**
injury and illness incidence rates, workplace safety, **Pers M § 17:18**
Style
handbooks for employees, **Pers M § 4:8**
management style, absenteeism and motivation to attend, **Pers M § 6:22**
Subcontractors, letters notifying organizations of equal employment obligations, **Pers M § 1:126**
Subminimum wages, payment under special certificates in manufacturing industry, **Pers M § 22:141**
Subordinate reviews, performance review systems, **Pers M § 15:30**
Subsidies, child care services and programs, **Pers M § 13:32**
Substance abuse, workplace safety, **Pers M § 20:1 to 20:66**
Substantive challenges, union arbitration procedures, **Pers M § 7:52**
Successful policies, family and medical leave, **Pers M § 13:9**
Successor employers
employment law summary and location, **Pers M § 22:218 to 22:246**
minimum wage and overtime pay, **Pers M § 22:227**
state laws, above
workplace safety, **Pers M § 22:246**
Successors and assigns clause in predecessor's collective bargaining agreement, successor employers, **Pers M § 22:237**
Summary jury trials, alternative dispute resolution of grievances and complaints, **Pers M § 7:44**
Summary of employment law by specific industry or employer type, **Pers M § 22:1 to 22:246**
Summer hours, alternative work schedules, **Pers M § 13:65**

PERSONNEL MANUAL—Cont'd
Supervisors
additional job match information, human resources planning, **Pers M § 1:14**
budget analyst supervisors, occupational pay data, **Pers M § 10:44 to 10:46**
computer systems analyst supervisors, occupational pay data, **Pers M § 10:91 to 10:93**
discussion with supervisor, nonunion grievance procedure, **Pers M § 7:20**
guidelines, above
human resources personnel supervisors, occupational pay data, **Pers M § 10:147 to 10:149**
National Labor Relations Act coverage of employers
banking industry, **Pers M § 22:50**
construction industry, **Pers M § 22:100**
health care industry, **Pers M § 22:21**
hotels and restaurants, **Pers M § 22:75**
insurance industry, **Pers M § 22:179**
manufacturing industry, **Pers M § 22:151**
motor carriers, **Pers M § 22:128**
partnerships, **Pers M § 22:209**
nominations by supervisors, recruiting current employees, **Pers M § 2:5**
performance appraisals for supervisors, **Pers M § 15:62 to 15:66, 15:79 to 15:81**
role of supervisor
absenteeism, **Pers M § 6:26, 6:33**
orientation programs, training and education of employees, **Pers M § 16:30**
substance abuse policy, **Pers M § 20:7**
statements, communicating work schedules
work rules, **Pers M § 5:86**
substance abuse, **Pers M § 20:7, 20:17 to 20:19, 20:31**
training, below
Suppliers, letters notifying organizations of equal employment obligations, **Pers M § 1:126**
Supply forecast, human resources planning, **Pers M § 1:18**
Support
building support for training needs assessment, **Pers M § 16:12**
employees, job analysis, **Pers M § 8:63**
gaining management support, AIDS in workplace information programs, **Pers M § 18:14**
Surveillance, substance abuse, **Pers M § 20:22**
Survey engineering technicians, occupational pay data, **Pers M § 10:128 to 10:136**
Surveys
absenteeism, surveying organization, **Pers M § 6:24 to 6:33**
benefits for employees, generally, **Pers M § 11:3, 11:4**
Bureau of Labor Statistics, above
employee assistance programs, substance abuse, **Pers M § 20:33**
ergonomics, workplace safety, **Pers M § 17:90**
health insurance plans, **Pers M § 12:30 to 12:32, 12:35 to 12:37, 12:50**
reference practices, post-termination issues, **Pers M § 21:119**
retraining needs and practices, **Pers M § 16:41**
training, **Pers M § 16:9, 16:21, 16:22, 16:41**

PERSONNEL MANUAL—Cont'd

Surveys—Cont'd
- United States Chamber of Commerce, cost of benefits for employees, **Pers M § 11:3**

Survivors, providing for survivors on death of employee, **Pers M § 21:76**

Switchboard operators, occupational pay data, **Pers M § 10:188 to 10:190**

Systematic promotions, **Pers M § 15:96**

Systems
- alternative reward systems, compensation, **Pers M § 8:14**
- analyzing physical facility and systems, smoking policy, **Pers M § 19:4**
- audit system, model affirmative action plans, **Pers M § 1:97, 1:116**
- centralized vs. decentralized systems, compensation administration, **Pers M § 8:26**
- classification system, job evaluation, **Pers M § 8:132**
- compensation system limits, **Pers M § 8:18 to 8:22**
- computer systems analysts, occupational pay data, **Pers M § 10:82 to 10:93**
- disciplinary system, absenteeism, **Pers M § 6:43 to 6:49**
- job evaluation systems, compensation planning and design, **Pers M § 8:121, 8:142 to 8:144**
- performance appraisal, **Pers M § 15:1 to 15:93**
- recruitment evaluation, designing recruitment strategies, **Pers M § 1:10**
- reporting system, model affirmative action plans, **Pers M § 1:97, 1:116**
- review system, whistleblowing, **Pers M § 7:58**
- setting up system for maintaining personnel records, human resources planning, **Pers M § 1:42**

Table of contents, model affirmative action plans, **Pers M § 1:90, 1:112, 1:120**

Tables
- differences between compliance-based and integrity-based codes of conduct, ethical business conduct, **Pers M § 5:14**
- monthly tables, calculating changes in Consumer Price Index, **Pers M § 8:48, 8:49, 8:54, 8:55**
- paid lunch time, meal policies, **Pers M § 5:92**
- withholding taxes, payroll taxes, **Pers M § 9:41 to 9:46**

Tardiness. Lateness, above

Targeting
- incentives, early retirement, **Pers M § 21:65**
- right source, designing recruitment strategies, **Pers M § 1:9**
- workers' compensation costs, safety programs, **Pers M § 17:57**

Task force, choosing appropriate option for child care services and programs, **Pers M § 13:27**

Taxes and tax matters
- benefits in hotels and restaurants, tax treatment of meals and lodging furnished to employees, **Pers M § 22:61**
- compensation planning and design, tax considerations, **Pers M § 8:17**
- FICA (Federal Insurance Contributions Act) taxes, above
- FUTA (Federal Unemployment Tax Act) taxes, above
- Internal Revenue Service, above
- payroll taxes, **Pers M § 9:1 to 9:69**
- withholding taxes, below

PERSONNEL MANUAL—Cont'd

Technicians
- engineering technicians, occupational pay data, **Pers M § 10:118 to 10:136**
- maintenance electronics technicians, occupational pay data, **Pers M § 10:166 to 10:169**

Techniques
- communication techniques, substance abuse policy, **Pers M § 20:12**
- conducting effective interview of applicants, **Pers M § 3:28**
- critical incidents technique, performance review systems, **Pers M § 15:25, 15:26**
- innovative recruiting and retention techniques, recruitment of high technology workers, **Pers M § 2:65**
- interviewing techniques, performance appraisals, **Pers M § 15:59 to 15:61**

Telecommuting, alternative work schedules, **Pers M § 13:56 to 13:59**

Telephone response, classified advertising for recruitment, **Pers M § 2:39**

Television, recruitment advertising, **Pers M § 2:44**

Telling co-workers, disciplinary discharge of employees, **Pers M § 21:27**

Temporary matters
- workers, contingent work arrangements, **Pers M § 13:51**
- workforce reductions, separation from employment, **Pers M § 21:33, 21:34, 21:52**

Tenure-based benefits, sickness and accident insurance plan, **Pers M § 12:20**

Terminal earnings, defined benefit plans for retirement benefits, **Pers M § 12:64, 12:65**

Termination
- cessation of smoking programs, **Pers M § 12:81, 19:16 to 19:22**
- eliminating hazards, workplace safety programs, **Pers M § 17:70**
- employment. Termination of employment, below
- entire business, successor employers' duty to bargain, **Pers M § 22:236**
- liability, ERISA benefits coverage of successor employers, **Pers M § 22:220**

Termination of employment
- general discussion, **Pers M § 21:1 to 21:120**
- discharge of employees, above
- post-termination matters, above
- vacation pay for terminated employees, **Pers M § 14:83**

Term life insurance, compensation subject to federal employment taxes, **Pers M § 9:9**

Terms and conditions of employment
- general discussion, **Pers M § 4:1 to 7:65**
- final selection of employees, terms of employment agreements, **Pers M § 3:47 to 3:50**
- partnerships, unlawful employment practices, **Pers M § 22:204**
- violation of basic conditions of employment, just cause discharge of employees, **Pers M § 21:15**

Terms of engagement, policy of Levi-Strauss for business partners' conduct, **Pers M § 5:46**

Tests and testing
- administering group tests, methods of assessing training needs, **Pers M § 16:11**
- drugs, above

PERSONNEL MANUAL—Cont'd
Tests and testing—Cont'd
employment applications, sample policies and forms, **Pers M § 3:14, 3:17**
polygraphs, above
Theft, work rules, **Pers M § 5:67 to 5:70**
Theoretical considerations, absenteeism, **Pers M § 6:11 to 6:13**
360-degree performance reviews, **Pers M § 15:32**
Time
accelerated death benefits, life insurance, **Pers M § 12:6**
advance matters, above
annual matters, above
cards. Time cards, below
clocks, work rules, **Pers M § 5:108**
deposit requirements for federal employment taxes, **Pers M § 9:33**
duration, above
early retirement, separation from employment, **Pers M § 21:56 to 21:70**
hours, above
keeping time, work rules, **Pers M § 5:88, 5:108, 5:109**
lateness, above
long-term matters, above
meal periods, work rules, **Pers M § 5:89 to 5:97**
model affirmative action plan for women and minorities, timetables, **Pers M § 1:107**
monthly matters, above
nighttime, above
off. Time off, below
overtime, above
part-time, above
performance appraisal, **Pers M § 15:3**
personal leave, work rules, **Pers M § 5:110 to 5:114**
temporary matters, above
waiting periods, below
workweek, below
Time cards
falsified documents, work rules, **Pers M § 5:72**
usage, sample statement, **Pers M § 6:64**
Time off
days off, above
leaves of absence, above
paid time off (PTO) banks, **Pers M § 14:7**
rewards and incentives for absence control, **Pers M § 6:56**
Tips [compensation]
Fair Labor Standards Act minimum wage and overtime pay coverage, hotels and restaurants, **Pers M § 22:66**
federal employment taxes, **Pers M § 9:13**
Tips [pointers]
conducting effective interview of applicant, **Pers M § 3:28**
determining recordability, OSHA recordkeeping requirements, **Pers M § 17:30**
development and developing, above
implementation or implementing, above
maintaining personnel records, human resources planning, **Pers M § 1:43**
Title page, model affirmative action plans, **Pers M § 1:89, 1:111 et seq., 1:119**
Title VII of Civil Rights Act of 1964
independent contractor vs. employee, payroll taxes, **Pers M § 9:66**

PERSONNEL MANUAL—Cont'd
Title VII of Civil Rights Act of 1964—Cont'd
successor employers, unlawful employment practices, **Pers M § 22:229**
Tobacco. Smoking, above
Today's worker, absenteeism, **Pers M § 6:11**
Tool and die makers, occupational pay data, **Pers M § 10:199, 10:201, 10:202**
Tools
communicating leave of absence policy, **Pers M § 14:20, 14:21**
recording training needs assessment information, **Pers M § 16:13 to 16:15**
selecting employees, **Pers M § 3:1 to 3:56**
Total compensation elements, **Pers M § 8:15 to 8:17**
Tracking effectiveness of advertisement, designing recruitment strategies, **Pers M § 1:11**
Trade secrets, workplace safety inspections in manufacturing industry, **Pers M § 22:163**
Traditional matters
forms of retirement, **Pers M § 21:57, 21:58**
insurance, health insurance plans, **Pers M § 12:30**
reward plans, compensation, **Pers M § 8:13**
Training
general discussion, **Pers M § 16:1 to 16:78**
diversity training, recruitment of minorities and women, **Pers M § 2:70**
employees
general discussion, **Pers M § 16:26 to 16:58**
high technology workers, internal recruitment, **Pers M § 2:62, 2:63**
performance appraisals, **Pers M § 15:58**
ergonomics, workplace safety, **Pers M § 17:95**
Fair Labor Standards Act minimum wage and overtime pay coverage in health care industry, trainees, **Pers M § 22:10**
interviewers, interviewing applicants, **Pers M § 3:23**
management
general discussion, **Pers M § 16:59 to 16:78**
policies in handbooks for employees, **Pers M § 4:4**
military training leave of absence, **Pers M § 14:54**
performance appraisals, **Pers M § 15:37, 15:57, 15:58, 15:67 to 15:76**
raters, performance appraisals, **Pers M § 15:57, 15:58**
retail store safety training manual, workplace safety, **Pers M § 17:78**
selection
executives, **Pers M § 16:72**
human resources planning, logs for compiling data for affirmative action programs, **Pers M § 1:131**
managerial candidates, **Pers M § 16:67, 16:69**
supervisors
general discussion, **Pers M § 16:61, 16:64, 16:65**
performance appraisals, **Pers M § 15:37**
substance abuser detection, **Pers M § 20:17 to 20:19**
workplace safety and health, generally, **Pers M § 17:73, 17:74**
Translating problems into needs, acting on training needs assessment results, **Pers M § 16:16**
Transportation
after overtime at night, work rules, **Pers M § 5:131**

PERSONNEL MANUAL—Cont'd
Transportation—Cont'd
aids, external preventive measures for absenteeism, **Pers M § 6:39**
commuter assistance, types of benefits, **Pers M § 12:120 to 12:136**
eldercare services, **Pers M § 13:45**
Treatment for substance abusers, **Pers M § 20:24 to 20:26**
Trends
eldercare services, corporate programs, **Pers M § 13:40**
forecasting staffing needs, human resources planning, **Pers M § 1:6, 1:7**
outplacement, termination of employment, **Pers M § 21:113**
recent trends, family and medical leave of absence, **Pers M § 14:59 to 14:67**
sabbaticals, company programs, **Pers M § 14:96**
union business leave of absence, company policies, **Pers M § 14:42 to 14:46**
Trials
minitrials, alternative dispute resolution of grievances and complaints, **Pers M § 7:40 to 7:42**
private trials, alternative dispute resolution of grievances and complaints, **Pers M § 7:43, 7:44**
Truck drivers, occupational pay data, **Pers M § 10:102 to 10:105**
Tuition
aid programs and plans, training and education of employees, **Pers M § 16:32 to 16:35, 16:57, 16:58**
educational services, **Pers M § 12:112**
refund or reimbursement of tuition, above
services, educational, **Pers M § 12:113, 12:115**
Turnover
analysis of turnover, human resources planning, **Pers M § 1:16**
documenting past turnover trends, forecasting staffing needs, **Pers M § 1:6**
Two breaks per day, work rules, **Pers M § 5:102**
Tylenol recall, ethical business conduct and behavior, **Pers M § 5:6**
Types
alternative dispute resolution, grievances and complaints, **Pers M § 7:3**
alternative work arrangements, alternative work schedules, **Pers M § 13:48**
benefits for employees, **Pers M § 11:4, 12:1 to 12:154**
cessation of smoking programs, **Pers M § 19:17 to 19:20**
codes of conduct, ethical business conduct, **Pers M § 5:8 to 5:14**
complaints heard by ombudsman, alternative dispute resolution of grievances and complaints, **Pers M § 7:16**
disclaimers and notices, designing and using employment applications, **Pers M § 3:8**
drug tests, **Pers M § 20:40**
employee assistance programs, **Pers M § 12:107**
employers, employment law summary and location, **Pers M § 22:1 to 22:246**
employment, basis for selection for layoffs, **Pers M § 21:38**
health insurance plans, **Pers M § 12:29 to 12:42**
housing assistance, **Pers M § 12:100, 12:101**
inspections, workplace safety programs, **Pers M § 17:68**

PERSONNEL MANUAL—Cont'd
Types—Cont'd
job descriptions, compensation planning and design, **Pers M § 8:93**
job evaluation systems, compensation planning and design, **Pers M § 8:121**
just cause discharge of employees, **Pers M § 21:13**
legal services plans, **Pers M § 12:119**
life insurance, **Pers M § 12:2**
management training, **Pers M § 16:60 to 16:63**
off-hours courses, training and education of employees, **Pers M § 16:37**
policies, handbooks for employees, **Pers M § 4:3**
promotions, **Pers M § 15:95**
restrictions on smoking, **Pers M § 5:138, 19:5**
severance pay plans, **Pers M § 21:86**
sexual harassment, work rules, **Pers M § 5:50**
social and recreational activities, **Pers M § 12:138**
special incentives for prospective hires, tools for selecting employees, **Pers M § 3:40**
supervisor training, substance abuser detection, **Pers M § 20:17**
tuition aid programs, training and education of employees, **Pers M § 16:33**
work-study programs, training and education of employees, **Pers M § 16:45**
Typical matters
grievances, union grievance procedures, **Pers M § 7:46**
minitrial procedure, alternative dispute resolution, **Pers M § 7:41**
peer review procedure, alternative dispute resolution, **Pers M § 7:36**
steps in union grievance procedures, **Pers M § 7:48**
Typists, occupational pay data, **Pers M § 10:191 to 10:197**
Unambiguous disclaimer statement, handbooks for employees, **Pers M § 4:18**
Unauthorized
alien employment. Unauthorized alien employment ban, below
leaves of absence or extensions of leaves, **Pers M § 14:19**
Unauthorized alien employment ban
banking industry, unlawful employment practices, **Pers M § 22:47**
construction industry, unlawful employment practices, **Pers M § 22:97**
health care industry, unlawful employment practices, **Pers M § 22:18**
hotels and restaurants, unlawful employment practices, **Pers M § 22:72**
insurance industry, unlawful employment practices, **Pers M § 22:176**
manufacturing industry, unlawful employment practices, **Pers M § 22:148**
motor carriers, unlawful employment practices, **Pers M § 22:124**
partnerships, unlawful employment practices, **Pers M § 22:206**
successor employers, unlawful employment practices, **Pers M § 22:232**
Understanding absenteeism, **Pers M § 6:10 to 6:23**
Underuse of eldercare services, **Pers M § 13:46**

PERSONNEL MANUAL—Cont'd
Unemployment
FUTA (Federal Unemployment Tax Act) taxes, above
state unemployment insurance, payroll taxes, **Pers M § 9:60**
Unexcused absences, absenteeism definition, **Pers M § 6:4**
Unexplained absence, disciplinary discharge of employees, **Pers M § 21:31**
Unfair labor practices
predecessor, liability of successor employer, **Pers M § 22:238**
unlawful employment practices, below
Unions
collective bargaining, above
duty to hire predecessor's unionized workers, successor employers, **Pers M § 22:235**
grievance and arbitration procedures, **Pers M § 7:45 to 7:53**
implementation of written employee manual, nonunion employer's guide to union organizing, **Labor § 16:7**
initiatives, video display terminals, **Pers M § 17:115**
just cause discharge of employees in unionized environment, **Pers M § 21:17**
leave of absence for union business, **Pers M § 14:39 to 14:46**
letters notifying organizations of equal employment obligations, human resources planning, **Pers M § 1:127**
local union report, sample federal equal employment opportunity reporting form, **Pers M § 1:79**
overtime policies in unionized plant, **Pers M § 5:120**
referrals, external recruitment sources, **Pers M § 2:34, 2:35**
role of unions, substance abuse policy, **Pers M § 20:7**
United States Chamber of Commerce
study, absenteeism policy development, **Pers M § 6:7**
survey, cost of benefits for employees, **Pers M § 11:3**
Unit or units
bargaining unit determinations, above
Department of Human Resources staffing, unit-level positions, **Pers M § 1:36**
Universities and colleges, external recruitment, **Pers M § 2:29, 2:64**
Unjust dismissal
banking industry, unlawful employment practices, **Pers M § 22:48**
construction industry, unlawful employment practices, **Pers M § 22:98**
health care industry, unlawful employment practices, **Pers M § 22:19**
hotels and restaurants, unlawful employment practices, **Pers M § 22:73**
insurance industry, unlawful employment practices, **Pers M § 22:177**
manufacturing industry, unlawful employment practices, **Pers M § 22:149**
motor carriers, unlawful employment practices, **Pers M § 22:126**
partnerships, unlawful employment practices, **Pers M § 22:207**
successor employers, unlawful employment practices, **Pers M § 22:233**

PERSONNEL MANUAL—Cont'd
Unlawful employment practices
at-will employment, above
banking industry, **Pers M § 22:41 to 22:48**
construction industry, **Pers M § 22:95 to 22:98**
discrimination, above
government contractors, above
health care industry, **Pers M § 22:13 to 22:19**
hotels and restaurants, **Pers M § 22:69 to 22:73**
insurance industry, **Pers M § 22:174 to 22:177**
manufacturing industry, **Pers M § 22:145 to 22:149**
motor carriers, **Pers M § 22:123 to 22:126**
partnerships, **Pers M § 22:202 to 22:207**
successor employers, **Pers M § 22:228 to 22:233**
unauthorized alien employment ban, above
unjust dismissal, above
Unprofessional behavior, just cause discharge of employees, **Pers M § 21:16**
Unscheduled performance appraisals, **Pers M § 15:56**
Unsolicited applications and resumes, internal recruitment sources, **Pers M § 2:15**
Unused sick leave, short-term disability benefits, **Pers M § 12:13**
Unusual benefits for employees, **Pers M § 12:154**
Unwritten policies, handbooks for employees, **Pers M § 4:3**
Updating job analysis, compensation planning and design, **Pers M § 8:75**
Upgrading, promotions, **Pers M § 15:104**
Upward performance appraisals, supervisors, **Pers M § 15:65**
Use
advertising agencies, recruitment advertising, **Pers M § 2:46**
allowed uses of paid sick leave, short-term disability benefits, **Pers M § 12:14**
best uses for data banks, external recruitment sources, **Pers M § 2:31**
Consumer Price Index used for escalator or COLA clauses, compensation planning and design, **Pers M § 8:45 et seq.**
deciding whether to use drug tests, **Pers M § 20:35, 20:36**
employee assistance programs, substance abuse treatment, **Pers M § 20:25**
employment applications, tools for selecting employees, **Pers M § 3:1 to 3:19**
encouraging use of food service for employees, **Pers M § 12:145**
focus groups, methods of assessing training needs, **Pers M § 16:7**
good judgment use, policy statements on ethical behavior, **Pers M § 5:25**
information, exit interviews, **Pers M § 21:97**
job descriptions, compensation planning and design, **Pers M § 8:92**
making best use of schools, external recruitment sources, **Pers M § 2:28**
media, above
model affirmative action plan for women and minorities, utilization analysis, **Pers M § 1:106**
needs assessment, training, **Pers M § 16:2**
offensive use of performance appraisals, **Pers M § 15:87 to 15:93**
outside consultants, job descriptions, **Pers M § 8:104**

PERSONNEL MANUAL—Cont'd
Use—Cont'd
performance appraisals, **Pers M § 15:2, 15:87 to 15:93**
personal sampling devices used during workplace inspections, manufacturing industry, **Pers M § 22:162**
persuasive tone, communicating policy on absenteeism, **Pers M § 6:60**
polygraphs, above
private employment agency, external recruitment sources, **Pers M § 2:17**
release by employees of legal rights, separation from employment, **Pers M § 21:81**
sample forms, job analysis, **Pers M § 8:76**
samples, methods of assessing training needs, **Pers M § 16:10**
surveillance, substance abuse, **Pers M § 20:22**
time card usage, sample statement, **Pers M § 6:64**
underuse avoidance, eldercare services, **Pers M § 13:46**
written materials, orientation programs, **Pers M § 16:29**
Usual time allowed, meal policies, **Pers M § 5:91**
Vacations
accrual during leave of absence, **Pers M § 14:10**
leave of absence, **Pers M § 14:77 to 14:93, 14:102**
Vanpooling, commuter assistance programs, **Pers M § 12:125**
Variations of sick leave policies, absenteeism, **Pers M § 6:35**
Vdts (video display terminals), workplace safety, **Pers M § 17:106 to 17:121**
Vendors
choosing vendor, employee assistance programs, **Pers M § 12:108**
letters notifying organizations of equal employment obligations, human resources planning, **Pers M § 1:126**
Verification
musculoskeletal disorders, ergonomics, **Pers M § 17:83**
personnel data, verification by employee, **Pers M § 1:52**
Veterans
disabled veterans
equal opportunity clauses, affirmative action programs, **Pers M § 1:87**
model affirmative action plan, human resources planning, **Pers M § 1:118 to 1:124**
federal reporting forms, human resources planning, **Pers M § 1:82, 1:82.20**
reemployment rights, unlawful employment practices by successor employers, **Pers M § 22:230**
returning veterans, military leave of absence, **Pers M § 14:48**
Vietnam-era veterans
equal opportunity clauses, affirmative action programs, **Pers M § 1:87**
model affirmative action plan, human resources planning, **Pers M § 1:118 to 1:124**
Veterans, serious injury or illness of covered, **Pers M § 14:64.80**
Video display terminals, workplace safety, **Pers M § 17:106 to 17:121**
Videos, resources for AIDS in workplace, **Pers M § 18:21**
Vietnam-era veterans. Veterans, above
Violations
basic conditions of employment, just cause discharge of employees, **Pers M § 21:15**
federal employment tax rules, **Pers M § 9:35 to 9:38**

PERSONNEL MANUAL—Cont'd
Violations—Cont'd
leave of absence procedures, **Pers M § 14:18**
Visible management participation, workplace safety programs, **Pers M § 17:61**
Vision testing, wellness programs, **Pers M § 12:90**
Voluntary
resignation, exit interviews, **Pers M § 21:102**
termination, policy, **Pers M § 21:2**
Voting leave of absence, **Pers M § 14:34 to 14:38, 14:35, 14:36**
Wages
jury/witness duty leave of absence policy, **Pers M § 14:25**
minimum wages, above
payroll taxes, **Pers M § 9:3, 9:28, 9:30, 9:42**
Waiting periods
long-term disability benefits, **Pers M § 12:24**
short-term disability benefits, **Pers M § 12:18**
Waiver of opinion requirement for small plans, ERISA benefits coverage for partnerships, **Pers M § 22:194**
Walk-ins, internal recruitment sources, **Pers M § 2:15**
Walsh-Healy Act poster, human resources planning, **Pers M § 1:63**
Warehouse specialists, occupational pay data, **Pers M § 10:212**
Warning or warnings
sample memo warning of excessive absenteeism, disciplinary system, **Pers M § 6:45**
signals for supervisors, substance abuser detection, **Pers M § 20:18**
tags, OSHA abatement documentation requirement, **Pers M § 17:45**
Weighted checklists, performance review systems, **Pers M § 15:23**
Weight rating scale, performance appraisal, **Pers M § 15:42**
Weight reduction, health improvement programs, **Pers M § 12:82**
Welcome letter, training and education of employees, **Pers M § 16:54**
Wellness programs
absenteeism, external preventive measures, **Pers M § 6:36**
types of benefits, **Pers M § 12:72 to 12:95**
Whistleblowing, **Pers M § 7:54 to 7:59**
White collar employee exemption. Fair Labor Standards Act, above
White House, ethical business conduct and behavior, **Pers M § 5:18, 5:45**
Widespread practices, holiday scheduling, **Pers M § 14:70**
Wife and husband. Spouses, above
Withdrawal
liability, ERISA benefits coverage of successor employers, **Pers M § 22:220**
Occupational Safety and Health Review Commission, **Pers M § 17:54**
Withholding taxes
failure to withhold taxes, penalties for violations of federal employment tax rules, **Pers M § 9:37**
federal income tax withholding, payroll taxes, **Pers M § 9:23 to 9:26, 9:32, 9:50 to 9:56**
guide to payroll withholding for employers, **Pers M § 9:39 to 9:43**
Social Security and Medicare tax rates and earnings limits, **Pers M § 9:46**

PERSONNEL MANUAL—Cont'd
Withholding taxes—Cont'd
Social Security and Medicare tax withholding table, **Pers M § 9:45**
Witness duty leave of absence, **Pers M § 14:22 to 14:33**
Women
equal opportunity clauses, affirmative action programs, **Pers M § 1:85**
model affirmative action plan, human resources planning, **Pers M § 1:88 to 1:109**
promotion policies, avoiding discrimination, **Pers M § 15:106**
recruitment, **Pers M § 2:67 to 2:71**
Word processors, occupational pay data, **Pers M § 10:191 to 10:197**
Words and phrases. Definitions, above
Work assignment disputes, construction industry labor relations, **Pers M § 22:106**
Workers' compensation
independent contractor vs. employee, payroll taxes, **Pers M § 9:69**
targeting workers' compensation costs with workplace safety programs, **Pers M § 17:57**
Work-family benefits, lifestyle benefits, **Pers M § 13:1 to 13:70**
Work flow charts, job analysis, **Pers M § 8:87, 8:88**
Workforce reductions. Layoffs, above
Working conditions, job descriptions, **Pers M § 8:101**
Workplace safety
general discussion, **Pers M § 17:1 to 20:66**
AIDS/HIV, **Pers M § 18:1 to 18:21, 22:32**
banking industry, **Pers M § 22:55 to 22:58, 22:58**
construction industry, **Pers M § 22:109 to 22:113, 22:113**
general industry standards, above
health care industry, **Pers M § 22:28 to 22:33, 22:33**
hotels and restaurants, **Pers M § 22:81 to 22:84, 22:84**
insurance industry, **Pers M § 22:185 to 22:188, 22:188**
manufacturing industry, **Pers M § 22:159 to 22:164, 22:164**
motor carriers, **Pers M § 22:135, 22:136**
partnerships, **Pers M § 22:214 to 22:217, 22:217**
state laws, above
successor employers, **Pers M § 22:243 to 22:246, 22:246**
Work products, employment agreements and rights to, **Pers M § 3:49**
Work rules, **Pers M § 5:1 to 5:150**
Worksheets, performance review meetings, **Pers M § 15:45, 15:79**
Workstations, video display terminals, **Pers M § 17:113, 17:121**
Work stoppages in health care industry, special notice provisions, **Pers M § 22:25**
Work-study programs, training and education of employees, **Pers M § 16:44 to 16:48**
Workweek
compressed workweek, alternative work schedules, **Pers M § 13:63, 13:64**
hours of work, work rules, **Pers M § 5:83**
Writing or written
handbooks for employees, **Pers M § 4:12 to 4:14**
interview of applicant, **Pers M § 3:30**
job descriptions, compensation planning and design, **Pers M § 8:102 to 8:107**

PERSONNEL MANUAL—Cont'd
Writing or written—Cont'd
job function statements, compensation planning and design, **Pers M § 8:98**
making written contract with private employment agency, external recruitment sources, **Pers M § 2:20**
orientation programs, written materials, **Pers M § 16:29**
policies, handbooks for employees, **Pers M § 4:3**
requests, leave of absence, **Pers M § 14:11**
responses from employee, exit interviews, **Pers M § 21:104**
style of writing for classified advertising, recruitment advertising, **Pers M § 2:43**
Wrongful discharge, revised handbooks for employees, **Pers M § 4:26**
Yearly matters. Annual matters, above
Younger workers, recruitment, **Pers M § 2:47, 2:55 to 2:59**

PERSUADER REPORTS
LABOR-Management Reporting and Disclosure Act, **Labor § 68:15 to 68:20**

PETITIONS
Attorney's fees, **Emp P § 77:47**
Cross-Petitions (this index)
Federal Employment (this index)
National Labor Relations Board (this index)
Personnel manual, discretionary review by Occupational Safety and Health Review Commission, **Pers M § 17:52**
Pre-Petition Matters (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PETROLEUM DISTRIBUTION EMPLOYEES
Overtime Pay (this index)

PHARMACISTS
Compensation, discrimination, **Emp P § 44:67**
National LABOR Relations Act, supervisor coverage, **Labor § 5:101**
White collar employees, **Comp § 3:107**

PHILIPPINES
International employment, tax treaties, **Emp P § 41:245, 41:246**

PHILOSOPHY
Personnel manual, compensation, **Pers M § 8:1 to 8:22**

PHOTOGRAPHERS AND PHOTOGRAPHY SHOPS
Retail or service establishment employees, **Comp § 12:159**
White collar employees, **Comp § 3:108**

PHOTOGRAPHS
Unfair labor practices, surveillance method, **Labor § 26:77**
Unions, photographing employees during election campaign, **Labor § 22:95**

PHOTOSTATING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:61**

PHYSICAL AGENTS
Workplaceplace safety, Alaska's plan for safety and health, **Work S § 4:35, 4:37, 4:38**

PHYSICAL AGILITY TESTS
Health and physical fitness, **Emp P § 28:28**

PHYSICAL FACILITY AND SYSTEMS
Personnel manual, smoking policy, **Pers M § 19:4**

PHYSICAL FITNESS
Health and Physical Fitness (this index)

PHYSICAL HAZARDS
Workplaceplace safety, OSHA safety and health standards for color code for marking, **Work S § 3:119**

PHYSICAL INCAPACITY
Unfair labor practices, asserted justification for discrimination based on participation in NLRB processes, **Labor § 31:39**

PHYSICAL THERAPY
Medical benefits, **Ben § 5:27**

PHYSICIANS AND SURGEONS
National Labor Relations Act (this index)
Personnel manual, **Pers M § 14:64, 14:64.30**
Retail or service establishment employees, **Comp § 12:147**
White collar employees, **Comp § 3:46, 3:80**
Workplace Safety (this index)

PHYSICIANS ASSISTANTS
White collar employees, **Comp § 3:103**

PIANO TUNING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:160**

PICKERING BALANCING TEST
Employment practices, **Emp P § 1:22.50**

PICKETING
Collective Bargaining Agreements (this index)
Federal employment, interference with employee rights by union, **Labor § 39:278**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:12**
Personnel manual, construction industry, **Pers M § 22:105**
Unfair Labor Practices (this index)

PICNICS
Employee morale, benefits, **Ben § 15:221, 15:222**

PICTURES
Motion Pictures (this index)
Photographs (this index)

PIECEWORK
Handicapped workers, **Comp § 17:149**
Learners, **Comp § 17:84**
Minimum wages, employment agreements, **Comp § 17:69**
Overtime Pay (this index)

PIERCING CORPORATE VEIL
Retirement plans, funding of plans, **Ben § 25:20**

PIGGYBACK AGREEMENTS
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:62**

PILOTS
Mandatory retirement, bona fide occupational qualifications, **Emp P § 52:27**
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:58**
White collar employees, **Comp § 3:109**

PIPEFITTERS
Personnel manual, occupational pay data for maintenance pipefitters, **Pers M § 10:175 to 10:177**

PIPELINE COMPANIES
Retail or service establishment employees, **Comp § 12:161**

PIPING
Workplaceplace safety, California's plan for safety and health, **Work S § 4:158**

PIT DRIVERS
National LABOR Relations Act, independent contractor coverage of transportation workers, **Labor § 7:10**

PLACE
Location or Place (this index)

PLACEMENT
State labor relations statutes enforced by courts, placement of signs near railroad crossings, **Labor § 62:62**
Unions and Union Practices (this index)
Workplaceplace safety, steel erection in construction industry, **Work S § 2:64**

PLACE OF BIRTH DISCRIMINATION
National Origin Discrimination (this index)

PLAIN VIEW EXCEPTION
Workplaceplace safety, inspection warrant requirement, **Work S § 6:34**

PLAN DESCRIPTIONS
Retirement and Retirement Plans (this index)

PLANING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**

PLANNERS
National LABOR Relations Act, managerial employee coverage of production and inventory planners, **Labor § 5:116**
White collar employees, **Comp § 3:110**

PLANNING
Personnel Manual (this index)

PLANS
Collective bargaining agreements, pension plans, **Labor § 47:58**
Personnel Manual (this index)

PLANS—Cont'd
Unfair Labor Practices (this index)
Workplace Safety (this index)

PLANT CLOSINGS
Cobra continuation coverage requirements, **Ben § 8:8**
Collective bargaining agreement clauses, **Labor § 47:33**
Employee Retirement Income Security Act, **Ben § 2:68**
Personnel manual, labor relations in manufacturing industry, **Pers M § 22:155**
State labor relations statutes enforced by courts, **Labor § 62:105**
Terms, conditions and privileges of employment, **Emp P § 65:89**
Unfair Labor Practices (this index)
Unions, statements by employer in election campaigns, **Labor § 22:43**
Worker Adjustment and Retraining Notification Act (this index)

PLANT RELOCATION
Collective bargaining agreement clause, **Labor § 47:33**
State labor relations statutes enforced by courts, **Labor § 62:93**

PLANTS
Closings. **Plant Closings** (this index)
Personnel Manual (this index)
Relocation. **Plant Relocation** (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PLATFORMS
Workplace Safety (this index)

PLEADINGS
General discussion, **Emp P § 101:1 et seq.**
Agricultural employees, **Emp P § 90:118, 90:122, 90:129**
Amendments to Pleadings (this index)
Answers (this index)
Checklist of federal procedural rules on pleadings and motions, **Emp P § 101:2**
Complaints (this index)
Counterclaims (this index)
Department of Labor Supplemental Hearing Procedures (this index)
Executive Order 11246 (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
Joint Complaint Processing (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Railway LABOR Act, National Railroad Adjustment Board, **Labor § 49:117**
Termination of Employment (this index)
Title VII, continuing violations, **Emp P § 84:76**
Workplace Safety (this index)

PLEDGES
Individual retirement accounts, security for loan, **Ben § 23:103**
Life insurance, estate tax consequences to employees, **Ben § 7:54**

PLUMBERS' EQUIPMENT DEALERS
Retail or service establishment employees, **Comp § 12:162**

POINT METHOD
Executive compensation, job evaluation, **Ben § 31:9**

POKER GAMES
Personnel manual, rewards and incentives for absence control, **Pers M § 6:55**

POLAND
International employment, tax treaties, **Emp P § 41:247, 41:248**

POLICE
Fire Protection or Law Enforcement Employees (this index)

POLICYMAKERS
At-will employment, **Emp P § 58:7.30**

POLICY OR POLICIES
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Public Policy (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

POLITICAL AFFILIATION
Selection and retention of employees, **Emp P § 36:8**

POLITICAL BELIEFS
At-will employment, **Emp P § 58:41**

POLITICAL MATTERS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:279**
LABOR-Management Reporting and Disclosure Act, rights of union members to engage in political activities, **Labor § 64:5**
Personnel manual, policy statements on ethical behavior, **Pers M § 5:40**
Railway LABOR Act, unions, **Labor § 59:57, 59:86, 59:92**
Unfair Labor Practices (this index)

POLITICAL SUBDIVISIONS
Personnel manual, Occupational Safety and Health Act coverage of employers in health care industry, **Pers M § 22:29**
Workplace Safety (this index)

POLLS AND POLLING
National LABOR Relations Board, polls of employees prohibited while NLRB election is pending, **Labor § 26:126**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

POLYGRAPH TESTS
General discussion, **Emp P § 53:1 et seq., 90:90 to 90:108, 94:56 to 95; 58**
Access of employee to property under investigation, **Emp P § 53:12, 53:14**
Access to property, defined, **Emp P § 53:14**
Adverse actions against test subjects, **Emp P § 53:26**

POLYGRAPH TESTS—Cont'd
At-will employment, **Emp P § 58:39, 58:40**
Bad references, threat to provide in case of refusal, **Emp P § 53:5**
Certification of official record, civil penalties, **Emp P § 90:105**
Civil penalties
general discussion, **Emp P § 90:93 et seq., 94:58**
certification and retention of official record, **Emp P § 90:105**
commencement and identification of proceedings, **Emp P § 90:98**
conduct of proceedings, **Emp P § 90:95**
filing of all documents, **Emp P § 90:96**
negotiated consent findings and orders, **Emp P § 90:101**
notice of determination, **Emp P § 90:93**
parties and representatives, **Emp P § 90:99**
referral and docketing of hearing requests, **Emp P § 90:100**
request for hearing, **Emp P § 90:94**
service of all documents, **Emp P § 90:96**
time computations, **Emp P § 90:197**
Collective bargaining agreements, effect of, **Emp P § 53:8**
Constitutional limitations on questioning by public employers, **Emp P § 53:21**
Cooperation, **Emp P § 90:89**
Disclosure of records and opinions, **Emp P § 53:24**
Docketing of hearing requests, civil penalties, **Emp P § 90:100**
Drug manufacturers and distributors, **Emp P § 53:6**
Economic loss or injury, defined, **Emp P § 53:13**
Economic loss or injury, investigations of, **Emp P § 53:12, 53:13**
Employee Polygraph Protection Act (this index)
Employment Practices (this index)
Filing of all documents, civil penalties, **Emp P § 90:96**
Frequency of testing, **Emp P § 53:22**
Hiring, preselection and recruitment practices, **Emp P § 39:5, 39:44**
Injunctions, **Emp P § 94:57**
Inspections, **Emp P § 90:90**
Interference with government officials, **Emp P § 53:10**
Investigations, **Emp P § 90:90**
Length of testing, **Emp P § 53:22**
Lie detector, defined, **Emp P § 53:2**
Limitations on questioning, **Emp P § 53:20**
Negotiated consent findings and orders, civil penalties, **Emp P § 90:101**
Notice
administration of test, written notice involving, **Emp P § 53:18**
civil penalties, **Emp P § 90:93**
preparation and distribution, **Emp P § 90:88**
rights of examinee, written notice concerning, **Emp P § 53:19**
Opinion of examiner, **Emp P § 53:23**
Parties, civil penalties, **Emp P § 90:99**
Personnel Manual (this index)
Polygraph, defined, **Emp P § 53:3**
Prevention of examination by examinee, **Emp P § 53:17**
Qualifications of examiner, **Emp P § 53:23**
Reasonable suspicion that justifies polygraph, **Emp P § 53:15**
Record keeping, **Emp P § 90:90**
Referral of hearing requests, civil penalties, **Emp P § 90:100**

POLYGRAPH TESTS—Cont'd
Reporting violations, **Emp P § 90:92**
Representatives, civil penalties, **Emp P § 90:99**
Restraining orders, **Emp P § 94:57**
Restrictions on polygraph and other forms of lie detector testing, **Emp P § 53:4**
Retaliation against employees and job applicants, **Emp P § 53:9**
Retention of official record, civil penalties, **Emp P § 90:105**
Rulemaking authority and responsibilities, **Emp P § 90:91**
Security firms, **Emp P § 53:7**
Service of all documents, civil penalties, **Emp P § 90:96**
State laws, effect of, **Emp P § 53:8**
Subpoenas, enforcement of, **Emp P § 94:56**
Technical assistance, **Emp P § 90:89**
Termination of examination by examinee, **Emp P § 53:17**
Threats to use lie detector tests or to provide bad references for refusals, **Emp P § 53:5**
Time computations, civil penalties, **Emp P § 90:97**
Waiver of rights, **Emp P § 53:11**
Written statements, **Emp P § 53:16**

POLYGRAPH TESTS CIVIL PENALTIES
Decision of administrative law judge, **Emp P § 90:102**
Final decision and order, **Emp P § 90:104**
Review of administrative law judge decision, request for, **Emp P § 90:103**

POOLED AUTHORIZATION CARDS
Unions, showing of interest required for representation petition, **Labor § 18:74**

POOLING RETIREMENT FUNDS
General discussion, **Ben § 41:10**

POOR ATTENDANCE RECORDS
Unfair Labor Practices (this index)

POOR HEALTH
Unfair labor practices, discharge of employees, **Labor § 30:205**

POOR PERSONS
In Forma Pauperis Proceedings (this index)

PORTABILITY
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)

PORTABLE ITEMS
Workplace Safety (this index)

PORTAL TO PORTAL ACT
General discussion, **Comp § 43:2 to 43:4**
Protection from liability for specified activities, **Comp § 43:2**
Reliance on administrative rulings, **Comp § 43:4**
Statute of limitations, **Comp § 43:3**

POSITION
Unfair Labor Practices (this index)

POSITION STATEMENTS
Workplaceplace safety, pleadings in administrative proceedings, **Work S § 8:61**

POSITIVE MATTERS
Personnel manual, positive disciplinary system for absenteeism, **Pers M § 6:49**
Unions and Union Practices (this index)

POSSESSION
National Labor Relations Board (this index)
Unfair labor practices, refusal of employer to provide information in union's possession, **Labor § 35:19**
Workplace Safety (this index)

POSTAL REORGANIZATION ACT
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:44**

POST-BALLOTING INCIDENTS
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:104**

POSTEMPLOYMENT CONDUCT
Terms, Conditions and Privileges of Employment (this index)

POSTERS
Personnel Manual (this index)

POST-HEARING MATTERS
Federal employment, unfair labor practice procedures, **Labor § 45:47, 45:65 to 45:72**
National Labor Relations Board (this index)
Unions and Union Practices (this index)

POSTING
National Labor Relations Board (this index)
Personnel Manual (this index)
Unions, election notices, **Labor § 23:22, 23:24, 23:25**
Workplace Safety (this index)

POSTINVESTIGATION PROCEDURES
Executive Order 11246 (this index)

POST-JUDGMENT INTEREST
Backpay, **Emp P § 72:66**
Fair Labor Standards Act and similar state laws, **Comp § 41:280**

POST OFFICES
Retail or service establishment employees, **Comp § 12:80**

POSTPONEMENT
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:236**
Norris-LaGuardia Act, appellate determination, **Labor § 50:139**
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, planned plant closing or mass layoff, **Labor § 39:217**
Workplaceplace safety, administrative hearings, **Work S § 8:121**

POST-SETTLEMENT CONDUCT
National LABOR Relations Board, unfair labor practices, **Labor § 42:185 to 42:189**

POST-TERMINATION MATTERS
Personnel Manual (this index)

POTABLE DRINKING WATER
Workplaceplace safety, agricultural industry field sanitation requirements, **Work S § 2:95**

POTATO DEALERS' WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:11**

POULTRY PRODUCTS BUYERS
Agricultural Employees (this index)

POULTRY WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:18**

POWER COMPANY EMPLOYEES
National LABOR Relations Act, supervisor coverage in production-oriented industries, **Labor § 5:56**

POWER OR AUTHORITY
Authority and Authorization (this index)

POWER OR POWERED
Workplace Safety (this index)

POWERS OF APPOINTMENT
Life insurance, designation of beneficiaries, **Ben § 7:58**

POXON PLANS
Overtime pay, **Comp § 20:119**

PPOs (PREFERRED PROVIDER ORGANIZATIONS)
Personnel manual, health insurance plans, **Pers M § 12:30, 12:42**

PRACTICE AIDS
Personnel manual, performance appraisals, **Pers M § 15:77 to 15:81**

PRACTICES
Collective Bargaining Agreements (this index)
Personnel Manual (this index)
Prohibited labor practices, labor relations, **Labor § 25:1 to 40:95**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PRACTITIONER CERTIFICATION
Personnel manual, **Pers M § 14:64, 14:64.30**

PREAWARD REVIEWS
Executive Order 11246 (this index)

PRECEDENT
National Labor Relations Act (this index)
National Labor Relations Board (this index)

PRECEDENT CONDITIONS
Conditions Precedent (this index)

PRE-CHARGE SETTLEMENTS
Federal employment, unfair labor practice procedures, **Labor § 45:44**

PRECLUSION
National Labor Relations Board (this index)

PRE-COMPLAINT MATTERS
Federal employment, unfair labor practice procedures, **Labor § 45:36 to 45:40, 45:45**
National LABOR Relations Board, settlements, **Labor § 42:163 to 42:169**

PRE-COUNT ANNOUNCEMENTS
Unions, determination of outcome of election, **Labor § 23:97**

PREDECESSOR CORPORATIONS
Retirement plans, **Ben § 29:166**

PREDECESSOR FIDUCIARIES
Retirement plans, **Ben § 37:46, 37:47, 45:51**

PREDICTIONS
Unfair Labor Practices (this index)
Unions, statements by employer, **Labor § 16:42**

PRE-ELECTION MATTERS
Unions and Union Practices (this index)

PREEMPLOYMENT CONTRACTS
LABOR Management Relations Act, preemption of state law by contract enforcement provision, **Labor § 53:133**

PREEMPLOYMENT INQUIRIES
Hiring, Preselection and Recruitment Practices (this index)

PREEMPLOYMENT SUBSTANCE TESTING AND POLICIES
California, **Emp P § 30:99**

PREEMPTION
General discussion, **Ben § 1:1 et seq.; Emp P § 115:18 to 115:30**
Antidiscrimination laws, effect of, **Emp P § 115:27**
Bad faith laws, **Ben § 1:112**
Banking and lending laws, **Ben § 1:108; Emp P § 115:29**
Business of insurance under McCarran-Ferguson Act, **Ben § 1:111**
Cause of action under Employee Retirement Income Security Act, absence of, **Ben § 1:104**
Claims against the federal government, effect of laws governing, **Emp P § 115:30**
Common control, defined, **Ben § 1:88**
Constitutionality of Employee Retirement Income Security Act preemption provision, **Ben § 1:99**
Contract actions, **Ben § 1:113**
Control group, defined, **Ben § 1:88**
Debtor-creditor law, **Ben § 1:114**
Deeming as insurers, prohibiting regulation of Employee Retirement Income Security Act plans, **Ben § 1:109**
Defense to state action, exercising Employee Retirement Income Security Act preemption as, **Ben § 1:106**
Domestic partner law, **Ben § 1:115**

PREEMPTION—Cont'd
Employee Retirement Income Security Act
- general discussion, **Ben § 1:97 to 1:107; Emp P § 115:26**
- acts of omissions prior to January 1, 1975, inapplicability of preemption provision to, **Ben § 1:107**
- banking laws, preservation of state laws under ERISA's savings clause, **Ben § 1:108**
- business of insurance under McCarran-Ferguson Act, **Ben § 1:111**
- cause of action under ERISA, absence of, **Ben § 1:104**
- constitutionality of preemption provision, **Ben § 1:99**
- deeming as insurers, prohibiting regulation of ERISA plans, **Ben § 1:109**
- defense to state action, exercising ERISA preemption as, **Ben § 1:106**
- former plans, claims against, **Ben § 1:105**
- group insurance plans, **Ben § 1:103**
- insurance laws, preservation of state laws under ERISA's savings clause, **Ben § 1:108**
- multiple employer welfare plans, below
- other federal laws, applicability of, **Ben § 1:97**
- plans, rather than benefits, preemption of laws relating to, **Ben § 1:101**
- regulation of insurance, preservation of laws, **Ben § 1:110**
- relate to employee plan so as to be preempted, when does state law, **Ben § 1:102**
- scope of preemption provision, **Ben § 1:98**
- securities laws, preservation of state laws under ERISA's savings clause, **Ben § 1:108**
- self-insured welfare benefits plans, **Ben § 1:72**
- state law subject to preemption, **Ben § 1:100**

Equity actions, **Ben § 1:113**
Family law, **Ben § 1:116**
First Amendment, effect of, **Emp P § 115:19**
Former plans, claims against, **Ben § 1:105**
Fraud actions, **Ben § 1:117**
Group Insurance (this index)
Health care reform, **Ben § 5:310**
Interest rate laws, **Ben § 1:118**
LABOR Management Relations Act, contract enforcement provision, **Labor § 53:118 to 53:140**
Labor-Management Relations Act, effect of, **Emp P § 115:21 to 115:23**
Labor-Management Reporting Disclosure Act, effect of, **Emp P § 115:24**
Malpractice, **Ben § 1:119**
Mechanics' lien actions, **Ben § 1:115.50**
Medical benefits, Employee Retirement Income Security Act, **Ben § 5:4**
Misrepresentation actions, **Ben § 1:117**
Multiple employer trusts (METs), **Ben § 1:94, 1:95**
Multiple employer welfare arrangements (MEWAs)
- general discussion, **Ben § 1:87 to 1:93**
- collectively bargained plan, exclusion of, **Ben § 1:91**
- common control, defined, **Ben § 1:88**
- control group, defined, **Ben § 1:88**
- defined, **Ben § 1:87**
- employer sponsorship or other involvement as determinant of status, **Ben § 1:90**
- fully insured MEWAs, **Ben § 1:82, 1:83**
- MEWAs that are not welfare plans, **Ben § 1:86**
- non-fully insured MEWAs, **Ben § 1:84**

PREEMPTION—Cont'd
Multiple employer welfare arrangements (MEWAs)—Cont'd
plan, fund, or program, status as dependent on existence of, **Ben § 1:89**
rural electric cooperative plans, exclusion of, **Ben § 1:92**
rural telephone cooperative association plans, exclusion of, **Ben § 1:93**
Multiple employer welfare plans
general discussion, **Ben § 1:80 to 1:95**
Employee Retirement Income Security Act and state laws, interplay of, generally, **Ben § 1:81 to 1:86**
multiple employer trusts (METs), **Ben § 1:94, 1:95**
multiple employer welfare arrangements, above
multiple employer welfare plan arrangements that are not MEWAs, **Ben § 1:85**
preemption provision of Employee Retirement Income Security Act, effect on state laws, **Ben § 1:81**
National Labor Relations Act, **Emp P § 115:20**
National LABOR Relations Act, **Labor § 12:1 to 12:50**
Payment of compensation, deductions, **Comp § 32:7**
Plan, fund, or program, status as dependent on existence of, **Ben § 1:89**
Plans, rather than benefits, Employee Retirement Income Security Act preemption of laws relating to, **Ben § 1:101**
Prevailing wage laws, **Ben § 1:120**
Railway Labor Act, **Emp P § 115:25**
Railway LABOR Act, **Labor § 13:31 to 13:33**
Rate-setting statutes, **Ben § 1:121**
Relate to employee plan so as to be preempted under Employee Retirement Income Security Act, when does state law, **Ben § 1:102**
Rural electric cooperative plans, exclusion of, **Ben § 1:92**
Rural telephone cooperative association plans, exclusion of, **Ben § 1:93**
Safety and environmental laws, effect of, **Emp P § 115:28**
Securities laws, preservation of state laws under Employee Retirement Income Security Act's savings clause, **Ben § 1:108**
Self-insured welfare benefits plans
general discussion, **Ben § 1:71 to 1:79**
contract administrators, state regulation of, **Ben § 1:74**
determination of self-insured status, **Ben § 1:76, 1:77**
Employee Retirement Income Security Act, application of, **Ben § 1:72**
state laws, application of, **Ben § 1:73 to 1:75**
stop-loss coverage, **Ben § 1:77 to 1:79**
taxation of plans and their administrators, **Ben § 1:75**
State law, applicability of, **Ben § 1:96 et seq.**
Stop-loss coverage, self-insured welfare benefits plans, **Ben § 1:77 to 1:79**
Taxation, **Ben § 1:75, 1:122**
Testamentary transfer laws, **Ben § 1:123**
Tort actions, **Ben § 1:117**
Unclaimed property laws, **Ben § 1:124**
Usury laws, **Ben § 1:118**
Vacations, **Ben § 9:3**
Workers' compensation laws, **Ben § 1:125**
Workplace Safety (this index)
Wrongful death actions, **Ben § 1:126**
Wrongful discharge actions, **Ben § 1:127**

PREEXCAVATION REQUIREMENTS
Workplaceplace safety, construction industry, **Work S § 2:65**

PREEXISTING CONDITIONS
Cobra continuation coverage requirements, requirement of coverage by replacement plan for it to end coverage period, **Ben § 8:53**
Disability Benefits (this index)
Medical Benefits (this index)

PREFABRICATED GOODS OR PRODUCTS
Unfair Labor Practices (this index)

PREFERENCE OR PREFERENCES
National LABOR Relations Board, settlement of unfair labor practices, **Labor § 42:138, 42:152**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PREFERRED PROVIDER ORGANIZATIONS (PPOS)
Medical Benefits (this index)
Personnel manual, health insurance plans, **Pers M § 12:30, 12:42**

PREFILING ASSISTANCE
National LABOR Relations Board, unfair labor practices, **Labor § 42:17**

PREGNANCY
See also specific states
Medical benefits, **Ben § 5:35 to 5:37, 5:36**
Sex and Pregnancy Discrimination (this index)

PRE-HEARING MATTERS
Collective bargaining agreements, preparation for arbitration, **Labor § 49:81 to 49:88**
Federal employment, unfair labor practice procedures, **Labor § 45:48 to 45:55**
National Labor Relations Board (this index)
Unions, representation hearings, **Labor § 20:17 to 20:23**
Workplace Safety (this index)

PRE-HEARING PROCEDURES
Agricultural employees, **Emp P § 90:133**
Contract Work Hours and Safety Standards Act, substantial variance and arm's length proceedings, **Comp § 40:176, 40:177**
Department of Labor Supplemental Hearing Procedures (this index)
Executive Order 11246 (this index)
Walsh-Healey Act, **Comp § 40:31**

PREHIRE AGREEMENTS
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:24, 53:30**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PREJUDGMENT INTEREST
Backpay, **Emp P § 72:61 to 72:65**
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:25**
Workplaceplace safety, judicial proceedings for recovery of civil penalties, **Work S § 9:29**

PREJUDICE
Unions, statements during campaigns appealing to racial prejudice, **Labor § 16:72, 16:92, 22:66**
Workplaceplace safety, exclusion of evidence for violation of walkaround rights, **Work S § 6:46**

PRELIMINARY INJUNCTIONS
Injunctions (this index)

PRELIMINARY MATTERS
National Labor Relations Board (this index)
Norris-LaGuardia Act, preliminary injunctions, **Labor § 50:105**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, permits under California's plan for safety and health, **Work S § 4:182**

PRELIMINARY OR POSTLIMINARY ACTIVITIES
Overtime Pay (this index)

PREMATURE DISTRIBUTIONS
Individual retirement accounts, **Ben § 23:116**
Retirement plans, **Ben § 27:20**

PREMATURE MATTERS
Unfair labor practices, withdrawal from multiemployer bargaining, **Labor § 33:44**
Unions and Union Practices (this index)

PREMATURE TERMINATION
Retirement plans, **Ben § 29:5, 29:6**

PREMISES
Off-Site or Off-Premises (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PREMIUM PAY PROVISIONS
Collective bargaining agreements, **Labor § 47:45**

PREMIUMS
Cafeteria plans, **Ben § 3:17**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Continuation and conversion privileges, grace period for payment, **Ben § 8:146**
Family and Medical Leave Act, health care, **Ben § 12:53, 12:56**
Group Insurance (this index)
Life insurance, **Ben § 7:38, 7:40, 7:43, 7:69**
Overtime Pay (this index)

PREPARATION
Collective bargaining agreements, arbitration, **Labor § 49:81 to 49:88**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, judicial review under Michigan's plan for safety and health, **Work S § 4:577**

PREPARATORY ACTIVITIES
Overtime Pay (this index)

PREPAYMENT OF LIABILITY
Retirement plans, multiemployer plan withdrawals, **Ben § 30:38**

PRE-PETITION MATTERS
National LABOR Relations Board, temporary injunctions, **Labor § 50:8 to 50:10**
Unions, timing of violation of standard of conduct, **Labor § 22:17**

PREPRINTED FORMS
Personnel manual, employment applications, **Pers M § 3:5**

PRESCRIPTION DRUGS
Medical benefits, **Ben § 5:40, 5:41**

PRESELECTION PRACTICES
Hiring, Preselection and Recruitment Practices (this index)

PRESENTATION
Collective bargaining agreements, arbitration hearing, **Labor § 49:90**
National LABOR Relations Act preemption, different issues, **Labor § 12:9**
Personnel manual, retirement programs, **Pers M § 21:63**
Railway LABOR Act, National Railroad Adjustment Board, **Labor § 49:123**
Unfair Labor Practices (this index)
Unions, scope of selected representative's role, **Labor § 18:13**

PRESERVATION
LABOR Management Relations Act, injunctions in contract enforcement actions, **Labor § 56:43 to 56:48**
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Act preemption, uniform federal regulation, **Labor § 12:5**
Unfair Labor Practices (this index)
Workplaceplace safety, inspections under California's plan for safety and health, **Work S § 4:206**

PRE-SETTLEMENT MATTERS
National LABOR Relations Board, unfair labor practices, **Labor § 42:156, 42:188, 42:189**

PRESIDENTIAL AND EXECUTIVE OFFICE ACCOUNTABILITY ACT
Employment practices, **Emp P § 20:86**
Federal employment, **Emp P § 88:381**

PRESIDENTIAL AND EXECUTIVE OFFICE EMPLOYEES
General discussion, **Comp § 16:26 to 16:30**
Compensatory time, **Comp § 16:29**
Fair Labor Standards Act, applicability, generally, **Comp § 16:26 et seq.**
Interns, **Comp § 16:28**
Remedies, **Comp § 16:30**
Volunteers, **Comp § 16:28**

PRESIDENTIAL APPOINTEES
Religious or creed discrimination, **Emp P § 4:6**

PRESIDENT OF UNITED STATES
Executive Orders (this index)

PRESIDENT OF UNITED STATES—Cont'd
Federal Employment (this index)
Personnel manual, suggested international business codes, **Pers M § 5:44**

PRESS CLIPPING BUREAUS
Retail or service establishment employees, **Comp § 12:163**

PRESUMPTIONS AND BURDEN OF PROOF
General discussion, **Emp P § 107:19 to 107:40**
ADA cases, **Emp P § 107:36**
Affirmative action plans, **Emp P § 68:12**
Age discrimination, validity of waiver under Older Workers Benefit Protection Act, **Emp P § 69:6**
Age Discrimination in Employment Act, **Emp P § 107:30, 107:30 et seq., 107:84**
Americans with Disabilities Act cases, **Emp P § 107:36**
Backpay, **Emp P § 72:4, 72:55**
Bona fide occupation qualifications defense, burden of defendant in proving, **Emp P § 107:82**
Class actions, **Emp P § 99:50, 107:25 to 107:27**
Collective bargaining agreements, arbitrability of disputes, **Labor § 49:4**
Costs of litigation, **Emp P § 78:2, 78:3**
Direct evidence of discriminatory intent, individual Title VII disparate treatment cases involving, **Emp P § 107:23**
Disability benefits, establishment of claim, **Ben § 6:9**
Discipline (this index)
Disparate treatment cases under Title VII, generally, **Emp P § 107:19 et seq.**
Employer with history of discrimination, individual Title VII disparate treatment cases involving, **Emp P § 107:23**
Employment practices, entitlement to relief, **Emp P § 70:12**
Equal Pay Act, **Emp P § 107:29, 107:31**
Fair Labor Standards Act and Similar State Laws (this index)
Federal Medical Leave Act cases, **Ben § 12:69.50**
Individual Title VII disparate treatment cases, generally, **Emp P § 107:19 et seq.**
Irreparable harm, preliminary injunctions, **Emp P § 71:6**
LABOR Management Relations Act
  contract enforcement actions, **Labor § 53:113, 53:166 to 53:169**
  court enforcement of arbitration agreements, **Labor § 53:183**
Labor-Management Reporting and Disclosure Act (this index)
Legitimate nondiscriminatory reason, burden of employer in articulating, **Emp P § 107:78**
National Labor Relations Board (this index)
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:110 to 50:114**
Pretext stage of proof, individual Title VII disparate treatment cases, **Emp P § 107:20**
Rehabilitation Act, **Emp P § 107:32 to 107:36**
Section 1981, **Emp P § 107:37**
Sex-wage disparate treatment cases, Title VII, **Emp P § 107:24, 107:28**
State court proceedings, **Emp P § 115:59**
Termination of Employment (this index)
Title VI, **Emp P § 107:38**
Unfair Labor Practices (this index)

PRESUMPTIONS AND BURDEN OF PROOF —Cont'd
Uniformed Services Employment and Reemployment Rights Act, discrimination, **Emp P § 34:4**
Uniformed Services Employment and Reemployment Rights Act of 1994 cases, **Emp P § 107:40**
Unions
  hearings on election objections and challenges, **Labor § 23:147, 23:148**
  majority status of incumbent union, **Labor § 18:145**
USERRA cases, **Emp P § 107:40**
Veterans' Act cases, **Emp P § 107:39**
Wage and Hour Division of U.S. Department of Labor, subpoenas, **Comp § 38:39**
Walsh-Healey Act, **Comp § 40:38**
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:239**
Workplace Safety (this index)

PRESUPERVISORY TRAINING
Personnel manual, management training, **Pers M § 16:60**

PRETEXT
Age Discrimination in Employment Act, instructions to jury, **Emp P § 109:8**
Evidence (this index)
Promotions, **Emp P § 47:11.50**
Retaliation, **Emp P § 10:41**

PRETRIAL CONFERENCES AND PRETRIAL ORDERS
Scheduling and Case Management (this index)

PRETRIAL EXAMINATIONS
Fair Labor Standards Act and similar state laws, **Comp § 41:146**

PRETRIAL INJUNCTIONS
Fair Labor Standards Act and Similar State Laws (this index)

PRETRIAL MOTIONS
Fair Labor Standards Act and Similar State Laws (this index)

PREVAILING ARBITRAL VIEWS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:252**

PREVAILING PARTIES
Attorney's Fees (this index)
Equal Access to Justice Act, **Emp P § 77:106**

PREVAILING WAGES
Handicapped workers, **Comp § 17:148**
Preemption, **Ben § 1:120**

PREVALENCE
Personnel Manual (this index)

PREVENTION
Personnel Manual (this index)

PREVENTION—Cont'd
Railway LABOR Act, injunctions in judicial actions to prevent employer's unilateral changes, **Labor § 59:76, 59:77**
Unfair labor practices, discrimination based on membership in union, **Labor § 30:16**
Unions, conduct of employer in election campaigns, **Labor § 22:75**
Workplace Safety (this index)

PREVENTIVE LABOR RELATIONS USE
Unions, nonunion employer's guide to union organizing, **Labor § 16:2**

PREVIEWS
Personnel manual, realistic job previews, **Pers M § 3:35 to 3:38**

PREVIOUS MATTERS
Prior or Former Matters (this index)

PRE-VOTING ACTIVITIES
Unions, elections, **Labor § 23:62 to 23:65**

PRICE-FIXING
At-will employment, **Emp P § 58:24**

PRICE OR PRICING
Personnel Manual (this index)
Unions, statements of employer for decertification of union, **Labor § 17:28**

PRIMA FACIE CASE
See also specific states
Discipline, **Emp P § 57:20, 57:26**
Education, job skills and experience, **Emp P § 27:3**
Evidence (this index)
Fair Labor Standards Act and similar state laws, **Comp § 41:231**
Hiring, preselection and recruitment practices, **Emp P § 39:7**
Rehabilitation Act, **Emp P § 107:50, 107:60 et seq.**
Retaliation, **Emp P § 10:32**
Section 1981, **Emp P § 107:68**
Section 1983, **Emp P § 107:71**
Section 1985, **Emp P § 107:72**
Termination of Employment (this index)
Title VI, **Emp P § 107:67**

PRIMARY AGRICULTURE WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:3**

PRIMARY ELECTION NOTICES
LABOR-Management Reporting and Disclosure Act, **Labor § 66:45**

PRIMARY JURISDICTION OF NLRB
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:15**

PRIMARY MATTERS
Unfair Labor Practices (this index)

PRINTERS AND PRINTING
National LABOR Relations Board, assertion of jurisdiction over communications businesses, **Labor § 3:33**

PRINTERS AND PRINTING—Cont'd
Retail or service establishment employees, **Comp § 12:164, 12:170**
Supplies dealers, **Comp § 12:164**

PRIORITY OR PRIORITIES
Bonds of contractors, **Comp § 35:29, 43:102**
National Labor Relations Board (this index)
Personnel manual, plant policy on priority for overtime to regular employees, **Pers M § 5:124**
Unfair labor practices, secondary boycott cases, **Labor § 38:231**
Workplaceplace safety, inspections, **Work S § 6:4**

PRIOR OR FORMER MATTERS
Collective Bargaining Agreements (this index)
Evidence, prior discrimination suits, **Emp P § 106:21**
Federal employment, relationship of federal sector labor relations laws to prior Executive Orders, **Labor § 14:16**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, prior service in office as qualification of candidates for elections, **Labor § 66:13**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PRISONERS
Fair Labor Standards Act and similar state laws, **Comp § 1:59**

PRIVACY
General discussion, **Emp P § 112:1 et seq.**
At-will employment, **Emp P § 61:18**
LABOR Management Relations Act, preemption of state law tort action for invasion of privacy, **Labor § 53:130**
Personnel manual, human resources planning, **Pers M § 1:48**
Privacy Act (this index)
Termination of Employment (this index)

PRIVACY ACT
General discussion, **Emp P § 93:38 to 93:57**
Access to accounting of disclosures, **Emp P § 93:45**
Accounting of disclosures, agency must maintain, **Emp P § 93:44, 93:45**
Agency duties, **Emp P § 93:39**
Civil remedies, **Emp P § 93:48**
Correction of personal records, **Emp P § 93:46**
Criminal sanctions, **Emp P § 93:49**
Department of Labor (this index)
Equal Employment Opportunity Commission (this index)
Individual's right to review own records, **Emp P § 93:41**
Judicial review, **Emp P § 93:47**
Records, defined, **Emp P § 93:40**
Request by individual for own records, **Emp P § 93:42**
Third parties, disclosure of record to, **Emp P § 93:43**

PRIVACY RULE
Retirement and retirement plans, **Ben § 29:25**

PRIVATE ACTIONS
General discussion, **Emp P § 94:69 to 94:73**
Age Discrimination in Employment Act (this index)

PRIVATE ACTIONS—Cont'd
Conciliation, actions following failure of, **Emp P § 94:73**
Dismissal of charge by Equal Employment Opportunity Commission, actions following, **Emp P § 94:71**
Executive Order 11141, **Emp P § 94:83**
Executive Order 11246, **Emp P § 94:82**
Preliminary relief, actions for, **Emp P § 94:70**
Right-to-sue notice, actions following request for, **Emp P § 94:72**
Title VI, **Emp P § 94:85**
Title VII (this index)

PRIVATE DISPUTES
LABOR Management Relations Act, exhaustion of private dispute settlement procedures as prerequisite to contract enforcement actions, **Labor § 53:89 to 53:117**
National LABOR Relations Board, adjudication, **Labor § 41:3**

PRIVATE EMPLOYERS
National Labor Relations Act (this index)

PRIVATE EMPLOYMENT AGENCIES
Personnel manual, external recruitment sources, **Pers M § 2:17 to 2:20**

PRIVATE JUDGING
Personnel manual, alternative dispute resolution, **Pers M § 7:43**

PRIVATELY ADMINISTERED ELECTIONS
Unions, methods of selecting representative, **Labor § 18:18**

PRIVATE PERSONS
Federal employment, injunctions in judicial actions, **Labor § 61:21**
National LABOR Relations Board, filing charges of unfair labor practices, **Labor § 42:13**

PRIVATE PROPERTY OF EMPLOYER
Unfair labor practices, access for organizing activities, **Labor § 25:29 to 25:40**

PRIVATE RIGHT OF ACTION
Workplace Safety (this index)

PRIVATE RIGHTS
Maryland, **Emp P § 111:95**

PRIVATE SCHOOLS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:27**

PRIVATE SECTOR DRUG-FREE WORKPLACES
Iowa, **Emp P § 30:122**

PRIVATE SECTOR RESTRICTIONS
Unfair labor practices, union use of dues and fees in agency shops, **Labor § 30:70**

PRIVATE SETTLEMENTS
National Labor Relations Board (this index)

PRIVATE TRIALS
Personnel manual, alternative dispute resolution, **Pers M § 7:43, 7:44**

PRIVILEGED MATTERS
Department of Labor supplemental hearing procedures, **Emp P § 90:261**
Discovery (this index)

PRIVILEGES
LABOR-Management Reporting and Disclosure Act, union members, **Labor § 64:2**
Personnel manual, unlawful employment practices in partnerships, **Pers M § 22:204**
Unfair Labor Practices (this index)
Workplace Safety (this index)

PRIVILEGES OF EMPLOYMENT
Terms, Conditions and Privileges of Employment (this index)

PRIVITY
Jurisdiction, **Emp P § 95:93**

PRIZES AND AWARDS AS EMPLOYEE BENEFIT
General discussion, **Ben § 15:228 to 15:232**
Achievement awards, **Ben § 15:230**
Checklist of legal considerations, **Ben § 15:229**
De minimis fringe benefits, **Ben § 15:231**
Trips given as performance award, **Ben § 15:232**

PROACTIVE ERGONOMICS
Personnel manual, workplace safety, **Pers M § 17:99**

PROBABLE CAUSE
Wage and Hour Division of U.S. Department of Labor, limits on investigations and inspections, **Comp § 38:12**

PROBABLE CAUSE FINDING
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:91, 66:92**

PROBATIONARY EMPLOYEES
LABOR Management Relations Act, preemption of state law claims based on contract, **Labor § 53:135**
Unions and Union Practices (this index)

PROBATIONARY POSITIONS
Apprentices, registered programs, **Emp P § 48:19**
Veterans and other uniformed service members, **Emp P § 40:26**

PROBATION OFFICERS
White collar employees, **Comp § 3:111**

PROCEDURE OR PROCEDURES
Collective Bargaining Agreements (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROCEEDINGS
Actions and Proceedings (this index)

PROCESS
Service of Process and Papers (this index)

PROCESSES
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, disclosure banned under hazard communication program, **Work S § 5:269**

PROCESSING
Federal employment, representation petitions, **Labor § 24:33**
Grievances (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROCESSORS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:23**

PROCUREMENT
LABOR Management Relations Act, procurement of arbitration award by parties' corruption, fraud or undue means, **Labor § 53:269 to 53:274**
National LABOR Relations Board, deference to arbitration awards where discharge procured by union, **Labor § 10:15**

PRODUCERS
National LABOR Relations Act, managerial employee coverage of television producers, **Labor § 5:125**

PRODUCTION
Bargaining units. **Unions and Union Practices** (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel manual, production of handbooks for employees, **Pers M § 4:22**
Railway LABOR Act, National Mediation Board investigation of representation disputes, **Labor § 24:12**
Unfair Labor Practices (this index)
Workplaceplace safety, HIV/HBV, **Work S § 5:108 to Work S § 5:110**

PRODUCTION BONUSES
Overtime pay, **Comp § 20:75**

PRODUCTION OF DOCUMENTS
Davis-Bacon Act, determinations regarding violations, **Comp § 40:83**
Department of Labor supplemental hearing procedures, **Emp P § 90:236**
Discovery, **Emp P § 104:35**
Executive Order 11246, **Emp P § 88:112, 88:129**
Federal government employees, **Emp P § 88:328**
Title VII, **Emp P § 84:113**

PRODUCTIVITY
Personnel manual, improving through feedback, **Pers M § 15:1 to 15:13**
Unfair labor practices, surveillance purpose, **Labor § 26:68**

PRODUCTS
National Labor Relations Act (this index)
Unfair Labor Practices (this index)

PRODUCT SAFETY
At-will employment, **Emp P § 58:53**

PRODUCT TESTING PROGRAMS
General discussion, **Ben § 15:233 to 15:236**
Checklists, **Ben § 15:234, 15:235**
Discrimination in favor of highly compensated employees, **Ben § 15:236**

PROFANITY USE
Unfair labor practices, disruptive behavior as reason for discharge of employee, **Labor § 30:180**

PROFESSIONAL ASSOCIATIONS
Dues and membership fees as employee benefit, **Ben § 15:121**

PROFESSIONAL MATTERS
Personnel Manual (this index)

PROFESSIONALS AND PROFESSIONAL EMPLOYEES
Federal employment, exclusion from appropriate bargaining unit, **Labor § 24:39**
Minimum wages, National Endowment for the Arts, **Comp § 17:158**
Records and reports, **Comp § 37:37**
Unions and Union Practices (this index)
White Collar Employees (this index)
Workplace Safety (this index)

PROFESSIONAL SERVICE PLANS
Retirement plans, termination insurance, **Ben § 29:23**

PROFILE LATHES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**

PROFITS
Bonds of contractors, court proceedings, **Comp § 43:100**
LABOR Management Relations Act, lost profits as damages for breach of no-strike provisions, **Labor § 56:8**
Unions, statements by union in election campaigns, **Labor § 22:52**

PROFIT-SHARING
General discussion, **Emp P § 46:74 to 46:77**
Age discrimination under Age Discrimination in Employment Act, **Emp P § 46:76**
International employment, **Emp P § 41:70**
Overtime pay, **Comp § 20:68**
Retirement and Retirement Plans (this index)
Sex discrimination under Title VII, **Emp P § 46:75**
Veterans and other uniformed service members, reemployment rights, **Emp P § 46:77**

PROGRAMMED INSPECTIONS
Workplaceplace safety, **Work S § 6:6, 6:7**

PROGRAMMERS
Personnel manual, occupational pay data, **Pers M § 10:73 to 10:81**
White collar employees, **Comp § 3:75**

PROGRAMS
Employee Assistance Programs (this index)
National LABOR Relations Act, supervisor coverage in educational industry over program directors, **Labor § 5:81**

PROGRAMS—Cont'd
Personnel Manual (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

PROGRESS
Personnel Manual (this index)

PROHIBITION OR BAN
Federal Employment (this index)
Labor Management Relations Act (this index)
LABOR practices prohibited, labor relations, **Labor § 25:1 to 40:95**
National LABOR Relations Act, arguably protected or prohibited test for preemption, **Labor § 12:3, 12:4**
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway LABOR Act, strikes at state-owned railroads, **Labor § 13:33**
State statutes regulating internal union affairs, prohibition of aliens as union officers, **Labor § 70:28**
Terms, conditions and privileges of employment, prohibition of action against employee for sharing wage information, **Emp P § 65:91**
Unions and Union Practices (this index)
Workplace Safety (this index)

PROJECT ASSIGNMENTS
Personnel manual, basis for selection for layoffs, **Pers M § 21:41**

PROMISES
LABOR-Management Reporting and Disclosure Act, employer reports, **Labor § 68:11**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROMISSORY ESTOPPEL
Retirement plans, payment of benefits, **Ben § 26:29**
Termination of employment, **Emp P § 59:12**

PROMOTIONAL MATTERS
Personnel Manual (this index)
Unfair labor practices, industry promotion fund as subject of bargaining, **Labor § 34:32**

PROMOTION EMPLOYEES
White collar employees, **Comp § 3:112**

PROMOTIONS
General discussion, **Emp P § 47:1 et seq.**
Availability of candidate for promotion, **Emp P § 47:7**
Availability of opening, **Emp P § 47:4**
Collective Bargaining Agreements (this index)
Failure to follow established promotion procedures, **Emp P § 47:15**
Federal laws prohibiting discrimination in promotions, **Emp P § 47:2**
Formal application required by employer, filing of, **Emp P § 47:5**
Interest in position, establishment when formal application not required, **Emp P § 47:6**
Judicial deference given academic evaluation of qualifications, tenure, **Emp P § 47:18**

PROMOTIONS—Cont'd
Managerial discretion, uniformed service members, **Emp P § 47:23**
Nonmerit criteria, use of, **Emp P § 47:13**
Past history of discrimination by employer, **Emp P § 47:14**
Personnel Manual (this index)
Person who makes promotion decision, **Emp P § 47:12**
Pretext, proving, **Emp P § 47:11.50**
Prior performance, effect on employee's satisfaction of job requirements, **Emp P § 47:11**
Proving pretext, **Emp P § 47:11.50**
Qualifications, establishment of, **Emp P § 47:8 to 47:10**
Relation of qualifications to job requirements, **Emp P § 47:10**
Remedies for discrimination, tenure, **Emp P § 47:19**
Section 1981, **Emp P § 47:3**
Statistical disparities, **Emp P § 47:16**
Superior qualifications, demonstration of, **Emp P § 47:9**
Tenure
  general discussion, **Emp P § 47:17 to 47:19**
  comparison of discrimination claims involving tenure and promotions, **Emp P § 47:17**
  judicial deference given academic evaluation of qualifications, **Emp P § 47:18**
  remedies for discrimination, **Emp P § 47:19**
Title VII, **Emp P § 84:68, 84:83**
Training requirements, uniformed service members, **Emp P § 47:21**
Unfair Labor Practices (this index)
Uniformed service members
  general discussion, **Emp P § 47:20 to 47:22**
  managerial discretion, **Emp P § 47:23**
  training and work experience requirements, **Emp P § 47:21**
Work experience requirements, uniformed service members, **Emp P § 47:21**

PROMPT MATTERS
National LABOR Relations Board, conducting investigation of charges of unfair labor practices, **Labor § 42:41**
Personnel manual, investigation of sexual harassment grievances, **Pers M § 7:64**

PROMULGATION
Standards. **Workplace Safety** (this index)
Unfair labor practices, promulgation of no-solicitation rules during union organizing campaign, **Labor § 26:146**

PROOF
Evidence (this index)

PROPAGANDA
Unions, election campaigns, **Labor § 22:19 to 22:72**

PROPER OR APPROPRIATE MATTERS
LABOR-Management Reporting and Disclosure Act, injunction in trusteeship litigation, **Labor § 67:16**
National Labor Relations Board (this index)
Norris-LaGuardia Act, types of penalties for contempt, **Labor § 50:148**
Personnel Manual (this index)
Railway LABOR Act, proper procedures used in major bargaining dispute resolution, **Labor § 48:25**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROPER OR APPROPRIATE MATTERS—Cont'd
Workplace Safety (this index)

PROPERTY
Entry on Property (this index)
National LABOR Relations Board remedial order, access to employer's property, **Labor § 43:108**
Norris-LaGuardia Act, damage to property, **Labor § 50:85, 50:115**
Personnel manual, policy statements on confidential and proprietary information, **Pers M § 5:37**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROPOSALS
Unfair Labor Practices (this index)

PROPOSED REHABILITATION FOR MULTIEMPLOYER PENSIONS ACT
Retirement and retirement plans, **Ben § 29:115.50**

PRO SE COMPLAINTS
General discussion, **Emp P § 101:4**

PROSECUTORIAL ROLE
National LABOR Relations Board, unfair labor practice cases, **Labor § 42:4**

PROSPECTIVE EARNINGS
Nonqualified Deferred Compensation (this index)

PROSPECTIVE OR FUTURE MATTERS
Labor Management Relations Act (this index)
National LABOR Relations Act, preemption of state tort claims for interference with future employment, **Labor § 12:27**
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel manual, special incentives for prospective hires, **Pers M § 3:39 to 3:41**
Unions, future injunction proceedings and unit clarification, **Labor § 23:226**

PROTECTED BENEFITS
Retirement and Retirement Plans (this index)

PROTECTED PERSONS
Retaliation (this index)

PROTECTION
Federal Employment (this index)
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:1 to 64:53**
National LABOR Relations Act, arguably protected or prohibited test for preemption, **Labor § 12:3, 12:4**
National LABOR Relations Board as protector of national interests, **Labor § 41:2**
Nature of federal labor-management relations laws, **Labor § 1:9**
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions, availability of protection for nonunion employees, **Labor § 16:71**
Workplace Safety (this index)

PROTECTIVE ORDERS
Department of Labor supplemental hearing procedures, **Emp P § 90:231**
Discipline, **Emp P § 57:52**
Discovery (this index)
Termination of employment, **Emp P § 57:52**
Workplace Safety (this index)

PROTECTIVE SERVICES AND AGENCIES
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:178, 1:179**
Retail or service establishment employees, **Comp § 12:88**

PROTESTS
National LABOR Relations Board, assertion of jurisdiction over job action by workers protesting foreign government's policies, **Labor § 3:8**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

PROTOTYPE PLANS
Retirement and Retirement Plans (this index)

PRO-UNION MATTERS
Unions and Union Practices (this index)

PROVIDER OF GOODS AND SERVICES TO UNIONS
LABOR-Management Reporting and Disclosure Act, disqualification from holding office of person having position with, **Labor § 65:10**

PROXY VOTING
LABOR-Management Reporting and Disclosure Act, convention elections, **Labor § 66:74**

PSEUDO BONUSES
Overtime pay, hourly rate agreements, **Comp § 20:113**

PSYCHOLOGICAL EXAMINATIONS
Health and physical fitness, **Emp P § 28:30**

PSYCHOLOGISTS
White collar employees, **Comp § 3:113**

PSYCHOTHERAPIST-PATIENT PRIVILEGE
Discovery, **Emp P § 104:16**

PTO (PAID TIME OFF) BANKS
Personnel manual, leave of absence policy, **Pers M § 14:7**

PUBLIC ACCESS
Workplaceplace safety, Occupational Safety and Health Review Commission proceedings and records, **Work S § 8:14**

PUBLIC ACCOMMODATIONS
Americans with Disabilities Act, **Emp P § 9:8**

PUBLIC ACCOUNTANTS
Personnel manual, occupational pay data, **Pers M § 10:14 to 10:20**

PUBLIC AGENCIES
Fair Labor Standards Act and similar state laws, **Comp § 1:35, 1:144, 16:2, 41:34**

PUBLICATIONS
Benefits, **Ben § 15:254 to 15:256**
Collective bargaining agreements, arbitration award, **Labor § 49:109**
LABOR-Management Reporting and Disclosure Act, results of secret ballot elections, **Labor § 66:68**
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:23**
Personnel Manual (this index)
Unfair labor practices, lack of published rule on wearing of union insignia, **Labor § 26:158**

PUBLIC BATHS
Retail or service establishment employees, **Comp § 12:167**

PUBLIC CONTRACTS
Agricultural products exemption, **Comp § 15:17**
Apprentices
- minimum wages, **Comp § 19:33**
- overtime pay, **Comp § 22:11**

Bona fide fringe benefits, defined, **Comp § 19:30**
Bulk coal exemption, **Comp § 15:22**
Carriage of freight or personnel, **Comp § 15:18, 15:62**
Communications services, **Comp § 15:19, 15:60**
Compensation
- general discussion, **Comp § 15:1 et seq.**
- construction contracts - compensation, below
- **Contract Work Hours and Safety Standards Act** (this index)
- **Copeland Act** (this index)
- **Davis-Bacon Act** (this index)
- overlap of federal laws, **Comp § 15:3**
- private contract claims, effect of public contract rules on, **Comp § 15:2**
- service contracts, below
- supply contracts, below

Construction contracts - compensation
- general discussion, **Comp § 15:24 to 15:43**
- **Contract Work Hours and Safety Standards Act** (this index)
- **Copeland Act** (this index)
- **Davis-Bacon Act** (this index)

Contract Work Hours and Safety Standards Act (this index)
Copeland Act (this index)
Custodial employees, **Comp § 15:23**
Davis-Bacon Act (this index)
Equivalent, defined, **Comp § 19:31**
Equivalent cash value of benefits, determination of, **Comp § 19:32**
Equivalents, effect in computing overtime pay, **Comp § 22:9**
Export merchant exemption, **Comp § 15:21**
Firefighters and fireguards, overtime pay, **Comp § 22:12**
Freight, carriage of, **Comp § 15:18, 15:58**
Fringe benefits, **Ben § 19:28 to 19:33; Comp § 15:54**
Geographic reach of act, **Comp § 15:14, 15:54**
Government-owned facilities, operation of, **Comp § 15:10**
Handicapped workers, minimum wages, **Comp § 19:33**
Labor disputes, effect on allowable overtime, **Comp § 22:4**
Manufacturer, requirement that contractor be, **Comp § 15:7**
Materials, contract for manufacturing or furnishing of, **Comp § 15:12**

PUBLIC CONTRACTS—Cont'd
Minimum wages
- apprentices, exemption for, **Comp § 19:33**
- bona fide fringe benefits, defined, **Comp § 19:30**
- **Davis-Bacon Act** (this index)
- equivalent, defined, **Comp § 19:31**
- equivalent cash value of benefits, determination of, **Comp § 19:32**
- Fair Labor Standards Act requirements as to service contracts, **Comp § 19:34**
- fringe benefit obligations, **Comp § 19:28 to 19:33**
- handicapped workers, exemption for, **Comp § 19:33**
- interpretation of particular fringe benefit determinations, **Comp § 19:28**
- **Service Contract Act** (this index)
- student-learners, exemption for, **Comp § 19:33**
- **Walsh-Healey Act** (this index)

Nursing home care to veterans, employees providing, **Comp § 22:13**
Open market purchases, **Comp § 15:15, 15:61**
Overlap of federal laws, **Comp § 15:3**
Overtime pay
- general discussion, **Comp § 22:1 et seq.**
- apprentices, **Comp § 22:11**
- approval of overtime, **Comp § 22:3**
- Contract Work Hours and Safety Standards Act, **Comp § 22:10**
- Davis-Bacon Act, **Comp § 22:7**
- equivalents, effect in computing overtime pay, **Comp § 22:9**
- firefighters and fireguards, **Comp § 22:12**
- labor disputes, effect on allowable overtime, **Comp § 22:4**
- nursing home care to veterans, employees providing, **Comp § 22:13**
- procurement, overtime for purposes of, **Comp § 22:5**
- request for overtime, **Comp § 22:2**
- Service Contract Act, **Comp § 22:8**
- trainees, **Comp § 22:11**
- unusual labor policies, effect on allowable overtime, **Comp § 22:4**
- veterans, employees providing nursing home care to, **Comp § 22:13**
- Walsh-Healey Act, **Comp § 22:6**

Perishables, **Comp § 15:17**
Personnel, carriage of, **Comp § 15:18, 15:58**
Procurement, overtime for purposes of, **Comp § 22:5**
Public utilities, **Comp § 15:20, 15:61**
Remanufacturing of equipment, **Comp § 15:13**
Service Contract Act (this index)
Stockpile exemption, **Comp § 15:16**
Student-learners, minimum wages, **Comp § 19:33**
Subcontractors, **Comp § 15:8**
Substitute manufacturers, **Comp § 15:8**
Supply contracts - compensation
- general discussion, **Comp § 15:4 to 15:23**
- agricultural products exemption, **Comp § 15:17**
- articles, contract for manufacturing or furnishing of, **Comp § 15:12**
- bulk coal exemption, **Comp § 15:22**
- carriage of freight or personnel exemption, **Comp § 15:18**
- communications service exemption, **Comp § 15:19**
- custodial employees, **Comp § 15:23**

PUBLIC CONTRACTS—Cont'd
Supply contracts - compensation—Cont'd
equipment, contract for manufacturing or furnishing of, **Comp § 15:12**
export merchant exemption, **Comp § 15:21**
freight, exemption for carriage of, **Comp § 15:18**
geographic reach of act, **Comp § 15:14**
government agents, **Comp § 15:9**
government-owned facilities, operation of, **Comp § 15:10**
manufacturer, requirement that contractor be, **Comp § 15:7**
materials, contract for manufacturing or furnishing of, **Comp § 15:12**
office employees, **Comp § 15:23**
open market purchases exemption, **Comp § 15:15**
perishables exemption, **Comp § 15:17**
personnel, exemption for carriage of, **Comp § 15:18**
public utilities exemption, **Comp § 15:20**
regular dealer, requirement that contractor be, **Comp § 15:7**
remanufacturing of equipment, **Comp § 15:13**
stockpile exemption, **Comp § 15:16**
subcontractors, **Comp § 15:8**
substitute manufacturers, **Comp § 15:8**
supplies, contract for manufacturing or furnishing of, **Comp § 15:12**
$10,000, contract amount in excess of, **Comp § 15:11**
United States, contracts with agency or instrumentality of, **Comp § 15:6**
Walsh-Healey Act, applicability, **Comp § 15:5**
white collar employees, **Comp § 15:23**
Trainees, overtime pay, **Comp § 22:11**
United States, contracts with agency or instrumentality of, **Comp § 15:6**
Veterans, overtime pay, **Comp § 22:13**
Walsh-Healey Act (this index)
White collar employees, **Comp § 15:23**

PUBLIC CORPORATIONS
National LABOR Relations Act, employee coverage, **Labor § 5:30**

PUBLIC ELECTION PARTICIPATION
LABOR-Management Reporting and Disclosure Act, qualifications of candidates for union elections, **Labor § 66:17**

PUBLIC EMPLOYERS AND EMPLOYEES
Age Discrimination in Employment Act, **Emp P § 20:82, 20:87, 20:91**
Americans with Disabilities Act, **Emp P § 20:83, 20:87, 20:89**
Customs officers, overtime pay, **Comp § 23:13**
Employment Practices (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal employees, **Comp § 23:1.50**
Federal Employment (this index)
Fire Protection or Law Enforcement Employees (this index)
Overtime pay
general discussion, **Comp § 23:1 et seq.**
customs officers, **Comp § 23:13**
Fire Protection or Law Enforcement Employees (this index)
State, Local or Interstate Agency Employees and Volunteers (this index)

PUBLIC EMPLOYERS AND EMPLOYEES —Cont'd
Personnel manual, disciplinary discharge of employees, **Pers M § 21:29**
State, Local or Interstate Agency Employees and Volunteers (this index)
Substance Abuse and Testing (this index)
Title VII, **Emp P § 20:81, 20:87, 20:89**
White collar employees, deductions from salaries, **Comp § 3:21**
Workplace Safety (this index)

PUBLIC ENTITIES OR AGENCIES
National LABOR Relations Act, employer coverage, **Labor § 4:38 to 4:46**

PUBLIC HEALTH DIRECTOR
Workplaceplace safety, promulgation of standards under Michigan's plan for safety and health, **Work S § 4:495**

PUBLIC IMAGE AS SPECIAL CIRCUMSTANCE
Unfair labor practices, wearing of union insignia, **Labor § 26:157**

PUBLIC INTEREST GROUPS
Attorney's fees, **Emp P § 77:37, 77:89**

PUBLICITY
Personnel manual, adverse publicity as reason to adopt sexual harassment policy, **Pers M § 5:54**
Unfair labor practices, nonpicketing appeals to public, **Labor § 38:135 to 38:144**

PUBLICIZING
Personnel Manual (this index)

PUBLICLY-FUNDED RAIL COMMUTER SERVICES
Railway LABOR Act, special emergency board, **Labor § 48:32 to 48:35**

PUBLIC MASS TRANSIT
Personnel manual, commuter assistance programs, **Pers M § 12:127**

PUBLIC OFFICIALS
National LABOR Relations Act, employer coverage of public entities or agencies, **Labor § 4:38 to 4:46**
National LABOR Relations Board, antitrust, **Labor § 11:19**
Norris-LaGuardia Act, injunctions in labor disputes, **Labor § 50:88, 50:116**

PUBLIC PARKING LOTS OR GARAGES
Retail or service establishment employees, **Comp § 12:168**

PUBLIC POLICY
At-Will Employment (this index)
Exclusivity of state remedies, **Emp P § 115:32**
Labor Management Relations Act (this index)
National LABOR Relations Board, limitations on discretionary standards for exercising jurisdiction, **Labor § 9:4**

PUBLIC SAFETY OFFICERS
General discussion, **Comp § 16:10**

PUBLIC SERVICE CO. OF COLORADO
Personnel manual, ridesharing policy, **Pers M § 12:130**

PUBLIC SERVICES
Americans with Disabilities Act, **Emp P § 9:7**

PUBLIC SUPPORT
Unfair labor practices, employee appeals for, **Labor § 25:13**

PUBLIC UTILITIES
Child labor, **Comp § 24:46**
Minimum wages, **Comp § 17:35**
National LABOR Relations Act, employer coverage, **Labor § 4:41**
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:22**
Personnel manual, personal leave policies, **Pers M § 5:112, 5:114**
Public contracts, **Comp § 15:20, 15:61**
Service Contract Act, **Comp § 15:61**
Unions, bargaining units, **Labor § 19:98 to 19:100**

PUBLIC WORKS
Personnel manual, Fair Labor Standards Act minimum wage and overtime pay coverage, **Pers M § 22:93**
Workplaceplace safety, excavations under California's plan for safety and health, **Work S § 4:160**

PUBLISHERS AND PUBLISHING
National LABOR Relations Board, assertion of jurisdiction over communications businesses, **Labor § 3:33**
Personnel manual, policy statements on confidential and proprietary information, **Pers M § 5:36**
Retail or service establishment employees, **Comp § 12:166**
Unions, bargaining units, **Labor § 19:84, 19:85**

PUERTO RICO
Administrative sanctions and remedies, **Emp P § 82:28, 82:70**
Age discrimination, **Emp P § 8:14, 8:52, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:36**
Agricultural phase of sugar industry, minimum wages, **Comp § 18:218**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:29**
Annual bonuses, **Comp § 18:220, 29:129**
Apprentices, minimum wages, **Comp § 18:221**
Arbitration of contract disputes, **Labor § 49:206**
Attorney's fees for retaliation, compensation, **Comp § 42:75**
At-will employment, exceptions to, **Emp P § 62:40.50**
Bad checks, liability for payment with, **Comp § 42:402**
Benefit plans, deductions from compensation for contributions to, **Comp § 32:171**
Bonds, deductions from compensation for purchase of, **Comp § 32:169**
Bonuses, **Comp § 18:219, 18:220, 29:129**
Certificates, child labor, **Comp § 26:54**
Charities, deductions from compensation for contributions to, **Comp § 32:173**
Child labor
  general discussion, **Comp § 25:80, 25:81**
  administrative procedures, **Comp § 28:117**

PUERTO RICO—Cont'd
Child labor—Cont'd
  certificates and permits, **Comp § 26:54**
  exemptions, **Comp § 25:80**
  notices, **Comp § 27:53**
  prohibitions, **Comp § 25:81**
  sanctions and remedies, **Comp § 28:61**
Clothing, sales of, **Comp § 32:175**
Coerced discrimination, **Emp P § 11:3, 11:39**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  attorney's fees for retaliation, **Comp § 42:75**
  child labor, above
  costs for retaliation, **Comp § 42:75**
  court proceedings, generally, **Comp § 42:73 to 42:75**
  criminal penalties for retaliation, **Comp § 42:75**
  deductions from compensation, below
  discrimination, **Emp P § 44:79, 44:117**
  double damages for retaliation, **Comp § 42:75**
  employee's suit for wages and benefits, costs, expenses, interest and attorney's fees, **Comp § 42:73**
  exemptions, **Comp § 36:27**
  Fair Labor Standards Act, below
  garnishment, below
  labor secretary's suit for wages and benefits, costs, expenses, interest and attorney's fees, **Comp § 42:73**
  minimum wages, below
  notices, **Comp § 37:163**
  overtime pay, below
  payment of compensation, below
  records, **Comp § 37:162**
  reinstatement for retaliation, **Comp § 42:75**
  retaliation, **Comp § 39:103, 42:74**
  rules, **Comp § 39:102, 39:103**
  support withholding, below
  time limit for filing suit, **Comp § 42:74**
Conditions governing most deductions from compensation, **Comp § 32:167**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Conversion privileges for health and life insurance, **Ben § 8:185**
Court enforcement of labor relations statutes, **Labor § 62:187 to 62:191**
Court proceedings
  general discussion, **Emp P § 111:1, 111:2, 111:181, 111:182**
  Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
  commission decision, enforcement of, **Emp P § 111:183**
  fair employment practices statute, **Emp P § 111:182, 111:183**
  garnishment cases, **Emp P § 116:1, 116:22**
  private rights, enforcement of, **Emp P § 111:184**
Coverage of statutes affecting labor relations, **Labor § 15:41**
Criminal penalties
  employment practices, **Emp P § 82:100, 82:226**
  minimum wages, **Comp § 42:181**
  overtime pay, **Comp § 42:181**
  retaliation, **Comp § 42:75**
Deductions from compensation
  general discussion, **Comp § 32:167 to 32:175**

PUERTO RICO—Cont'd
Deductions from compensation—Cont'd
benefit plans, contributions to, **Comp § 32:171**
bonds, purchase of, **Comp § 32:169**
charities, contributions to, **Comp § 32:173**
conditions governing most deductions, **Comp § 32:167**
criminal penalties, **Comp § 42:401**
hospital services associations, assessments to, **Comp § 32:168**
insurance premiums, **Comp § 32:171**
loans, repayment of, **Comp § 32:169**
salary advances, repayment of, **Comp § 32:172**
sales of provisions, tools, merchandise, clothing and similar articles, ban as to, **Comp § 32:175**
stocks, purchase of, **Comp § 32:169**
sugar industry employees, lunches of, **Comp § 32:174**
union dues or other charges, **Comp § 32:170**
Disabilities discrimination, **Emp P § 9:76, 9:116**
Disclosures, employment practices, **Emp P § 92:83, 92:116**
Double damages for retaliation, **Comp § 42:75**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:252**
Employment practices
general discussion, **Emp P § 2:1, 2:40**
administrative sanctions and remedies, **Emp P § 82:28, 82:70**
age discrimination, **Emp P § 8:14, 8:52**
at-will employment, exceptions to, **Emp P § 62:40.50**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:39**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:226**
disabilities discrimination, **Emp P § 9:76, 9:116**
disclosures, **Emp P § 92:83, 92:116**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:252**
fair employment practices statute, criminal sanctions, **Emp P § 82:100, 82:226**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:47**
job discrimination agencies, below
job discrimination proceedings, basic fair employment practices statute procedures, **Emp P § 89:1, 89:274**
judicial remedies, **Emp P § 80:1, 80:39**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:290**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:202**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:51**
notices, **Emp P § 92:83, 92:116**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:26**
persons protected, **Emp P § 21:18, 21:56**
private employers subject to discrimination laws, **Emp P § 20:28, 20:66**
privileges of employment. Terms, conditions and privileges of employment, below

PUERTO RICO—Cont'd
Employment practices—Cont'd
public employers subject to discrimination laws, **Emp P § 20:93, 20:131**
race or color discrimination, **Emp P § 3:48**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:355**
records and reports, **Emp P § 92:45, 92:67**
religious or creed discrimination, **Emp P § 4:18, 4:55**
retaliation against opponents of discrimination, **Emp P § 10:80**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:50**
terms, conditions and privileges of employment, below
Exemptions
child labor, **Comp § 25:80**
compensation, **Comp § 36:27**
payment of compensation, **Comp § 14:26**
Fair Labor Standards Act
general discussion, **Comp § 1:150, 1:154, 1:156**
homeworkers, **Comp § 1:156**
special industry committees, **Comp § 1:159**
wage orders, **Comp § 1:159**
Family leave, **Ben § 12:104**
Fringe benefits, **Emp P § 44:138, 44:162**
Garnishment
general discussion, **Comp § 34:317, 34:318, 42:463**
amount of earnings subject to garnishment, **Comp § 34:317**
employment practices, **Emp P § 63:7, 63:47, 116:1, 116:22**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
temporary disability insurance benefits, ban on, **Comp § 34:318**
Harassment, **Emp P § 51:79**
Health insurance, conversion privileges, **Ben § 8:185**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:83**
Holidays, **Ben § 10:44**
Homeworkers, Fair Labor Standards Act, **Comp § 1:156**
Hospital services associations, deductions from compensation for assessments to, **Comp § 32:168**
Indemnity for discharge without just cause, **Comp § 31:94**
Indemnity wages and attorney's fees, employee's suit for, **Comp § 42:403**
Industrial phase of sugar industry, minimum wages, **Comp § 18:218**
Insurance premiums, deductions from compensation, **Comp § 32:171**
International employment, Fair Labor Standards Act, **Emp P § 41:79**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:263, 83:264**
basic organization, powers and duties, **Emp P § 83:263**
rule making, **Emp P § 83:264**
Job discrimination proceedings, basic fair employment practices statute procedures, **Emp P § 89:1, 89:274**
Judicial remedies, employment practices, **Emp P § 80:1, 80:39**
Jury duty, **Ben § 14:41**

PUERTO RICO—Cont'd
Labor-management training committees, **Emp P § 20:268, 20:290, 67:67, 67:85**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:202**
Layoffs, employment practices, **Emp P § 50:18, 50:25**
Life insurance, conversion privileges, **Ben § 8:185**
Loans, deductions from compensation for repayment of, **Comp § 32:169**
Mandatory retirement, **Emp P § 52:35, 52:63**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:33**
Meal breaks, **Emp P § 45:32, 45:59**
Mealtime, double-time for work during, **Comp § 21:159**
Merchandise, sales of, **Comp § 32:175**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:217 to 18:222, 42:93, 42:180**
agricultural phase of sugar industry, **Comp § 18:218**
annual bonuses, **Comp § 18:220**
apprentices, **Comp § 18:221**
bonuses, **Comp § 18:219, 18:220**
contract, varying rules by, **Comp § 18:5**
criminal penalties, **Comp § 42:181**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
industrial phase of sugar industry, **Comp § 18:218**
sick pay, **Comp § 18:216**
vacation pay, **Comp § 18:217**
National origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:51**
Nature of statutes affecting labor relations, **Labor § 2:44**
Notice
child labor, **Comp § 27:53**
employment practices, **Emp P § 92:83, 92:116**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:156 to 21:159, 42:93, 42:180**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:181**
maximum hours, **Comp § 21:156**
mealtime, double-time for work during, **Comp § 21:159**
most employees, **Comp § 21:157**
time worked, **Comp § 21:158**
Parental leave, **Ben § 12:104**
Payment of compensation
general discussion, **Comp § 29:128, 29:129, 30:80, 30:81, 42:401 to 42:405**
annual bonus, **Comp § 29:129**
bad checks, liability for payment with, **Comp § 42:402**
deductions from compensation, above
exemptions, **Comp § 14:26**
indemnity for discharge without just cause, **Comp § 31:94**
indemnity wages and attorney's fees, employee's suit for, **Comp § 42:403**
labor secretary, criminal penalties for failure to pay, **Comp § 42:399**
supply charges, criminal penalties for improper, **Comp § 42:400**
support withholding, below

PUERTO RICO—Cont'd
Payment of compensation—Cont'd
termination of employment, **Comp § 30:80**
weekly wages, **Comp § 29:128**
whereabouts unknown, deposit of sums owed to ex-employees, **Comp § 30:81**
Pension and retirement payments, **Emp P § 46:48, 46:69**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:26**
Permits, child labor, **Comp § 26:54**
Persons protected, employment practices, **Emp P § 21:18, 21:56**
Pregnancy benefits, **Emp P § 44:178, 44:202**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:83**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:66**
Private rights, enforcement of, **Emp P § 111:184**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:31**
Provisions, sales of, **Comp § 32:175**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:131**
Race or color discrimination, **Emp P § 3:48**
Recalls, **Emp P § 50:18, 50:25**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:355**
Records and reports
general discussion, **Comp § 42:643**
compensation, **Comp § 37:162**
criminal penalties for denying government access to records, **Comp § 42:643**
employment and consumer records, access to, **Emp P § 54:26, 54:36**
employment practices, **Emp P § 92:45, 92:67**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:83**
Reinstatement for retaliation, **Comp § 42:75**
Religious or creed discrimination, **Emp P § 4:18, 4:55**
Remedies, child labor, **Comp § 28:61**
Reporting requirements, **Labor § 70:41**
Reports. Records and reports, above
Rest breaks, **Emp P § 45:32, 45:59**
Retaliation, **Comp § 39:103, 42:74; Emp P § 10:80**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:264**
Salary advances, deductions from compensation for repayment of, **Comp § 32:172**
Sanctions, child labor, **Comp § 28:61**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:29**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:83**
marital status, **Emp P § 32:10, 32:33**
Selection of representative, **Labor § 24:65**
Seniority systems, **Emp P § 43:78, 43:102**
Sex and pregnancy discrimination, **Emp P § 5:12, 5:50**
Sick leave, **Ben § 11:31.70**
Sick pay, minimum wages, **Comp § 18:217**

PUERTO RICO—Cont'd
Special industry committees, Fair Labor Standards Act, **Comp § 1:159**
Stocks, deductions from compensation for purchase of, **Comp § 32:169**
Sugar industry employees, deductions from compensation for lunches of, **Comp § 32:174**
Supply charges, criminal penalties for improper, **Comp § 42:400**
Support withholding
general discussion, **Comp § 34:460, 42:504 to 42:507, 42:598**
employer's liability, **Comp § 42:597**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Temporary disability insurance benefits, ban on garnishment, **Comp § 34:318**
Temporary disability laws, **Ben § 6:27**
Termination of employment, payment of compensation, **Comp § 30:80**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:44**
employment and consumer records, access to, **Emp P § 54:26, 54:36**
fringe benefits, **Emp P § 44:138, 44:162**
harassment, **Emp P § 51:79**
layoffs and recalls, **Emp P § 50:18, 50:25**
mandatory retirement, **Emp P § 52:35, 52:63**
pension and retirement payments, **Emp P § 46:48, 46:69**
pregnancy benefits, **Emp P § 44:178, 44:202**
promotions, **Emp P § 47:23, 47:31**
rest and meal breaks, **Emp P § 45:32, 45:59**
seniority systems, **Emp P § 43:78, 43:102**
wage and salary discrimination, **Emp P § 44:79, 44:117**
Tools, sales of, **Comp § 32:175**
Unemployment compensation, **Ben § 4:84**
Union dues or other charges, deductions from compensation, **Comp § 32:170**
Union practices, **Emp P § 66:12, 66:46**
Vacation pay, minimum wages, **Comp § 18:217**
Vacations, **Ben § 9:32.50**
Voting time off, **Ben § 13:26**
Weekly wages, payment of compensation, **Comp § 29:128**
White collar employees, minimum compensation for, **Comp § 3:10**
Witness duty, **Ben § 14:41**
Workplaceplace safety, plan for safety and health, **Work S § 4:791 to Work S § 4:833**

PUNCTUALITY
Personnel manual, sample policies, **Pers M § 6:62, 6:65**

PUNISHMENT
Sentence and Punishment (this index)

PUNITIVE DAMAGES
General discussion, **Emp P § 70:6, 75:1 et seq.**
Americans with Disabilities Act, availability under, **Emp P § 75:4, 75:6**

PUNITIVE DAMAGES—Cont'd
Availability of punitive damages under Americans with Disabilities Act and § 501 of Rehabilitation Act, **Emp P § 75:3**
Due process challenges, **Emp P § 75:5**
Early civil rights acts, **Emp P § 75:10**
Fair Labor Standards Act and similar state laws, **Comp § 41:270**
Labor Management Relations Act (this index)
Limits on punitive damages, **Emp P § 75:4**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:91**
Rehabilitation Act, availability under, **Emp P § 75:3, 75:4, 75:6**
Retirement plans, civil actions under Employee Retirement Income Security Act, **Ben § 45:61**
Standard for awards, **Emp P § 75:6, 75:10**
Statutes that allow liquidated damages, availability under, **Emp P § 75:7**
Statutes that do not expressly authorize awards, availability under, **Emp P § 75:8**
Statutes that permit legal remedies, availability under, **Emp P § 75:9**
Tax consequences, **Emp P § 79:8**
Termination of employment, **Emp P § 81:18 to 81:22**
Title VII, availability under, **Emp P § 75:2, 75:4, 75:6**

PURCHASE OR PURCHASES
National LABOR Relations Board, assertion of jurisdiction over enterprise where materials or supplies are purchased from out-of-state, **Labor § 3:17**
Personnel Manual (this index)

PURPOSE OR PURPOSES
Collective bargaining agreements, statement of purpose, **Labor § 47:23**
Federal employment, federal labor-management relations laws, **Labor § 1:54**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, **Labor § 1:50**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, **Labor § 1:52**
Workplace Safety (this index)

PUSH MONEY
Overtime pay, **Comp § 20:39**

QDROS
Qualified Domestic Relations Orders (QDROs) (this index)

QUALIFICATIONS
Collective bargaining agreements, arbitrators, **Labor § 49:66**
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
KEOGH Plans (this index)
LABOR-Management Reporting and Disclosure Act, candidates for elections, **Labor § 66:9 to 66:23**

QUALIFICATIONS—Cont'd
Personnel manual, inspectors in workplace safety programs, **Pers M § 17:69**
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Unions, collective bargaining representative, **Labor § 18:23 et seq.**
Workplace Safety (this index)

QUALIFIED ASSET ACCOUNTS
Funded Welfare Benefit Plans (this index)

QUALIFIED DEFERRED COMPENSATION
Personnel manual, compensation subject to federal employment taxes, **Pers M § 9:10**

QUALIFIED DIRECT COSTS
Funded Welfare Benefit Plans (this index)

QUALIFIED DOMESTIC RELATIONS ORDERS (QDROS)
General discussion, **Ben § 26:1 to 26:14.50**
Benefits, effect on, **Ben § 26:13**
Deferral of benefit payments until determination made on qualified status of order, **Ben § 26:12**
Determination whether court order constitutes QDRO, **Ben § 26:5**
Disability benefits, taxation, **Ben § 6:34**
Enforcement of orders entered before January 1, 1985, **Ben § 26:2**
Executive benefits, effect on, **Ben § 26:8**
Federal thrift plans, **Ben § 26:14.50**
Nonqualified plan assets, **Ben § 26:4**
Notice to payee, **Ben § 26:11**
Payments made before participant separates from service, **Ben § 26:9**
Procedures, establishment of, **Ben § 26:10**
Requirements, **Ben § 26:3**
Sample form, **Ben § 26:14**
Social security, effect on qualified plan benefits designed to replace, **Ben § 26:7**
Stock options, effect on, **Ben § 26:8**
Survivor benefits, effect of, **Ben § 26:6**

QUALIFIED EMPLOYEE FRINGE BENEFITS
Personnel manual, compensation subject to federal employment taxes, **Pers M § 9:7**

QUALIFIED IMMUNITY
Early Civil Rights Acts, **Emp P § 20:89.30 et seq.**
Family and Medical Leave Act enforcement, individual's right to, **Ben § 12:74**

QUALIFIED INDIVIDUALS WITH DISABILITIES
Disabilities Discrimination (this index)

QUALIFIED MEDICAL CHILD SUPPORT ORDERS (QMCSOS)
General discussion, **Ben § 26:15 to 26:17**
Administrator of plan, obligations of, **Ben § 26:17**
Defined, **Ben § 26:15**
Notice provision, **Ben § 26:16**

QUALIFIED TRUSTS
Retirement and Retirement Plans (this index)

QUALIFYING EXIGENCY FOR MILITARY FAMILY LEAVE
Family and Medical Leave Act, **Ben § 12:11**
Personnel manual, **Pers M § 14:64.50**

QUALITY CONTROL INSPECTORS
National LABOR Relations Act, managerial employee coverage, **Labor § 5:117**

QUANTITY OR NUMBER
Amount, Quantity or Number (this index)

QUANTUM MERUIT
Bonds of contractors, court proceedings, **Comp § 43:98, 43:99**

QUARRIES
National LABOR Relations Act, supervisor coverage of quarry workers, **Labor § 5:54**
National LABOR Relations Board, assertion of jurisdiction over quarrying enterprises, **Labor § 3:27**
Retail or service establishment employees, **Comp § 12:169**

QUASHING OF HEARING NOTICE
National LABOR Relations Board, processing of work assignment disputes, **Labor § 39:79**

QUESTIONNAIRES
Personnel Manual (this index)

QUESTIONS AND QUESTIONING
National LABOR Relations Board, deference to arbitration awards, **Labor § 10:17**
Personnel Manual (this index)
Retaliation for answering questions during investigation, **Emp P § 10:17.50**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, questions of law and fact on judicial review of OSHRC orders, **Work S § 9:13, 9:14**

QUESTIONS OF LAW AND FACT
Fair Labor Standards Act and Similar State Laws (this index)

QUOTAS
Unfair labor practices, discipline of union members for exceeding production quotas, **Labor § 27:64**
Workplaceplace safety, citations, **Work S § 7:3**

RABBI TRUSTS
Nonqualified deferred compensation, **Ben § 34:23 to 34:25**

RACE OR COLOR DISCRIMINATION
General discussion, **Emp P § 3:1 et seq.**
Affirmative Action (this index)
Appearance and grooming, **Emp P § 31:2, 31:6, 31:8, 31:12**
Associations with persons of another race, discrimination based on, **Emp P § 3:5.50**
Bona fide occupational qualifications, **Emp P § 15:4**
Color discrimination, defined, **Emp P § 3:7**
Defenses, reverse discrimination, **Emp P § 3:10.50**

RACE OR COLOR DISCRIMINATION—Cont'd
Evidence, reverse discrimination, **Emp P § 3:9**
Executive orders that expressly prohibit race or color discrimination, **Emp P § 3:2**
Federal employment laws that expressly prohibit race or color discrimination, **Emp P § 3:2**
Federal funding and programs, race or color prohibitions in laws related to, **Emp P § 3:3**
Inference of reverse discrimination, raising with background circumstances, **Emp P § 3:10**
Marital status, **Emp P § 32:5**
Personnel manual, filling out federal equal employment opportunity reporting forms, **Pers M § 1:71**
Race discrimination, defined, **Emp P § 3:5**
Relationships with persons of another race, discrimination based on, **Emp P § 3:5.50**
Reverse discrimination
general discussion, **Emp P § 3:8 to 3:10**
defense, **Emp P § 3:10.50**
defined, **Emp P § 3:8**
evidence, **Emp P § 3:9**
inference of discrimination, raising with background circumstances, **Emp P § 3:10**
Scope of state laws prohibiting race and color discrimination, **Emp P § 3:11**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
White race, protection of members of, **Emp P § 3:6**

RADIATION
Personnel manual, video display terminals, **Pers M § 17:111**
Workplace Safety (this index)

RADIO
National LABOR Relations Act, supervisor coverage of radio news workers, **Labor § 5:73**
National LABOR Relations Board, assertion of jurisdiction over radio stations, **Labor § 3:34**
Personnel manual, recruitment advertising, **Pers M § 2:44**
Unions, entertainment bargaining units, **Labor § 19:104**

RADIOACTIVE MATERIALS
Child labor, **Comp § 24:65**

RADIO BROADCASTING STATIONS OR STUDIOS
Retail or service establishment employees, **Comp § 12:170**

RADIO OR TELEVISION EMPLOYEES
General discussion, **Comp § 11:1 to 11:12**
Actual and primary duties of employee as determinative factor, **Comp § 11:6**
Announcer, defined, **Comp § 11:3**
Chief engineer, defined, **Comp § 11:5**
Combined minimum wage and overtime pay exemption under state law, **Comp § 11:10**
Compensation, discrimination, **Emp P § 44:68**
Employed by a radio or television station, defined, **Comp § 11:7**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 11:1 to 11:12**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 11:1 to 11:12**
Locality requirements, **Comp § 11:9**

RADIO OR TELEVISION EMPLOYEES—Cont'd
Major studio, defined, **Comp § 11:8**
News editor, defined, **Comp § 11:4**
Overtime pay exemption, **Comp § 11:2, 11:11**
Population requirements, **Comp § 11:9**
Retail or service establishment employees, **Comp § 12:170**
State law exemptions, **Comp § 11:10 to 11:12**

RAILROAD EMPLOYEES
General discussion, **Comp § 6:46 to 6:52**
Combined minimum wage and overtime pay exemption under state law, **Comp § 6:51**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 6:1, 6:44 to 6:50**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 6:1, 6:44 to 6:50**
Interstate transportation, defined, **Comp § 6:49**
Overtime pay exemption, **Comp § 6:46, 6:49, 6:50**
Rail carrier, defined, **Comp § 6:48**
Railroad, defined, **Comp § 6:47**
Retail or service establishment employees, **Comp § 12:171**
State law exemptions, **Comp § 6:52**
Substance Abuse and Testing (this index)
Targeted jobs tax credit, **Emp P § 42:74**

RAILROADS
National Labor Relations Act (this index)
Railroad Employees (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

RAILS OR RAILINGS
Workplace Safety (this index)

RAIL SWEEPS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**

RAILWAY LABOR ACT
General discussion, **Labor § 1:22**
Access to records, National Mediation Board investigation of representation disputes, **Labor § 24:11**
Accrual of statute of limitations
arbitration awards, judicial review/enforcement, **Labor § 59:35**
breach of duty of fair representation, judicial actions and remedies, **Labor § 59:53**
Acquisitions, unfair labor practices, **Labor § 39:207 to 39:211**
Actions and proceedings
bargaining unit determinations, selection of representative, **Labor § 24:13 to 24:17**
breach of contract action, unfair labor practices, **Labor § 39:164**
judicial actions and remedies, **Labor § 59:1 to 59:94**
role of National Mediation Board in representation proceedings, **Labor § 24:9**
statute of limitations, below
Adjustment boards
compelling submission of minor dispute to adjustment board, injunctions in judicial actions, **Labor § 59:78**
compulsory arbitration of minor contract disputes, **Labor § 49:131 to 49:135, 49:138 to 49:140**

RAILWAY LABOR ACT—Cont'd
Adjustment boards—Cont'd
interference with adjustment board proceedings, injunctions in judicial actions, **Labor § 59:80**
judicial review/enforcement of arbitration awards, generally, **Labor § 59:12 to 59:37**
National Railroad Adjustment Board, below
protection of adjustment board proceedings, injunctions in judicial actions, **Labor § 59:79**
special adjustment boards, below
system, group or regional board, below
Administration of oaths and affirmations, National Mediation Board, **Labor § 44:10**
Affirmations and oaths, National Mediation Board, **Labor § 44:10**
Agreements. Contracts or agreements, below
Amendment or modification
contract modification, unfair labor practices, **Labor § 39:198 to 39:206**
unilateral changes, below
Appeal and review
judicial review, **Labor § 59:12 to 59:48**
National Railroad Adjustment Board award, compulsory arbitration of minor contract disputes, **Labor § 49:128**
Appearance at hearing before National Railroad Adjustment Board, compulsory arbitration of minor contract disputes, **Labor § 49:120**
Applicability
determination of applicability of statute to rail carriers, Interstate Commerce Commission, **Labor § 13:11**
selection of representative process, **Labor § 24:3**
Applications. National Mediation Board, below
Appointment of employees, National Mediation Board, **Labor § 44:11**
Appropriation for expenses, Emergency Board, **Labor § 44:34**
Arbitration
awards
compulsory arbitration of minor contract disputes, **Labor § 49:124 to 49:128, 49:135, 49:141**
judicial review/enforcement of arbitration awards, **Labor § 59:12 to 59:42**
voluntary arbitration of contract disputes, **Labor § 49:149, 49:150**
collective bargaining agreements, below
compulsory arbitration
judicial review/enforcement of arbitration awards, **Labor § 59:12 to 59:37**
minor contract disputes, generally, **Labor § 49:112 to 49:141**
contract disputes, generally, **Labor § 49:112 to 49:152**
injunctions, judicial actions, **Labor § 59:81**
judicial review/enforcement of arbitration awards, **Labor § 59:12 to 59:42**
voluntary arbitration
contract disputes, generally, **Labor § 49:142 to 49:152**
judicial review/enforcement of arbitration awards, **Labor § 59:38 to 59:42**
Attorney's fees, judicial actions and remedies, **Labor § 59:90**
Authority and authorization
appropriation for expenses, Emergency Board, **Labor § 44:34**
Interstate Commerce Commission, **Labor § 13:11, 13:12**

RAILWAY LABOR ACT—Cont'd
Authority and authorization—Cont'd
National Mediation Board, **Labor § 44:10, 44:13**
selection of representative, authorization cards, **Labor § 24:7**
Availability
National Mediation Board interpretations of mediated agreements, major bargaining dispute resolution, **Labor § 48:30**
union membership under uniform terms and conditions, **Labor § 39:183**
Awards
arbitration, above
monetary awards, judicial actions and remedies, **Labor § 59:87 to 59:92**
Backpay, judicial actions and remedies, **Labor § 59:88**
Bankruptcy
rejection of contract, unfair labor practices, **Labor § 39:205**
relationship with Bankruptcy Code, **Labor § 13:29**
Bargaining unit determinations, selection of representative, **Labor § 24:13 to 24:17**
Binding arbitration, National Railroad Adjustment Board, **Labor § 49:116**
Boards
adjustment boards, above
Emergency Board, below
jurisdiction, generally, **Labor § 13:2 to 13:10**
National Mediation Board, below
National Railroad Adjustment Board, below
system, group or regional board, below
voluntary arbitration board, **Labor § 49:142 to 49:152, 59:38 to 59:42**
Breach of contract action, unfair labor practices, **Labor § 39:164**
Breach of duty of fair representation
judicial actions and remedies, **Labor § 59:3, 59:49 to 59:53, 59:89**
unfair labor practices, **Labor § 39:174**
Briefs submitted at hearings, bargaining unit determinations, **Labor § 24:15**
Certification
duty to bargain, unfair labor practices, **Labor § 39:194**
representative, **Labor § 24:21**
Chairman of National Mediation Board, **Labor § 44:9**
Challenges
exclusivity of challenge procedures, judicial review/enforcement of arbitration awards, **Labor § 59:19**
validity of bargaining agreements, **Labor § 59:62**
Change. Amendment or modification, above
Choose representative, judicial enforcement of right of employee, **Labor § 59:54**
Civil contempt, enforcement of injunctions in judicial actions, **Labor § 59:69**
Civil rights statutes, relationship with, **Labor § 13:28**
Claims
pendent jurisdiction of state law claims, judicial actions and remedies, **Labor § 59:8**
statement, National Railroad Adjustment Board, **Labor § 49:118**
Class. Craft or class, below
Class actions, judicial actions and remedies, **Labor § 59:6, 59:7**

RAILWAY LABOR ACT—Cont'd
Clean hands doctrine, injunctions in judicial actions, **Labor § 59:68**
Coercion by employer, unfair labor practices, **Labor § 39:168 to 39:170**
Collective bargaining
agreements. Collective bargaining agreements, below
compelling collective bargaining, injunctions in judicial actions, **Labor § 59:70**
duty to bargain, unfair labor practices, **Labor § 39:192 to 39:197, 39:206, 39:207**
negotiations, unfair labor practices, **Labor § 39:177**
representative selection, **Labor § 18:16, 24:1 to 24:21**
rights of employees, unfair labor practices, **Labor § 39:170**
unit determinations, selection of representative, **Labor § 24:13 to 24:17**
Collective bargaining agreements
arbitration
contract disputes, **Labor § 49:112 to 49:152**
provisions in injunctions, judicial actions, **Labor § 59:81**
challenges to validity of bargaining agreements, judicial actions and remedies, **Labor § 59:62**
major bargaining dispute resolution, **Labor § 48:23 to 48:35**
modification, unfair labor practices, **Labor § 39:198 to 39:206**
no-strike provision, injunctions in judicial actions, **Labor § 59:75**
Commonality of interests in class actions, judicial actions and remedies, **Labor § 59:7**
Common representation, effect on arbitration of work assignment disputes, **Labor § 49:130**
Company owned or controlled by carrier, jurisdiction, **Labor § 13:14**
Compel or compulsory
arbitration, above
collective bargaining, injunctions in judicial actions, **Labor § 59:70**
submission of minor dispute to adjustment board, injunctions in judicial actions, **Labor § 59:78**
unfair labor practices, compulsory unionism, **Labor § 39:181 to 39:186**
Compensation
Emergency Board, **Labor § 44:33**
National Mediation Board, **Labor § 44:7**
National Railroad Adjustment Board, **Labor § 44:20**
system, group or regional board, **Labor § 44:28**
Composition
Emergency Board, **Labor § 44:31**
National Mediation Board, **Labor § 44:3**
National Railroad Adjustment Board, **Labor § 44:15**
system, group or regional board, **Labor § 44:26**
voluntary arbitration board, **Labor § 49:146**
Compulsory. Compel or compulsory, above
Conditions
injunctions in judicial actions, **Labor § 59:67**
protective labor conditions, mergers and acquisitions, **Labor § 39:209 to 39:211**
terms and conditions of employment, below
Conduct of elections, judicial review of National Mediation Board actions in representation disputes, **Labor § 59:45**

RAILWAY LABOR ACT—Cont'd
Contempt, enforcement of injunctions in judicial actions, **Labor § 59:69**
Contracts or agreements
checkoff agreement, unfair labor practices, **Labor § 39:189, 39:190**
collective bargaining agreements, above
revocation, below
voluntary arbitration of disputes, **Labor § 49:143 to 49:145**
Controlled by carrier, jurisdiction over company, **Labor § 13:14**
Corruption, judicial review/enforcement of arbitration awards, **Labor § 59:15, 59:24, 59:29**
Costs and expenses
Emergency Board, **Labor § 44:34**
improper expenditures by union for political purposes, injunctions in judicial actions, **Labor § 59:86**
National Mediation Board, **Labor § 44:12**
Coverage, **Labor § 4:49, 4:50, 13:1 to 13:33**
Craft or class
bargaining unit determinations, selection of representative, **Labor § 24:13 to 24:17**
duty of fair representation to employees outside craft or class, unfair labor practices, **Labor § 39:176**
Criminal penalties, judicial actions and remedies, **Labor § 59:93, 59:94**
Damages, judicial actions and remedies, **Labor § 59:87**
Damages. judicial actions and remedies, **Labor § 59:91**
Deadlock on arbitration award, National Railroad Adjustment Board, **Labor § 49:126**
Defects in procedure waived, judicial review/enforcement of arbitration awards, **Labor § 59:40**
Defining employees who work for rail carriers, Interstate Commerce Commission, **Labor § 13:12**
Definite award requirement, judicial review/enforcement of arbitration awards, **Labor § 59:30**
Definitions
major disputes, **Labor § 13:3**
minor disputes, **Labor § 13:6**
Delegation of powers and duties, National Mediation Board, **Labor § 44:13**
Designation
arbitration award by designees, National Railroad Adjustment Board, **Labor § 49:124**
chairman, National Mediation Board, **Labor § 44:9**
officers, National Railroad Adjustment Board, **Labor § 44:19**
representatives, resolution of disputes by system, group or regional board, **Labor § 44:27**
Determinations
applicability of statute to rail carriers, Interstate Commerce Commission, **Labor § 13:11**
bargaining unit determinations, selection of representative, **Labor § 24:13 to 24:17**
judicial review/enforcement of arbitration awards, **Labor § 59:41**
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of Railway LABOR Act, **Labor § 39:230**
Discharge of employees, judicial actions and remedies, **Labor § 59:58 to 59:60, 59:87, 59:88**

RAILWAY LABOR ACT—Cont'd
Discrimination
judicial actions and remedies, **Labor § 59:61**
unfair labor practices, **Labor § 39:179, 39:180**
unions, below
Disputes and resolution of disputes
application for National Mediation Board investigation of representation disputes, **Labor § 24:4 to 24:12**
arbitration, above
jurisdiction of agencies, **Labor § 13:2 to 13:12**
major disputes, below
minor disputes, below
National Railroad Adjustment Board, **Labor § 44:17**
representation disputes. National Mediation Board, below
system, group or regional board, **Labor § 44:25, 44:27**
types of disputes covered
Emergency Board, **Labor § 13:10**
National Mediation Board, **Labor § 13:2**
National Railroad Adjustment Board, **Labor § 13:5**
Dissolution of system, group or regional board, **Labor § 44:29**
Divisions of National Railroad Adjustment Board, **Labor § 13:7**
Due process violations, judicial review/enforcement of arbitration awards, **Labor § 59:14, 59:23, 59:28**
Dues
checkoff, unfair labor practices, **Labor § 39:187 to 39:191**
improper political use of union dues, judicial actions and remedies, **Labor § 59:57**
Duties
bargaining duty, unfair labor practices, **Labor § 39:192 to 39:197, 39:206, 39:207**
delegation of duties, National Mediation Board, **Labor § 44:13**
fair representation duty, below
initial resolution obligations, major bargaining dispute resolution, **Labor § 48:24 to 48:26**
Elections
conduct of elections, judicial review of National Mediation Board actions in representation disputes, **Labor § 59:45**
selection of representative, **Labor § 24:6, 24:18 to 24:20**
Emergency Board
general discussion, **Labor § 44:30 to 44:34**
jurisdiction, **Labor § 13:10**
special emergency board, major bargaining dispute resolution, **Labor § 48:31 to 48:35**
Employees
jurisdiction over, **Labor § 13:18 to 13:23**
National Mediation Board, appointment, **Labor § 44:11**
Employer representatives, selection, **Labor § 44:16, 44:17**
Enforcement
improper enforcement of security agreements, judicial actions and remedies, **Labor § 59:56**
judicial enforcement, **Labor § 59:12 to 59:42, 59:54, 59:63, 59:69, 59:75, 59:81, 59:83**
Entities, jurisdiction over, **Labor § 13:13 to 13:24**
Establishment
adjustment board, generally, **Labor § 49:139**
Emergency Board, **Labor § 44:30**
special adjustment boards, compulsory arbitration of minor contract disputes in railroad industry, **Labor § 49:131, 49:132**
system, group or regional board, **Labor § 44:23, 44:25, 44:27**

RAILWAY LABOR ACT—Cont'd
Evidence, compulsory arbitration of minor contract disputes in railroad industry, **Labor § 49:134**
Exclusions or exemptions
carriers exempt from jurisdiction, **Labor § 13:17**
exhaustion of administrative remedies, judicial actions and remedies, **Labor § 59:4, 59:5**
individuals exempt from jurisdiction, **Labor § 13:23**
Exclusivity of challenge procedures, judicial review/enforcement of arbitration awards, **Labor § 59:19**
Exhaustion of administrative remedies, judicial actions and remedies, **Labor § 59:2 to 59:5**
Expenses. Costs and expenses, above
Factors
determining appropriate craft or class, bargaining unit determinations, **Labor § 24:16**
distinguishing management from employees, jurisdiction over employees, **Labor § 13:20**
Failure to make investigation, judicial review of National Mediation Board actions in representation disputes, **Labor § 59:44**
Fair representation duty
breach of duty of fair representation, above
unfair labor practices, **Labor § 39:173 to 39:178**
Federal court of appeals, review/enforcement of arbitration awards, **Labor § 59:37**
Federal district courts, judicial actions and remedies, **Labor § 59:1 to 59:94**
Federal employment, relationship of federal sector labor relations laws to, **Labor § 14:21**
Federal preemption, **Emp P § 115:25**
Fees
attorney's fees, judicial actions and remedies, **Labor § 59:90**
union security, unfair labor practices, **Labor § 39:188**
Filing award, voluntary arbitration of contract disputes, **Labor § 49:149**
Filling vacancies in office, National Railroad Adjustment Board, **Labor § 44:18**
Finality of awards, compulsory arbitration of minor contract disputes in airline industry, **Labor § 49:141**
Findings on statutory jurisdiction, judicial review of National Mediation Board actions, **Labor § 59:48**
Forfeiture of right to strike over major dispute, unfair labor practices, **Labor § 39:158**
Fraud, judicial review/enforcement of arbitration awards, **Labor § 59:15, 59:24, 59:29**
Frequency of meetings, National Railroad Adjustment Board, **Labor § 44:21**
Full crew laws, preemption of state law, **Labor § 13:32**
Function of special emergency board, major bargaining dispute resolution, **Labor § 48:31**
Funds spent for improper political purposes, restitution, **Labor § 59:92**
Futility, exception to exhaustion of administrative remedies in judicial actions, **Labor § 59:5**
Grievance processing, duty of fair representation, **Labor § 39:178**
Group board. System, group or regional board, below
Hearings
bargaining unit determinations, **Labor § 24:14, 24:15**

RAILWAY LABOR ACT—Cont'd
Hearings—Cont'd
National Railroad Adjustment Board, compulsory arbitration of minor contract disputes, **Labor § 49:119 to 49:123**
Hybrid actions, breach of duty of fair representation, **Labor § 59:50**
Impeachment of award, judicial review/enforcement of arbitration awards, **Labor § 59:12, 59:21, 59:26**
Imposition of conditions, injunctions in judicial actions, **Labor § 59:67**
Improper matters
enforcement of security agreements, judicial actions and remedies, **Labor § 59:56**
expenditures by union for political purposes, injunctions in judicial actions, **Labor § 59:86**
notice of hearing, National Railroad Adjustment Board, **Labor § 49:122**
restitution of funds spent for improper political purposes, judicial actions and remedies, **Labor § 59:92**
use of union dues, judicial actions and remedies, **Labor § 59:57**
Individuals
jurisdiction over individuals, **Labor § 13:13 to 13:24**
standing to sue, judicial review/enforcement of arbitration awards, **Labor § 59:31**
Influence by employer, unfair labor practices, **Labor § 39:168 to 39:170**
Information production, National Mediation Board investigation of representation disputes, **Labor § 24:12**
Infringement by employer on rights of employees, unfair labor practices, **Labor § 39:168 to 39:180**
Initial resolution obligations, major bargaining dispute resolution, **Labor § 48:24 to 48:26**
Initiation of proceeding, judicial review/enforcement of arbitration awards, **Labor § 59:16, 59:17**
Injunctions
judicial actions, **Labor § 59:65 to 59:86**
major disputes, below
minor disputes, below
Interests
commonality of interests in class actions, judicial actions and remedies, **Labor § 59:7**
showing of interest required to intervene in election, selection of representative, **Labor § 24:6**
Interference
adjustment board proceedings, injunctions in judicial actions, **Labor § 59:80**
discipline, injunctions in judicial actions, **Labor § 59:84, 59:85**
employer interference with rights of employees, unfair labor practices, **Labor § 39:168 to 39:170**
National Mediation Board proceedings, injunctions in judicial actions, **Labor § 59:82**
Internal carrier proceedings, compulsory arbitration of minor contract disputes, **Labor § 49:113, 49:114, 49:137**
Interpretations of mediated agreements, availability from National Mediation Board, **Labor § 48:30**
Interstate Commerce Act, relationship with, **Labor § 13:30**
Interstate Commerce Commission, jurisdiction, **Labor § 13:11, 13:12**
Intervention in election, selection of representative, **Labor § 24:6**

RAILWAY LABOR ACT—Cont'd
Investigations, National Mediation Board, **Labor § 24:4 to 24:12, 59:44**
Issuance of injunctions, judicial actions, **Labor § 59:65 to 59:86**
Issues not agreed to prior to establishment of system, group or regional board, resolution of disputes concerning, **Labor § 44:25**
Judicial actions and remedies, generally, **Labor § 59:1 to 59:94**
Jurisdiction
agencies, generally, **Labor § 13:2 to 13:12**
arbitration awards, judicial review/enforcement, **Labor § 59:12, 59:20, 59:25**
breach of duty of fair representation, judicial actions and remedies, **Labor § 59:49, 59:50**
findings of National Mediation Board on statutory jurisdiction, judicial review, **Labor § 59:48**
individuals and entities, **Labor § 13:13 to 13:24**
merger-related rights, judicial actions and remedies, **Labor § 59:63**
National Mediation Board, below
National Railroad Adjustment Board, **Labor § 13:5 to 13:7**
pendent jurisdiction of state law claims, judicial actions and remedies, **Labor § 59:8**
Labor disputes. Disputes and resolution of disputes, above
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:152**
LABOR-Management Reporting and Disclosure Act, relationship with, **Labor § 13:27**
Liability of union, breach of duty of fair representation, **Labor § 59:89**
Limitations
application for National Mediation Board investigation of representation disputes, **Labor § 24:10**
Norris-LaGuardia Act, injunctions in judicial actions, **Labor § 59:65**
statute of limitations, below
Location
National Mediation Board, **Labor § 44:14**
National Railroad Adjustment Board, **Labor § 44:22**
Maintenance of status quo, second special emergency board for publicly-funded rail commuter services, **Labor § 48:34**
Major disputes
injunctions
prevent employer's unilateral changes, judicial actions, **Labor § 59:76**
strikes, judicial actions, **Labor § 59:73**
National Mediation Board, **Labor § 13:3**
resolution of major bargaining disputes, **Labor § 48:23 to 48:35**
strikes
injunctions, judicial actions, **Labor § 59:73**
unfair labor practices, **Labor § 39:157, 39:158**
Management and employees distinguished, jurisdiction over employees, **Labor § 13:20**
Manner of selection of representatives, National Railroad Adjustment Board, **Labor § 44:16**
Mediation. National Mediation Board, below
Meetings, National Railroad Adjustment Board, **Labor § 44:21**
Mergers
judicial actions and remedies, merger-related rights, **Labor § 59:63**

RAILWAY LABOR ACT—Cont'd
Mergers—Cont'd
unfair labor practices, **Labor § 39:207 to 39:211**
Minor disputes
compulsory arbitration of minor contract disputes, **Labor § 49:112 to 49:141**
injunctions
compelling submission of minor dispute to adjustment board, judicial actions, **Labor § 59:78**
prevent employer's unilateral changes, judicial actions, **Labor § 59:77**
strikes, judicial actions, **Labor § 59:74**
National Railroad Adjustment Board, **Labor § 13:6**
strikes
injunctions, judicial actions, **Labor § 59:74**
unfair labor practices, **Labor § 39:159**
Modification. Amendment or modification, above
Monetary awards, judicial actions and remedies, **Labor § 59:87 to 59:92**
National LABOR Relations Act, relationship with, **Labor § 13:25**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:27**
National Mediation Board
general discussion, **Labor § 44:2 to 44:14**
applications
investigation of representation disputes, **Labor § 24:4 to 24:12**
major bargaining dispute resolution, **Labor § 48:28**
bargaining unit determinations, **Labor § 24:13 to 24:17**
interference with National Mediation Board proceedings, injunctions in judicial actions, **Labor § 59:82**
investigations, **Labor § 24:4 to 24:12, 59:44**
judicial review of National Mediation Board actions, **Labor § 59:43 to 59:48**
jurisdiction
general discussion, **Labor § 13:2 to 13:4**
injunctions in judicial actions, **Labor § 59:83**
major bargaining dispute resolution, **Labor § 48:27**
major bargaining dispute resolution, **Labor § 48:27 to 48:30**
representation disputes
general discussion, **Labor § 13:4**
application for investigation, **Labor § 24:4 to 24:12**
judicial review, **Labor § 59:43 to 59:46**
selection of arbitrators, voluntary arbitration of contract disputes, **Labor § 49:147**
National Railroad Adjustment Board
general discussion, **Labor § 44:15 to 44:22**
compulsory arbitration of minor contract disputes, **Labor § 49:116 to 49:130**
creation of special rail adjustment boards, **Labor § 49:131**
judicial review/enforcement of arbitration awards, **Labor § 59:12 to 59:19**
jurisdiction, **Labor § 13:5 to 13:7**
National unions
membership, unfair labor practices, **Labor § 39:185**
resolution of disputes concerning participation in selection process, **Labor § 44:17**

RAILWAY LABOR ACT—Cont'd
Nature
arbitration awards, special adjustment boards, **Labor § 49:135**
cases heard, system, group or regional board, **Labor § 44:24**
federal labor-management relations laws, **Labor § 1:22**
pleadings, National Railroad Adjustment Board, **Labor § 49:117**
Negotiations
duty of fair representation, unfair labor practices, **Labor § 39:177**
duty to bargain, unfair labor practices, **Labor § 39:192**
Nmb. National Mediation Board, above
Nonemployee organizations, representatives, **Labor § 8:18**
Nonunion members, duty of fair representation, **Labor § 39:175**
Norris-LaGuardia Act
limitations on injunctions, judicial actions, **Labor § 59:65**
relationship with, **Labor § 13:26**
No-strike provision in collective bargaining agreement, injunctions in judicial actions, **Labor § 59:75**
Notice
hearing, National Railroad Adjustment Board, **Labor § 49:121, 49:122**
modification of bargaining agreement, unfair labor practices, **Labor § 39:198 to 39:201**
voluntary arbitration of contract disputes, **Labor § 49:144**
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of Railway LABOR Act, **Labor § 39:230**
Nrab. National Railroad Adjustment Board, above
Oaths and affirmations, National Mediation Board, **Labor § 44:10**
Officers of National Railroad Adjustment Board, **Labor § 44:19**
Officials, jurisdiction over subordinate officials, **Labor § 13:19**
Organizations
labor organizations. Unions, below
nonemployee organizations, representatives, **Labor § 8:18**
Organizing rights, protection in judicial actions, **Labor § 59:55, 59:71**
Owners and ownership
company owned by carrier, jurisdiction, **Labor § 13:14**
state-owned
jurisdiction over state-owned carriers, **Labor § 13:15**
prohibitions against strikes at state-owned railroads, preemption of state law, **Labor § 13:33**
Participation in selection process by national unions, resolution of disputes by National Railroad Adjustment Board, **Labor § 44:17**
Parties
bargaining unit determination proceedings, **Labor § 24:17**
judicial review/enforcement of arbitration awards, **Labor § 59:31 to 59:33**
standing, below
sufficient number of plaintiffs in class actions, judicial actions and remedies, **Labor § 59:6**
Penalties
criminal penalties, judicial actions and remedies, **Labor § 59:93, 59:94**

RAILWAY LABOR ACT—Cont'd
Penalties—Cont'd
strike-related activity involving for publicly-funded rail commuter services, major bargaining dispute resolution, **Labor § 48:35**
Pendent jurisdiction of state law claims, judicial actions and remedies, **Labor § 59:8**
Picketing, unfair labor practices, **Labor § 39:166**
Pleadings, National Railroad Adjustment Board, **Labor § 49:117**
Political matters, unions, **Labor § 59:57, 59:86, 59:92**
Power. Authority and authorization, above
Preemption of state law, **Labor § 13:31 to 13:33**
Presentation of defense, National Railroad Adjustment Board, **Labor § 49:123**
Prevention of employer's unilateral changes, injunctions in judicial actions, **Labor § 59:76, 59:77**
Procedure or procedures
compulsory arbitration of minor contract disputes, **Labor § 49:113, 49:137**
dues checkoff, unfair labor practices, **Labor § 39:187 to 39:191**
special adjustment boards, compulsory arbitration of minor contract disputes in railroad industry, **Labor § 49:133**
voluntary arbitration of contract disputes, **Labor § 49:148, 49:152**
Proceedings. Actions and proceedings, above
Processing grievances, duty of fair representation, **Labor § 39:178**
Production of information, National Mediation Board investigation of representation disputes, **Labor § 24:12**
Prohibitions against strikes at state-owned railroads, preemption of state law, **Labor § 13:33**
Proper procedures used, major bargaining dispute resolution, **Labor § 48:25**
Protection
adjustment board proceedings, injunctions in judicial actions, **Labor § 59:79**
mergers and acquisitions, protective labor conditions, **Labor § 39:209 to 39:211**
organizing rights, judicial actions, **Labor § 59:55, 59:71**
strike right, injunctions in judicial actions, **Labor § 59:72**
Public law board established by parties, special adjustment boards, **Labor § 49:132**
Publicly-funded rail commuter services, special emergency board, **Labor § 48:32 to 48:35**
Punitive damages, judicial actions and remedies, **Labor § 59:91**
Qualifications of members
Emergency Board, **Labor § 44:32**
National Mediation Board, **Labor § 44:4**
Race discrimination, unfair labor practices, **Labor § 39:180**
Recognition of bargaining representative, mergers, **Labor § 39:208**
Reconvening arbitration board, voluntary arbitration of contract disputes, **Labor § 49:151, 49:152**
Regional board. System, group or regional board, below
Reinstatement
judicial actions and remedies, **Labor § 59:88**
strikers, rights, **Labor § 39:163, 39:164**
Rejection of contract, unfair labor practices, **Labor § 39:205, 39:206**
Reliance on union assurances, exception to exhaustion of administrative remedies in judicial actions, **Labor § 59:4**

RAILWAY LABOR ACT—Cont'd
Remedies
injunctions, above
judicial remedies, **Labor § 59:1 to 59:94**
Removal
cases, judicial actions and remedies, **Labor § 59:10**
members of National Mediation Board, **Labor § 44:8**
Repeated surprise strikes, unfair labor practices, **Labor § 39:160**
Replacements for strikers, unfair labor practices, **Labor § 39:163, 39:164**
Representation
bargaining unit determinations, **Labor § 24:13 to 24:17**
common representation, effect on work assignment disputes, **Labor § 49:130**
disputes. National Mediation Board, above
fair representation duty, above
internal carrier proceedings, compulsory arbitration of minor contract disputes, **Labor § 49:114**
Representatives
duty to bargain, unfair labor practices, **Labor § 39:192**
employer representatives, selection, **Labor § 44:16, 44:17**
jurisdiction over, **Labor § 13:24**
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:152**
nonemployee organizations, **Labor § 8:18**
recognition of bargaining representative, mergers, **Labor § 39:208**
resolution of disputes concerning designation of representatives, system, group or regional board, **Labor § 44:27**
selection
general discussion, **Labor § 18:16, 24:1 to 24:21**
judicial enforcement, **Labor § 59:54**
National Railroad Adjustment Board, **Labor § 44:16, 44:17**
unfair labor practices, **Labor § 39:168**
unions, below
Requests
hearing, National Railroad Adjustment Board, **Labor § 49:119**
investigation of representation dispute by National Mediation Board, **Labor § 24:8, 24:12**
Res judicata, judicial actions and remedies, **Labor § 59:9**
Resolution of disputes. Disputes and resolution of disputes, above
Responsibilities. Duties, above
Restitution of funds spent for improper political purposes, judicial actions and remedies, **Labor § 59:92**
Restrictions. Limitations, above
Retired employees, jurisdiction over, **Labor § 13:21**
Review. Appeal and review, above
Revocation
checkoff agreement, unfair labor practices, **Labor § 39:190**
voluntary arbitration agreement, **Labor § 49:145**
Rights
choose representative, judicial enforcement, **Labor § 59:54**
compulsory arbitration of minor contract disputes in airline industry, **Labor § 49:138**
interference by employer with rights of employees, unfair labor practices, **Labor § 39:168 to 39:170**

RAILWAY LABOR ACT—Cont'd
Rights—Cont'd
merger-related rights, judicial actions and remedies, **Labor § 59:63**
organizing rights, protection in judicial actions, **Labor § 59:55, 59:71**
presentation of defense, National Railroad Adjustment Board, **Labor § 49:123**
strikes, protection by injunctions in judicial actions, **Labor § 59:72**
Role of National Mediation Board in representation proceedings, **Labor § 24:9**
Sanctions. Penalties, above
Scope
adjustment board's authority, judicial review/enforcement of arbitration awards, **Labor § 59:13, 59:22, 59:27**
injunctions, judicial actions, **Labor § 59:66**
preemption of state law, **Labor § 13:31**
Second special emergency board for publicly-funded rail commuter services, major bargaining dispute resolution, **Labor § 48:33, 48:34**
Security. Unions, below
Selection
arbitrators, voluntary arbitration of contract disputes, **Labor § 49:147**
remedy, unlawful discharge of employees, **Labor § 59:59**
representatives, above
Selective strikes, unfair labor practices, **Labor § 39:162**
Services
application for National Mediation Board services, major bargaining dispute resolution, **Labor § 48:28**
checkoff requirements for train and yard service employees, unfair labor practices, **Labor § 39:191**
trucking service as carrier, jurisdiction, **Labor § 13:16**
Settlement, major bargaining dispute resolution, **Labor § 48:24**
Showing of interest required to intervene in election, **Labor § 24:6**
Special adjustment boards
compulsory arbitration of minor contract disputes in railroad industry, **Labor § 49:131 to 49:135**
judicial review/enforcement of arbitration awards, **Labor § 59:20 to 59:24**
Special emergency board, major bargaining dispute resolution, **Labor § 48:31 to 48:35**
Standing to sue
arbitration awards, judicial review/enforcement, **Labor § 59:31, 59:32**
protection of organizing rights, judicial actions and remedies, **Labor § 59:55**
representation disputes, judicial review of National Mediation Board actions, **Labor § 59:46**
State
employees, jurisdiction over, **Labor § 13:22**
laws. State laws, below
owners and ownership, above
State laws
pendent jurisdiction of state law claims, judicial actions and remedies, **Labor § 59:8**
preemption of state law, **Labor § 13:31 to 13:33**
right-to-work laws, unfair labor practices, **Labor § 39:184**
wrongful discharge of employee under state law, judicial actions and remedies, **Labor § 59:60**

RAILWAY LABOR ACT—Cont'd
Statement of claim, National Railroad Adjustment Board, **Labor § 49:118**
Status
independent agency status of National Mediation Board, **Labor § 44:2**
retired employees, jurisdiction, **Labor § 13:21**
state employees, jurisdiction, **Labor § 13:22**
state-owned carriers, jurisdiction, **Labor § 13:15**
Status quo
maintenance, second special emergency board for publicly-funded rail commuter services, **Labor § 48:34**
unilateral changes in working conditions, unfair labor practices, **Labor § 39:204**
Statute of limitations
accrual of statute of limitations, above
arbitration awards, judicial review/enforcement, **Labor § 59:34, 59:35**
breach of duty of fair representation, judicial actions and remedies, **Labor § 59:52, 59:53**
judicial actions, generally, **Labor § 59:64**
Strikes
injunctions, judicial actions, **Labor § 59:72 to 59:75**
major disputes, above
minor disputes, above
penalties for strike-related activity involving for publicly-funded rail commuter services, **Labor § 48:35**
prohibitions against strikes at state-owned railroads, preemption of state law, **Labor § 13:33**
unfair labor practices, **Labor § 39:157 to 39:164, 39:203**
unilateral changes in working conditions, unfair labor practices, **Labor § 39:203**
Subjects of bargaining, duty to bargain, **Labor § 39:197**
Subordinate officials, jurisdiction over employees, **Labor § 13:19**
Sufficient number of plaintiffs in class actions, judicial actions and remedies, **Labor § 59:6**
Surprise strikes, unfair labor practices, **Labor § 39:160**
System, group or regional board
general discussion, **Labor § 44:23 to 44:29**
jurisdiction, **Labor § 13:8, 13:9**
Term of office of members of National Mediation Board, **Labor § 44:5**
Terms and conditions of employment
availability of union membership under uniform terms and conditions, unfair labor practices, **Labor § 39:183**
unilateral changes, below
Time
application for National Mediation Board investigation of representation disputes, **Labor § 24:10**
statute of limitations, above
Triggering representation dispute, National Mediation Board investigation, **Labor § 24:4, 24:5**
Trucking service as carrier, jurisdiction, **Labor § 13:16**
Types
disputes and resolution of disputes, above
elections, selection of representative, **Labor § 24:20**
Unfair labor practices, **Labor § 39:155 to 39:211**
Uniform terms and conditions, availability of union membership under, **Labor § 39:183**

RAILWAY LABOR ACT—Cont'd
Unilateral changes
during ongoing resolution of disputes, **Labor § 48:26, 49:115**
prevention of employer's unilateral changes, injunctions in judicial actions, **Labor § 59:76, 59:77**
unfair labor practices, **Labor § 39:202 to 39:204**
Unions
breach of duty of fair representation, above
collective bargaining agreements, above
discrimination
activity causing discrimination, unfair labor practices, **Labor § 39:179**
by union, judicial actions and remedies, **Labor § 59:61**
dues, above
fair representation duty, above
interference with union discipline, injunctions in judicial actions, **Labor § 59:85**
liability of union for work interruptions, **Labor § 39:167**
national unions, above
organizing rights, protection in judicial actions, **Labor § 59:55, 59:71**
political matters, **Labor § 59:57, 59:86, 59:92**
reliance on union assurances, exception to exhaustion of administrative remedies, **Labor § 59:4**
security
improper enforcement of security agreements, judicial actions and remedies, **Labor § 59:56**
unfair labor practices, **Labor § 39:181 to 39:211**
selection of representatives
general discussion, **Labor § 18:16, 24:1 to 24:21**
National Railroad Adjustment Board, **Labor § 44:16, 44:17**
shop agreements, unfair labor practices, **Labor § 39:181**
standing to sue, judicial review/enforcement of arbitration awards, **Labor § 59:32**
unfair labor practices, generally, **Labor § 39:173 to 39:178, 39:181 to 39:211**
Unlawful discharge of employees, judicial actions and remedies, **Labor § 59:58, 59:59, 59:87, 59:88**
Unrepresented employees triggering representation dispute, National Mediation Board investigation, **Labor § 24:4**
Use
board of adjustment, air carriers, **Labor § 13:9**
internal carrier procedures, compulsory arbitration of minor contract disputes, **Labor § 49:113, 49:137**
proper procedures, major bargaining dispute resolution, **Labor § 48:25**
Vacancies in office
National Mediation Board, **Labor § 44:6**
National Railroad Adjustment Board, **Labor § 44:18**
Validity
challenges to validity of bargaining agreements, judicial actions and remedies, **Labor § 59:62**
selection of representative, valid authorization cards, **Labor § 24:7**
Violations
due process, judicial review/enforcement of arbitration awards, **Labor § 59:14, 59:23, 59:28**

RAILWAY LABOR ACT—Cont'd
Violations—Cont'd
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of Railway LABOR Act, **Labor § 39:230**
Voluntary arbitration. Arbitration, above
Voter eligibility, elections, **Labor § 24:18, 24:19**
Waiver
procedural defects, judicial review/enforcement of arbitration awards, **Labor § 59:40**
right to judicial remedy, **Labor § 59:11**
Wildcat strikes, unfair labor practices, **Labor § 39:161**
Willful act, criminal penalties, **Labor § 59:94**
Work assignment disputes, compulsory arbitration in railroad industry, **Labor § 49:129, 49:130**
Worker Adjustment and Retraining Notification Act, effect of compliance with notice requirements on determinations of violations of Railway LABOR Act, **Labor § 39:230**
Working conditions. Unilateral changes, above
Work interruptions, liability of union, **Labor § 39:167**
Wrongful discharge of employee under state law, judicial actions and remedies, **Labor § 59:60**

RAINWEAR
General discussion, **Comp § 17:88**

RANCH WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:16**

RANDOM TESTING
Substance Abuse and Testing (this index)

RANK AND FILE
National Labor Relations Act (this index)

RANKING
Personnel Manual (this index)

RATE OR RATES
National LABOR Relations Board, backpay, **Labor § 43:70**
Personnel Manual (this index)
Wage rates
collective bargaining agreements, regulation of changes, **Labor § 47:42**
unfair labor practices, unilateral changes by employer for newly hired employees, **Labor § 36:22**

RATE-SETTING STATUTES
Preemption, **Ben § 1:121**

RATIFICATION
Collective Bargaining Agreements (this index)
LABOR-Management Reporting and Disclosure Act, unlawful dues increase or assessment, **Labor § 64:20**
National LABOR Relations Act, unauthorized conduct of agents of employers, **Labor § 8:24**
Norris-LaGuardia Act, burden of proof as to ratification of illegal act, **Labor § 50:114**
Unfair Labor Practices (this index)

RATING OR RATINGS
Personnel Manual (this index)

RATING OR RATINGS—Cont'd
Unfair labor practices, reduction of work force as reason for discharge of employee, **Labor § 30:137**
Workplaceplace safety, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:220**

RATIOS
Personnel manual, setting appropriate staff ratios, **Pers M § 1:24**

RC/RM (CERTIFICATION PETITIONS)
Unions and Union Practices (this index)

RD (DECERTIFICATION)
Unions and Union Practices (this index)

REACTION OR REACTIONS
Unfair Labor Practices (this index)

READY-MIX CONCRETE SUPPLIERS
Retail or service establishment employees, **Comp § 12:172**

REAL ESTATE COMPANIES AND ENTERPRISES
Retail or service establishment employees, **Comp § 12:173**
Unions, bargaining units, **Labor § 19:128**

REASONABLE ACCOMMODATIONS
Affirmative action plans, veterans and disabled persons, **Emp P § 68:75**
Disabilities Discrimination (this index)
Religious conflicts with work, **Emp P § 38:6 et seq.**
Religious or Creed Discrimination (this index)
Training, **Emp P § 48:11**

REASONABLE CAUSE
Title VII (this index)

REASONABLE OR REASONABLENESS
Iowa, reasonable suspicion of substance abuse, **Emp P § 30:124**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions, belief by employer that union has lost majority status, **Labor § 17:34 to 17:36**
Workplace Safety (this index)

REASONS
Federal employment, statement of reasons for refusing to issue complaint, **Labor § 45:39**
National LABOR Relations Board, approval of post-complaint settlement of unfair labor practices, **Labor § 42:173**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, promulgation of OSHA safety and health standards, **Work S § 3:10**

REASSIGNMENTS
Disabilities discrimination, **Emp P § 9:61**
Unfair Labor Practices (this index)

REBUTTAL
Discipline (this index)

REBUTTAL—Cont'd
Statistical Evidence (this index)
Termination of Employment (this index)

RECALCITRANCE OF PARTY
See also specific states
Department of Labor supplemental hearing procedures, **Emp P § 90:213**

RECALLS
Collective Bargaining Agreements (this index)
Layoffs and Recalls (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, voter eligibility of laid-off employees who have expectation of recall, **Labor § 22:117**

RECEIVERS
National LABOR Relations Act, employer coverage, **Labor § 4:11**
Workplaceplace safety, air receivers for compressed gas and compressed air equipment, **Work S § 3:163, 3:164**

RECEPTIONISTS
Personnel Manual (this index)

RECIPIENT OF GOVERNMENT FUNDS
Personnel manual, unlawful employment practices in health care industry, **Pers M § 22:15**

RECIPIENTS OF BENEFITS
Medical Benefits (this index)

RECIPIENTS OF FEDERAL AID
General discussion, **Emp P § 88:190 et seq.**
Agency actions
  general discussion, **Emp P § 94:26 to 94:30**
  exhaustion of remedies, **Emp P § 94:28**
  Rehabilitation Act, **Emp P § 94:29**
  standing to sue, **Emp P § 94:27**
  Title IX, **Emp P § 94:30**
Apprentices (this index)
Employment Practices (this index)
Exhaustion of remedies, **Emp P § 94:28**
Job Training Partnership Act (this index)
Joint Complaint Processing (this index)
National and Community Service Act (this index)
Rehabilitation Act (this index)
Religious or creed discrimination, **Emp P § 4:4**
Standing to sue, **Emp P § 94:27**
Title IX (this index)
Title VI (this index)
Transfers and job assignments, **Emp P § 49:4**

RECIPROCAL AGREEMENTS
No-additional-cost services, **Ben § 15:215**

RECKLESS DISREGARD FOR TRUTH
Unfair labor practices, false or defamatory statements protected unless made with, **Labor § 25:17**

RECLASSIFICATION OF JOBS AND EMPLOYEES
Unfair labor practices, unilateral changes by employer, **Labor § 36:31**

RECOGNITION OR RECOGNIZING
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:16 to Work S § 3:18**

RECOMMENDATIONS
Federal employment, national consultation rights, **Labor § 39:302**
LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:112**
National Labor Relations Board (this index)
Personnel Manual (this index)

RECOMMENDED FINDINGS AND DECISIONS
Executive Order 11246 (this index)

RECONSIDERATION
Apprentices, certificates, **Comp § 38:115**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:242, 53:295**
National Labor Relations Board (this index)
Unions, representation hearings, **Labor § 20:44**
Workplace Safety (this index)

RECORDING
Personnel Manual (this index)
Tape Recordings (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:567**

RECORDS AND REPORTS
General discussion, **Comp § 37:1 et seq.; Emp P § 92:1 et seq.**
Access to records
- general discussion, **Emp P § 54:1 et seq.**
- background check, confidentiality, **Emp P § 54:5.50**
- employee access to consumer report contents and recipients, **Emp P § 54:3**
- employers, disclosure of consumer reports to, **Emp P § 54:2**
- **Freedom of Information Act** (this index)
- medical records, confidentiality of, **Emp P § 54:6**
- National LABOR Relations Board, **Labor § 41:38 to 41:41**
- notice to employee of report use by employer, **Emp P § 54:4**
- **Personnel Manual** (this index)
- Railway LABOR Act, National Mediation Board investigation of representation disputes, **Labor § 24:11**

Additions to wages paid, time to preserve records, **Comp § 37:64**
Administrators, employers of, **Comp § 37:37**
Affirmative action plans, veterans and disabled persons, **Emp P § 68:71**
Age Discrimination in Employment Act (this index)

RECORDS AND REPORTS—Cont'd
Agreements, time to preserve records, **Comp § 37:59**
Agricultural Employees (this index)
Aliens, administrative law judge proceedings, **Emp P § 90:184**
Americans with Disabilities Act, **Emp P § 92:34**
Apprentices, **Comp § 37:40, 37:44; Emp P § 48:28**
Apprentices (this index)
Back wages, employers paying under DOL supervision, **Comp § 37:36**
Basis on which wages are paid, **Comp § 37:8**
Billing, time to preserve records, **Comp § 37:63**
Board, lodging or other facilities, payment of wages in, **Comp § 37:48**
Boosted hours, **Comp § 37:14**
Broadcast employees, employers of certain, **Comp § 37:38**
Certificates, time to preserve records, **Comp § 37:59**
Checklist of required records, **Comp § 37:6**
Child Labor (this index)
Collective bargaining agreements, board of inquiry to investigate strike issues, **Labor § 48:17, 48:18**
Commuting hand harvest laborers, **Comp § 37:50**
Constitutionality, **Comp § 37:2**
Contract Work Hours and Safety Standards Act, **Comp § 37:194**
Copeland Act, **Comp § 37:197**
Country (grain) elevator employees, **Comp § 37:52**
Davis-Bacon Act, **Comp § 37:192, 37:193**
Death benefits, **Ben § 7:100**
Deductions from wages paid, time to preserve records, **Comp § 37:64**
Delegation of record-keeping responsibility to employees, **Comp § 37:4**
Department of Labor Supplemental Hearing Procedures (this index)
Disabilities, workers with, **Comp § 37:46, 37:47**
Disabilities discrimination, **Emp P § 9:30**
Disability benefits, **Ben § 6:30**
Domestic service employees, **Comp § 37:38, 37:54**
Employee Retirement Income Security Act, termination of employee welfare benefit plans, **Ben § 2:79**
Equal Pay Act, **Emp P § 92:33**
Evidence, agencies, **Emp P § 106:3**
Executive Order 11246 (this index)
Executives, employers of, **Comp § 37:37**
Exemptions, **Comp § 37:39, 37:65**
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act, **Ben § 12:53, 12:59**
Federal contracts
- general discussion, **Comp § 37:189 to 37:195**
- Contract Work Hours and Safety Standards Act, **Comp § 37:194**
- Copeland Act, **Comp § 37:197**
- Davis-Bacon Act, **Comp § 37:192, 37:193**
- Service Contract Act, **Comp § 37:195**
- Walsh-Healey Act, **Comp § 37:190, 37:191**

Federal Employment (this index)
Fire protection employees, employers of certain, **Comp § 37:38**
Fixed hours, **Comp § 37:12**
Forestry employees, employers of certain, **Comp § 37:38**
Form in which records must be kept, **Comp § 37:66**
401(k) plans, **Ben § 23:28**
Freedom of Information Act (this index)

RECORDS AND REPORTS—Cont'd
Handicapped workers, employers of, **Comp § 37:40**
Homeworkers (this index)
Immigration Act, **Emp P § 92:43**
Individual retirement accounts, **Ben § 23:117, 23:118**
Invitations to self-identify under the Rehabilitation Act and the Veterans' Act, **Emp P § 92:37**
Job Training Partnership Act, **Emp P § 92:41**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:239**
Labor-Management Reporting and Disclosure Act, **Ben § 36:51.50**
Labor-Management Reporting and Disclosure Act (this index)
Law enforcement employees, employers of certain, **Comp § 37:38**
Learners, **Comp § 37:40, 37:41**
Livestock auction employees, **Comp § 37:51**
Local delivery employees, **Comp § 37:53**
Lumbering employees, employers of certain, **Comp § 37:38**
Maple sap processing employees, employers of certain, **Comp § 37:38**
Medical benefits, medical savings accounts, **Ben § 5:140**
Medical Records (this index)
Messengers, employers of, **Comp § 37:40**
Migrant farm workers' protection statute, **Emp P § 92:42**
Motion picture theater employees, employers of certain, **Comp § 37:38**
Multiple employers, employees who work for, **Comp § 37:5**
National Apprenticeship Act, **Emp P § 92:39**
National Labor Relations Board (this index)
New-hire reportings, **Comp § 37:198 et seq.**
New Jersey, **Emp P § 54:29.50**
Norris-LaGuardia Act, appellate review of injunctions in labor disputes, **Labor § 50:131, 50:138**
Notices, **Comp § 37:59; Emp P § 54:4**
Orders, time to preserve records, **Comp § 37:63**
Outside salespeople, employers of, **Comp § 37:37**
Overtime Pay (this index)
Payroll records, time to preserve, **Comp § 37:58**
Personnel Manual (this index)
Persons who must keep records, **Comp § 37:3**
Place to keep records, **Comp § 37:67**
Plans, time to preserve records, **Comp § 37:59**
Polygraph tests, **Emp P § 90:90, 90:95, 92:44**
Prevailing wage rate records for workers with disabilities, **Comp § 37:47**
Privacy Act (this index)
Professionals, employers of, **Comp § 37:37**
Purchase employees, employers of certain, **Comp § 37:38**
Rehabilitation Act, **Emp P § 88:177, 92:35, 92:37**
Remedial education, **Comp § 37:57**
Retirement and Retirement Plans (this index)
Rounding off hours, **Comp § 37:10**
Sales and purchase records, time to preserve, **Comp § 37:60**
Sales employees, employers of certain, **Comp § 37:38**
Seamen, **Comp § 37:55**
Searches of employees, **Emp P § 56:3**
Selection and Retention of Employees (this index)
Service Contract Act, **Comp § 37:195, 40:139, 40:141**
Shipping, time to preserve records, **Comp § 37:63**

RECORDS AND REPORTS—Cont'd
Simple savings plans, **Ben § 23:218 to 23:220**
State statutes, labor relations, **Labor § 70:1 to 70:52**
Stock options, **Ben § 35:60**
Student learners, **Comp § 37:42, 37:43**
Students, **Comp § 37:40, 37:45**
Subminimum training wage, payment of, **Comp § 37:56**
Substance Abuse and Testing (this index)
Symbols, use of, **Comp § 37:11**
Time employee's workweek begins, **Comp § 37:7**
Time to preserve records
- general discussion, **Comp § 37:58 to 37:65**
- additions to or deductions from wages paid, **Comp § 37:64**
- basic employment and earnings records, **Comp § 37:61**
- certificates, agreements, plans and notices, **Comp § 37:59**
- exemptions, method for requesting, **Comp § 37:65**
- order, shipping and billing records, **Comp § 37:63**
- payroll records, **Comp § 37:58**
- sales and purchase records, **Comp § 37:60**
- wage rate tables, **Comp § 37:62**

Time worked
- boosted hours, **Comp § 37:14**
- disparities between elapsed time and time worked, **Comp § 37:13**
- fixed hours, **Comp § 37:12**
- rounding off hours, **Comp § 37:10**
- symbols, use of, **Comp § 37:11**
- uniform numbers or estimates of hours, **Comp § 37:9**

Tipped employees, **Comp § 37:49**
Title VII (this index)
Title VI (this index)
Transportation employees, employers of certain, **Comp § 37:38**
Travel expenses, reimbursements for, **Ben § 15:64**
Unfair Labor Practices (this index)
Uniform numbers or estimates of hours, **Comp § 37:9**
Unions and Union Practices (this index)
Veterans' Act, **Emp P § 92:35 to 92:37**
Violation, consequences of, **Comp § 37:68**
Wage rate tables, time to preserve, **Comp § 37:62**
Walsh-Healey Act, **Comp § 37:190, 37:191, 40:23; Emp P § 92:40**
Workplace Safety (this index)

RECOUPMENT
Retirement plans, overpayments, **Ben § 26:25, 29:123**

RECOVERY
Norris-LaGuardia Act, recovery on bond, **Labor § 50:121, 50:122**
Workplace Safety (this index)

RECREATIONAL ESTABLISHMENT EMPLOYEES
Amusement or Recreational Establishment Employees (this index)

RECREATIONAL MATTERS
Personnel manual, types of benefits, **Pers M § 12:138 to 12:140**
Workplaceplace safety, recreational hunting, shooting or fishing, **Work S § 1:39**

RECRUITMENT
Hiring, Preselection and Recruitment Practices (this index)

RECRUITMENT—Cont'd
Personnel Manual (this index)

RED TAG PROCESS
Workplaceplace safety, Oregon's plan for safety and health, **Work S § 4:773**

REDUCED SCHEDULE, LEAVE ON
Family and Medical Leave Act (this index)

REDUCING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:174**

REDUCTION OR DECREASE
National LABOR Relations Board assertion of jurisdiction, future decrease in impact, **Labor § 3:15**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Worker Adjustment and Retraining Notification Act, liability or penalty for good faith compliance effort, **Labor § 60:7**

REEMPLOYMENT
Family and Medical Leave Act (this index)
Personnel Manual (this index)
Veterans and Other Uniformed Service Members (this index)

REFERENCES
Personnel Manual (this index)
Unfair labor practices, threats regarding job references, **Labor § 26:55**

REFERENDUMS
LABOR-Management Reporting and Disclosure Act, rights of union members to vote, **Labor § 64:11**

REFERRAL OR REFERRALS
Bonuses, **Ben § 15:237, 15:238**
Collective bargaining agreements, provisions establishing referral systems, **Labor § 47:28**
Dependent care as employee benefit, **Ben § 15:92**
Employment agencies, **Emp P § 67:13**
National LABOR Relations Board, referring hearings on temporary injunctions to federal magistrates, **Labor § 50:50**
Personnel Manual (this index)
Unfair labor practices, referral provisions that are preferential, **Labor § 28:82**
Unions, referral of case from Regional Director to General Counsel, **Labor § 20:19**
Unions and Union Practices (this index)
Workplaceplace safety, referral of proposed standards under California's plan for safety and health, **Work S § 4:144**

REFLECTIVE CLOTHING
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:101.50**

REFRESHING RECOLLECTION
Fair Labor Standards Act and similar state laws, **Comp § 41:213**

REFRESHMENTS
Unions and Union Practices (this index)

REFUELING PROCEDURE
Workplaceplace safety, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:233**

REFUNDS
National LABOR Relations Board, remedial order for union unfair labor practices against members, **Labor § 43:128**
Personnel Manual (this index)

REFUSAL
Bargaining refusal. **Unfair Labor Practices** (this index)
Collective Bargaining Agreements (this index)
Federal employment, refusal to issue complaint, **Labor § 45:39, 45:40**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, refusal of union officer to disburse funds approved by membership as breach of fiduciary duties, **Labor § 65:25**
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:14, 1:16**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

REGIONAL AGENCIES
Employee Retirement Income Security Act, **Ben § 2:36**

REGIONAL BOARD
Railway Labor Act (this index)

REGIONAL DIRECTORS
National Labor Relations Board (this index)

REGIONAL OFFICES
National Labor Relations Board (this index)
Workplaceplace safety, OSHA, **Work S § 6:10**

REGIONAL OFFICIALS
National LABOR Relations Board, **Labor § 41:9**

REGIONAL PROTOTYPE PLANS
Retirement and Retirement Plans (this index)

REGISTERED NURSES
Aliens, temporary employment of nonimmigrant aliens (H-1a visa), **Emp P § 42:31**
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:85 to 5:89**

REGISTERED PROGRAMS
Apprentices (this index)

REGISTRATION REQUIREMENTS
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:104**

REGRESSION MODEL
Personnel manual, scored questionnaires for job evaluation, **Pers M § 8:140**

REGULAR PART-TIME EMPLOYEES
Unions and Union Practices (this index)

REGULATIONS
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National LABOR Relations Board, unfair labor practice cases, **Labor § 42:3**
Personnel manual, video display terminals, **Pers M § 17:108**
Unfair labor practices, enforcement of employee rights derived from other government regulations, **Labor § 25:23**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**
Workplace Safety (this index)

REGULATORY FLEXIBILITY ACT
Administrative exemptions, **Emp P § 91:2**

REHABILITATION
National LABOR Relations Act, supervisor coverage over rehabilitation counselors, **Labor § 5:93**
Personnel manual, substance abuse policy, **Pers M § 20:8**
Unions, inclusion of rehabilitative work program employees in bargaining units, **Labor § 19:74**

REHABILITATION ACT
General discussion, **Emp P § 9:14 to 9:16, 20:83, 20:87, 88:162 to 88:189, 88:260 to 88:265**
Administrative exemptions
  general discussion, **Emp P § 91:12 to 91:15**
  affirmative action clause waivers, **Emp P § 91:12**
  contractors subject to noncompliance proceedings, waivers for, **Emp P § 91:13**
  national security exemptions, **Emp P § 91:15**
  withdrawal of waivers, **Emp P § 91:14**
Administrative sanctions and remedies, **Emp P § 82:4, 82:5**
Affirmative action clause waivers, **Emp P § 91:12**
Arbitration agreements, **Emp P § 95:71.30**
Attorney's fees, **Emp P § 77:6**
Authority to regulate, **Emp P § 88:260**
Burden of proof, **Emp P § 107:32 to 107:36**
Causation, evidence, **Emp P § 107:62**
Civil actions, **Emp P § 94:87 to 94:89**
Compliance reviews, **Emp P § 88:164**
Conciliation attempted where violation found, investigations by Office of Federal Contract Compliance Programs, **Emp P § 88:180**
Confidentiality of contractor processing, **Emp P § 88:174**
Damages, **Emp P § 74:4, 74:5, 74:7, 74:8, 74:10**
Disabilities, complaints of individuals with, **Emp P § 88:169**
Disclosures, **Emp P § 92:79**
Disparate treatment and disparate impact, evidence, **Emp P § 107:15**
Duty of contractor to provide information, **Emp P § 88:163**
Enforcement requirements, **Emp P § 88:262**
Evidence
  disparate treatment and disparate impact, **Emp P § 107:15**
  intent and causation, **Emp P § 107:62**
  order and burden of proof, **Emp P § 107:32 to 107:36**

REHABILITATION ACT—Cont'd
Evidence—Cont'd
  prima facie case, **Emp P § 107:50, 107:60 et seq.**
Executive Order 11246 hearings, procedure similar to, **Emp P § 88:185**
Exhaustion of remedies, **Emp P § 95:69**
Fringe benefits, **Emp P § 44:134**
Government contractors, **Emp P § 20:302**
Hearing, right of contractor to, **Emp P § 88:183, 88:184**
Individual complaints
  general discussion, **Emp P § 88:165 to 88:172**
  contents of complaints, **Emp P § 88:168**
  disabilities, complaints of individuals with, **Emp P § 88:169**
  failure to provide information, effect of, **Emp P § 88:171**
  overlap of jurisdiction of Office of Federal Contract Compliance Programs and Equal Employment Opportunity Commission, **Emp P § 88:172**
  persons who may file, **Emp P § 88:165**
  place to file, **Emp P § 88:167**
  time limits for filing, **Emp P § 88:166**
  veterans' complaints, **Emp P § 88:170**
Ineligibility list, **Emp P § 88:187**
Intent, evidence, **Emp P § 107:62**
Interagency cooperation, **Emp P § 88:263**
Investigations by contractors
  general discussion, **Emp P § 88:173 to 88:175**
  confidentiality of contractor processing, **Emp P § 88:174**
  referral of complaint to contractor, **Emp P § 88:173**
  resolution of complaint, **Emp P § 88:175**
Investigations by Office of Federal Contract Compliance Programs
  general discussion, **Emp P § 88:176 to 88:183**
  conciliation attempted where violation found, **Emp P § 88:180**
  duty to promptly investigate, **Emp P § 88:176**
  enforcement, **Emp P § 88:182**
  hearing, right of contractor to, **Emp P § 88:183**
  notice to complainant of final action where no violation found, **Emp P § 88:178**
  overlap of jurisdiction of OFCCP and Equal Employment Opportunity Commission, **Emp P § 88:181**
  record of case, **Emp P § 88:177**
  review, request by complainant for, **Emp P § 88:179**
Jury and jury trial, **Emp P § 105:14**
Listing of federal agencies' enforcement regulations, **Emp P § 88:265**
Medical and health insurance, **Emp P § 46:10**
National security exemptions, **Emp P § 91:15**
Notice
  general discussion, **Emp P § 92:79**
  enforcement, notice to contracting agencies, **Emp P § 88:186**
  final action where no violation found, notice to complainant of, **Emp P § 88:178**
Office of Federal Contract Compliance Programs, **Emp P § 83:39, 94:24**
Order of proof, **Emp P § 107:32 to 107:36**
Parties, **Emp P § 97:19, 97:20, 97:32, 97:33**
Persons who may file individual complaints, **Emp P § 88:165**
Place to file individual complaints, **Emp P § 88:167**
Prima facie case, **Emp P § 107:50, 107:60 et seq.**

REHABILITATION ACT—Cont'd
Punitive damages, **Emp P § 75:3, 75:4, 75:6**
Records and reports, **Emp P § 88:177, 92:35, 92:37**
Referral of complaint to contractor, **Emp P § 88:173**
Regulations, issuance of, **Emp P § 88:261**
Reinstatement of contractor, **Emp P § 88:188, 88:189**
Resolution of complaint, investigations by contractors, **Emp P § 88:175**
Retaliation, **Emp P § 10:4**
Section 501, **Emp P § 9:16**
Section 503, **Emp P § 9:14**
Section 504, **Emp P § 9:15**
Seniority systems, **Emp P § 43:61**
Statutes of limitation, **Emp P § 100:24, 100:49**
Substance abuse and testing, **Emp P § 30:9**
Time limits for filing individual complaints, **Emp P § 88:166**
Title VI processing procedures, relationship to, **Emp P § 88:264**
Venue, **Emp P § 96:10**
Veterans' complaints, **Emp P § 88:170**
Withdrawal of waivers, administrative exemptions, **Emp P § 91:14**

REHABILITATION PROGRAMS
Handicapped workers, **Comp § 17:154**
Substance Abuse and Testing (this index)

REHABILITATIVE EMPLOYMENT
Disability benefits, **Ben § 6:8**

REHABILITATIVE THERAPY
Medical benefits, **Ben § 5:27**

REHEARING
National LABOR Relations Board, decision on unfair labor practices, **Labor § 42:290**
Unions, representation hearings, **Labor § 20:44**

REHIRE
Unfair Labor Practices (this index)

REIMBURSEMENT
Benefits, reimbursement or other expense allowance agreement, **Ben § 15:267**
National Labor Relations Board (this index)
Personnel Manual (this index)

REINITIATION FEES
Unfair labor practices, security arrangements, **Labor § 30:80**

REINSPECTION
Workplaceplace safety, California's plan for safety and health, **Work S § 4:217**

REINSTATEMENT
Apprentices (this index)
Discipline, **Emp P § 57:50**
Executive Order 11246, cancellation and debarment proceedings, **Emp P § 88:159 to 88:161**
Front pay, **Emp P § 73:5, 73:6, 73:8**
Labor Management Relations Act (this index)
Maternity leave, **Emp P § 45:21**
National Labor Relations Board (this index)
Personnel manual, reinstatement after leave of absence, **Pers M § 14:16**

REINSTATEMENT—Cont'd
Railway Labor Act (this index)
Rehabilitation Act, **Emp P § 88:188, 88:189**
Termination of employment, **Emp P § 57:50, 81:8**
Unfair Labor Practices (this index)
Veterans and other uniformed service members, **Emp P § 88:188, 88:189**

REJECTION
Acceptance or Rejection (this index)

RELATED EMPLOYERS
Family and Medical Leave Act, **Ben § 12:15; Comp § 12:13**

RELATION BACK
Amendments to pleadings, **Comp § 41:135, 41:136; Emp P § 84:38, 84:56, 100:43, 101:40**

RELATIONSHIPS
Collective Bargaining Agreements (this index)
National Labor Relations Board (this index)
Race or color discrimination, relationships with persons of another race, **Emp P § 3:5.50**
Retaliation, relationship between retaliation and type of discrimination, **Emp P § 10:13**
Unfair Labor Practices (this index)

RELATIVES
Family and Relatives (this index)

RELEASE OR RELEASES
Personnel Manual (this index)
Settlements, Releases and Waivers of Claims (this index)
Unfair labor practices, subjects of bargaining, **Labor § 34:39**
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:120**

RELEVANCE
Collective Bargaining Agreements (this index)
Common law, nature of federal labor-management relations laws, **Labor § 1:4**
Discovery (this index)
LABOR Management Relations Act, relevance of NLRB jurisdictional standards in contract enforcement actions, **Labor § 53:6**
Unfair Labor Practices (this index)

RELIANCE
Age Discrimination in Employment Act, administrative guidance, **Emp P § 18:3**
Employment Practices (this index)
Equal Pay Act, administrative guidance, **Emp P § 18:4**
Fair Labor Standards Act and Similar State Laws (this index)
Railway LABOR Act, exception to exhaustion of administrative remedies in judicial actions, **Labor § 59:4**
Unfair labor practices, reliance on error as reason for refusal to sign agreement, **Labor § 37:48**
Unions, who may act as collective bargaining representative, **Labor § 18:40**

RELIEF
Remedies or Relief (this index)

RELIGION
Churches (this index)
Personnel Manual (this index)
Unfair labor practices, refusal to pay dues on religious grounds, **Labor § 30:63**
Unions, separation of religious and lay faculty in bargaining units in schools, colleges and universities, **Labor § 19:125**

RELIGIOUS CONFLICTS WITH WORK
General discussion, **Emp P § 38:6 to 38:17**
Cooperation of employee in resolving conflict, **Emp P § 38:10**
Cost to employer, effect on duty to accommodate, **Emp P § 38:7**
Federal employees' religious beliefs, accommodation of, **Emp P § 38:17**
Hardships, effect on duty to accommodate, **Emp P § 38:9**
Impending conflicts, duty of employee to inform employer of, **Emp P § 38:11**
Long-term conflicts, accommodation of, **Emp P § 38:14**
Minor work time conflicts, accommodation of, **Emp P § 38:13**
Preemployment inquiries concerning availability for work, **Emp P § 38:16**
Reasonable accommodation requirement, **Emp P § 38:6 et seq.**
Seniority system, effect of disruption on duty to accommodate, **Emp P § 38:8**
Temporary accommodations, **Emp P § 38:15**

RELIGIOUS FREEDOM RESTORATION ACT
General discussion, **Emp P § 4:7, 20:85, 20:92**
Civil actions, **Emp P § 94:97**

RELIGIOUS OFFICERS
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:16**

RELIGIOUS OR CREED DISCRIMINATION
General discussion, **Emp P § 4:1 et seq.**
Appearance and grooming, **Emp P § 31:5, 31:10, 31:14**
Beliefs, religion includes, **Emp P § 4:8**
Bona fide occupational qualifications, **Emp P § 15:5**
Compensation, equal work standard, **Emp P § 44:34**
Conflicts with work. **Religious Conflicts with Work** (this index)
Congressional employees, ban on religious discrimination against, **Emp P § 4:6**
Constitutionality, reasonable accommodation requirement, **Emp P § 4:12**
Elected state or local officials, ban on religious discrimination against employees of, **Emp P § 4:6**
Entanglement of government in religion, avoidance of excessive, **Emp P § 17:10**
Executive Order 11246, **Emp P § 4:3**
Federal aid recipients, laws regulating, **Emp P § 4:4**
Federal employment, ban on religious discrimination in, **Emp P § 4:5**
Free exercise of religious freedom, **Emp P § 17:8**
Nondiscriminatory preferences and conduct
- general discussion, **Emp P § 17:5 to 17:9**
- entanglement of government in religion, avoidance of excessive, **Emp P § 17:10**
- free exercise of religious freedom, **Emp P § 17:8**
- religious education, **Emp P § 17:6**
- religious entities, performing work for, **Emp P § 17:5**

RELIGIOUS OR CREED DISCRIMINATION —Cont'd
Practices, religion includes, **Emp P § 4:8**
Practices of employee must be motivated by religious beliefs, **Emp P § 4:9**
Presidential appointees, ban on religious discrimination against, **Emp P § 4:6**
Reasonable accommodation requirement
- general discussion, **Emp P § 4:11 to 4:17**
- constitutionality, **Emp P § 4:12**
- guidelines for federal workplace, **Emp P § 4:16**
- need for reasonable accommodation, establishment of, **Emp P § 4:13**
- reasonable accommodation, **Emp P § 4:14**
- undue hardship, demonstration of, **Emp P § 4:15**
- union security agreements, **Emp P § 4:17**

Religious Freedom Restoration Act, **Emp P § 4:7, 20:85, 20:92**
Reverse discrimination, **Emp P § 4:2.50**
Sincerity of religious beliefs, **Emp P § 4:10**
Title VII, **Emp P § 4:2**
Undue hardship, reasonable accommodation requirement, **Emp P § 4:15**
Union security agreements, reasonable accommodation requirement, **Emp P § 4:17**

RELITIGATION
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:46**
National Labor Relations Board (this index)

RELOAD STOCK OPTIONS
Stock Options (this index)

RELOCATION
Collective Bargaining Agreements (this index)
Personnel Manual (this index)
Plant Relocation (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, effect on determination of loss of employment, **Labor § 39:236**

RELOCATION ASSISTANCE
International Employment (this index)
Moving and Relocation Assistance (this index)

REMAND
Appeal and review, **Emp P § 110:24**
Labor Management Relations Act (this index)
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:73 to 52:84**
Workplaceplace safety, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:17**

REMARKS
Comments or Remarks (this index)

REMEDIAL EDUCATION
Overtime pay, **Comp § 20:194, 20:236**
Records and reports, **Comp § 37:57**

REMEDIES OR RELIEF
Collective Bargaining Agreements (this index)

REMEDIES OR RELIEF—Cont'd
Damages (this index)
Discipline (this index)
Employment Practices (this index)
Exhaustion of Remedies (this index)
Federal Employment (this index)
Injunctions (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Motions, **Emp P § 108:8**
National LABOR Relations Act, remedial nature, **Labor § 1:46**
National Labor Relations Board (this index)
Presidential and executive office employees, **Comp § 16:30**
Railway Labor Act (this index)
Retirement plans, judicial review of agency proceedings, **Ben § 45:75, 45:80**
Termination of Employment (this index)
Unfair Labor Practices (this index)
Unions, remedial charges, **Labor § 18:206**
Worker Adjustment and Retraining Notification Act, enforcement of notice requirements, **Labor § 60:8**
Workplace Safety (this index)

REMEMBRANCE FUNDS
Death benefits, welfare benefits under Employee Retirement Income Security Act, **Ben § 7:90**
Sick leave, Employee Retirement Income Security Act, **Ben § 11:18**

REMOVAL
Federal court. **Removal to Federal Court** (this index)
From office. **Removal from Office** (this index)
National LABOR Relations Board remedial order, removal of clauses restricting right to resign from union documents, **Labor § 43:131**
Proceedings. **Removal of Proceedings** (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions, removal of name from election ballots, **Labor § 23:34**

REMOVAL FROM OFFICE
Federal employment, members of administering agencies, **Labor § 45:6**
LABOR-Management Reporting and Disclosure Act, union officers, **Labor § 66:108 to 66:131**
Railway LABOR Act, members of National Mediation Board, **Labor § 44:8**

REMOVAL OF PROCEEDINGS
Labor Management Relations Act (this index)
National LABOR Relations Act, enforcement of NLRA preemption, **Labor § 12:20**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:10**

REMOVAL TO FEDERAL COURT
Fair Labor Standards Act and similar state laws, **Comp § 41:64, 41:65**
Jurisdiction (this index)
Retirement plans, **Ben § 45:24, 45:78**

RENAL DISEASE
Medicare and Medicaid-eligible employees, dependents and retirees, secondary payer rules, **Ben § 5:55**

RENDERING
Child labor, **Comp § 24:58**

RENEWABILITY
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)

RENEWAL
Automatic renewal clause. **Collective Bargaining Agreements** (this index)
Variances from standards. **Workplace Safety** (this index)

RENT OF COMPANY HOUSES
Unfair labor practices, subjects of bargaining, **Labor § 34:58**

RENUNCIATION
Unfair Labor Practices (this index)

REOPENING
National Labor Relations Board (this index)
Unfair labor practices, notice requirements for reopening of contract, **Labor § 35:76**
Unions, representation hearings, **Labor § 20:44**
Workplaceplace safety, administrative proceedings, **Work S § 8:143**

REORGANIZATION
Collective bargaining agreements, arbitration clause applicability, **Labor § 49:18**
National LABOR Relations Act, coverage of reorganized employers, **Labor § 4:7**
Postal Reorganization Act, impact on right of National LABOR Relations Board to consider dispute, **Labor § 11:44**
Unfair labor practices, unilateral changes by employer, **Labor § 36:32**

REPAIRMEN
Bonds of contractors, time for notice, **Comp § 43:49**
Child labor, **Comp § 24:47**
Copeland Act, **Comp § 15:33**
Davis-Bacon Act, **Comp § 15:26**
Fair Labor Standards Act and Similar State Laws (this index)
Retail or Service Establishments (this index)

REPAIRS
Maintenance and Repairs (this index)

REPATRIATION
International employment, **Emp P § 41:51 to 41:53**

REPEATED MATTERS
Railway LABOR Act, repeated surprise strikes, **Labor § 39:160**
Violations
  National Labor Relations Board (this index)
  workplace safety, civil penalties, **Work S § 7:30 to Work S § 7:35**

REPLACEMENT OF EMPLOYEES
Striking employees
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:245**
Unfair Labor Practices (this index)

REPLACEMENTS FOR EMPLOYEES
National LABOR Relations Act, preemption of state contract claims, **Labor § 12:36**
Striking employees
Unfair Labor Practices (this index)
Unions, voter eligibility, **Labor § 22:125, 22:126**
Unfair Labor Practices (this index)

REPLY
Federal employment, negotiability dispute resolution, **Labor § 48:43**
National LABOR Relations Board, exceptions to decision of administrative law judge on unfair labor practices, **Labor § 42:283**

REPLY BRIEFS
Executive Order 11246, **Emp P § 88:136**

REPORTS
Records and Reports (this index)

REPRESENTATION
Attorneys (this index)
Fair Representation (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, proportionate representation in convention elections, **Labor § 66:71**
National Labor Relations Board (this index)
Personnel manual, nonunion grievance procedure, **Pers M § 7:25**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

REPRESENTATIVES
Employer representatives
Railway LABOR Act, selection, **Labor § 44:16, 44:17**
Unfair Labor Practices (this index)
Federal Employment (this index)
Labor Management Relations Act (this index)
LABOR relations, selection of representatives, **Labor § 16:1 to 24:73**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel manual, notice of contest to Occupational Safety and Health Review Commission, **Pers M § 17:48**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, notice to representatives of employees, **Labor § 39:221, 39:222**
Workplace Safety (this index)

REPRIMAND ABSENCE
Unfair labor practices, circumstantial evidence of intent of discrimination based on membership in union, **Labor § 30:28**

REPRISAL
Unfair Labor Practices (this index)

REPUDIATION
Labor Management Relations Act (this index)
National LABOR Relations Act, failure to repudiate unauthorized conduct of agents of employers, **Labor § 8:25**
National LABOR Relations Board, effect on remedial orders of repudiation of unlawful conduct, **Labor § 43:8**
Retirement plans, multi-employer plans, **Ben § 25:14**
Settlements, **Emp P § 69:31, 94:103**
Unfair Labor Practices (this index)
Unions, statements by employer, **Labor § 16:45**

REPUGNANT AWARDS
National LABOR Relations Board, deference to arbitration awards, **Labor § 10:9**

REQUESTS
Federal Employment (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

REQUISITION FOR EMPLOYMENT
Personnel manual, human resources planning, **Pers M § 1:20**

RERUN ELECTIONS
Unions and Union Practices (this index)

RESAWS
Workplaceplace safety, OSHA safety and health standards for band resaw guarding, **Work S § 3:261**

RESCHEDULING
Collective bargaining agreements, strike date, **Labor § 48:14**
Workplaceplace safety, administrative hearing, **Work S § 8:123**

RESCISSION
Executive Order 11246, show cause notices, **Emp P § 88:69**
Personnel manual, leave of absence, **Pers M § 14:15**

RESCUE SERVICES
General discussion, **Comp § 16:6**
Workplaceplace safety, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:154 to Work S § 3:156**

RESEARCH
Collective bargaining agreements, arbitration preparation, **Labor § 49:86**
Personnel manual, alternative dispute resolution, **Pers M § 7:9**
Workplace Safety (this index)

RESEARCH AND EDUCATION PROJECTS
See also specific states
Equal Employment Opportunity Commission, **Emp P § 83:58**

RESERVATION
Personnel Manual (this index)
Unfair Labor Practices (this index)

RESERVISTS
Cobra continuation coverage requirements, call-up to active duty as qualifying event, **Ben § 8:34**

RESIDENCE RULES
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:154**

RESIDENT ALIENS
Aliens (this index)
International employment, taxation, **Emp P § 41:136, 41:138 to 41:140, 41:142**

RESIDENTIAL CARE ESTABLISHMENTS
Overtime Pay (this index)
Retail or service establishment employees, **Comp § 12:120**

RESIDENTIAL HOUSING
National LABOR Relations Board jurisdiction, multifamily residential housing, **Labor § 9:28**

RESIDENT OFFICES
National LABOR Relations Board, directory, **Labor § 41:10**

RESIDUAL ASSETS
Retirement and Retirement Plans (this index)

RESIGNATION
National LABOR Relations Board, remedial orders for union unfair labor practices against members, **Labor § 43:124, 43:131**
Personnel Manual (this index)
Unfair labor practices, discipline of union members, **Labor § 27:48, 27:50 to 27:52**

RESISTANCE WELDING
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:288**

RESISTORS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:206**

RES JUDICATA AND COLLATERAL ESTOPPEL
General discussion, **Emp P § 115:37 to 115:39**
Administrative decisions, preclusive effect of prior, **Emp P § 115:38**
Arbitration, preclusive effect of prior, **Emp P § 115:39**
Class Actions (this index)
Court decision, preclusive effect of prior, **Emp P § 115:37**
Fair Labor Standards Act and similar state laws, **Comp § 41:207, 41:208**
Jurisdiction (this index)
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:243**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:9**
Rooker-Feldman doctrine distinguished from res judicata, **Emp P § 95:90.50**

RESOLUTION
Disputes and Resolution of Disputes (this index)
Labor Management Relations Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

RESOURCE CONSERVATION AND RECOVERY ACT
Workplaceplace safety, OSHA safety and health standards for hazardous waste operations, **Work S § 3:96**

RESOURCES
Personnel Manual (this index)

RESPIRATORY PROTECTION
Workplace Safety (this index)

RESPITE CARE
Personnel manual, eldercare services, **Pers M § 13:44**

RESPONDEAT SUPERIOR
Negligent hiring, supervision and retention of employees, **Emp P § 65:5**

RESPONSE OR RESPONSES
Federal Employment (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

RESPONSIBILITIES
Duties and Responsibilities (this index)

RESTAURANT COOKS
Compensation, discrimination, **Emp P § 44:69**

RESTAURANTS
Equipment dealers, **Comp § 12:176**
National LABOR Relations Act, supervisor coverage, **Labor § 5:105**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:41**
Personnel Manual (this index)
Retail or service establishment employees, **Comp § 12:68, 12:181**
Unfair Labor Practices (this index)
Unions, bargaining units, **Labor § 19:106**

REST BREAKS
See also specific states
District of Columbia, **Emp P § 45:32, 45:38.50**
Fringe Benefits (this index)
Overtime Pay (this index)

RESTITUTION
Railway LABOR Act, funds spent for improper political purposes, **Labor § 59:92**
Retirement plans, civil actions under Employee Retirement Income Security Act, **Ben § 45:17**

RESTORATION
National Labor Relations Board (this index)

RESTORATION RIGHTS
Family and Medical Leave Act, **Ben § 12:50**

RESTRAINING ORDERS
Polygraph tests, **Emp P § 94:57**

RESTRAINT OR RESTRAINTS
Unfair Labor Practices (this index)
Workplaceplace safety, Alaska's plan for safety and health, **Work S § 4:62**

RESTRICTIONS
Limitations or Restrictions (this index)
Nonqualified deferred compensation, **Ben § 34:2.50**

RESTROOM FACILITIES
Terms, conditions and privileges of employment, **Emp P § 65:84, 65:85**

RESUMES UNSOLICITED
Personnel manual, internal recruitment sources, **Pers M § 2:15**

RETAIL, SERVICE OR AGRICULTURAL FULL-TIME STUDENTS
Amendment of certificate, **Comp § 38:130**
Application for full-time certificate, **Comp § 38:127**
Certificates
- general discussion, **Comp § 38:124 to 38:130**
- action upon application, **Comp § 38:128**
- amendment or replacement of certificate, **Comp § 38:130**
- application for full-time certificate, **Comp § 38:127**
- persons who may apply, **Comp § 38:124**
- place to apply, **Comp § 38:125**
- reconsideration or review of action, **Comp § 38:129**
- temporary authorization to employ full-time student, **Comp § 38:126**

Reconsideration or review of action, certificates, **Comp § 38:129**
Replacement of certificate, **Comp § 38:130**
Temporary authorization to employ full-time student, **Comp § 38:126**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

RETAIL OR SERVICE ESTABLISHMENTS
General discussion, **Comp § 12:1 et seq.**
Abstract companies, **Comp § 12:201**
Accounting firms, **Comp § 12:29**
Actors, agencies for, **Comp § 12:32**
Addressing establishments, **Comp § 12:30**
Advances, employees paid on commission basis, **Comp § 12:8**
Advertising agencies, **Comp § 12:31**
Agriculture
- equipment or supplies stores, **Comp § 12:33**
- product growers, **Comp § 12:34**

Aircraft and aviation
- airports, airport servicing firms and fixed base operators, **Comp § 12:39**
- crop dusting, spraying and seeding firms, **Comp § 12:38**
- equipment dealers, **Comp § 12:35**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Aircraft and aviation—Cont'd
- parts manufacturers, **Comp § 12:36**
- repair shops, **Comp § 12:37**

Ambulance service establishments, **Comp § 12:40**
Amusement establishments, **Comp § 12:41**
Antique shops, **Comp § 12:42**
Apartment houses, **Comp § 12:43**
Armored car companies, **Comp § 12:44**
Art firms, **Comp § 12:45**
Associations, **Comp § 12:46**
Attorneys' offices, **Comp § 12:47**
Auction houses, **Comp § 12:48**
Auditing firms, **Comp § 12:29**
Automobiles. Motor vehicles, below
Aviation. Aircraft and aviation, above
Bakeries, **Comp § 12:54**
Banks or other lending institutions, **Comp § 12:55**
Barbershop equipment dealers, **Comp § 12:57**
Barbershops, **Comp § 12:56**
Beauty parlor equipment dealers, **Comp § 12:57**
Beauty parlors, **Comp § 12:56**
Betting establishments, **Comp § 12:109**
Bicycle shops, **Comp § 12:58**
Binderies, **Comp § 12:59**
Blacksmiths, **Comp § 12:60**
Blueprinting establishments, **Comp § 12:61**
Bookeeping firms, **Comp § 12:29**
Bookstores, **Comp § 12:62**
Bottling, bottling equipment, or canning machinery dealers, **Comp § 12:63**
Brokers, **Comp § 12:64**
Building maintenance establishments, **Comp § 12:65**
Building materials dealers, **Comp § 12:141**
Building rental establishments, **Comp § 12:66**
Burglar alarm establishments, **Comp § 12:88**
Burial associations, **Comp § 12:69**
Business data reporting establishments, **Comp § 12:190**
Butchers' equipment dealers, **Comp § 12:67**
Cable companies, **Comp § 12:196**
Cafeterias, **Comp § 12:68**
Camera shops, **Comp § 12:159**
Canning machinery dealers, **Comp § 12:63**
Caterers, **Comp § 12:68**
Cemeteries, **Comp § 12:69**
Chain stores, **Comp § 12:14, 12:73**
Check-cashing service establishment, **Comp § 12:71**
Chemical equipment dealers, **Comp § 12:72**
Child labor, **Comp § 24:66**
China stores, **Comp § 12:115**
Cigar stores, **Comp § 12:73**
Claims adjustment offices, **Comp § 12:127**
Clock repair establishments, **Comp § 12:214**
Clothing stores, **Comp § 12:74**
Clubs, **Comp § 12:46**
Coal dealers or coalyards, **Comp § 12:75**
Collection agencies, **Comp § 12:81**
Commissaries, **Comp § 12:76**
Commission basis, employees paid on
- general discussion, **Comp § 12:2 to 12:10**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Commission basis, employees paid on—Cont'd
advances, **Comp § 12:8**
commission payments, fluctuating levels, **Comp § 12:6**
compensation that represents commissions, **Comp § 12:7**
draws, **Comp § 12:8**
fluctuating levels of commission payments, **Comp § 12:6**
grace period where immediate computation is impossible, **Comp § 12:10**
guarantees, **Comp § 12:8**
overtime pay exemption, **Comp § 12:2**
regular rate prerequisites, **Comp § 12:5**
representative period, defined, **Comp § 12:9**
retail or service establishment, defined, **Comp § 12:3**
Commission payments, fluctuating levels, **Comp § 12:6**
Commission sales exemption, relevant examples, **Comp § 12:28**
Concert artists, agencies for, **Comp § 12:32**
Concrete slab manufacturers, **Comp § 12:77**
Concrete suppliers, **Comp § 12:172**
Confectionary stores, **Comp § 12:78**
Construction companies or contractors, **Comp § 12:79**
Contract post offices, **Comp § 12:80**
Copying establishments, **Comp § 12:61**
Coupon redemption stores, **Comp § 12:189**
Credit bureaus and credit rating agencies, **Comp § 12:81**
Crematories, **Comp § 12:82**
Crop dusting, spraying, and seeding firms, **Comp § 12:38**
Dance halls, **Comp § 12:83**
Defined, **Comp § 12:11**
Delicatessen stores, **Comp § 12:84**
Dental offices, **Comp § 12:85**
Dental supply or equipment establishments, **Comp § 12:86**
Department stores, **Comp § 12:87**
Detective agencies, **Comp § 12:88**
Diners, **Comp § 12:68**
Doctors' offices, **Comp § 12:147**
Drapery stores, **Comp § 12:89**
Draws, employees paid on commission basis, **Comp § 12:8**
Dress-suit rental establishments, **Comp § 12:74**
Drugstores, **Comp § 12:90**
Drugstore supplies dealers, **Comp § 12:91**
Drycleaners, **Comp § 12:136**
Drydock companies, **Comp § 12:183**
Dry goods stores, **Comp § 12:92**
Duplicating establishments, **Comp § 12:61**
Dusting of crops by airplane, **Comp § 12:38**
Dyers, **Comp § 12:136**
Educational institutions, **Comp § 12:177**
Electric sign establishments, **Comp § 12:94**
Electric utilities, **Comp § 12:93**
Elevator repair establishments, **Comp § 12:95**
Employment agencies, **Comp § 12:96**
Engineering firms, **Comp § 12:97**
Enterprise coverage, **Comp § 1:132, 1:146**
Equipment. Machinery and equipment, below
Establishment, defined, **Comp § 12:16**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 12:1 et seq.**
Factories or factory outlets, **Comp § 12:98**
Factors, **Comp § 12:99**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 12:1 et seq.**
Farming. Agriculture, above
Feed millers and dealers, **Comp § 12:100**
Financial data reporting establishments, **Comp § 12:190**
Floor-covering stores, **Comp § 12:101**
Florists, **Comp § 12:102**
Flour millers, **Comp § 12:103**
Fluctuating levels of commission payments, **Comp § 12:6**
Frozen food locker plants, **Comp § 12:104**
Full-time students. **Retail, Service or Agricultural Full-Time Students** (this index)
Funeral homes, **Comp § 12:105**
Furniture makers, **Comp § 12:107**
Furniture stores, **Comp § 12:108**
Fur or fur repair shops, **Comp § 12:106**
Gambling establishments, **Comp § 12:109**
Garages, **Comp § 12:168**
Gasoline service station equipment dealers, **Comp § 12:111**
Gasoline service stations, **Comp § 12:110**
Gas utilities, **Comp § 12:93**
General stores, **Comp § 12:112**
Geological survey firms, **Comp § 12:113**
Gifted children, schools for, **Comp § 12:178**
Gift shops, **Comp § 12:114**
Glassware stores, **Comp § 12:115**
Grace period where immediate computation is impossible, employees paid on commission basis, **Comp § 12:10**
Grocery stores, **Comp § 12:116**
Guarantees, employees paid on commission basis, **Comp § 12:8**
Handicapped children, schools for, **Comp § 12:178**
Hardware dealers, **Comp § 12:141**
Heating oil dealers, **Comp § 12:117**
Hosiery shops, **Comp § 12:118**
Hospital equipment dealers, **Comp § 12:119**
Hospitals, **Comp § 12:120**
Hotel or motel equipment dealers, **Comp § 12:121**
Hotels or motels, **Comp § 12:122**
Household appliance service or repair shops, **Comp § 12:123**
Household appliance stores, **Comp § 12:124**
Ice cream parlors, **Comp § 12:125**
Ice manufacturers or dealers, **Comp § 12:126**
Insurance companies, agents and brokers, **Comp § 12:127**
Interior decorating establishments, **Comp § 12:128**
Intrastate sales, defined, **Comp § 12:25**
Investment counseling firms, **Comp § 12:129**
Janitorial service establishments, **Comp § 12:65**
Jewelry and jewelers
equipment dealers, **Comp § 12:130**
repair establishments, **Comp § 12:214**
stores, **Comp § 12:131**
Job efficiency checking or rating establishments, **Comp § 12:132**
Junk dealers' establishments, **Comp § 12:133**
Laboratories or laboratory supplies dealers, **Comp § 12:135**
Labor unions, **Comp § 12:134**
Larger enterprise, establishments that are part of a, **Comp § 12:17**
Laundries, **Comp § 12:136**
Laundry equipment dealers, **Comp § 12:137**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Lending institutions, **Comp § 12:55**
Letter stuffing establishments, **Comp § 12:30**
License or legal document service firms, **Comp § 12:138**
Limousine services, **Comp § 12:193**
Liquefied petroleum gas dealers, **Comp § 12:117**
Liquor stores, **Comp § 12:139**
Lithographers' supplies dealers, **Comp § 12:164**
Luggage stores, **Comp § 12:140**
Lumber dealers, **Comp § 12:141**
Machinery and equipment
dealers, **Comp § 12:142**
servicing establishments, **Comp § 12:143**
Magazine subscription agencies, **Comp § 12:144**
Mailing establishments, **Comp § 12:30**
Mail listing establishments, **Comp § 12:30**
Manufacturing or processing retail establishment
general discussion, **Comp § 12:26**
on-the-premises, sales, **Comp § 12:27**
Massage parlors, **Comp § 12:145**
Meat markets and meatpacking companies, **Comp § 12:146**
Medical clinics, **Comp § 12:147**
Messenger services, **Comp § 12:148**
Millinery shops, **Comp § 12:149**
Minimum wage exemption, **Comp § 12:226**
Monument dealers, **Comp § 12:150**
Motel or hotel equipment dealers, **Comp § 12:121**
Motels or hotels, **Comp § 12:122**
Motor vehicles
garages, **Comp § 12:168**
gasoline service station equipment dealers, **Comp § 12:111**
gasoline service stations, **Comp § 12:110**
parts dealers, **Comp § 12:49**
public parking lots or garages, **Comp § 12:168**
rental establishments, **Comp § 12:50**
repair shops or towing establishments, **Comp § 12:52**
tire dealers, **Comp § 12:51**
trucks, below
washing establishments, **Comp § 12:53**
Movers, **Comp § 12:151**
Multiple establishments, employees who work in, **Comp § 12:13**
Musical instrument stores or repair shops, **Comp § 12:152**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Newsstands, **Comp § 12:153**
Non-retail employees, **Comp § 12:12**
Novelty shops, **Comp § 12:114**
Office equipment and supplies stores, **Comp § 12:154**
Oil well drilling companies, **Comp § 12:155**
Oil well surveying firms, **Comp § 12:156**
Optical shops, **Comp § 12:157**
Overtime pay, **Comp § 12:2; Emp P § 12:11**
Paint stores, **Comp § 12:158**
Parking lots, **Comp § 12:168**
Personnel Manual (this index)
Photography shops, **Comp § 12:159**
Photostating establishments, **Comp § 12:61**
Physicians' offices, **Comp § 12:147**
Piano tuning establishments, **Comp § 12:160**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Pipeline companies, **Comp § 12:161**
Plumbers' equipment dealers, **Comp § 12:162**
Post offices, **Comp § 12:80**
Press clipping bureaus, **Comp § 12:163**
Printers' supplies dealers, **Comp § 12:164**
Printing shops, **Comp § 12:165**
Processing. Manufacturing or processing retail establishment, above
Protective agencies, **Comp § 12:88**
Public baths, **Comp § 12:167**
Public parking lots or garages, **Comp § 12:168**
Publishing companies, **Comp § 12:166**
Quarries, **Comp § 12:169**
Radio broadcasting stations or studios, **Comp § 12:170**
Railroads, **Comp § 12:171**
Ready-mix concrete suppliers, **Comp § 12:172**
Real estate companies, **Comp § 12:173**
Recreational establishments, **Comp § 12:41**
Reducing establishments, **Comp § 12:174**
Repair or service shops
general discussion, **Comp § 12:175**
aircraft, **Comp § 12:37**
automobiles, **Comp § 12:52**
elevators, **Comp § 12:95**
furs, **Comp § 12:106**
household appliances, **Comp § 12:123**
musical instruments, **Comp § 12:152**
shoes, **Comp § 12:184**
watches, clocks, and jewelry, **Comp § 12:214**
Representative period, defined, **Comp § 12:9**
Resale, sales for, **Comp § 12:23**
Residential care establishments, **Comp § 12:120**
Restaurant equipment dealers, **Comp § 12:176**
Restaurants, **Comp § 12:68**
Retail, defined, **Comp § 12:19**
Retail or service establishment
general discussion, **Comp § 12:3, 12:16 to 12:28**
establishment, defined, **Comp § 12:16**
intrastate sales, defined, **Comp § 12:25**
larger enterprise, establishments that are part of a, **Comp § 12:17**
method of computing enterprise's annual volume, **Comp § 12:18**
resale, sales for, **Comp § 12:23**
retail, defined, **Comp § 12:19**
retail sales, defined, **Comp § 12:24**
service, defined, **Comp § 12:20**
size and type of business, limits as to, **Comp § 12:15**
tests for qualification for exemption, **Comp § 12:22**
Retail sales, defined, **Comp § 12:24**
Roadside diners, **Comp § 12:68**
Scalp treatment establishments, **Comp § 12:56**
Schools
general discussion, **Comp § 12:177**
dining halls, **Comp § 12:68**
handicapped or gifted children, **Comp § 12:178**
supplies distributors, **Comp § 12:179**
Scrap dealers' establishments, **Comp § 12:133**
Securities dealers, **Comp § 12:180**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Seeding of crops by airplane, **Comp § 12:38**
Service, defined, **Comp § 12:20**
Service shops. Repair or service shops, above
Sheet metal fabricators, **Comp § 12:181**
Ship equipment dealers, **Comp § 12:182**
Shipyards, **Comp § 12:183**
Shoe repair shops, **Comp § 12:184**
Shoeshine parlors, **Comp § 12:185**
Shopping analysts services, **Comp § 12:186**
Sign-painting shops, **Comp § 12:187**
Size and type of business, limits as to, **Comp § 12:15**
Slaughterhouses, **Comp § 12:146**
Souvenir shops, **Comp § 12:114**
Sporting goods stores, **Comp § 12:188**
Spraying of crops by airplane, **Comp § 12:38**
Stamp redemption stores, **Comp § 12:189**
State law exemptions
combined minimum wage and overtime pay exemption, **Comp § 12:219**
minimum wage exemption, **Comp § 12:221**
overtime pay exemption, **Comp § 12:220**
Stationery stores, **Comp § 12:154**
Statistical data reporting establishments, **Comp § 12:190**
Stevedoring establishments, **Comp § 12:191**
Store equipment dealers, **Comp § 12:192**
Students
Retail, Service or Agricultural Full-Time Students (this index)
Students (this index)
Tailoring shops, **Comp § 12:74**
Taxicab services, **Comp § 12:193**
Taxidermists, **Comp § 12:194**
Tax preparers or other tax services establishments, **Comp § 12:195**
Telegraph companies, **Comp § 12:196**
Telephone-answering services, **Comp § 12:197**
Telephone companies, **Comp § 12:198**
Television broadcasting stations or studios, **Comp § 12:170**
Tests for qualification for exemption, **Comp § 12:22**
Theaters, **Comp § 12:199**
Ticket sellers, **Comp § 12:200**
Tire dealers, **Comp § 12:51**
Title companies, **Comp § 12:201**
Toll bridge companies, **Comp § 12:202**
Tool dealers, **Comp § 12:142**
Tools servicing establishments, **Comp § 12:143**
Tourist homes, **Comp § 12:207**
Towing establishments, **Comp § 12:52**
Trailer camps, **Comp § 12:203**
Transportation companies, **Comp § 12:204**
Transportation stations or terminals, **Comp § 12:205**
Travel agencies, **Comp § 12:206**
Trucks
parts dealers, **Comp § 12:49**
rental establishments, **Comp § 12:50**
tire dealers, **Comp § 12:51**
Undertakers and undertakers' supplies dealers, **Comp § 12:105**
Unfair labor practices, picketing, **Labor § 38:92, 38:129**
Unions, **Comp § 12:134**

RETAIL OR SERVICE ESTABLISHMENTS —Cont'd
Variety shops, **Comp § 12:208**
Vending machine dealers, **Comp § 12:209**
Vending machine operators, **Comp § 12:210**
Warehouse equipment or supplies dealers, **Comp § 12:211**
Warehouses or central offices, **Comp § 12:212**
Washing of automobiles, **Comp § 12:53**
Waste removal firms, **Comp § 12:213**
Watch repair establishments, **Comp § 12:214**
Water supply companies, **Comp § 12:215**
Window cleaners, **Comp § 12:216**
Window display dealers, **Comp § 12:217**

RETAINED INTERESTS
Death benefits, **Ben § 7:135**

RETAINED POWERS
Death benefits, **Ben § 7:136**

RETALIATION
General discussion, **Emp P § 10:1 et seq.**
Actions opposed need not be unlawful, **Emp P § 10:17**
Acts unrelated to a discrimination proceeding, **Emp P § 10:15**
Administrative process, participation in
general discussion, **Emp P § 10:18 to 10:21**
employment relationship required, **Emp P § 10:20**
good-faith requirement, absence of, **Emp P § 10:19**
involuntary participation, **Emp P § 10:21**
participation, defined, **Emp P § 10:18**
Adverse actions
coworker retaliation as, **Emp P § 10:34.50**
defined, **Emp P § 10:34**
First Amendment retaliation claims, **Emp P § 10:29.50**
Age Discrimination in Employment Act, **Emp P § 10:2, 10:5, 87:45**
Agricultural employees, **Emp P § 90:119**
Americans with Disabilities Act, prohibition by, **Emp P § 10:2, 10:4, 10:24**
Answering questions during investigation, retaliation for, **Emp P § 10:17.50**
Applicants, protection of, **Emp P § 10:25**
Apprentices, complaints, **Emp P § 88:280**
Causation, **Emp P § 10:35 to 10:39**
Complaining persons, actions against, **Emp P § 10:31**
Consistency of employer's actions, effect on causation, **Emp P § 10:38**
Coworker retaliation as adverse action, **Emp P § 10:34.50**
Defending against retaliation claim, **Emp P § 10:40**
Degree of causation required to be shown, **Emp P § 10:39**
Discipline imposed for oppositional or participatory acts, **Emp P § 10:14**
Early civil rights acts, prohibition by, **Emp P § 10:7**
Employees, protection of, **Emp P § 10:22 to 10:24**
Employment relationship required, **Emp P § 10:20**
Equal Pay Act, prohibition by, **Emp P § 10:6**
Evidence, **Emp P § 10:32 et seq.**
Exclusivity of state remedies, **Emp P § 115:33**
Fair Labor Standards Act and similar state laws, **Comp § 41:230, 41:368, 41:369**
Federal employment, participation in administrative process as basis for discrimination, **Labor § 39:267**

RETALIATION—Cont'd
Former employees, protection of, **Emp P § 10:26**
Good-faith requirement, **Emp P § 10:16, 10:19**
Handling discrimination claims, **Emp P § 10:30**
Investigations, retaliation for answering questions during investigation, **Emp P § 10:17.50**
Involuntary participation in administrative process, **Emp P § 10:21**
Irreparable injury, preliminary injunctions, **Emp P § 71:8**
Jurisdiction, administrative charge as determining scope of, **Emp P § 95:89**
Knowledge of employer required to prove causation, **Emp P § 10:36**
LABOR Management Relations Act, preemption of state law tort actions for retaliatory discharge, **Labor § 53:121**
Liquidated damages, effect on willfulness issue, **Emp P § 76:5**
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:110**
Oppositional and participatory actions, distinction between, **Emp P § 10:12**
Participation, defined, **Emp P § 10:18**
Personnel manual, no retaliation provision in nonunion grievance procedure, **Pers M § 7:24**
Persons protected
  general discussion, **Emp P § 10:22 to 10:27**
  applicants, **Emp P § 10:25**
  employees, **Emp P § 10:22 to 10:24**
  former employees, **Emp P § 10:26**
  third-party employees, **Emp P § 10:23, 10:24**
  union members, **Emp P § 10:27**
Polygraph tests, **Emp P § 53:9**
Pretext, **Emp P § 10:41**
Prima facie case of retaliation, establishment of, **Emp P § 10:32**
Questions, retaliation for answering questions during investigation, **Emp P § 10:17.50**
Rehabilitation Act, **Emp P § 10:4**
Relationship between retaliation and type of discrimination, **Emp P § 10:13**
Settlements, releases and waivers of claims, **Emp P § 10:11**
Special processing of retaliation charges, **Emp P § 10:10**
Summary judgment, **Emp P § 101:67**
Third party employees, **Emp P § 10:23, 10:24**
Timing of employee's activity and adverse action, effect on showing of causation, **Emp P § 10:37**
Title VII, **Emp P § 10:3**
Underlying discrimination claim or activity, evidence of, **Emp P § 10:33**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, prohibition by, **Emp P § 10:8**
Union members, protection of, **Emp P § 10:27**
Unions and union practices, **Emp P § 66:106**
Unlawful employment practices
  general discussion, **Emp P § 10:15 to 10:17.50**
  actions opposed need not be unlawful, **Emp P § 10:17**
  acts unrelated to a discrimination proceeding, **Emp P § 10:15**
  answering questions during investigation, retaliation for, **Emp P § 10:17.50**
  good faith requirement, **Emp P § 10:16**
  investigations, retaliation for answering questions during investigation, **Emp P § 10:17.50**

RETALIATION—Cont'd
Unlawful employment practices—Cont'd
  questions, retaliation for answering questions during investigation, **Emp P § 10:17.50**
Wage and Hour Division of U.S. Department of Labor (this index)
Withholding wages, **Emp P § 10:28**

RETENTION
LABOR Management Relations Act, retention of jurisdiction by arbitrator, **Labor § 53:218**
LABOR-Management Reporting and Disclosure Act, retention of state's right to enforce criminal laws, **Labor § 63:15**
National LABOR Relations Act, employee status retained for participation in lawful strikes, **Labor § 5:12, 5:15, 5:16**
National Labor Relations Board (this index)
Personnel Manual (this index)
Selection and Retention of Employees (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

RETIREE PRESCRIPTION DRUG PLANS
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:49.50**

RETIREMENT AND RETIREMENT PLANS
General discussion, **Ben § 16:1 et seq.; Emp P § 46:23 et seq.**
Abandoned plans, **Ben § 29:7**
Abatement of liability, multiemployer plan withdrawals, **Ben § 30:24 to 30:27**
Accelerated distributions, payment of benefits, **Ben § 26:33**
Accountant, duty to engage to prepare annual reports, **Ben § 36:64 et seq.**
Accounting
  accrued benefits, below
  annual reports, **Ben § 36:70**
Accrued benefits
  general discussion, **Ben § 20:1 et seq.**
  accounting
    general discussion, **Ben § 20:17 to 20:22**
    alternatives to accrual computation periods in defined benefit plans, **Ben § 20:21, 20:22**
    defined benefit plans, accrual computation periods, **Ben § 20:20 to 20:22**
    elapsed time alternative benefit accrual method, **Ben § 20:22**
    partial year of participation, **Ben § 20:18, 20:19**
    part-time employees, partial year of participation, **Ben § 20:18**
    year of participation, **Ben § 20:17**
  administrative discretion to deny protected benefits, **Ben § 20:40**
  age of employee, defined contribution plans, **Ben § 20:5**
  annuity contracts, protected benefits, **Ben § 20:37**
  annuity providers, selection of, **Ben § 20:50**
  cash balance plans, defined benefit plans, **Ben § 20:7, 20:8**
  commencement of benefits, **Ben § 20:45**
  conditions to availability of protected benefits, **Ben § 20:39**
  decrease of accrued protected benefits by plan amendment, **Ben § 20:30, 20:32**
  deferral of accruals for fully insured defined benefit plans, **Ben § 20:13**

RETIREMENT AND RETIREMENT PLANS —Cont'd

Accrued benefits—Cont'd
- defined benefit plans
  - general discussion, **Ben § 20:6 to 20:16**
  - accrual computation periods, **Ben § 20:20 to 20:22**
  - alternative accrued benefit rule for fully insured plans, **Ben § 20:14**
  - cash balance plans, **Ben § 20:7, 20:8**
  - deferral of accruals for fully insured plans, **Ben § 20:13**
  - employee-derived accrued benefits, **Ben § 20:24, 20:25**
  - floor-offset arrangements, **Ben § 20:15**
  - fractional rule method of accrual, **Ben § 20:12**
  - hybrid and cash balance plans, **Ben § 20:7**
  - method for determination of accrued benefits, **Ben § 20:6**
  - normal retirement age, accrual after, **Ben § 20:16**
  - normal retirement benefit, defined, **Ben § 20:9**
  - 133 1/3 percent method of accrual, **Ben § 20:11**
  - 3 percent method of accrual, **Ben § 20:10**
- defined contribution plans
  - general discussion, **Ben § 20:3 to 20:5**
  - age of employee, **Ben § 20:5**
  - completion of 1,000 hours of service in plan year does not guarantee contribution, **Ben § 20:4**
  - employee-derived accrued benefits, **Ben § 20:23**
  - separate accounting requirement, **Ben § 20:3**
- de-risking retirement plans, **Ben § 20:42.60**
- discretion to deny protected benefits, **Ben § 20:38, 20:40**
- distribution mediums, **Ben § 20:46**
- elapsed time alternative benefit accrual method, **Ben § 20:22**
- election by employee to transfer benefits between and among plans, **Ben § 20:34**
- employee-derived accrued benefits
  - general discussion, **Ben § 20:23 to 20:25**
  - defined benefit plans, **Ben § 20:24, 20:25**
  - defined contribution plans, **Ben § 20:23**
- employer-derived accrued benefits
  - general discussion, **Ben § 20:26 to 20:29**
  - involuntary cash-out, **Ben § 20:27**
  - repayment of cash-outs, **Ben § 20:29**
  - voluntary cash-out, **Ben § 20:28**
- floor-offset arrangements, defined benefit plans, **Ben § 20:15**
- fractional rule method of accrual, defined benefit plans, **Ben § 20:12**
- hybrid and cash balance defined benefit plans, **Ben § 20:7**
- involuntary cash-out, employer-derived accrued benefits, **Ben § 20:27**
- loan, accrued benefit distributed under, **Ben § 20:47**
- normal retirement age, accrual after, **Ben § 20:16**
- normal retirement benefit, defined, **Ben § 20:9**
- optional forms of benefit
  - general discussion, **Ben § 20:41 to 20:50**
  - annuity providers, selection of, **Ben § 20:50**
  - commencement of benefits, **Ben § 20:45**
  - defined, **Ben § 20:41**
  - distribution mediums, **Ben § 20:46**
  - loan, accrued benefit distributed under, **Ben § 20:47**

RETIREMENT AND RETIREMENT PLANS —Cont'd

Accrued benefits—Cont'd
- optional forms of benefit—Cont'd
  - payment schedules, **Ben § 20:43**
  - selection by employee of actuarial equivalent of accrued nonforfeitable benefit treated as receipt of entire nonforfeitable accrued benefit, **Ben § 20:48**
  - selection by employee of one optional form over another, **Ben § 20:49**
  - timing of distributions, **Ben § 20:44**
  - types of distributions, **Ben § 20:42**
- partial year of participation, accounting, **Ben § 20:18, 20:19**
- part-time employees, partial year of participation, **Ben § 20:18**
- payment schedules, **Ben § 20:43**
- protected benefits
  - general discussion, **Ben § 20:30 to 20:40**
  - administrative discretion to deny protected benefits, **Ben § 20:40**
  - annuity contracts, **Ben § 20:37**
  - checklist of situations where elimination or reduction of benefits is permissible, **Ben § 20:33**
  - conditions to availability of protected benefits, **Ben § 20:39**
  - decrease of accrued protected benefits by plan amendment, **Ben § 20:30, 20:32**
  - defined, **Ben § 20:31**
  - discretion to deny protected benefits, **Ben § 20:38, 20:40**
  - election by employee to transfer benefits between and among plans, **Ben § 20:34**
  - underfunded public retirement plan litigation, **Ben § 20:32.50**
  - waiver, **Ben § 20:36**
- repayment of cash-outs, employer-derived accrued benefits, **Ben § 20:29**
- time that participant accrues benefit in qualified plan, **Ben § 20:2**
- timing of distributions, **Ben § 20:44**
- top-heavy plans, **Ben § 23:9 to 23:15**
- underfunded public retirement plan litigation, **Ben § 20:32.50**
- vesting, below
- voluntary cash-out, employer-derived accrued benefits, **Ben § 20:28**
- waiver of protected benefits, **Ben § 20:36**
- year of participation, accounting, **Ben § 20:17**

Actuarial data, reliance on sex-based, **Emp P § 46:34**

Actuaries, liability for breach of fiduciary duties, **Ben § 37:50**

Administration
- general discussion, **Ben § 36:1 et seq.**
- fiduciaries, below
- investments, below
- loans, below
- parties in interest, below
- prohibited transaction exemptions, below
- prohibited transactions, below
- records and reports, below
- reports. Records and reports, below
- terminated plans, **Ben § 29:210, 29:214**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Administrative appeal of adverse determinations, determination letter applications for qualification, **Ben § 24:16**
Administrative discretion to deny protected benefits, accrued benefits, **Ben § 20:40**
Administrative enforcement programs. Civil actions by Department of Labor, below
Administrative exemption allowing plan financing of residential mortgages, **Ben § 39:27**
Administrative functions not of fiduciary nature, **Ben § 37:3**
Administrative hearings procedures, civil actions by Department of Labor, **Ben § 44:23**
Administrative prohibited transaction exemptions, **Ben § 38:21, 38:34**
Administrative scrutiny requirement, separate lines of business (SLOB) rules, **Ben § 16:99**
Administrator, Employee Retirement Income Security Act action for failure to provide information on request, **Ben § 45:11**
Adoption of funding improvements and rehabilitation plans, **Ben § 25:53**
Advisory letters. Determination letter applications for qualification, below
Affiliated groups
contributions to profit-sharing or stock bonus plan, **Ben § 27:16**
top-heavy plans, **Ben § 23:19**
Affiliates of investment advisors or fiduciaries, **Ben § 37:11**
Age and service requirements
general discussion, **Ben § 17:14 to 17:56**
breaks in service, **Ben § 17:21 to 17:24**
defined contribution plans, **Ben § 20:5**
elapsed time rules, below
eligibility computation periods, below
entry date requirements, **Ben § 17:55, 17:56**
hold out period after break in service, **Ben § 17:22**
hours of service rules, below
limitations on requirements, **Ben § 17:15**
maternity or paternity leaves
general discussion, **Ben § 17:25 to 17:27**
breaks in service, leaves not treated as, **Ben § 17:25**
certification of leave, **Ben § 17:27**
hours of service credited during leave, **Ben § 17:26**
maximum age limitation, **Ben § 17:17**
minimum age requirement, **Ben § 17:16**
minimum service requirement, **Ben § 17:18**
paternity leaves. Maternity or paternity leaves, above in this group
rule of parity after breaks in service by nonvested employees, **Ben § 17:23**
two year 100 percent vesting schedule
breaks in service, **Ben § 17:24**
two year minimum service requirement, **Ben § 17:19**
waiting period after break in service, **Ben § 17:22**
year of service, defined, **Ben § 17:20**
Age discrimination
general discussion, **Emp P § 46:43 to 46:46**
Age Discrimination in Employment Act, **Emp P § 46:43**
benefit accrual for older workers under pension plans, **Emp P § 46:45**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Age discrimination—Cont'd
participation in pension plan by older workers, **Emp P § 46:44**
retroactive remedy for discriminatory plan, **Emp P § 46:46**
Aggregation of plans
disparity purposes, **Ben § 19:32**
top-heavy plans, **Ben § 23:5, 23:6**
Alienation of benefits. Assignment or alienation of benefits, below
Allocating unfunded vested benefits, **Ben § 30:7.50**
Allocations
assets, termination, **Ben § 29:133, 29:133 to 29:142**
cofiduciaries, duties of, **Ben § 37:53, 37:55**
contributions, earnings and losses, payment of benefits, **Ben § 26:24**
termination, below
Alternative deficit reduction contribution, **Ben § 25:42**
Amendments
Employee Retirement Income Security Act requirements, **Ben § 16:48 to 16:50**
master, prototype or regional prototype plan, **Ben § 24:22**
minimum participation requirements, compliance with, **Ben § 17:3**
vesting, below
Amendments to plan for new laws, **Ben § 24:3**
Americans with Disabilities Act, **Emp P § 46:47**
Amortization periods, **Ben § 25:38**
Amount involved, defined, **Ben § 38:27**
Ancillary bank services, provision to plans by fiduciary financial institutions, **Ben § 42:18**
Ancillary benefits
limitations on contributions and benefits, effect on, **Ben § 22:13**
nondiscrimination testing, **Ben § 24:63 et seq.**
Annual addition, defined, **Ben § 22:27**
Annual distribution required from individual account plans, calculation of amount, **Ben § 21:10**
Annual reports
general discussion, **Ben § 36:52 to 36:80**
accountant, duty to engage, **Ben § 36:64 et seq.**
accounting methods, **Ben § 36:70**
civil actions by Department of Labor. Penalty for failure to file, below in this group
contents of financial statement, **Ben § 36:62**
contest of notice by filing statement of reasonable cause, penalty for failure to file, **Ben § 44:8**
deadlines, **Ben § 36:54, 36:77**
disclosure of annual report, **Ben § 36:60**
examination by accountant, **Ben § 36:71**
filing requirements, **Ben § 36:52**
financial statement, inclusion of, **Ben § 36:61 to 36:63**
Form 5500-R, plans that file, **Ben § 36:79**
group insurance arrangements, **Ben § 36:58**
independent accountant, **Ben § 36:69**
master trust, plans that participate in, **Ben § 36:59**
new technologies, **Ben § 36:80**
notes to financial statement, **Ben § 36:63**
notice of determination on reasonable cause, penalty for failure to file, **Ben § 44:9**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Annual reports—Cont'd
notice of intent to assess penalty, penalty for failure to file, **Ben § 44:7**
number of participants, **Ben § 36:56, 36:57**
penalty for failure to file
general discussion, **Ben § 44:2 to 44:9**
amount of liability, **Ben § 44:5**
contest of notice by filing statement of reasonable cause, **Ben § 44:8**
notice of determination on reasonable cause, **Ben § 44:9**
notice of intent to assess penalty, **Ben § 44:7**
period of liability, **Ben § 44:6**
persons liable, **Ben § 44:4**
rejection of annual report as failure to file, **Ben § 44:3**
persons who receive compensation from plan, **Ben § 36:74**
place to file, **Ben § 36:53**
qualified public accountant, defined, **Ben § 36:68**
rejection of filing, **Ben § 36:55, 44:3**
separate records for each group served, maintenance of, **Ben § 36:72, 36:73**
small plans, waiver of requirements, **Ben § 36:65, 36:66**
summary annual reports, **Ben § 36:76 to 36:78**
waiver of requirements, **Ben § 36:65 to 36:67**
Annuities
general discussion, **Ben § 16:11**
closing out plan, annuity replacement, **Ben § 29:145, 29:148**
distress terminations, **Ben § 29:125**
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
minimum required distributions after age 70 1/2 and after death, **Ben § 21:14, 21:16**
proposed new annuity distribution options, **Ben § 20:42.50**
protected benefits, **Ben § 20:37**
selection of provider, **Ben § 20:50, 38:11**
taxation of employees, **Ben § 27:31**
termination insurance, **Ben § 29:22**
Appeal and review
civil actions by Department of Labor, appealable orders, **Ben § 46:16**
claims procedures, above
denial of claim, provision of information regarding appeal of, **Ben § 43:10**
determination letter applications for qualification, below
multiemployer plan withdrawals, above
Arbitrary and capricious standard, use for review of plan actions, **Ben § 38:4, 38:5**
Arbitration
exhaustion of plan claim procedures, **Ben § 45:34**
fiduciaries, arbitrators as, **Ben § 37:17, 37:51**
multiemployer plan withdrawals, below
Assessment of penalty for breach of fiduciary duty, **Ben § 44:17, 44:22**
Asset pools, separate plans, **Ben § 17:7**
Assignees as parties, civil actions under Employee Retirement Income Security Act, **Ben § 45:49**
Assignment or alienation of benefits
general discussion, **Ben § 21:21 to 21:37**
bankruptcy of beneficiary, below
commercial debts, enforcement of, **Ben § 21:27**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Assignment or alienation of benefits—Cont'd
defined, **Ben § 21:22**
loans from plan, benefits used as security for, **Ben § 21:26**
misconduct, **Ben § 21:23**
payment of benefit, effect of, **Ben § 21:28**
tax levies, **Ben § 21:24**
voluntary assignments by participant in pay status, **Ben § 21:25**
At-risk plans, **Ben § 25:39**
Attorney general, criminal prosecutions by, **Ben § 46:35**
Attorneys
fees and costs. Civil actions under Employee Retirement Income Security Act, below
fiduciaries, **Ben § 37:18**
parties in interest, **Ben § 37:37**
trustee malfeasance, attorney-client privilege, **Ben § 46:42**
At-will employment, **Emp P § 58:34**
Audits
employee plans compliance resolution system (EPCRS), audit CAP, **Ben § 24:37**
negligence, implied cause of action for, **Ben § 45:18**
termination insurance premiums, **Ben § 29:80**
Average annual compensation, benefits must be based on, **Ben § 19:14**
Average benefits safe harbor, separate lines of business (SLOB) rules, **Ben § 16:104**
Bad boy clauses, forfeitures, **Ben § 18:47**
Bank collective investment funds, prohibited transaction exemptions, **Ben § 39:21, 39:35**
Bankruptcy
general discussion, **Ben § 21:29 to 21:37**
alternative exemption schemes, non-Employee Retirement Income Security Act plans, **Ben § 21:33**
beneficiaries, generally, **Ben § 21:29 to 21:37**
Chapter 13 cases, **Ben § 21:32**
criminal conduct, **Ben § 21:37**
debtor's estate, mistaken contributions, **Ben § 25:34**
exclusion of interest in Employee Retirement Income Security Act plan from bankruptcy estate, **Ben § 21:29**
fiduciary duty, breach of, **Ben § 21:37**
fraudulent transfers, **Ben § 21:36**
individual retirement accounts and simplified employee plans, **Ben § 21:34**
multiemployer plan withdrawals, **Ben § 30:9**
potential disqualification of plan for compliance with order of bankruptcy court, **Ben § 21:31**
public plans in bankruptcy, **Ben § 21:30**
self-employed retirement plans, **Ben § 21:35**
termination, bankrupt employers, **Ben § 29:164**
termination and bankruptcy, **Ben § 29:89**
Banks, exemption from bonding requirement, **Ben § 37:59**
Beneficiaries
bankruptcy, above
records and reports, below
BENEFITeficiaries
civil actions under Employee Retirement Income Security Act, parties, **Ben § 45:47**
BENEFITefit limits under single-employer plans, **Ben § 25:41**
Bona fide business purposes, separate lines of business (SLOB) rules, **Ben § 16:91**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Bonds. Fiduciaries, below
Breaks in service
age and service requirements, **Ben § 17:21 to 17:24**
elapsed time rules, **Ben § 17:54**
eligibility computation periods, **Ben § 17:43, 17:44**
vesting, below
Bribery and similar offenses, **Ben § 46:40**
Broker-dealers, transactions involving securities by or with, **Ben § 39:37**
Business necessity, termination without, **Ben § 29:4**
Buy-back of withdrawals of mandatory contributions, forfeitures, **Ben § 18:59; Comp § 18:60**
Carryforwards, taxation of employers under qualified plans, **Ben § 27:7**
Carryover of excess contributions, taxation of employers under qualified plans, **Ben § 27:4, 27:6**
Cash balance plans, defined benefit plans, **Ben § 20:7, 20:8**
Cash or deferred arrangements (CODAs)
general discussion, **Ben § 16:16**
qualified, **Ben § 16:5**
Cash-out of benefits, **Ben § 18:53, 26:37, 26:38**
Causes of action, judicial review of agency proceedings, **Ben § 45:69, 45:76**
Ceiling on deductions, taxation of employers under qualified plans, **Ben § 27:3, 27:5, 27:8**
Chapter 13 cases, bankruptcy of beneficiary, **Ben § 21:32**
Checking account or related services furnished to plan, investment of securities in banks, **Ben § 39:11**
Civil actions by Department of Labor
general discussion, **Ben § 44:1 et seq., 46:1 to 46:16**
administrative enforcement programs
general discussion, **Ben § 46:9 to 46:12**
fiduciary violations, **Ben § 46:11**
interference with rights of participants, **Ben § 46:12**
preference for voluntary compliance, **Ben § 46:9**
administrative hearings procedures, **Ben § 44:23**
annual reports, above
appealable orders, federal court proceedings, **Ben § 46:16**
availability of investigative results, **Ben § 46:3**
copying of documents, **Ben § 46:6**
entry on premises, **Ben § 46:5**
examination of documents, **Ben § 46:6**
federal court proceedings
general discussion, **Ben § 46:13 to 46:16**
appealable orders, **Ben § 46:16**
injunctions and other equitable relief, **Ben § 46:13**
participation, vesting and funding standards, actions involving, **Ben § 46:14**
penalties, enforcement of, **Ben § 46:15**
fiduciaries, below
funding standards, federal court actions involving, **Ben § 46:14**
injunctions and other equitable relief, federal court proceedings, **Ben § 46:13**
inspection of premises, **Ben § 46:5**
interference with rights of participants, administrative enforcement programs, **Ben § 46:12**
investigation procedures, **Ben § 46:2**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Civil actions by Department of Labor—Cont'd
Medicare and Medicaid coverage data bank reporting requirements, penalty for failure to meet, **Ben § 44:10**
participation standards, federal court actions involving, **Ben § 46:14**
penalties, enforcement in federal court, **Ben § 46:15**
preference for voluntary compliance, administrative enforcement programs, **Ben § 46:9**
production of documents and witnesses, **Ben § 46:4**
prohibited transactions, below
questioning of persons, **Ben § 46:5**
subpoenas, **Ben § 46:7, 46:8**
vesting standards, federal court actions involving, **Ben § 46:14**
Civil actions under Employee Retirement Income Security Act
general discussion, **Ben § 45:1 et seq.**
administrator, action for failure to provide information on request, **Ben § 45:11**
arbitration, exhaustion of plan claim procedures, **Ben § 45:34**
assignees as parties, **Ben § 45:49**
attorney's fees and costs
general discussion, **Ben § 45:63 to 45:67**
factors in determination, **Ben § 45:64**
multi-employer plans, delinquent contributions to, **Ben § 45:65**
reasonable fees, computation of, **Ben § 45:66**
audit, implied cause of action for negligence, **Ben § 45:18**
beneficiaries as parties, **Ben § 45:47**
COBRA notices, failure to provide, **Ben § 45:54**
common law claims, enforcement of plans, **Ben § 45:10**
construction of ERISA, **Ben § 45:4**
contribution by cofiduciaries, damages, **Ben § 45:56**
costs. Attorney's fees and costs, above in this group
damages
general discussion, **Ben § 45:53 to 45:67**
attorney's fees and costs, above in this group
COBRA notices, failure to provide, **Ben § 45:54**
contribution by cofiduciaries, **Ben § 45:56**
costs. Attorney's fees and costs, above in this group
equitable relief, **Ben § 45:58, 45:59**
extra-contractual damages, **Ben § 45:61**
fiduciary duty, breach of, **Ben § 45:55 to 45:57**
injunctions, **Ben § 45:58**
losses to plan due to breach of fiduciary duty, **Ben § 45:57**
mitigation of damages, **Ben § 45:62**
plan information, failure to provide, **Ben § 45:54**
prejudgment and postjudgment interest, **Ben § 45:60**
punitive damages, **Ben § 45:61**
disclosure rules, enforcement of
general discussion, **Ben § 45:11 to 45:13**
administrator, action for failure to provide information on request, **Ben § 45:11**
individual statement concerning participant's rights, failure to provide, **Ben § 45:13**
written request for information as prerequisite, **Ben § 45:12**
employers as parties, **Ben § 45:45**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Civil actions under Employee Retirement Income Security Act —Cont'd
equitable relief, **Ben § 45:16, 45:20, 45:58, 45:59**
estates of proper party defendants, **Ben § 45:48**
excess contributions, restitution of, **Ben § 45:17**
exhaustion of plan claim procedures
general discussion, **Ben § 45:32 to 45:34**
arbitration, **Ben § 45:34**
waiver of requirement, **Ben § 45:33**
extra-contractual damages, **Ben § 45:61**
federal law governs action, **Ben § 45:2**
fiduciaries as parties, **Ben § 45:50**
fiduciary duty, breach of, **Ben § 45:14, 45:15, 45:39, 45:55 to 45:57**
future benefits, actions to clarify, **Ben § 45:9**
injunctions, **Ben § 45:16, 45:58**
insurer, equitable relief by, **Ben § 45:20**
Internal Revenue Code, implied cause for violation, **Ben § 45:19**
intervention by federal agencies, **Ben § 45:52**
investments by qualified plan, imprudence, **Ben § 45:21**
judicial review of agency proceedings, below
jurisdiction
general discussion, **Ben § 45:23 to 45:28**
jury trial, right to, **Ben § 45:27**
personal jurisdiction, **Ben § 45:25**
removal of action to federal court, **Ben § 45:24**
Secretary of Labor, service on, **Ben § 45:28**
Secretary of Treasury, service on, **Ben § 45:28**
service of process, **Ben § 45:26**
subject matter jurisdiction, **Ben § 45:23**
jury trial, right to, **Ben § 45:27**
mitigation of damages, **Ben § 45:62**
modification of limitations period, **Ben § 45:40**
multi-employer plans, attorney's fees and costs, **Ben § 45:65**
participants as parties, **Ben § 45:47**
parties
general discussion, **Ben § 45:41 to 45:52**
assignees, **Ben § 45:49**
employers, **Ben § 45:45**
estates of proper party defendants, **Ben § 45:48**
intervention by federal agencies, **Ben § 45:52**
participants and beneficiaries, **Ben § 45:47**
plans, **Ben § 45:44**
predecessor fiduciaries, **Ben § 45:51**
trustees and fiduciaries, **Ben § 45:50**
unions, **Ben § 45:46**
personal jurisdiction, **Ben § 45:25**
plan documents and information, **Ben § 45:37, 45:54**
plans, enforcement of
general discussion, **Ben § 45:5 to 45:10**
benefits, actions to recover, **Ben § 45:7**
common law claims, **Ben § 45:10**
future benefits, actions to clarify, **Ben § 45:9**
recovery of benefits and enforcement and clarification of plan rights under term of the plan, **Ben § 45:5**
rights, actions to enforce, **Ben § 45:8**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Civil actions under Employee Retirement Income Security Act —Cont'd
plans, enforcement of—Cont'd
terms of the plan, defined, **Ben § 45:6**
predecessor fiduciaries as parties, **Ben § 45:51**
prejudgment and postjudgment interest, **Ben § 45:60**
punitive damages, **Ben § 45:61**
recovery of benefits and enforcement and clarification of plan rights under term of the plan, **Ben § 45:5**
removal of action to federal court, **Ben § 45:24**
restitution of excess contributions, **Ben § 45:17**
Secretary of Labor, service on, **Ben § 45:28**
Secretary of Treasury, service on, **Ben § 45:28**
service of process, **Ben § 45:26**
state law provides rule of decision, **Ben § 45:3**
statutes of limitation
general discussion, **Ben § 45:35 to 45:40**
analogous state statutes of limitation, adoption of, **Ben § 45:36**
fiduciary's breach of duty, **Ben § 45:39**
modification of limitations period, **Ben § 45:40**
plan documents, specification of limitations period in, **Ben § 45:37**
statutory limitations period of 29 U.S.C.A. § 1113, adoption of, **Ben § 45:38**
subject matter jurisdiction, **Ben § 45:23**
terms of the plan, defined, **Ben § 45:6**
transfer of venue, **Ben § 45:31**
trustees as parties, **Ben § 45:50**
unions as parties, **Ben § 45:46**
venue
general discussion, **Ben § 45:29 to 45:31**
location of breach, **Ben § 45:30**
transfer of venue, **Ben § 45:31**
waiver of requirement of exhaustion of plan claim procedures, **Ben § 45:33**
whistleblower actions, **Ben § 45:22**
Claims procedures
general discussion, **Ben § 43:1 et seq.**
appeal of denial of claim, provision of information regarding, **Ben § 43:10**
applicability, **Ben § 43:2**
civil actions by Department of Labor, above
civil actions under Employee Retirement Income Security Act, above
collectively bargained plans, **Ben § 43:16**
criminal prosecutions, below
exhaustion of administrative proceedings, **Ben § 43:18**
extension of time to process claim, **Ben § 43:11**
filing of claim, **Ben § 43:5**
initial processing of claims
general discussion, **Ben § 43:5 to 43:11**
appeal of denial of claim, provision of information regarding, **Ben § 43:10**
describing additional information that may be needed to perfect claim, **Ben § 43:9**
extension of time to process claim, **Ben § 43:11**
filing of claim, **Ben § 43:5**
notice of denial, **Ben § 43:6, 43:7**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Claims procedures—Cont'd
initial processing of claims—Cont'd
reasons and bases for denial of claim, **Ben § 43:8**
insurer provided or administered plans, **Ben § 43:17**
notice of denial of claim, **Ben § 43:6, 43:7**
PBGC enforcement actions, below
reasonableness of procedures, **Ben § 43:3, 43:4**
remedies for failure to provide reasonable procedures, **Ben § 43:4**
review of denial of claim
general discussion, **Ben § 43:12 to 43:15**
decision on review, **Ben § 43:15**
persons who conduct review, **Ben § 43:14**
time limit for request for review, **Ben § 43:13**
special rules, **Ben § 43:16 to 43:18**
time limit for request for review of denial of claim, **Ben § 43:13**
Class action suits v. college plans, **Ben § 40:2.05**
Class action suits v. 401(k) plans, **Ben § 40:2.10**
Classes of employees, elapsed time rules, **Ben § 17:50**
Closed-end investment companies, investments by in-house plans, **Ben § 39:24**
Closing out plan. Termination, below
Cobra notices, failure to provide, **Ben § 45:54**
Coercive interference with rights of participants and beneficiaries, **Ben § 46:38**
Cofiduciaries. Fiduciaries, below
Collateral, loans, **Ben § 41:6**
Collectibles, acquisition of, **Ben § 27:25**
Collective Bargaining Agreements (this index)
Collectively Bargained Retirement Plans (this index)
Combined defined benefit plans, **Ben § 16:5**
Commencement of accrued benefits, **Ben § 20:45**
Commercial debts, enforcement of, **Ben § 21:27**
Common law
Employee Retirement Income Security Act standards, establishment of, **Ben § 38:2**
enforcement of plans, **Ben § 45:10**
minimum coverage requirements, common law employees, **Ben § 16:82**
Compensation
defined, **Ben § 16:76, 19:6, 22:7 to 22:9**
offset determination alternatives, **Ben § 19:25**
trustee, involuntary terminations, **Ben § 29:208**
Conditional payments, taxation of employers under qualified plans, **Ben § 27:12**
Conditions to availability of protected benefits, **Ben § 20:39**
Consent of participant for distribution of vested accrued benefit with present value over $5,000 while immediately distributable, forfeitures, **Ben § 18:54**
Consolidations. Mergers, consolidations and transfers, below
Construction loans by multiemployer plans to participating employers, **Ben § 39:28**
Contest of notice by filing statement of reasonable cause, penalty for failure to file, **Ben § 44:8**
Contribution by cofiduciaries, damages, **Ben § 45:56**
Contributions. Funding of plans, below
Convicted persons. Fiduciaries, below

RETIREMENT AND RETIREMENT PLANS —Cont'd
Coordination
employee plans compliance resolution system (EPCRS), **Ben § 24:38**
responsibilities of IRS, DOL and PBGC, **Ben § 38:24**
vesting requirements and nondiscrimination requirements, **Ben § 18:5**
Copying of documents, civil actions by Department of Labor, **Ben § 46:6**
Corporate takeover, plan fiduciary's service in dual capacity during, **Ben § 42:5**
Corrections
correction period, defined, **Ben § 38:26**
prohibited transactions, **Ben § 38:29, 44:13**
Cost calculations, **Ben § 25:46 to 25:50**
Cost-of-living adjustments, limitations on contributions and benefits, **Ben § 22:17, 22:23, 22:32, 22:33**
Costs
civil actions under Employee Retirement Income Security Act, below
payment of expenses of plan, **Ben § 38:7**
PBGC enforcement actions, **Ben § 46:23; Comp § 46:28**
receipt of services at reduced or no cost, **Ben § 39:43**
Court order, exemptions authorized or required by, **Ben § 39:2**
Covered compensation, defined, **Ben § 19:18**
Creditworthiness of borrower, loans, **Ben § 41:7**
Criminal conduct and prosecutions
general discussion, **Ben § 46:34 to 46:42**
attorney-client privilege, trustee malfeasance, **Ben § 46:42**
attorney general, prosecution by, **Ben § 46:35**
bankruptcy of beneficiary, **Ben § 21:37**
bribery and similar offenses, **Ben § 46:40**
coercive interference with rights of participants and beneficiaries, **Ben § 46:38**
embezzlement, **Ben § 46:39**
Employee Retirement Income Security Act reporting and disclosure requirements, **Ben § 46:36**
false statements and concealments in records and reports, **Ben § 46:37**
kickbacks and similar offenses, **Ben § 46:40**
reliance on administrative interpretations as defense, **Ben § 46:41**
theft, **Ben § 46:39**
trustee malfeasance, attorney-client privilege, **Ben § 46:42**
Cross-trade of securities, **Ben § 39:10**
Cross-trade of services by investment management firms, **Ben § 39:5**
Cryptocurrency
investments, **Ben § 40:2.01**
Cryptocurrency investments, **Ben § 40:2.01**
Customer notes from employers maintaining plan, purchasing and holding, **Ben § 39:20**
Damages. Civil actions under Employee Retirement Income Security Act, above
Date. Time and date, below
Death
distributions after death, **Ben § 21:18 to 21:20**
forfeitures, death of participant, **Ben § 18:51**
taxation of death benefits for beneficiaries, **Ben § 16:55, 16:56**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Decrease of accrued protected benefits by plan amendment, **Ben § 20:30, 20:32**
Deferral of accruals for fully insured defined benefit plans, **Ben § 20:13**
Deferral of start of payments, **Ben § 26:20**
Deferred arrangements, qualified, **Ben § 16:5**
Defined benefit plans
accrued benefits, above
combined defined benefit plans, **Ben § 16:5**
defined, **Ben § 16:4**
limitations on contributions and benefits, below
mergers, consolidations and transfers, **Ben § 28:8 to 28:10**
minimum required distributions after age 70 1/2 and after death, **Ben § 21:15**
nondiscrimination testing, below
social security, integration with, below
termination, below
Defined contribution plans
accrued benefits, above
defined, **Ben § 16:5**
limitations on contributions and benefits, below
mergers, consolidations and transfers, **Ben § 28:7, 28:9, 28:10**
nondiscrimination testing, below
social security, integration with, below
termination, **Ben § 29:13**
Definitely determinable benefits, **Ben § 16:26 to 15:28**
Delayed effecive date for funding and benefit limits, **Ben § 25:43**
Department of Labor
judicial review of agency proceedings, below
report, duty to, **Ben § 36:4**
Designated beneficiary, defined, **Ben § 21:8**
Determination letter applications for qualification
general discussion, **Ben § 24:1 et seq.**
administrative appeal of adverse determinations, **Ben § 24:16**
advisory letters. Opinion letters, notification letters and advisory letters, below in this group
amendment of master, prototype or regional prototype plan, **Ben § 24:22**
amendments to plan for new laws, **Ben § 24:3**
appeal of adverse determinations
general discussion, **Ben § 24:16 et seq.**
administrative appeal, **Ben § 24:16**
IRS regional office, appeal to, **Ben § 24:17**
Tax Court, appeal to, **Ben § 24:18**
determination letter filing specifics, **Ben § 24:2**
expedited procedures for mass submitter program, **Ben § 24:24**
filing for determination letters
general discussion, **Ben § 24:11 et seq.**
final determination, notice of, **Ben § 24:12**
place to file requests, **Ben § 24:11**
revocation of qualification, **Ben § 24:13**
IRS regional office, appeal of adverse determination to, **Ben § 24:17**
mass submitter regional prototype plan, defined, **Ben § 24:26**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Determination letter applications for qualification—Cont'd
master and prototype, regional prototype, volume submitter, and multiple employer plans
general discussion, **Ben § 24:21 et seq.**
amendment of master, prototype or regional prototype plan, **Ben § 24:22**
checklist, **Ben § 24:29**
expedited procedures for mass submitter program, **Ben § 24:24**
mass submitter regional prototype plan, defined, **Ben § 24:26**
master and prototype plans, defined, **Ben § 24:19**
regional prototype plan, defined, **Ben § 24:25**
requests for determination letters, **Ben § 24:21; Emp P § 24:25**
sample form, **Ben § 24:28**
volume submitter plan, defined, **Ben § 24:27**
master and prototype plans, defined, **Ben § 24:19**
minimum funding waivers and determination letter requests, **Ben § 24:14; Emp P § 24:13**
multiple employer plans. Master and prototype, regional prototype, volume submitter, and multiple employer plans, above in this group
multiple plans, reliance on opinion letter, **Ben § 24:20**
new laws, plan amendments for, **Ben § 24:3**
notice to interested parties
general discussion, **Ben § 24:6 et seq.**
method for giving notice, **Ben § 24:9**
persons who are interested parties, **Ben § 24:8**
sample form, **Ben § 24:7**
time to give notice, **Ben § 24:10**
notification letters. Opinion letters, notification letters and advisory letters, below in this group
office of employee plans and exempt organizations, **Ben § 24:5**
opinion letters, notification letters and advisory letters
general discussion, **Ben § 24:19 et seq.**
master and prototype plans, defined, **Ben § 24:19**
multiple plans, reliance on opinion letter, **Ben § 24:20**
reliance on opinion letter, **Ben § 24:22**
place to file request for determination letter, **Ben § 24:11**
plan amendments for new laws, **Ben § 24:3**
prototype employer plans. Master and prototype, regional prototype, volume submitter, and multiple employer plans, above in this group
regional prototype employer plans. Master and prototype, regional prototype, volume submitter, and multiple employer plans, above in this group
reliance on opinion letter, **Ben § 24:22**
revocation of qualification, **Ben § 24:13**
Tax Court, appeal of adverse determination to, **Ben § 24:18**
time to give notice to interested parties, **Ben § 24:10**
volume submitter employer plans. Master and prototype, regional prototype, volume submitter, and multiple employer plans, above in this group
Direct expense under special fiduciary rules, **Ben § 42:14**
Directors
fiduciaries, **Ben § 37:19**
multiemployer plan withdrawals, **Ben § 30:16**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Disability and death benefits, **Ben § 16:31**
Disclosure
annual reports, **Ben § 36:60**
civil actions under Employee Retirement Income Security Act, above
Disclosure, multiemployer plans, **Ben § 25:56, 25:57**
Disclosure requirements, multiemployer plans, **Ben § 25:56**
Discretion to deny protected benefits, **Ben § 20:38, 20:40**
Discrimination, allocations resulting in, **Ben § 29:145**
Disparity in contributions and benefits, **Ben § 19:2, 19:8, 19:11, 19:20**
Disqualified person, defined, **Ben § 38:25**
Distress terminations
termination, below
termination insurance premiums, **Ben § 29:58**
Distribution calendar year, defined, **Ben § 21:11**
Distribution of benefits
general discussion, **Ben § 21:1 et seq.**
alienation of benefits. Assignment or alienation of benefits, above
annual distribution required from individual account plans, calculation of amount, **Ben § 21:10**
annuities, minimum required distributions after age 70 1/2 and after death, **Ben § 21:14, 21:16**
assignment or alienation of benefits, above
bankruptcy of beneficiary, above
benefit for determining required distribution from individual account plans, **Ben § 21:13**
change of distribution method, **Ben § 21:6**
claim for benefits, filing of, **Ben § 21:5**
commencement of distribution, generally, **Ben § 21:1 et seq.**
death, distributions after, **Ben § 21:18 to 21:20**
defined benefit plans, minimum required distributions after age 70 1/2 and after death, **Ben § 21:15**
designated beneficiary, defined, **Ben § 21:8**
distribution calendar year, defined, **Ben § 21:11**
early retirement benefits, **Ben § 21:4**
election of participant to defer start of benefit payments, **Ben § 21:3**
increases in annuity payments, **Ben § 21:16**
life expectancy, determination of, **Ben § 21:9**
minimum required distributions after age 70 1/2 and after death
general discussion, **Ben § 21:7 to 21:17**
annual distribution required from individual account plans, calculation of amount, **Ben § 21:10**
annuities, **Ben § 21:14, 21:16**
benefit for determining required distribution from individual account plans, **Ben § 21:13**
defined benefit plans, **Ben § 21:15**
designated beneficiary, defined, **Ben § 21:8**
distribution calendar year, defined, **Ben § 21:11**
increases in annuity payments, **Ben § 21:16**
life expectancy, determination of, **Ben § 21:9**
rollover or transfer of funds, **Ben § 21:17**
time each required distribution must be made, **Ben § 21:12**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Distribution of benefits—Cont'd
rollover or transfer of funds, minimum required distributions after age 70 1/2 and after death, **Ben § 21:17**
taxation, **Ben § 27:17**
time benefit payments must start, **Ben § 21:2**
time each required distribution must be made, **Ben § 21:12**
waiver, required minimum distribution rulesrt, **Ben § 21:1.50**
Distribution of plan assets. Termination, below
Distribution rules, nonspouse beneficiaries, **Ben § 26:43.50**
Diversification of investments, **Ben § 38:9**
DOL guidance, multiemployer plans, **Ben § 25:59**
Dual capacities, right of plan fiduciaries to serve in, **Ben § 42:4, 42:5**
Duress as grounds for avoiding payment, multi-employer plans, **Ben § 25:12**
Early distributions, discretion of plan in method and timing of payments, **Ben § 26:31**
Early retirement, **Ben § 21:4, 26:32**
Elapsed time rules
general discussion, **Ben § 17:49 to 17:54**
accrued benefits, elapsed time alternative benefit accrual method, **Ben § 20:22**
breaks in service, **Ben § 17:54**
changing to or from elapsed time method, **Ben § 17:51**
classes of employees, **Ben § 17:50**
determination of service for participation purposes, **Ben § 17:52**
entry date requirements, **Ben § 17:56**
period of service, defined, **Ben § 17:53**
vesting, below
Elections
deferral of start of payments, **Ben § 21:3, 26:20**
highly compensated employees, determination using simplified method, **Ben § 16:75**
transfer of benefits between and among plans, **Ben § 20:34**
Electronic delivery of disclosure, **Ben § 36:35**
Eligibility computation periods
general discussion, **Ben § 17:38 to 17:48**
alternative eligibility computation periods, **Ben § 17:42**
breaks in service, measurement of, **Ben § 17:43, 17:44**
crediting hours of service to computation period, **Ben § 17:48**
employment commencement date, defined, **Ben § 17:40**
initial eligibility computation period, **Ben § 17:39**
reemployment commencement date, defined, **Ben § 17:45**
rule of parity, measurement of pre-break service, **Ben § 17:46**
two year 100 percent vesting schedule, plans with, **Ben § 17:47**
Embezzlement, **Ben § 46:39**
Employee-derived accrued benefits. Accrued benefits, above
Employee plans compliance resolution system (EPCRS)
general discussion, **Ben § 24:30 et seq.**
audit CAP, **Ben § 24:39**
correction principles, **Ben § 24:34**
eligibility requirements, **Ben § 24:32**
excise taxes, **Ben § 24:40**
failures that may be corrected, **Ben § 24:33**
foreign plan corrections, **Ben § 24:35**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Employee plans compliance resolution system (EPCRS) —Cont'd
nonqualified deferred compensation, **Ben § 24:42**
pre-audit compliance corrections, **Ben § 24:30.50**
self-correction program (SCP), **Ben § 24:36, 24:38**
voluntary classification settlement program, **Ben § 24:43**
voluntary correction program (VCP), **Ben § 24:37, 24:38**
voluntary fiduciary correction program, **Ben § 24:41**
Employee Retirement Income Security Act, **Ben § 2:11**
Employee Retirement Income Security Act requirements
general discussion, **Ben § 16:42 to 16:50**
amendment procedures, **Ben § 16:48 to 16:50**
criminal prosecutions, reporting and disclosure requirements, **Ben § 46:36**
duty to contribute under ERISA, **Ben § 25:5**
fiduciary duties with respect to amendment of plan, **Ben § 16:49**
fiduciary of plan, naming of, **Ben § 16:46**
oral modification of plan, **Ben § 16:50**
PBGC enforcement actions, below
trustees of plan, naming of, **Ben § 16:47**
trust requirement, **Ben § 16:44, 16:45**
written plan requirement, **Ben § 16:43, 16:50**
Employee Retirement Income Security Act (this index)
Employees as fiduciaries, **Ben § 37:19**
Employee Stock Ownership Plans (this index)
Employer-derived accrued benefits. Accrued benefits, above
Employment commencement date, defined, **Ben § 17:40**
Endowment contracts, taxation of employees, **Ben § 27:31**
Entry date requirements, **Ben § 17:55, 17:56**
Entry on premises, civil actions by Department of Labor, **Ben § 46:5**
Equitable estoppel, payment of benefits, **Ben § 26:29**
Equitable relief, **Ben § 45:16, 45:20, 45:58, 45:59, 46:13**
Equivalencies. Hours of service rules, below
Escheat, **Ben § 18:57**
Escrow of salaries during appeal procedure, convicted persons, **Ben § 37:31**
Estates of proper party defendants, civil actions under Employee Retirement Income Security Act, **Ben § 45:48**
Estoppel. Waiver or estoppel, below
Examination by accountant, annual reports, **Ben § 36:71**
Examination of documents, civil actions by Department of Labor, **Ben § 46:6**
Excess annual additions, **Ben § 22:31**
Excess contributions, restitution of, **Ben § 45:17**
Excess plan, defined, **Ben § 19:4**
Excise taxes, **Ben § 38:23, 44:21**
Excludable employees, minimum participation requirements, **Ben § 17:11**
Exhaustion of remedies
administrative proceedings, **Ben § 43:18**
civil actions under Employee Retirement Income Security Act, above
Expenses. Costs and expenses, above
Experience gains and losses, minimum funding requirements, **Ben § 25:60**
Expiration of contract, duty to contribute after, **Ben § 25:8**
Extension of time
arbitration, multiemployer plan withdrawals, **Ben § 30:44**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Extension of time—Cont'd
notice of termination, **Ben § 29:101, 29:108**
processing of claim, **Ben § 43:11**
Extensions of credit to plans by broker-dealers, **Ben § 39:30**
Facilities provided by and to plans. Goods, services and facilities provided by and to plans, below
False statements and concealments in records and reports, **Ben § 46:37**
Fas 14 safe harbor, separate lines of business (SLOB) rules, **Ben § 16:102**
Fiduciaries
general discussion, **Ben § 37:1 et seq.**
actuaries, liability for breach of fiduciary duties, **Ben § 37:50**
administrative functions not of fiduciary nature, **Ben § 37:3**
affiliates of investment advisors or fiduciaries, **Ben § 37:11**
allocation of duties of cofiduciaries, **Ben § 37:53, 37:55**
arbitrators, **Ben § 37:17, 37:51**
assessment of penalty for breach of fiduciary duty, **Ben § 44:17, 44:22**
attorneys, **Ben § 37:18**
banks, exemption from bonding requirement, **Ben § 37:59**
bonding requirement
general discussion, **Ben § 37:57 to 37:67**
amount of bond, **Ben § 37:64**
banks and trust and insurance companies, exemption, **Ben § 37:59**
exclusivity of Employee Retirement Income Security Act requirements, **Ben § 37:61**
exemptions, **Ben § 37:58 to 37:60**
form of bond, **Ben § 37:63**
general assets, exemption where benefits paid from, **Ben § 37:60**
parties in interest, prohibition of bonding by, **Ben § 37:67**
scope of bond's coverage, **Ben § 37:62**
surety company with which bond may be secured, **Ben § 37:66**
time period of bond, **Ben § 37:65**
breach of fiduciary duty, generally, **Ben § 21:37, 45:14, 45:15, 45:39, 45:55 to 45:57**
broker-dealers and banks executing securities transactions, **Ben § 37:10**
civil actions by Department of Labor. Penalty for breach of fiduciary duty, below in this group
cofiduciaries
general discussion, **Ben § 37:52 to 37:56**
actions that result in liability, **Ben § 37:52**
allocation of duties, **Ben § 37:53, 37:55**
minority trustees, responsibilities of, **Ben § 37:54**
relief from liability for appointment and acts of investment managers, **Ben § 37:56**
convicted persons
general discussion, **Ben § 37:27 to 37:34**
date from which disqualification applies, **Ben § 37:29**
escrow of salaries during appeal procedure, **Ben § 37:31**
penalty for violating prohibitions, **Ben § 37:34**
positions covered by prohibition, **Ben § 37:28**
prohibitions, **Ben § 37:27, 37:33**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Fiduciaries—Cont'd
convicted persons—Cont'd
termination of disqualification, **Ben § 37:32**
time period for disqualification, **Ben § 37:30**
defined, **Ben § 38:30**
directors, **Ben § 37:19**
disclosure of information to participants and beneficiaries concerning plan or amendment prior to adoption, **Ben § 36:29**
Employee Retirement Income Security Act, **Ben § 16:49, 45:50**
employees, **Ben § 37:19**
entities in which plans invest and that constitute plan assets, **Ben § 37:24**
escrow of salaries during appeal procedure, convicted persons, **Ben § 37:31**
excise tax, reduction of penalty for breach of fiduciary duty by payment of, **Ben § 44:21**
exclusivity of Employee Retirement Income Security Act requirements, bonding requirement, **Ben § 37:61**
exemptions from bonding requirement, **Ben § 37:58 to 37:60**
financial institutions, **Ben § 37:14**
former plan personnel, **Ben § 37:20**
indemnification
general discussion, **Ben § 37:68 to 37:71**
indemnification agreements, **Ben § 37:70**
indemnification of fiduciary by plan, **Ben § 37:71**
liability insurance, **Ben § 37:69**
prohibition against exculpatory provisions, **Ben § 37:68**
insurance agents and brokers, **Ben § 37:25**
insurance companies, **Ben § 37:15, 37:16, 37:59**
investment advice, **Ben § 37:9.50**
investment responsibilities, persons with
general discussion, **Ben § 37:8 to 37:13**
affiliates of investment advisors or fiduciaries, **Ben § 37:11**
broker-dealers and banks executing securities transactions, **Ben § 37:10**
employers providing employees with investment education, **Ben § 37:9**
investment advice, **Ben § 37:9.50**
investment advisers, **Ben § 37:8**
investment companies, **Ben § 37:12**
investment managers, **Ben § 37:13**
liability for breach of fiduciary duties
general discussion, **Ben § 37:44 to 37:51**
actuaries, **Ben § 37:50**
arbitrators, **Ben § 37:51**
nonfiduciaries, **Ben § 37:48**
penalty for breach of fiduciary duty, below in this group
predecessor fiduciaries, **Ben § 37:46, 37:47**
third party administrators, **Ben § 37:49**
time of breach, **Ben § 37:45**
liability insurance, indemnification, **Ben § 37:69**
mergers, consolidations and transfers, **Ben § 28:13**
minority trustees, cofiduciaries, **Ben § 37:54**
naming of fiduciary of plan, **Ben § 16:46**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Fiduciaries—Cont'd
nonfiduciaries, liability for breach of fiduciary duties, **Ben § 37:48**
officers, **Ben § 37:19**
parties in interest, prohibition of bonding by, **Ben § 37:67**
partnerships, **Ben § 37:21**
payment of benefits, **Ben § 26:21, 26:40**
payment of penalty for breach of fiduciary duty, **Ben § 44:18**
penalty for breach of fiduciary duty
general discussion, **Ben § 44:14 to 44:22**
amount of penalty, **Ben § 44:15**
assessment of penalty, **Ben § 44:17, 44:22**
excise tax, reduction of penalty by payment of, **Ben § 44:21**
payment of penalty, **Ben § 44:18**
persons subject to penalty, **Ben § 44:14**
petition for reduction or waiver of penalty, **Ben § 44:20**
reduction of penalty, **Ben § 44:19 to 44:21**
review of petition for reduction or waiver of penalty, **Ben § 44:20**
revision of assessment, **Ben § 44:22**
settlement agreement and court orders that trigger penalty, **Ben § 44:16**
waiver of penalty, **Ben § 44:19, 44:20**
penalty for violating prohibitions, convicted persons, **Ben § 37:34**
plan administrator as designated by plan, **Ben § 37:4**
plans as fiduciaries, **Ben § 37:6**
plan sponsor as plan administrator, **Ben § 37:5**
predecessor fiduciaries, liability for breach of fiduciary duties, **Ben § 37:46, 37:47**
reduction of penalty for breach of fiduciary duty, **Ben § 44:19 to 44:21**
revision of assessment of penalty for breach of fiduciary duty, **Ben § 44:22**
settlement agreement and court orders that trigger penalty for breach of fiduciary duty, **Ben § 44:16**
shareholders, **Ben § 37:19**
special reasonable compensation rules, **Ben § 42:12 et seq.**
surety company with which bond may be secured, **Ben § 37:66**
termination of disqualification of convicted person, **Ben § 37:32**
third party administrators, **Ben § 37:22, 37:49**
third party claims, insurers as payers of, **Ben § 37:16**
time and date
bonds, **Ben § 37:65**
convicted person, disqualification of, **Ben § 37:30**
fiduciary duties, liability for breach of, **Ben § 37:45**
trust companies, exemption from bonding requirement, **Ben § 37:59**
trustees, **Ben § 37:7**
unions, **Ben § 37:23**
waiver of penalty for breach of fiduciary duty, **Ben § 44:19, 44:20**
Filing
annual reports, **Ben § 36:52**
claims, **Ben § 43:5**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Filing—Cont'd
determination letter applications for qualification, above
Final average compensation, defined, **Ben § 19:26**
Financial institutions as fiduciaries, **Ben § 37:14**
Financial statement, inclusion in annual report, **Ben § 36:61 to 36:63**
Floor-offset arrangements, defined benefit plans, **Ben § 20:15**
Foreign exchange transactions with banker or broker-dealer, **Ben § 39:42**
Foreign trust treated as domestic trust, **Ben § 16:68**
Forfeitures
general discussion, **Ben § 18:45 to 18:65**
bad boy clauses, **Ben § 18:47**
buy-back of withdrawals of mandatory contributions, **Ben § 18:59; Comp § 18:60**
cash-outs of accrued benefits, **Ben § 18:53**
checklist of circumstances under which forfeitures and suspensions are permitted, **Ben § 18:46**
consent of participant for distribution of vested accrued benefit with present value over $5,000 while immediately distributable, **Ben § 18:54**
death of participant, **Ben § 18:51**
Employee Retirement Income Security Act minimum requirements, forfeiture of benefits in excess of, **Ben § 18:49**
escheat, **Ben § 18:57**
immediately distributable vested accrued benefit, **Ben § 18:54; Comp § 18:55**
limitations on contributions and benefits, **Ben § 22:30**
lost participant or beneficiary, **Ben § 18:56**
noncompetition clauses, **Ben § 18:48, 18:49**
offsets for workers' compensation, severance and other nonplan benefits, **Ben § 18:50**
partial termination of plan, unallocated funds on, **Ben § 18:63**
pension plan's application of forfeiture when plan terminates, **Ben § 18:64**
profit-sharing plan's application of forfeiture when plan terminates, **Ben § 18:65**
retiree, reemployment of, **Ben § 18:52**
severance benefits, offsets for, **Ben § 18:50**
termination of plan, unallocated funds on, **Ben § 18:63 to 18:65**
treatment of permitted forfeitures, **Ben § 18:61, 18:62**
unallocated funds on termination of plan, **Ben § 18:63 to 18:65**
uniformed service members, **Emp P § 46:27**
withdrawal of mandatory contributions, **Ben § 18:58 to 18:60**
workers' compensation benefits, offsets for, **Ben § 18:50**
401(k) Plans (this index)
401(m) plans, nondiscrimination testing, **Ben § 24:55**
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
Fractional rule method of accrual, defined benefit plans, **Ben § 20:12**
Fraud as grounds for avoiding payment, multi-employer plans, **Ben § 25:12**
Fraudulent transfers, bankruptcy of beneficiary, **Ben § 21:36**
Freezing benefit accruals instead of termination, **Ben § 29:90**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Frozen plans
minimum participation requirements, **Ben § 17:13**
termination, **Ben § 29:11**
top-heavy plans, **Ben § 23:13**
Full-time pay under special fiduciary rules, **Ben § 42:13**
Funding of plans
general discussion, **Ben § 25:1 et seq.**
basis for making contributions, need to establish, **Ben § 25:3**
duress as grounds for avoiding payment, multi-employer plans, **Ben § 25:12**
Employee Retirement Income Security Act, duty to contribute under, **Ben § 25:5**
excise taxes. Underfunding of plans, below
expiration of contract, duty to contribute after, **Ben § 25:8**
fraud as grounds for avoiding payment, multi-employer plans, **Ben § 25:12**
impasse in negotiations, duty to contribute before or after, **Ben § 25:8, 25:9**
individual liability
general discussion, **Ben § 25:19 to 25:22**
change of corporate form to avoid liability, **Ben § 25:21**
piercing corporate veil, **Ben § 25:20**
state laws, effect of, **Ben § 25:22**
joint liability, multi-employer plans, **Ben § 25:15**
minimum funding requirements, below
misconduct of union as grounds for avoiding payment, multi-employer plans, **Ben § 25:11**
mistaken contributions, below
multi-employer plans
general discussion, **Ben § 25:5 to 25:18**
defenses for avoiding payment, **Ben § 25:10 et seq.**
Employee Retirement Income Security Act, duty to contribute under, **Ben § 25:5**
expiration of contract, duty to contribute after, **Ben § 25:8**
fraud or duress as grounds for avoiding payment, **Ben § 25:12**
impasse in negotiations, duty to contribute before or after, **Ben § 25:8, 25:9**
joint liability, **Ben § 25:15**
misconduct of union as grounds for avoiding payment, **Ben § 25:11**
NLRA, duty to contribute under, **Ben § 25:6**
noncoverage of particular workers as defense, **Ben § 25:13**
piercing corporate veil of sham corporation, **Ben § 25:17**
prehire agreement, duty to contribute under, **Ben § 25:7**
rejection of contributions, **Ben § 25:18**
repudiation of agreement to contribute, **Ben § 25:14**
successor liability, **Ben § 25:16**
NLRA, duty to contribute under, **Ben § 25:6**
piercing corporate veil, **Ben § 25:17, 25:20**
prehire agreement, duty to contribute under, **Ben § 25:7**
property other than cash, contributions of, **Ben § 25:2**
rejection of contributions, multi-employer plans, **Ben § 25:18**
repudiation of agreement to contribute, multi-employer plans, **Ben § 25:14**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Funding of plans—Cont'd
state wage payment laws, obligation to make contributions under, **Ben § 25:4**
successor liability, multi-employer plans, **Ben § 25:16**
underfunding of plans, below
Future benefits, Employee Retirement Income Security Act actions to clarify, **Ben § 45:9**
Gold coins, purchase by self-directed IRA, **Ben § 39:26**
Goods, services and facilities provided by and to plans
general discussion, **Ben § 42:1**
ancillary bank services, provision to plans by fiduciary financial institutions, **Ben § 42:18**
corporate takeover, plan fiduciary's service in dual capacity during, **Ben § 42:5**
direct expense under special fiduciary rules, **Ben § 42:14**
dual capacities, right of plan fiduciaries to serve in, **Ben § 42:4, 42:5**
exemptions, **Ben § 39:32 to 39:43**
fiduciaries, special reasonable compensation rules for, **Ben § 42:12 et seq.**
full-time pay under special fiduciary rules, **Ben § 42:13**
investment managers, performance-based compensation to, **Ben § 42:11**
liability and indemnification provisions in service provider contracts, **Ben § 42:9**
necessary service, defined, **Ben § 42:7**
office space and other necessary services, provision of, **Ben § 42:6 et seq.**
party in interest and plan, prohibition against providing goods, services, and facilities between, **Ben § 42:2**
party in interest and plan, prohibition against sale, exchange, or leasing of property between, **Ben § 42:3**
reasonable compensation, defined, **Ben § 42:10**
reasonable contract or arrangement, defined, **Ben § 42:8**
receipt by fiduciaries of plan benefits, **Ben § 42:17**
self-dealing by fiduciary, **Ben § 42:15**
uncompensated services by fiduciaries, **Ben § 42:16**
Government Accounting Office, duty to give information to, **Ben § 36:9**
Government agencies. Records and reports, below
Group insurance arrangements, annual reports, **Ben § 36:58**
Guaranteed benefits. Termination insurance, below
Hardship, accelerated distribution for, **Ben § 16:39**
Health Care Financing Administration, duty to report to, **Ben § 36:10**
Highly compensated employees
general discussion, **Ben § 16:74 to 16:77**
compensation, defined, **Ben § 16:76**
defined, **Ben § 16:74**
election to determine highly compensated employees using simplified method, **Ben § 16:75**
taxation of employees, **Ben § 27:19**
top-paid group, **Ben § 16:77**
Hold out period after break in service, **Ben § 17:22**
Hours of service rules
general discussion, **Ben § 17:28 to 17:37**
actual count, **Ben § 17:31**
classifications of employees, different computations for different, **Ben § 17:30**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Hours of service rules—Cont'd
combinations of working time and periods of employment, equivalencies based on, **Ben § 17:35**
computation, **Ben § 17:29, 17:30**
definition, **Ben § 17:28**
earnings, equivalencies based on, **Ben § 17:36**
equivalencies, **Ben § 17:32 et seq.**
nonperformance periods, equivalencies for determining hours of service during, **Ben § 17:37**
periods of employment, equivalencies based on, **Ben § 17:34, 17:35**
working time, equivalencies based on, **Ben § 17:33, 17:35**
Hybrid plans, **Ben § 20:7, 22:35**
Impasse in negotiations, duty to contribute before or after, **Ben § 25:8, 25:9**
Increases in annuity payments, **Ben § 21:16**
Indemnification. Fiduciaries, above
Independent contractors excluded in applying coverage tests, **Ben § 16:111**
Individual life insurance contracts and annuities, prohibited transaction exemptions, **Ben § 39:17, 39:18**
Individual Retirement Accounts (this index)
Initial processing of claims. Claims procedures, above
Injunctions, **Ben § 45:16, 45:58, 46:13**
Insolvency of debtor's estate, mistaken contributions, **Ben § 25:34**
Inspection of premises, civil actions by Department of Labor, **Ben § 46:5**
Installment payments
multiemployer plan withdrawals, **Ben § 30:37**
termination insurance, payments in excess of straight life annuity, **Ben § 29:39**
Insurance agents and brokers, **Ben § 37:25, 39:32**
Insurance companies as fiduciaries, **Ben § 37:15, 37:16, 37:59**
Insurance company pooled separate accounts, investment in, **Ben § 39:22**
Insurance premiums. Termination insurance premiums, below
Integrated plans, nondiscrimination testing, **Ben § 24:53**
Integration level, defined, **Ben § 19:7**
Interest
loans to plans by parties in interest, interest free, **Ben § 39:31**
minimum funding requirements, charges and credits, **Ben § 25:51**
rate on loans, **Ben § 41:5**
Interest rate, **Ben § 25:37, 25:48, 25:49, 25:55**
Interference with rights of participants, civil actions by Department of Labor, **Ben § 46:12**
Interim payment requirement, multiemployer plan withdrawals, **Ben § 30:35**
Internal Revenue Code, implied cause for violation, **Ben § 45:19**
Internal Revenue Service regional office, appeal of adverse determination on determination letter application for qualification, **Ben § 24:17**
Intervention, **Ben § 29:195, 45:52**
Investigation procedures, civil actions by Department of Labor, **Ben § 46:2**
Investment advice, **Ben § 37:9.50**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Investment companies
fiduciary or service provider, investment in securities of, **Ben § 39:15**
parties in interest, **Ben § 37:41**
principal underwriters who are parties in interest, sales by, **Ben § 39:32**
Investments
general discussion, **Ben § 40:1 et seq.**
class action suits v. college plans, **Ben § 40:2.05**
class action suits v. 401(k) plans, **Ben § 40:2.10**
cryptocurrency, **Ben § 40:2.01**
diversification, **Ben § 38:9**
fiduciaries, above
imprudence, **Ben § 45:21**
managers, performance-based compensation to, **Ben § 42:11**
passive foreign investment company, **Ben § 40:12.50**
Involuntary cash-out, employer-derived accrued benefits, **Ben § 20:27**
Involuntary terminations
termination, below
termination insurance premiums, **Ben § 29:58**
Involuntary withdrawals, multiemployer plan withdrawals, **Ben § 30:6**
Joint and several liability
multi-employer plans, **Ben § 25:15**
Joint and survivor annuity and preretirement survivor annuity requirements, payment of benefits, **Ben § 26:39**
Joint employers, multiemployer plan withdrawals, **Ben § 30:15**
Joint ventures, minimum coverage requirements, **Ben § 16:113**
Judicial review of agency proceedings
general discussion, **Ben § 45:68 to 45:81**
causes of action, **Ben § 45:69, 45:76**
Department of Labor, actions against
general discussion, **Ben § 45:69 to 45:75**
actions reviewable, **Ben § 45:73**
causes of action, **Ben § 45:69**
jurisdiction, **Ben § 45:71**
relief pending review, **Ben § 45:70**
remedies, **Ben § 45:75**
scope of review, **Ben § 45:74**
venue, **Ben § 45:72**
jurisdiction, **Ben § 45:71, 45:77**
PBGC, actions against
general discussion, **Ben § 45:76 to 45:80**
causes of action, **Ben § 45:76**
jurisdiction, **Ben § 45:77**
remedies, **Ben § 45:80**
removal to federal court, **Ben § 45:78**
statute of limitations, **Ben § 45:79**
venue, **Ben § 45:77**
relief pending review, **Ben § 45:70**
remedies, **Ben § 45:75, 45:80**
removal to federal court, **Ben § 45:78**
scope of review, **Ben § 45:74**
statute of limitations, **Ben § 45:79**
Tax Court review of unfavorable IRS rulings on plan qualification, **Ben § 45:81**
venue, **Ben § 45:72, 45:77**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Jurisdiction
civil actions under Employee Retirement Income Security Act, above
federal court, keeping plan assets within jurisdiction of, **Ben § 38:13 to 38:15**
involuntary terminations, **Ben § 29:197**
judicial review of agency proceedings, **Ben § 45:71, 45:77**
PBGC enforcement actions, **Ben § 46:19, 46:25, 46:29**
Jury trial, right to, **Ben § 45:27**
Key employees, top-heavy plans, **Ben § 23:16 to 23:19**
Kickbacks and similar offenses, **Ben § 46:40**
Labor disputes, multiemployer plan withdrawals, **Ben § 30:5**
LABOR Management Relations Act, exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:100**
Labor Management Relations Act principles, establishment of Employee Retirement Income Security Act standards, **Ben § 38:3**
LABOR-Management Reporting and Disclosure Act, voting rights of retired union members, **Labor § 66:52**
Late payments
multiemployer plan withdrawals, **Ben § 30:40**
Leased employees, minimum coverage requirements, **Ben § 16:82, 16:84, 16:85**
Leaves for uniformed service, **Emp P § 46:25**
Legislative changes, **Ben § 25:47**
Liability. Termination, below
Liability insurance, indemnification of fiduciaries, **Ben § 37:69**
Lien enforcement. PBGC enforcement actions, below
Life expectancy, determination of, **Ben § 21:9**
Life insurance, taxation of employees, **Ben § 27:30 to 27:32**
Limitation of actions. Statutes of limitation, below
Limitations on contributions and benefits
general discussion, **Ben § 22:1 et seq.**
adjustments to limitations for benefits paid in form other than straight life annuity, **Ben § 22:14**
amount of compensation taken into account, **Ben § 22:10**
ancillary benefits, effect of, **Ben § 22:13**
annual addition, defined, **Ben § 22:27**
annuities under 403(b), **Ben § 22:36**
combined limitation
general discussion, **Ben § 22:37 to 22:42**
computation of annual limitation, **Ben § 22:38**
fraction for defined benefit plan, determination of, **Ben § 22:39**
fraction for defined contribution plan, determination of, **Ben § 22:40**
top-heavy plans, **Ben § 22:41**
compensation, defined, **Ben § 22:7 to 22:9**
compliance with limitations, **Ben § 22:5**
contributions from participant, benefits attributed to, **Ben § 22:15**
cost-of-living adjustments, **Ben § 22:17, 22:23, 22:32, 22:33**
defined benefit plan limitations
general discussion, **Ben § 22:12 to 22:24**
adjustments to limitations for benefits paid in form other than straight life annuity, **Ben § 22:14**
ancillary benefits, effect of, **Ben § 22:13**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Limitations on contributions and benefits—Cont'd
defined benefit plan limitations—Cont'd
contributions and rollovers from participant, benefits attributed to, **Ben § 22:15**
cost-of-living adjustments, **Ben § 22:17, 22:23**
maximum benefits that may be provided, **Ben § 22:12**
multiple defined benefit plans, employers with, **Ben § 22:24**
self-employed plans, **Ben § 22:16**
social security age, adjustment of limitations for benefits beginning before or after, **Ben § 22:18, 22:19**
$10,000 or less, total annual benefits of, **Ben § 22:22**
10 years of plan participation, reduction in limitation for employees with less than, **Ben § 22:20, 22:21**
defined contribution plan accounts
general discussion, **Ben § 22:25 to 22:36**
annual addition, defined, **Ben § 22:27**
annuities under 403(b), **Ben § 22:36**
cost-of-living adjustments, **Ben § 22:32, 22:33**
employee contributions, **Ben § 22:29**
employer contributions, **Ben § 22:28**
excess annual additions, **Ben § 22:31**
forfeitures, **Ben § 22:30**
maximum contributions allowed, **Ben § 22:25**
multiple defined benefit plans, employers with, **Ben § 22:34**
self-employed plans, **Ben § 22:26**
target benefit and hybrid plans, **Ben § 22:35**
excess annual additions, **Ben § 22:31**
forfeitures, **Ben § 22:30**
hybrid plans, **Ben § 22:35**
limitation year, defined, **Ben § 22:6**
maximum benefits that may be provided, **Ben § 22:12**
maximum contributions allowed, **Ben § 22:25**
multiple defined benefit plans, employers with, **Ben § 22:24, 22:34**
multiple plans treated as single plan for purposes of limitations, **Ben § 22:4**
overall limitations, **Ben § 22:2**
plans subject to limitations, **Ben § 22:3**
rollovers from participant, benefits attributed to, **Ben § 22:15**
self-employed individuals, **Ben § 22:11**
self-employed plans, **Ben § 22:16, 22:26**
social security age, adjustment of limitations for benefits beginning before or after, **Ben § 22:18, 22:19**
target benefit plans, **Ben § 22:35**
$10,000 or less, total annual benefits of, **Ben § 22:22**
10 years of plan participation, reduction in limitation for employees with less than, **Ben § 22:20, 22:21**
top-heavy plans, combined limitation, **Ben § 22:41**
Limitation year, defined, **Ben § 22:6**
Lines of business. Separate lines of business (SLOB) rules, below
Loans
general discussion, **Ben § 41:1 et seq.**
accrued benefit distributed under loan, **Ben § 20:47**
alternative instruments, availability of, **Ben § 41:9**
amount of plan assets tied up in loan, **Ben § 41:4**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Loans—Cont'd
collateral, adequacy of, **Ben § 41:6**
creditworthiness of borrower, **Ben § 41:7**
employees, loans to. **Loans to Employees** (this index)
exemptions, **Ben § 39:27 to 39:31**
interest rate, **Ben § 41:5**
oversight of loans to ensure continuing soundness, **Ben § 41:8**
parties in interest and plans, prohibition of loans between, **Ben § 41:2**
pooling retirement funds, **Ben § 41:10**
prudence of loans, **Ben § 41:4**
security, adequacy of, **Ben § 41:6**
self-dealing by fiduciaries, **Ben § 41:3**
Lost participant or beneficiary, forfeitures, **Ben § 18:56**
Lump sum distributions, **Ben § 26:33 to 26:35, 27:26, 27:27**
Lump sum payments, termination, **Ben § 29:125**
Lump-sum restriction, multiemployer plans, **Ben § 25:54**
Lump sum tax treatment, **Ben § 27:23**
Mandatory Retirement (this index)
Market-maker, purchase or sale of securities for which fiduciary is, **Ben § 39:9**
Mass submitter regional prototype plan, defined, **Ben § 24:26**
Mass withdrawals. Termination, below
Master and prototype plans, defined, **Ben § 24:19**
Master employer plans. Determination letter applications for qualification, above
Master trust, plans that participate in, **Ben § 36:59**
Matching contributions. Nondiscrimination testing, below
Maternity leaves
age and service requirements, above
vesting, **Ben § 18:32**
Mccarren-Ferguson Act does not supersede Title VII, **Emp P § 46:38**
Medicare and Medicaid coverage data bank reporting requirements, penalty for failure to meet, **Ben § 44:10**
Medicare and Medicaid-Eligible Employees, Dependents and Retirees (this index)
Mergers, consolidations and transfers
general discussion, **Ben § 28:1 et seq.**
benefits on a termination basis, **Ben § 28:5**
date of merger or spin-off, **Ben § 28:12**
defined benefit plans, **Ben § 28:8 to 28:10**
defined contribution plans, **Ben § 28:7, 28:9, 28:10**
definitions, **Ben § 28:6**
fiduciary obligations, **Ben § 28:13**
rules that apply once plan merges, consolidates or transfers, **Ben § 28:3**
separate lines of business (SLOB) rules, safe harbor, **Ben § 16:103**
spin-offs, **Ben § 28:4, 28:10, 28:11**
termination, below
Minimum coverage requirements
general discussion, **Ben § 16:78 to 16:113**
alternate coverage tests, **Ben § 16:86**
common law employees, **Ben § 16:82**
deferred, employees whose benefits are not, **Ben § 16:112**
independent contractors excluded in applying coverage tests, **Ben § 16:111**
joint ventures, employees of, **Ben § 16:113**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Minimum coverage requirements—Cont'd
leased employees, **Ben § 16:82, 16:84, 16:85**
minimum age and service, persons who may be excluded from coverage tests, **Ben § 16:106, 16:107**
nondiscriminatory classification test, **Ben § 16:109, 16:110**
one or more employees covered by plan, **Ben § 16:81**
percentage coverage test, **Ben § 16:108**
persons who may be excluded from coverage tests, **Ben § 16:106, 16:107**
retroactive corrections to satisfy coverage rules, **Ben § 16:80**
safe harbors, **Ben § 16:85, 16:110**
self-employed individuals, **Ben § 16:82, 16:83**
separate lines of business (SLOB) rules, below
time coverage rules must be satisfied, **Ben § 16:79**
Minimum funding requirements
general discussion, **Ben § 25:35 et seq.**
adoption of funding improvements and rehabilitation plans, **Ben § 25:53**
alternative deficit reduction contribution, **Ben § 25:42**
alternative minimum funding standard account, **Comp § 25:45**
amortization periods, **Ben § 25:38**
at-risk plans, **Ben § 25:39**
benefit limits under single-employer plans, **Ben § 25:41**
charges to minimum funding standard account, **Ben § 25:40**
cost calculations, **Ben § 25:46 to 25:50**
COVID-19 single-employer funding rules, **Ben § 25:50.50**
credits to minimum funding standard account, **Ben § 25:40**
delayed effecive date for funding and benefit limits, **Ben § 25:43**
disclosure, multiemployer plans, **Ben § 25:56, 25:57**
disclosure requirements, multiemployer plans, **Ben § 25:56**
DOL guidance, multiemployer plans, **Ben § 25:59**
excise taxes. Underfunding of plans, below
experience gains and losses, **Ben § 25:60**
interest charges and credits, **Ben § 25:51**
interest rate, **Ben § 25:37, 25:48, 25:49, 25:55**
legislative changes, **Ben § 25:47**
lump-sum restriction, multiemployer plans, **Ben § 25:54**
plan amendments for benefit restrictions, **Ben § 25:60**
regulations for benefit restrictions in underfunded plans, **Ben § 25:45**
shortfall funding method, multiemployer plans, **Ben § 25:52**
small plans, **Ben § 25:44**
software and actuary changes, **Ben § 25:58**
temporary substantial business hardship, waivers, **Ben § 25:62**
underfunding of plans, below
waiver for business hardship, **Ben § 25:40**
waivers
temporary substantial business hardship, **Ben § 25:62**
Minimum vesting period, qualified trusts, **Ben § 16:71**
Minimum wages, **Comp § 17:45**
Minority trustees, cofiduciaries, **Ben § 37:54**
Misconduct
assignment or alienation of benefits, **Ben § 21:23**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Misconduct—Cont'd
multi-employer plans, misconduct of union as grounds for avoiding payment, **Ben § 25:11**
Missing participants, **Ben § 26:36, 29:150**
Mistaken contributions
general discussion, **Ben § 25:23 to 25:34**
arbitrary and capricious standard for review of refund denials, **Ben § 25:31**
bankruptcy or insolvency of debtor's estate, **Ben § 25:34**
employee contributions, return of, **Ben § 25:26**
employer contributions, return of, **Ben § 25:27, 25:28**
fact, mistake of, **Ben § 25:24**
law, mistake of, **Ben § 25:25**
multiemployer plans, **Ben § 25:28 to 25:30**
offsetting overpayment against delinquent or underpaid contributions to multiemployer plans, **Ben § 25:30**
return of contributions by mistake, **Ben § 25:23**
tax qualification or deductibility as condition to return, **Ben § 25:33**
time to return multiemployer plan contributions, **Ben § 25:29**
voluntary employer contributions, **Ben § 25:32**
Mitigation of damages, civil actions under Employee Retirement Income Security Act, **Ben § 45:62**
Modifications
plan descriptions, summary plan descriptions, and modifications, below
records and reports, below
Money purchase pension plans, **Ben § 16:6**
Mortgage pool investment trusts, **Ben § 39:19, 39:41**
Multiemployer plans, **Ben § 25:51 to 25:60**
attorney's fees and costs, **Ben § 45:65**
funding of plans, above
minimum funding requirements, **Ben § 25:51 to 25:60**
mistaken contributions, **Ben § 25:28 to 25:30**
office space and provision of goods and services, **Ben § 39:38, 39:39**
pooled employer plans, **Ben § 25:51.50**
termination, below
uniformed service members, **Emp P § 46:31**
withdrawals. Multiemployer plan withdrawals, below
Multiemployer plan withdrawals
general discussion, **Ben § 30:1 et seq.**
abatement of liability, **Ben § 30:24 to 30:27**
action by pension fund to collect liability, **Ben § 30:50**
allocating unfunded vested benefits, **Ben § 30:7.50**
annual payments, making of, **Ben § 30:36**
application for abatement of liability, **Ben § 30:26, 30:27**
arbitration. Review and arbitration of liability disputes, below in this group
assets, sale of, **Ben § 30:10, 30:11**
avoidance of liability, **Ben § 30:7**
bankruptcy proceedings, **Ben § 30:9**
collection of liability
general discussion, **Ben § 30:28 to 30:40**
annual payments, making of, **Ben § 30:36**
dispute, schedule for payments during, **Ben § 30:34**
employer's duty to provide information, **Ben § 30:32**
installment payments, interest on, **Ben § 30:37**
interim payment requirement, validity of, **Ben § 30:35**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Multiemployer plan withdrawals—Cont'd
collection of liability—Cont'd
late payments, **Ben § 30:40**
notice from plan sponsor, **Ben § 30:30**
notice to controlled group, **Ben § 30:31**
prepayment of liability, **Ben § 30:38**
rules for collection, **Ben § 30:28**
sponsor's duty to provide information, **Ben § 30:29**
termination, payment obligations after, **Ben § 30:39**
time payments must begin, **Ben § 30:33**
complete and partial withdrawals, **Ben § 30:20 to 30:23**
contract negotiations, **Ben § 30:8**
date of complete withdrawal, **Ben § 30:21**
directors and officers, **Ben § 30:16**
dispute, schedule for payments during, **Ben § 30:34**
employers subject to liability, **Ben § 30:12 to 30:17**
extension of time to initiate arbitration, **Ben § 30:44**
facility for purposes of partial withdrawal, **Ben § 30:23**
incursion of liability, **Ben § 30:2**
individual officers and directors, **Ben § 30:16**
installment payments, interest on, **Ben § 30:37**
interim payment requirement, validity of, **Ben § 30:35**
involuntary withdrawals, **Ben § 30:6**
joint employers, **Ben § 30:15**
labor disputes, **Ben § 30:5**
late payments, **Ben § 30:40**
liability for withdrawal, generally, **Ben § 30:1 et seq.**
methods for calculation of liability, **Ben § 30:3**
notice
controlled group, **Ben § 30:31**
initiation, **Ben § 30:46**
plan sponsor, **Ben § 30:30**
officers and directors, **Ben § 30:16**
partners and partnerships, **Ben § 30:17**
penalty for failure to report, **Ben § 36:14**
prepayment of liability, **Ben § 30:38**
restructuring of corporation, **Ben § 30:4**
review and arbitration of liability disputes
general discussion, **Ben § 30:41 to 30:49**
arbitration requirement, **Ben § 30:42**
extension of time to initiate arbitration, **Ben § 30:44**
failure to object to notice or agreement, **Ben § 30:48**
notice of initiation, **Ben § 30:46**
selection of arbitrator, **Ben § 30:49**
service requirements, **Ben § 30:45**
sponsor's review, **Ben § 30:41**
time to initiate arbitration, **Ben § 30:43, 30:44**
rules governing abatement of liability, **Ben § 30:25**
sale of assets exception, **Ben § 30:10, 30:11**
selection of arbitrator, **Ben § 30:49**
service requirements, **Ben § 30:45**
six year free look, **Ben § 30:18, 30:19**
termination, payment obligations after, **Ben § 30:39**
time and date
arbitration, initiation of, **Ben § 30:43, 30:44**
payments, commencement of, **Ben § 30:33**
unfunded vested benefits, allocating, **Ben § 30:7.50**
unrelated party, sale of assets to, **Ben § 30:10, 30:11**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Multiemployer plan withdrawals—Cont'd
vested benefits, allocating unfunded, **Ben § 30:7.50**
Multiple defined benefit plans, limitations on contributions and benefits, **Ben § 22:24, 22:34**
Multiple employer plans. Determination letter applications for qualification, above
Mutual funds, prohibited transaction exemptions, **Ben § 39:14, 39:23**
National LABOR Relations Act, employee coverage, **Labor § 5:26**
Necessary service, defined, **Ben § 42:7**
New laws, plan amendments for, **Ben § 24:3**
Nlra, duty to contribute under, **Ben § 25:6**
Noncompetition clauses, forfeitures, **Ben § 18:48; Comp § 18:49**
Nondiscrimination testing
general discussion, **Ben § 24:44 et seq.**
ancillary benefits, **Ben § 24:63 et seq.**
cash or deferred plans, **Ben § 24:54**
collectively bargained plans, **Ben § 24:45**
cross-testing defined benefit plans and defined contribution plans, **Ben § 24:62**
defined benefit plans
general discussion, **Ben § 24:58 et seq.**
safe harbor for plans with unit flat benefit formula, **Ben § 24:60**
test for nondiscrimination, **Ben § 24:61**
unit credit benefit formulas, plans with, **Ben § 24:59**
defined contribution plans
general discussion, **Ben § 24:48 et seq.**
cash or deferred plans, **Ben § 24:54**
employee contributions, plans with, **Ben § 24:55**
401(k) plans, **Ben § 24:54**
401(m) plans, **Ben § 24:55**
integrated plans, **Ben § 24:53**
methods to satisfy requirements, **Ben § 24:49**
safe harbor for plan with uniform allocation formula, **Ben § 24:48, 24:50**
stock bonus or profit-sharing plans based on years of service, allocation of contributions made to, **Ben § 24:56**
target benefit plan contributions, **Ben § 24:57**
test for nondiscrimination, **Ben § 24:50, 24:52**
discretionary plans, **Ben § 24:46**
employee and matching contributions
general discussion, **Ben § 24:68 et seq.**
excess aggregate contributions, distribution of, **Ben § 24:73**
mandatory and voluntary contributions, **Ben § 24:68 et seq.**
multiple arrangements, employee eligible under, **Ben § 24:72**
special nondiscrimination test, **Ben § 24:71**
employee contributions, plans with, **Ben § 24:55**
excess aggregate contributions, distribution of, **Ben § 24:73**
401(k) plans, **Ben § 24:54**
401(m) plans, **Ben § 24:55**
integrated plans, **Ben § 24:53**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Nondiscrimination testing—Cont'd
mandatory and voluntary contributions, **Ben § 24:68 et seq.**
matching contributions. Employee and matching contributions, above in this group
multiple arrangements, employee eligible under, **Ben § 24:72**
optional forms of benefit, **Ben § 24:65**
restructuring of plan for nondiscrimination testing, **Ben § 24:67**
safe harbors, **Ben § 24:48, 24:50, 24:57**
stock bonus or profit-sharing plans based on years of service, allocation of contributions made to, **Ben § 24:56**
target benefit plan contributions, **Ben § 24:57**
taxation of employers under qualified plans, **Ben § 27:9**
test for nondiscrimination, **Ben § 24:50, 24:52**
time to test plan for nondiscrimination, **Ben § 24:47**
unit credit benefit formulas, plans with, **Ben § 24:59**
Nonforfeitable benefits, termination insurance, **Ben § 29:28, 29:29**
Nonqualified deferred compensation, employee plans compliance resolution system (EPCRS), **Ben § 24:42**
Nonspouse beneficiaries, distribution rules, **Ben § 26:43.50**
Normal retirement age, **Ben § 18:3, 20:16; Comp § 18:4**
Normal retirement benefit, defined, **Ben § 20:9**
Normal retirement benefit, vesting at normal retirement age, **Ben § 18:4**
Notes to financial statement, **Ben § 36:63**
Notice
denial of claim, **Ben § 43:6, 43:7**
determination letter applications for qualification, above
election and revocation of election of benefit option, **Ben § 26:45**
multiemployer plan withdrawals, above
penalty for failure to file annual report, **Ben § 44:7, 44:9**
separate lines of business (SLOB) rules, **Ben § 16:98**
termination, below
Officers
fiduciaries, **Ben § 37:19**
multiemployer plan withdrawals, **Ben § 30:16**
Office space, **Ben § 39:38, 42:6 et seq.**
Offset defined benefit plans. Social security, integration with, below
Offset plan, defined, **Ben § 19:5**
Offsets for workers' compensation, severance and other nonplan benefits, **Ben § 18:50**
Opinion letters. Determination letter applications for qualification, above
Optional forms of benefit. Accrued benefits, above
Overdraft protection services for employee benefit plan, **Ben § 39:12**
Overpayments
recoupment, **Ben § 26:25**
termination, below
Owner, parties in interest, **Ben § 37:42**
Owner-employee transactions, inapplicability of exemptions, **Ben § 38:20, 38:33**
Parity. Rule of parity, below
Partial distributions, tax-free rollovers, **Ben § 27:36**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Partial termination of plan, **Ben § 18:20 to 18:22; Comp § 18:63**
Partial year of participation, accounting, **Ben § 20:18, 20:19**
Participant count. Termination insurance premiums, below
Participation
general discussion, **Ben § 17:1 et seq.**
age and service requirements, above
amendment of plans to comply with minimum participation requirements, **Ben § 17:3**
asset pools, separate plans, **Ben § 17:7**
civil actions by Department of Labor, **Ben § 46:14**
employee for purposes of minimum participation requirements, **Ben § 17:10**
employees benefiting under plan, **Ben § 17:4**
employer for purposes of minimum participation requirements, **Ben § 17:9**
excludable employees, minimum participation requirements, **Ben § 17:11**
frozen plans, minimum participation requirements, **Ben § 17:13**
lines of business, separate plans, **Ben § 17:8**
minimum participation requirements, generally, **Ben § 17:1 to 17:13**
records and reports, below
separate plans, minimum participation requirements for, **Ben § 17:5 to 17:8**
service requirements. Age and service requirements, above
termination of employees, minimum participation requirements, **Ben § 17:12**
Uniform Services Employment and Reemployment Rights Act, **Ben § 17:4.50**
Parties in interest
general discussion, **Ben § 37:35 to 37:43**
attorneys, **Ben § 37:37**
bonds, **Ben § 37:67**
civil actions under Employee Retirement Income Security Act, above
corporations with ownership or employment relationship with party in interest, **Ben § 37:40**
employee benefit plans, **Ben § 37:39**
employers, **Ben § 37:38**
individuals with ownership or employment relationship with party in interest, **Ben § 37:40**
investment companies, **Ben § 37:41**
owner, **Ben § 37:42**
relatives, **Ben § 37:36**
unions, **Ben § 37:43**
Partners and partnerships
fiduciaries, **Ben § 37:21**
multiemployer plan withdrawals, **Ben § 30:17**
Part-time employees, partial year of participation, **Ben § 20:18**
Paternity leaves
age and service requirements, above
vesting, **Ben § 18:32**
Payment. Termination insurance premiums, below
Payment of benefits
general discussion, **Ben § 26:1 et seq.**
accelerated distributions, requests for, **Ben § 26:33**
allocation of contributions, earnings and losses, **Ben § 26:24**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Payment of benefits—Cont'd
cash-out of benefits in lieu of annuity, **Ben § 26:37, 26:38**
commencement of payments, **Ben § 26:19**
compensation included in benefit calculations, **Ben § 26:23**
decisions regarding benefit payments
general discussion, **Ben § 26:30 to 26:36**
accelerated distributions, requests for, **Ben § 26:33**
discretion of plan in method and timing of payments, **Ben § 26:31, 26:32**
early distributions, discretion of plan in method and timing of payments, **Ben § 26:31**
early retirement options, discretion of plan in method and timing of payments, **Ben § 26:32**
guidelines for evaluation of decision to deny payments, **Ben § 26:30**
lump sum distributions, requests for, **Ben § 26:33 to 26:35**
missing participants, fiduciary requirements as to, **Ben § 26:36**
deferral of start of payments, **Ben § 26:20**
discretion of plan in method and timing of payments, **Ben § 26:31, 26:32**
distribution rules, nonspouse beneficiaries, **Ben § 26:43.50**
early distributions, discretion of plan in method and timing of payments, **Ben § 26:31**
early retirement options, discretion of plan in method and timing of payments, **Ben § 26:32**
election to defer start of payments, **Ben § 26:20**
eligibility for benefits, generally, **Ben § 26:18 et seq.**
equitable estoppel, **Ben § 26:29**
fiduciary duties with respect to commencement of benefits, **Ben § 26:21**
fiduciary standards in administration, survivor annuities, **Ben § 26:40**
guidelines for evaluation of decision to deny payments, **Ben § 26:30**
joint and survivor annuity and preretirement survivor annuity requirements, **Ben § 26:39**
lump sum distributions, requests for, **Ben § 26:33 to 26:35**
missing participants, fiduciary requirements as to, **Ben § 26:36**
nonspouse beneficiaries, distribution rules, **Ben § 26:43.50**
notice, election and revocation of election of benefit option, **Ben § 26:45**
overpayments, recoupment of, **Ben § 26:25**
part lump sum, part annuity, **Ben § 26:45.50**
promissory estoppel, **Ben § 26:29**
Qualified Domestic Relations Orders (QDROs) (this index)
Qualified Medical Child Support Orders (QMCSOs) (this index)
recoupment of overpayments, **Ben § 26:25**
representations made by trustees, effect of, **Ben § 26:28**
schedules, accrued benefits, **Ben § 20:43**
summary plan description (SPD), effect of, **Ben § 26:26**
survivor annuities
general discussion, **Ben § 26:39 to 26:45**
administration, **Ben § 26:40, 26:41**
cash-out of benefits in lieu of annuity, **Ben § 26:37, 26:38**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Payment of benefits—Cont'd
survivor annuities—Cont'd
determination of rights, **Ben § 26:43, 26:44**
distribution rules, nonspouse beneficiaries, **Ben § 26:43.50**
fiduciary standards in administration, **Ben § 26:40**
joint and survivor annuity and preretirement survivor annuity requirements, **Ben § 26:39**
nonspouse beneficiaries, distribution rules, **Ben § 26:43.50**
notice, election and revocation of election of benefit option, **Ben § 26:45**
state law, relationship to determination of benefits under Employee Retirement Income Security Act, **Ben § 26:44**
unmarried persons living together, **Ben § 26:42**
unmarried persons living together, survivor annuities, **Ben § 26:42**
withholding payments until eligibility for and amount of benefits is determined, **Ben § 26:22**
written documents, effect of, **Ben § 26:27**
Payroll and withholding taxes from IRC Section 457 payments, **Ben § 16:13**
Penalties
annual reports, above
civil actions by Department of Labor, **Ben § 46:15**
fiduciaries, above
prohibited transactions, below
reports to government agencies, failure to provide, **Ben § 36:13, 36:14**
Pension BENEFITefit Guaranty Corporation
general discussion, **Ben § 46:17 to 46:33**
costs, **Ben § 46:23**
Employee Retirement Income Security Act enforcement
general discussion, **Ben § 46:18 to 46:23**
costs, **Ben § 46:23**
jurisdiction, **Ben § 46:19**
limitation of actions, **Ben § 46:22**
service of process, **Ben § 46:21**
venue, **Ben § 46:20**
insurance premiums, collection of
general discussion, **Ben § 46:24 to 46:28**
costs, **Ben § 46:28**
jurisdiction, **Ben § 46:25**
service of process, **Ben § 46:27**
venue, **Ben § 46:26**
jurisdiction, **Ben § 46:19**
lien enforcement
general discussion, **Ben § 46:29 to 46:31**
jurisdiction, **Ben § 46:29**
statute of limitations, **Ben § 46:30**
suspension of limitations period, **Ben § 46:31**
multiemployer plan withdrawals, failure to provide required notices, **Ben § 46:33**
service of process, **Ben § 46:21**
statute of limitations, **Ben § 46:22**
subpoena, enforcement of, **Ben § 46:32**
suspension of limitations period, **Ben § 46:31**
termination, **Ben § 29:169**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Pension BENEFITefit Guaranty Corporation—Cont'd
venue, **Ben § 46:20**
Pension Benefit Guaranty Corporation
costs, **Comp § 46:28**
debt collection, **Ben § 29:64**
judicial review of agency proceedings, above
jurisdiction, **Ben § 46:25, 46:29**
lien enforcement
statute of limitations, **Comp § 46:31**
service of process, **Comp § 46:27**
statute of limitations, **Ben § 46:30; Comp § 46:31**
termination, **Ben § 29:166, 29:170**
venue, **Ben § 46:26**
Pension consultants who are parties in interest, sales by, **Ben § 39:32**
Pension plans
general discussion, **Ben § 16:25 to 16:32**
definitely determinable benefits, **Ben § 16:26 to 15:28**
disability and death benefits, **Ben § 16:31**
insurance contract defined benefit plans, **Ben § 16:29**
retired employees, medical benefits for, **Ben § 16:32**
supplemental benefits, **Ben § 16:30**
taxation of employers under qualified plans, **Ben § 27:3, 27:4**
variable benefit plans, **Ben § 16:28**
Percentage coverage test, minimum coverage requirements, **Ben § 16:108**
Period of service, defined, **Ben § 17:53**
Period of service used, elapsed time method, **Ben § 18:38**
Permanency requirement. Termination, below
Personal jurisdiction, civil actions under Employee Retirement Income Security Act, **Ben § 45:25**
Personnel Manual (this index)
Piercing corporate veil, funding of plans, **Ben § 25:20**
Plan amendments for benefit restrictions, **Ben § 25:60**
Plan amendments for new laws, **Ben § 24:3**
Plan descriptions, summary plan descriptions, and modifications
general discussion, **Ben § 36:33 to 36:51**
contents of SPD, **Ben § 36:37**
deadline if plan has not been amended, **Ben § 36:43**
deadlines for modifications, **Ben § 36:47, 36:51**
deadlines for SPD reporting and disclosures, **Ben § 36:40**
Department of Labor, reporting of material modifications to, **Ben § 36:50**
duty to report and disclose, **Ben § 36:34**
electronic delivery of disclosure, **Ben § 36:35**
ineffective modifications, **Ben § 36:49**
irrelevant modifications, **Ben § 36:49**
multiple SPDs tailored to different employee classes, **Ben § 36:39**
reporting and disclosure, **Ben § 36:33**
style and method of disclosure of modifications, **Ben § 36:46**
style and method of presentation of SPD, **Ben § 36:38**
summary of material modifications, disclosure of, **Ben § 36:44 to 36:47**
terminated plan, exemption for, **Ben § 36:41**
timely summary plan description, effect on disclosure obligation, **Ben § 36:48**
time period covered by SPD disclosure, **Ben § 36:36**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Plan descriptions, summary plan descriptions, and modifications —Cont'd
updated summary plan description, disclosure of, **Ben § 36:42**
Plan documents, acting in accordance with, **Ben § 38:10**
Pooled employer plans, **Ben § 25:51.50**
Pooled separate accounts, prohibited transaction exemptions, **Ben § 39:33, 39:34**
Pooling assets of terminated plans, involuntary terminations, **Ben § 29:190**
Pooling retirement funds, **Ben § 41:10**
Pre-audit compliance corrections, employee plans compliance resolution system (EPCRS), **Ben § 24:30.50**
Predecessor corporations, liability of, **Ben § 29:166**
Predecessor fiduciaries, **Ben § 37:46, 37:47, 45:51**
Prehire agreement, duty to contribute under, **Ben § 25:7**
Prejudgment and postjudgment interest, civil actions under Employee Retirement Income Security Act, **Ben § 45:60**
Premature distributions, penalty for, **Ben § 27:20**
Premature termination, **Ben § 29:5, 29:6**
Premiums. Termination insurance premiums, below
Prepayment of liability, multiemployer plan withdrawals, **Ben § 30:38**
Privacy rule, **Ben § 29:25**
Private equity funds, **Ben § 30:17.50**
Private letter rulings and similar requested guidance, **Ben § 24:2.50**
Production of documents and witnesses, civil actions by Department of Labor, **Ben § 46:4**
Professional service plans, termination insurance, **Ben § 29:23**
Profit sharing plans
general discussion, **Ben § 16:8, 16:25; Emp P § 16:33 to 16:40**
current or accumulated profits not required for contributions, **Ben § 16:33**
formula for allocating contributions to participants, **Ben § 16:35**
hardship, accelerated distribution for, **Ben § 16:39**
mandatory lump-sum distribution, **Ben § 16:34**
normal retirement age and actual retirement, distributions at both, **Ben § 16:38**
supplemental benefits, **Ben § 16:40**
valuation of assets, **Ben § 16:37**
withdrawable employee contributions, allocation of contributions on basis of, **Ben § 16:36**
Prohibited transaction exemptions
general discussion, **Ben § 38:19 to 38:21, 38:32 to 38:34, 39:1 et seq.**
administrative exemption allowing plan financing of residential mortgages, **Ben § 39:27**
administrative prohibited transaction exemptions, **Ben § 38:21, 38:34**
bank collective investment funds, **Ben § 39:21, 39:35**
broker-dealers, transactions involving securities by or with, **Ben § 39:37**
checking account or related services furnished to plan, investment of securities in banks, **Ben § 39:11**
closed-end investment companies, investments by in-house plans, **Ben § 39:24**
construction loans by multiemployer plans to participating employers, **Ben § 39:28**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Prohibited transaction exemptions—Cont'd
cost, receipt of services at reduced or no cost, **Ben § 39:43**
court order, exemptions authorized or required by, **Ben § 39:2**
cross-trade of securities, **Ben § 39:10**
cross-trade of services by investment management firms, **Ben § 39:5**
customer notes from employers maintaining plan, purchasing and holding, **Ben § 39:20**
extensions of credit to plans by broker-dealers, **Ben § 39:30**
foreign exchange transactions with banker or broker-dealer, **Ben § 39:42**
gold coins, purchase by self-directed IRA, **Ben § 39:26**
goods and services, exemptions related to, **Ben § 39:32 to 39:43**
individual life insurance contracts and annuities, **Ben § 39:17, 39:18**
insurance agents and brokers who are parties in interest, sales by, **Ben § 39:32**
insurance company pooled separate accounts, investment in, **Ben § 39:22**
insurance company that is party in interest, purchase of insurance or annuity contract from, **Ben § 39:16**
interest free loans to plans by parties in interest, **Ben § 39:31**
investment company principal underwriters who are parties in interest, sales by, **Ben § 39:32**
investment company that is plan fiduciary or service provider, investment in securities of, **Ben § 39:15**
investment related exemptions, generally, **Ben § 39:4 et seq.**
loan related exemptions, **Ben § 39:27 to 39:31**
market-maker, purchase or sale of securities for which fiduciary is, **Ben § 39:9**
mortgage pool investment trusts, **Ben § 39:19, 39:41**
multiemployer plans, office space and provision of goods and services, **Ben § 39:38, 39:39**
mutual funds, **Ben § 39:14, 39:23**
office space and provision of goods and services, multiemployer plans, **Ben § 39:38**
overdraft protection services for employee benefit plan, **Ben § 39:12**
owner-employee transactions, inapplicability of exemptions, **Ben § 38:20, 38:33**
pension consultants who are parties in interest, sales by, **Ben § 39:32**
plan and broker-dealer, reporting dealer or bank, purchase and sales of securities between, **Ben § 39:7**
pooled separate accounts, **Ben § 39:33, 39:34**
qualified professional asset managers (QPAMs) and parties in interest, transactions between, **Ben § 39:36**
retirement of indebtedness, **Ben § 39:4, 39:6**
securities-lending services, provision to plans by fiduciaries, **Ben § 39:40**
securities loans by plans to banks and broker-dealers, **Ben § 39:29**
settlement agreement with DOL, duty authorized by, **Ben § 39:3**
short-term instruments, investment in, **Ben § 39:13**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Prohibited transaction exemptions—Cont'd
substantial affiliation with employer, insurance and annuity contract purchases from companies with, **Ben § 39:25**
underwritten securities, purchase in public offering, **Ben § 39:8**
Prohibited transactions
general discussion, **Ben § 38:16 to 38:34**
additional 100 percent tax, **Ben § 38:24**
amount involved, defined, **Ben § 38:27**
civil actions by Department of Labor. Penalties, below in this group
coordinated responsibilities of IRS, DOL and PBGC, **Ben § 38:24**
correction of prohibited transaction, **Ben § 38:29, 44:13**
correction period, defined, **Ben § 38:26**
court order, effect of duty imposed by, **Ben § 38:22**
defined, **Ben § 38:31**
disqualified person, defined, **Ben § 38:25**
excise taxes, **Ben § 38:23**
exemptions. Prohibited transaction exemptions, above
fiduciary, defined, **Ben § 38:30**
fiduciary and plan, transactions between, **Ben § 38:18**
five percent tax, **Ben § 38:24**
party in interest and plan, transactions between, **Ben § 38:17**
penalties
general discussion, **Ben § 44:11 to 44:13**
computation of penalty, **Ben § 44:12**
correction of prohibited transaction, period for, **Ben § 44:13**
prohibited transaction, defined, **Ben § 38:31**
taxable period, defined, **Ben § 38:28**
ten percent tax, **Ben § 38:24**
Promissory estoppel, payment of benefits, **Ben § 26:29**
Proposed Rehabilitation for Multiemployer Pensions Act, **Ben § 29:115.50**
Protected benefits. Accrued benefits, above
Prototype employer plans. Determination letter applications for qualification, above
Prudence of loans, **Ben § 41:4**
Prudent man rule, **Ben § 38:8**
Public schools. **403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools** (this index)
Punitive damages, civil actions under Employee Retirement Income Security Act, **Ben § 45:61**
Qualification
general discussion, **Ben § 24:1 et seq.**
determination letter applications for qualification, above
determination letter filing specifics, **Ben § 24:2**
employee plans compliance resolution system, above
nondiscrimination testing, above
Qualified cash or deferred arrangements, **Ben § 16:5**
Qualified Domestic Relations Orders (QDROs) (this index)
Qualified Medical Child Support Orders (QMCSOs) (this index)
Qualified professional asset managers (QPAMs) and parties in interest, transactions between, **Ben § 39:36**
Qualified public accountant, defined, **Ben § 36:68**
Qualified trusts
general discussion, **Ben § 16:63 to 16:73**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Qualified trusts—Cont'd
custodial account and annuity contract issued by insurance company, **Ben § 16:73**
domestic trust, status as, **Ben § 16:67, 16:68**
establishment of trust by employer, **Ben § 16:69**
exclusive benefit of employees or their beneficiaries, **Ben § 16:70**
foreign trust treated as domestic trust, **Ben § 16:68**
form of trust, **Ben § 16:66**
local law, validity under, **Ben § 16:65**
minimum vesting period, **Ben § 16:71**
several employers, plan of, **Ben § 16:72**
tax-exempt trust, status as, **Ben § 16:63**
writing, trust must be in, **Ben § 16:64**
Questioning of persons, civil actions by Department of Labor, **Ben § 46:5**
Railway LABOR Act, jurisdiction over retired employees, **Labor § 13:21**
Reasonable compensation, defined, **Ben § 42:10**
Reasonable contract or arrangement, defined, **Ben § 42:8**
Records and reports
general discussion, **Ben § 36:1 et seq.**
annual reports, above
beneficiaries. Participants and beneficiaries, disclosures to, below in this group
certification of information by insurers, banks and plan sponsors, **Ben § 36:3**
charges for requested disclosures to participants and beneficiaries, **Ben § 36:22**
cybersecurity, **Ben § 36:2.50**
Department of Labor, duty to report to, **Ben § 36:4**
duty to make and retain records, **Ben § 36:2**
cybersecurity, **Ben § 36:2.50**
fiduciary duty to disclose information to participants and beneficiaries concerning plan or amendment prior to adoption, **Ben § 36:29**
Government Accounting Office, duty to give information to, **Ben § 36:9**
government agencies, reports to
general discussion, **Ben § 36:4 to 36:15**
Department of Labor, duty to report to, **Ben § 36:4**
forms, use of particular, **Ben § 36:5**
Government Accounting Office, duty to give information to, **Ben § 36:9**
Health Care Financing Administration, duty to report to, **Ben § 36:10**
multiemployer plan withdrawals, penalty for failure to report, **Ben § 36:14**
PBGC, duty to report to, **Ben § 36:12, 36:13**
penalty for failure to report, **Ben § 36:13, 36:14**
public inspection of filed documents, **Ben § 36:6**
rejection of filing by Department of Labor, **Ben § 36:8**
reportable events, defined, **Ben § 36:15**
research and studies, use by Department of Labor for, **Ben § 36:7**
terminations, **Ben § 36:11**
group insurance arrangements, simplified method of reporting and disclosure, **Ben § 36:30**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Records and reports—Cont'd
Health Care Financing Administration, duty to report to, **Ben § 36:10**
inspection, making documents available for, **Ben § 36:24 to 36:26**
modifications. Plan descriptions, summary plan descriptions, and modifications, above
multiemployer plan withdrawals, penalty for failure to report, **Ben § 36:14**
participants and beneficiaries, disclosures to
general discussion, **Ben § 36:16 to 36:29**
charges for requested disclosures, **Ben § 36:22**
duty to alert participants and beneficiaries at significant times, **Ben § 36:28**
duty to disclose, **Ben § 36:16**
fiduciary duty to disclose information concerning plan or amendment prior to adoption, **Ben § 36:29**
format and content of disclosures, **Ben § 36:17**
inspection, making documents available for, **Ben § 36:24 to 36:26**
lifetime income disclosures, **Ben § 36:18.50**
methods of disclosure, **Ben § 36:19, 36:23**
place at which documents must be made available for inspection, **Ben § 36:26**
procedure for requests made at places other than plan administrator's principal office, **Ben § 36:27**
request for disclosure, **Ben § 36:18, 36:20 et seq.**
time to respond to request for disclosure, **Ben § 36:21**
PBGC, duty to report to, **Ben § 36:12, 36:13**
penalty for failure to report, **Ben § 36:13, 36:14**
place at which documents must be made available for inspection, **Ben § 36:26**
plan descriptions, summary plan descriptions, and modifications, above
public inspection of filed documents, **Ben § 36:6**
rejection of filing by Department of Labor, **Ben § 36:8**
reportable events, defined, **Ben § 36:15**
request for disclosure to participants and beneficiaries, **Ben § 36:18, 36:20 et seq.**
research and studies, use by Department of Labor for, **Ben § 36:7**
simplified method of reporting and disclosure
general discussion, **Ben § 36:30 to 36:32**
group insurance arrangements, **Ben § 36:30**
unfunded and certain insured plans, **Ben § 36:31, 36:32**
summary plan descriptions. Plan descriptions, summary plan descriptions, and modifications, above
terminations, reports to government agencies, **Ben § 36:11**
time to respond to request for disclosure to participants and beneficiaries, **Ben § 36:21**
unfunded and certain insured plans, simplified method of reporting and disclosure, **Ben § 36:31, 36:32**
Recoupment of overpayments, **Ben § 26:25, 29:123**
Reduction of penalty for breach of fiduciary duty, **Ben § 44:19 to 44:21**
Reemployment commencement date, defined, **Ben § 17:45**
Reemployment of retiree, **Ben § 18:52**
Reemployment of veterans. Uniformed service members, below

RETIREMENT AND RETIREMENT PLANS —Cont'd
Regional prototype plans
general discussion, **Ben § 16:20**
determination letter applications for qualification, above
Regulations for benefit restrictions in underfunded plans, **Ben § 25:45**
Rejection of contributions, multi-employer plans, **Ben § 25:18**
Rejection of filing of annual report, **Ben § 36:55, 44:3**
Relatives, parties in interest, **Ben § 37:36**
Reliance on administrative interpretations as defense in criminal prosecutions, **Ben § 46:41**
Remedies, judicial review of agency proceedings, **Ben § 45:75, 45:80**
Removal of action to federal court, **Ben § 45:24, 45:78**
Repayment of cash-outs, employer-derived accrued benefits, **Ben § 20:29**
Reportable events, defined, **Ben § 36:15**
Reports. Records and reports, above
Repudiation of agreement to contribute, multi-employer plans, **Ben § 25:14**
Residual assets. Termination, below
Restitution of excess contributions, civil actions under Employee Retirement Income Security Act, **Ben § 45:17**
Retirement of indebtedness, prohibited transaction exemptions, **Ben § 39:4, 39:6**
Retroactive corrections to satisfy coverage rules, **Ben § 16:80**
Retroactive remedy for discriminatory plan, **Ben § 46:46; Emp P § 46:39 to 46:41**
Review. Appeal and review, above
Revision of assessment of penalty for breach of fiduciary duty, **Ben § 44:22**
Revocation of qualification, **Ben § 24:13**
Rollovers
limitations on contributions and benefits, **Ben § 22:15**
minimum required distributions after age 70 1/2 and after death, **Ben § 21:17**
top-heavy plans, **Ben § 23:15**
Rule of parity
measurement of pre-break service, **Ben § 17:46**
nonvested employees, breaks in service by, **Ben § 17:23**
vesting, **Ben § 18:31; Comp § 18:42**
Safe harbors
minimum coverage requirements, **Ben § 16:85, 16:110**
nondiscrimination testing, **Ben § 24:48, 24:50, 24:57**
separate lines of business (SLOB) rules, **Ben § 16:100 to 16:104**
Savings plans, **Ben § 16:15**
Schedule for vesting. Vesting, below
Schools. **403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools** (this index)
Secretary of Labor, service on, **Ben § 45:28**
Secretary of Treasury, service on, **Ben § 45:28**
Securities-lending services, provision to plans by fiduciaries, **Ben § 39:40**
Selection by employee of discriminatory plans on open market as defense, **Emp P § 46:37**
Selection of arbitrator, multiemployer plan withdrawals, **Ben § 30:49**
Self correction program, employee plans compliance resolution system (EPCRS), **Ben § 24:32**
Self-dealing by fiduciaries, **Ben § 41:3, 42:15**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Self-employed individuals
general discussion, **Ben § 16:18**
bankruptcy of beneficiary, **Ben § 21:35**
KEOGH Plans (this index)
limitations on contributions and benefits, **Ben § 22:11, 22:16, 22:26**
minimum coverage requirements, **Ben § 16:82, 16:83**
Separate lines of business (SLOB) rules
general discussion, **Ben § 16:87 to 16:105**
administrative scrutiny requirement, **Ben § 16:99**
average benefits safe harbor, **Ben § 16:104**
bona fide business purposes, treatment of separate lines of business for, **Ben § 16:91**
employee requirement, **Ben § 16:97**
employee work force as separate, **Ben § 16:94**
FAS 14 safe harbor, **Ben § 16:102**
financial accountability as separate, **Ben § 16:93**
individual determination, **Ben § 16:105**
lines of business, **Ben § 16:89**
management as separate, **Ben § 16:95**
mergers and acquisitions safe harbor, **Ben § 16:103**
notice requirement, **Ben § 16:98**
organization units as separate, **Ben § 16:92**
qualified separate lines of business, **Ben § 16:96**
safe harbors, **Ben § 16:100 to 16:104**
separate lines of business, **Ben § 16:90**
SIC code safe harbor, **Ben § 16:101**
statutory safe harbor, **Ben § 16:100**
Service of process
civil actions under Employee Retirement Income Security Act, **Ben § 45:26**
involuntary terminations, **Ben § 29:199**
PBGC enforcement actions, **Ben § 46:21; Comp § 46:27**
Service requirements. Age and service requirements, above
Services provided by and to plans. Goods, services and facilities provided by and to plans, above
Settlement agreement with DOL, duty authorized by, **Ben § 39:3**
Severance benefits, offsets for, **Ben § 18:50**
Sex discrimination
general discussion, **Emp P § 46:32 to 46:42**
actuarial data, reliance on sex-based, **Emp P § 46:34**
benefits and contributions, **Emp P § 46:33**
eligibility requirements, differences in, **Emp P § 46:32**
lack of nondiscriminatory options as defense, **Emp P § 46:36**
McCarren-Ferguson Act does not supersede Title VII, **Emp P § 46:38**
offer of nondiscriminatory options as defense, **Emp P § 46:35**
prospective remedies, **Emp P § 46:42**
retroactive remedy for discriminatory plan, **Emp P § 46:39 to 46:41**
selection by employee of discriminatory plans on open market as defense, **Emp P § 46:37**
Shareholders as fiduciaries, **Ben § 37:19**
Shortfall funding method, multiemployer plans, **Ben § 25:52**
Short-term instruments, investment in, **Ben § 39:13**
Sic code safe harbor, separate lines of business (SLOB) rules, **Ben § 16:101**

RETIREMENT AND RETIREMENT PLANS —Cont'd
SIMPLE Savings Plans (this index)
Simplified Employee Pensions (this index)
Small business association retirement plans, **Ben § 16:16.50**
Small plans, **Ben § 25:44**
Small plans, waiver of requirement for annual report, **Ben § 36:65, 36:66**
Social security, integration with
general discussion, **Ben § 19:1 et seq.**
aggregation of plans for permitted disparity purposes, **Ben § 19:32**
average annual compensation, benefits must be based on, **Ben § 19:14**
average annual compensation or determinable amount, benefits must be based on, **Ben § 19:24**
combination of plans for permitted disparity purposes, **Ben § 19:32**
compensation, defined, **Ben § 19:6**
compensation for offset determination alternatives, **Ben § 19:25**
contributions by employees, disregard of benefits attributable to, **Ben § 19:31**
covered compensation, defined, **Ben § 19:18**
disparity in contributions and benefits, **Ben § 19:2, 19:8, 19:11, 19:20**
excess defined benefit plans
general discussion, **Ben § 19:11 to 19:19**
average annual compensation, benefits must be based on, **Ben § 19:14**
covered compensation, defined, **Ben § 19:18**
disparity in contributions and benefits, **Ben § 19:11**
integration level alternatives, **Ben § 19:15**
maximum excess allowance requirements, **Ben § 19:12, 19:13**
multiple integration levels, **Ben § 19:19**
optional benefits provided above and below integration level, **Ben § 19:16**
optional forms of benefit, application of maximum excess allowance requirements and uniformity requirements, **Ben § 19:13**
reduction of 3/4 of 1 percent factor, **Ben § 19:17**
excess defined contribution plans
general discussion, **Ben § 19:8 to 19:10**
disparity in contributions and benefits, **Ben § 19:8**
integration level alternatives, **Ben § 19:10**
uniform and maximum excess allowance requirements, **Ben § 19:9**
excess plan, defined, **Ben § 19:4**
final average compensation, defined, **Ben § 19:26**
integration level, defined, **Ben § 19:7**
maximum excess allowance requirements, **Ben § 19:12, 19:13, 19:21**
multiple integration levels, **Ben § 19:19**
offset defined benefit plans
general discussion, **Ben § 19:20 to 19:26**
average annual compensation or determinable amount, benefits must be based on, **Ben § 19:24**
compensation for offset determination alternatives, **Ben § 19:25**
disparity in contributions and benefits, **Ben § 19:20**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Social security, integration with—Cont'd
offset defined benefit plans—Cont'd
final average compensation, defined, **Ben § 19:26**
maximum excess allowance requirements, **Ben § 19:21**
optional benefits must satisfy offset allowance and uniform offset requirement, **Ben § 19:23**
uniform offset requirement, **Ben § 19:22**
offset plan, defined, **Ben § 19:5**
optional benefits must satisfy offset allowance and uniform offset requirement, **Ben § 19:23**
optional benefits provided above and below integration level, **Ben § 19:16**
optional forms of benefit, application of maximum excess allowance requirements and uniformity requirements, **Ben § 19:13**
reduction of 3/4 of 1 percent factor, **Ben § 19:17**
reductions for benefits beginning before social security retirement age, **Ben § 19:27 to 19:30**
general discussion, **Ben § 19:27 to 19:30**
types of integrated plans, **Ben § 19:3**
uniform and maximum excess allowance requirements, **Ben § 19:9**
uniform offset requirement, **Ben § 19:22**
Software and actuary changes, **Ben § 25:58**
Sole interest of participants and beneficiaries, requirement to act in, **Ben § 38:6**
Spin-offs, **Ben § 28:4, 28:10, 28:11**
Statutes of limitation
civil actions under Employee Retirement Income Security Act, above
judicial review of agency proceedings, **Ben § 45:79**
PBGC enforcement actions, **Ben § 46:22, 46:30; Comp § 46:31**
Stock bonus plans, **Ben § 16:9**
Subject matter jurisdiction, civil actions under Employee Retirement Income Security Act, **Ben § 45:23**
Subpoenas, **Ben § 46:7, 46:8, 46:32**
Substantial affiliation with employer, insurance and annuity contract purchases from companies with, **Ben § 39:25**
Successor corporations, liability of, **Ben § 29:165**
Successor liability, multi-employer plans, **Ben § 25:16**
Successor plans, termination insurance, **Ben § 29:21**
Summary annual reports, **Ben § 36:76 to 36:78**
Summary of material modifications, disclosure of, **Ben § 36:44 to 36:47**
Summary plan descriptions. Plan descriptions, summary plan descriptions, and modifications, above
Supplemental benefits, **Ben § 16:30, 16:40**
Surety company with which bond may be secured, **Ben § 37:66**
Survivor annuities. Payment of benefits, above
Target benefit plans, **Ben § 16:7**
Target benefit plans, limitations on contributions and benefits, **Ben § 22:35**
Taxation, generally
general discussion, **Ben § 16:51 to 16:62, 27:1 et seq.**
annuities sheltered under 26 U.S.C.A. § 403(b), **Ben § 16:23**
assignment or alienation of benefits, tax levies, **Ben § 21:24**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Taxation, generally—Cont'd
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
beneficiaries, restriction of choice of, **Ben § 16:57**
communication of plan to employees, **Ben § 16:53**
credits, **Ben § 16:3**
death benefits for beneficiaries must incidental, **Ben § 16:55, 16:56**
exclusive benefit of employees or their beneficiaries, **Ben § 16:54**
parent and subsidiary contributions can benefit each other's employees, **Ben § 16:52**
permanent, plan must be, **Ben § 16:58, 16:59**
persons who may make contributions, **Ben § 16:51**
rollovers. Tax-free rollovers, below
social security, benefit payments ties to, **Ben § 16:62**
taxable period, defined, **Ben § 38:28**
termination insurance, **Ben § 29:17, 29:33, 29:40; Emp P § 29:17**
trust, status of qualified trusts as tax exempt, **Ben § 16:63**
unpaid loans, deduction against account as disqualifying withdrawal privilege, **Ben § 16:61**
withdrawal of employee contributions, **Ben § 16:59 to 16:61**
Taxation of employees
general discussion, **Ben § 27:17 to 27:32**
annuity contracts, **Ben § 27:31**
cash, option to receive instead of plan contribution, **Ben § 27:18**
collectibles, acquisition of, **Ben § 27:25**
distributions as taxable, **Ben § 27:17**
endowment contracts, **Ben § 27:31**
excess distribution rules, **Ben § 27:21, 27:22**
highly compensated employees, **Ben § 27:19**
life insurance, **Ben § 27:30 to 27:32**
lump sum distributions, **Ben § 27:26, 27:27**
lump sum tax treatment, **Ben § 27:23**
minimum required distributions, failure to make, **Ben § 27:24**
premature distributions, penalty for, **Ben § 27:20**
securities of employer corporation, distribution of, **Ben § 27:28**
voluntary employee contribution benefits, distribution of, **Ben § 27:29**
Taxation of employers under qualified plans
general discussion, **Ben § 27:2 to 27:16**
affiliated group, contributions to profit-sharing or stock bonus plan of, **Ben § 27:16**
assets of plan, payments to purchase, **Ben § 27:15**
carryforwards, **Ben § 27:7**
carryover of excess contributions, **Ben § 27:4, 27:6**
ceiling on deductions, **Ben § 27:3, 27:5, 27:8**
conditional payments, **Ben § 27:12**
excess, nondeductible contributions, **Ben § 27:10**
nondiscrimination tests, failure of, **Ben § 27:9**
pension and annuity plans, **Ben § 27:3, 27:4**
profit-sharing and stock bonus plans, **Ben § 27:5, 27:6, 27:16**
promissory note as payment, **Ben § 27:13**
property, contributions in, **Ben § 27:14**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Taxation of employers under qualified plans—Cont'd
timely payment required for deduction, **Ben § 27:11**
Tax-free rollovers
general discussion, **Ben § 27:33 to 27:39**
age 70, rollovers after, **Ben § 27:37**
deferral of tax, **Ben § 27:33**
IRA of decedent, distributions from, **Ben § 27:39**
method for making rollover election, **Ben § 27:34**
partial distributions, **Ben § 27:36**
portability of discontinued lifetime annuity options, **Ben § 27:33.50**
termination of plan, distributions, **Ben § 27:38**
types of rollovers, **Ben § 27:35**
Temporary substantial business hardship, waiver of minimum funding requirements, **Ben § 25:62**
Termination
general discussion, **Ben § 29:1 et seq.**
administration of terminated plans, **Ben § 29:210, 29:214**
allocations. Distribution of plan assets, below in this group
amendment of plan, **Ben § 29:93, 29:206**
annuity purchases, distress terminations, **Ben § 29:125**
annuity replacement, closing out plan, **Ben § 29:145, 29:148**
anticipation of termination, treatment of distributions in, **Ben § 29:144**
application for appointment of trustee, involuntary terminations, **Ben § 29:192**
application for involuntary termination of plan, **Ben § 29:191, 29:194**
appointment of trustee without court proceeding, involuntary terminations, **Ben § 29:188**
automatic disqualification on premature termination, **Ben § 29:6**
bankruptcy, **Ben § 29:89**
bankrupt employers, liability of, **Ben § 29:164**
business necessity, termination without, **Ben § 29:4**
certification of participant and beneficiary information, distress terminations, **Ben § 29:126**
closeout of sufficient multiemployer plans, **Ben § 29:216 et seq.**
closing out plan
general discussion, **Ben § 29:147 et seq.**
annuity replacement, **Ben § 29:145, 29:148**
failure to allocate benefits to participant, **Ben § 29:153**
finding that plan is unable to meet obligations once termination has begun, **Ben § 29:150**
form of annuity, **Ben § 29:149**
missing participants, **Ben § 29:154**
monitoring of distribution by PBGC, **Ben § 29:152**
submission of distribution information to PBGC, **Ben § 29:151**
collective bargaining agreements, **Ben § 29:94, 29:183**
compensation of trustee, involuntary terminations, **Ben § 29:208**
contributing sponsors, liability of, **Ben § 29:163**
contributions of employees, distribution of residual assets attributable to, **Ben § 29:156, 29:159**
date of standard termination, **Ben § 29:113**
deferred payments, liability to trustee, **Ben § 29:176, 29:179**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination—Cont'd
defined benefit plans, generally, **Ben § 29:81 et seq.**
defined contribution plans, **Ben § 29:13**
discrimination, allocations resulting in, **Ben § 29:145**
distress terminations
general discussion, **Ben § 29:115 et seq.**
annuity purchases, prohibition of, **Ben § 29:125**
certification of participant and beneficiary information, **Ben § 29:126**
checklist of steps, **Ben § 29:116**
criteria for distress termination, **Ben § 29:119**
date of termination, **Ben § 29:122**
determinations, **Ben § 29:117, 29:120**
distribution of plan assets, **Ben § 29:136**
establishment of satisfaction of distress criteria, **Ben § 29:118**
liability, **Ben § 29:162**
liability to trustee, **Ben § 29:175**
lump sum payments, prohibition of, **Ben § 29:125**
notice, **Ben § 29:117**
notice of intent to terminate, **Ben § 29:103**
Proposed Rehabilitation for Multiemployer Pensions Act, **Ben § 29:115.50**
reductions of benefits, **Ben § 29:124 et seq.**
time termination must be implemented, **Ben § 29:123**
distribution of plan assets
general discussion, **Ben § 29:133 et seq., 29:211, 29:212**
allocation of assets, **Ben § 29:133, 29:133 to 29:142**
anticipation of termination, treatment of distributions in, **Ben § 29:144**
availability of assets for allocation, **Ben § 29:138**
date of allocation, **Ben § 29:139**
discrimination, allocations resulting in, **Ben § 29:145**
distress termination, **Ben § 29:136**
increases or decreases, allocations during an after termination, **Ben § 29:146**
persons responsible for allocation, **Ben § 29:134**
priority categories, **Ben § 29:137, 29:140**
standard termination, **Ben § 29:135**
subclasses of categories, **Ben § 29:139, 29:142**
evasion of liability, **Ben § 29:167**
extension of time for notice, **Ben § 29:101, 29:108**
fiduciaries, termination of disqualification of convicted person, **Ben § 37:32**
fiduciary rules do not affect decision to terminate, **Ben § 29:87**
freezing benefit accruals instead of termination, **Ben § 29:90**
frozen plans, **Ben § 29:11**
future benefits, reduction of, **Ben § 29:128**
good business reasons for termination, **Ben § 29:3**
guaranteed benefits, sufficiency of plan for, **Ben § 29:92**
insurance. Termination insurance, below
insurance premiums. Termination insurance premiums, below
interest, liability to trustee, **Ben § 29:177**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination—Cont'd
interest on overpayments and underpayments, **Ben § 29:132**
intervention by trustee, involuntary terminations, **Ben § 29:195**
involuntary terminations
general discussion, **Ben § 29:183 et seq.**
application for appointment of trustee, **Ben § 29:192**
application for termination of plan, **Ben § 29:191, 29:194**
appointment of trustee without court proceeding, **Ben § 29:188**
checklist of information to be provided to trustee, **Ben § 29:207**
collective bargaining agreement, effect of, **Ben § 29:187**
compensation of trustee, **Ben § 29:208**
court proceedings, **Ben § 29:192 et seq.**
date of termination, establishment by court, **Ben § 29:200**
delegation by administrator, supply of information to PBGC, **Ben § 29:189**
existing proceedings, **Ben § 29:193, 29:196**
intervention by trustee, **Ben § 29:195**
jurisdiction, **Ben § 29:197**
liability, **Ben § 29:162**
liability to trustee, **Ben § 29:175**
notice to interested parties, **Ben § 29:204**
notice to PBGC prior to distribution, **Ben § 29:206**
petition for appointment of trustee, **Ben § 29:193**
pooling assets of terminated plans, **Ben § 29:190**
powers and duties of trustees, **Ben § 29:201 et seq.**
recapture of plan payments by trustee, **Ben § 29:209**
return of plan assets following dismissal or failure to apply for termination decree, **Ben § 29:205**
service of process, **Ben § 29:199**
stay of existing proceedings, **Ben § 29:198**
trustees, **Ben § 29:201 et seq.**
venue, **Ben § 29:199**
voluntary termination, initiation of involuntary termination during, **Ben § 29:185**
IRS, notice to, **Ben § 29:9**
jurisdiction, involuntary terminations, **Ben § 29:197**
liability
general discussion, **Ben § 29:162 et seq.**
bankrupt employers, **Ben § 29:164**
benefits, sufficiency of plan for liabilities for, **Ben § 29:91**
contributing sponsors, **Ben § 29:163**
distress or involuntary termination, **Ben § 29:162**
evasion of liability, **Ben § 29:167**
limitation of benefits to plan assets, **Ben § 29:168**
PBGC, liability to, **Ben § 29:166, 29:169**
predecessor corporations, **Ben § 29:166**
successor corporations, **Ben § 29:165**
trustee. Liability to trustee, below in this group
liability to trustee
general discussion, **Ben § 29:171 et seq.**
amount of liability, **Ben § 29:171**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination—Cont'd
liability to trustee—Cont'd
deferred payments, **Ben § 29:176, 29:179**
distress terminations, **Ben § 29:175**
failure to pay liability, **Ben § 29:182**
interest, **Ben § 29:177**
involuntary terminations, **Ben § 29:175**
method for making payments, **Ben § 29:181**
multiple controlled groups, termination of or withdrawal from plans under, **Ben § 29:173**
notice of liability and demand for payment, **Ben § 29:176**
overpayments, **Ben § 29:178**
payment of liability, **Ben § 29:170 to 29:172**
PBGC, payment to, **Ben § 29:174**
lump sum payments, **Ben § 29:125**
mass withdrawals. Multiemployer plan terminations, mass withdrawals, and mergers and transfers of assets, below in this group
maximum PBGC benefits, **Ben § 29:219**
mergers. Multiemployer plan terminations, mass withdrawals, and mergers and transfers of assets, below in this group
minimum participation requirements, **Ben § 17:12**
missing participants, closing out plan, **Ben § 29:154**
monitoring of distribution by PBGC, closing out plan, **Ben § 29:152**
multiemployer plan terminations, mass withdrawals, and mergers and transfers of assets
general discussion, **Ben § 29:210 et seq.**
administration of terminated plans, **Ben § 29:210, 29:214**
amendment of plan, **Ben § 29:211**
closeout of sufficient plans, **Ben § 29:216 et seq.**
distribution of assets, **Ben § 29:212, 29:216**
mass withdrawal or cessation of contributions, **Ben § 29:212**
notice of termination, **Ben § 29:213**
multiple controlled groups, termination of or withdrawal from plans under, **Ben § 29:173**
notice
general discussion, **Ben § 29:9**
distress terminations, **Ben § 29:117**
involuntary terminations, **Ben § 29:201, 29:204**
liability to trustee, **Ben § 29:176**
multiemployer plan, termination of, **Ben § 29:213**
notice of intent to terminate, below
overpayment, **Ben § 29:130**
standard terminations, **Ben § 29:109 et seq.**
notice of intent to terminate
general discussion, **Ben § 29:96 et seq.**
contents of notice, **Ben § 29:102**
distress terminations, **Ben § 29:103**
extensions of time, **Ben § 29:101**
failure to file required information, **Ben § 29:105**
methods of providing notice, **Ben § 29:100**
persons to whom notice must be given, **Ben § 29:98**
persons who must file notice, **Ben § 29:97**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination—Cont'd
notice of intent to terminate—Cont'd
place to file notice, **Ben § 29:99**
standard terminations, **Ben § 29:104**
time to file notice, **Ben § 29:97, 29:99**
waivers, **Ben § 29:101**
withdrawal of notice, **Ben § 29:106**
overpayments
general discussion, **Ben § 29:127 et seq., 29:128**
future benefits, reduction of, **Ben § 29:128**
interest, **Ben § 29:132**
liability to trustee, **Ben § 29:178**
lump sum payment, recoupment by, **Ben § 29:129**
notice of overpayment, **Ben § 29:130**
recoupment of overpayments, **Ben § 29:127**
participants, notice to, **Ben § 29:10**
payment of liability to trustee, **Ben § 29:170 to 29:172**
PBGC, **Ben § 29:166, 29:169, 29:170**
permanency requirement
general discussion, **Ben § 29:3 et seq.**
automatic disqualification on premature termination, **Ben § 29:6**
business necessity, termination without, **Ben § 29:4**
good business reasons for termination, **Ben § 29:3**
premature termination, **Ben § 29:5, 29:6**
persons who may terminate plans, **Ben § 29:86**
petition for appointment of trustee, involuntary terminations, **Ben § 29:193**
place to file notice of intent to terminate, **Ben § 29:99**
pooling assets of terminated plans, involuntary terminations, **Ben § 29:190**
predecessor corporations, liability of, **Ben § 29:166**
premature termination, **Ben § 29:5, 29:6**
premiums for insurance. Termination insurance premiums, below
priority categories, distribution of plan assets, **Ben § 29:137, 29:140**
Proposed Rehabilitation for Multiemployer Pensions Act, **Ben § 29:115.50**
recapture of plan payments by trustee, involuntary terminations, **Ben § 29:209**
recoupment of overpayments, **Ben § 29:127**
reductions of benefits, distress terminations, **Ben § 29:124 et seq.**
residual assets
general discussion, **Ben § 29:155 et seq.**
contributions of employees, distribution of assets attributable to, **Ben § 29:156, 29:159**
employer, distribution of assets to, **Ben § 29:154, 29:157**
guidelines for implementation as to asset reversion, **Ben § 29:156**
prohibition of reversion of assets to employer prior to completion of distribution, **Ben § 29:155**
restoration of plans, **Ben § 29:95**
service of process, involuntary terminations, **Ben § 29:199**
standard terminations
general discussion, **Ben § 29:107 et seq.**
checklist of steps, **Ben § 29:108**
date of termination, **Ben § 29:113**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination—Cont'd
standard terminations—Cont'd
extension of time for noncompliance notice, **Ben § 29:112**
final distribution of assets, **Ben § 29:114**
noncompliance notice, **Ben § 29:108, 29:111**
notices, **Ben § 29:109 et seq.**
stay of existing proceedings, involuntary terminations, **Ben § 29:198**
subclasses of categories, distribution of plan assets, **Ben § 29:139, 29:142**
submission of distribution information to PBGC, closing out plan, **Ben § 29:151**
successor corporations, liability of, **Ben § 29:165**
tax qualified status, maintenance of, **Ben § 29:2**
time and date
distress termination, implementation of, **Ben § 29:123**
notice of intent to terminate, filing of, **Ben § 29:97, 29:99**
transfers of assets. Multiemployer plan terminations, mass withdrawals, and mergers and transfers of assets, above in this group
trustees, involuntary terminations, **Ben § 29:201 et seq.**
types of terminations, **Ben § 29:85**
underpayments, reimbursement of, **Ben § 29:128, 29:131**
venue, involuntary terminations, **Ben § 29:199**
vesting, below
vesting upon termination, **Ben § 29:8**
voluntary termination, **Ben § 29:88, 29:181**
waiver of notice of intent to terminate, **Ben § 29:101**
withdrawal of notice of intent to terminate, **Ben § 29:106**
Termination insurance
general discussion, **Ben § 29:15 et seq.**
aggregate limit on receipt of more than one benefit, guaranteed benefits, **Ben § 29:34**
annuity contracts, plans funded by, **Ben § 29:22**
annuity payable for total and permanent disability, guaranteed benefits, **Ben § 29:32**
calculating benefits on hybrid plan termination, **Ben § 29:51**
checklist of plans excluded from coverage, **Ben § 29:20**
covered plans, **Ben § 29:16 et seq.**
determination of coverage, request for, **Ben § 29:26**
estate, guaranteed benefits not payable to, **Ben § 29:42**
guaranteed benefits
general discussion, **Ben § 29:27 et seq.**
aggregate limit on receipt of more than one benefit, **Ben § 29:34**
annuity payable for total and permanent disability, **Ben § 29:32**
entitlement to benefit, **Ben § 29:33**
estate, benefits not payable to, **Ben § 29:42**
individual, benefits not payable to, **Ben § 29:42**
installment payments in excess of straight life annuity, **Ben § 29:39**
limitations on guaranteed single-employer plan benefits, below in this group
mandatory employee contributions, portion of benefit derived from, **Ben § 29:38**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination insurance—Cont'd
guaranteed benefits—Cont'd
nonforfeitable benefits, **Ben § 29:28, 29:29**
pension benefit, qualification as, **Ben § 29:31**
premium, failure to pay, **Ben § 29:36**
preretirement death benefits, **Ben § 29:41**
single installment, benefits payable in, **Ben § 29:37**
single installment death benefits that do not reduce pension benefits, **Ben § 29:40**
tax qualification determination, effect of, **Ben § 29:35**
tax trust, benefits not payable to, **Ben § 29:42**
installment payments in excess of straight life annuity, **Ben § 29:39**
insurance contracts, plans funded by, **Ben § 29:22**
limitations on guaranteed single-employer plan benefits
general discussion, **Ben § 29:43 et seq.**
computation of guaranteeable benefit increases, **Ben § 29:49**
eliminating lump sums, **Ben § 29:52**
maximum guaranteeable monthly benefit, **Ben § 29:43**
multiple benefit increases, **Ben § 29:50**
phase-in of benefits and benefit increases for substantial owners, **Ben § 29:47**
phase-in of benefits created or increased within five years of plan termination, **Ben § 29:44, 29:45**
nonforfeitable benefits, **Ben § 29:28, 29:29**
phase-in of benefits and benefit increases for substantial owners, **Ben § 29:47**
phase-in of benefits created or increased within five years of plan termination, **Ben § 29:44, 29:45**
premiums. Termination insurance premiums, below in this group
preretirement death benefits, **Ben § 29:41**
privacy rule, **Ben § 29:25**
professional service employer plans, **Ben § 29:23**
qualification requirements, failure to meet, **Ben § 29:19**
successor plans, **Ben § 29:21**
tax qualification determination, effect of, **Ben § 29:35**
tax-qualified plans, **Ben § 29:17; Emp P § 29:17**
tax trust, benefits not payable to, **Ben § 29:42**
Termination insurance premiums
general discussion, **Ben § 29:53 et seq.**
amendment of participant count, **Ben § 29:70**
audit of filings, **Ben § 29:80**
deadlines for payments, **Ben § 29:74 et seq.**
debt collection by PBGC, **Ben § 29:64**
distress terminations, special rules for plans terminating in, **Ben § 29:58**
exemptions from variable rate rules, **Ben § 29:58 et seq.**
filing obligations, payment, **Ben § 29:78**
filing of annual payments, payment, **Ben § 29:72**
full funding limitation, exemption from variable rate rules for plans at, **Ben § 29:55**
fully insured plans or plans with no vested benefit liabilities, exemption from variable rate rules, **Ben § 29:58**
interest on unpaid premiums, **Ben § 29:81**
involuntary terminations, special rules for plans terminating in, **Ben § 29:58**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Termination insurance premiums—Cont'd
large plans, special rule for, **Ben § 29:57**
liability for premium payment, **Ben § 29:71**
new plans, deadlines for payments, **Ben § 29:76**
new plans, participant count, **Ben § 29:67**
number of participants, deadlines for payments, **Ben § 29:70, 29:74**
participant count
general discussion, **Ben § 29:65 et seq.**
amendment of count, **Ben § 29:70**
change of plan years, **Ben § 29:68**
multiple plans, individuals covered by, **Ben § 29:69**
new plans, **Ben § 29:67**
time participants are counted, **Ben § 29:66 et seq.**
payment
general discussion, **Ben § 29:71 et seq.**
audit of filings, **Ben § 29:80**
change of plan years, deadlines, **Ben § 29:77**
deadlines, **Ben § 29:74 et seq.**
filing obligations, **Ben § 29:78**
filing of annual payments, **Ben § 29:72**
interest on unpaid premiums, **Ben § 29:81**
liability for premium payment, **Ben § 29:71**
new plans, deadlines, **Ben § 29:76**
number of participants, deadlines, **Ben § 29:70, 29:74**
time for payments, **Ben § 29:73 et seq.**
time payments considered made, **Ben § 29:79**
short plan years, **Ben § 29:59**
special variable rate rules for plans with fewer than 500 participants, **Ben § 29:57**
standard termination, exemption from variable rate rules for plans terminating in, **Ben § 29:56**
time and date
participants, count of, **Ben § 29:66 et seq.**
payments, **Ben § 29:73 et seq., 29:76**
unfunded vested benefits, **Ben § 29:52, 29:55**
Theft, **Ben § 46:39**
Third party administrators as fiduciaries, **Ben § 37:22, 37:49**
Thrift plans, **Ben § 16:14**
Time and date
annual reports, deadlines for, **Ben § 36:54, 36:77**
denial of claim, request for review of, **Ben § 43:13**
determination letter applications for qualification, notice to interested parties, **Ben § 24:10**
distribution of benefits, **Ben § 20:44, 21:2, 21:12**
extension of time, above
fiduciaries, above
merger or spin-off, **Ben § 28:12**
minimum coverage requirements, satisfaction of, **Ben § 16:79**
multiemployer plan withdrawals, above
qualified plan, accrual of benefits in, **Ben § 20:2**
statutes of limitation, above
termination, above
termination insurance premiums, above
vesting, below
Top-heavy plans
general discussion, **Ben § 23:1 to 23:22**
account balances, determination of, **Ben § 23:9 to 23:15**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Top-heavy plans—Cont'd
accrued benefits, determination of, **Ben § 23:9 to 23:15**
affiliated service groups, employees of, **Ben § 23:19**
aggregated plans, **Ben § 23:5, 23:6**
contributions by employees, determination of present value of accrued benefit, **Ben § 23:11**
controlled groups of corporations, employees of, **Ben § 23:19**
determination date, **Ben § 23:4**
frozen plans, **Ben § 23:13**
key employees, **Ben § 23:16 to 23:19**
limitations on contributions and benefits, **Ben § 22:41**
minimum benefit and contribution rules, **Ben § 23:20 to 23:22**
multiple plans of one employer, minimum benefit rules, **Ben § 23:22**
permissive aggregation, **Ben § 23:6**
present value of accrued benefit, determination of, **Ben § 23:9 to 23:11**
previous five years, distributions made during, **Ben § 23:14**
qualified trusts that must contain top-heavy provisions, **Ben § 23:18**
rollovers, **Ben § 23:15**
SEPs, treatment of, **Ben § 23:8**
terminated plans, **Ben § 23:12**
top-heavy defined benefit plan, defined, **Ben § 23:2**
top-heavy defined contribution plan, defined, **Ben § 23:3**
top-heavy group, defined, **Ben § 23:7**
Transfer of funds, minimum required distributions after age 70 1/2 and after death, **Ben § 21:17**
Transfer of venue, civil actions under Employee Retirement Income Security Act, **Ben § 45:31**
Transfers of assets
mergers, consolidations and transfers, above
termination, below
Trust companies, exemption from bonding requirement, **Ben § 37:59**
Trustees
civil actions under Employee Retirement Income Security Act, **Ben § 45:50**
fiduciaries, **Ben § 37:7**
fiduciary duties and trust obligations, relationship between, **Ben § 38:12**
cybersecurity, **Ben § 38:12.50**
involuntary terminations, **Ben § 29:201 et seq.**
malfeasance, attorney-client privilege, **Ben § 46:42**
naming of trustees, **Ben § 16:47**
Trust requirement under Employee Retirement Income Security Act, **Ben § 16:44, 16:45**
Two year 100 percent vesting schedule. Age and service requirements, above
Types of qualified plans
general discussion, **Ben § 16:1 to 16:24**
annuity plans, **Ben § 16:11**
Association Retirement Plans, **Ben § 16:17.50**
cash or deferred arrangements (CODAs), **Ben § 16:16**
checklist of plan attributes, **Ben § 16:24**
combined defined benefit plans, **Ben § 16:5**
deferred compensation plans of state and local governments and tax-exempt organizations, **Ben § 16:12**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Types of qualified plans—Cont'd
defined benefit plan, defined, **Ben § 16:4**
defined contribution plans, **Ben § 16:5**
employee stock ownership plans (ESOPs), **Ben § 16:10**
individual retirement accounts, **Ben § 16:22**
model IRS plans, **Ben § 16:21**
money purchase pension plans, **Ben § 16:6**
payroll and withholding taxes from IRC Section 457 payments, **Ben § 16:13**
profit-sharing plans, **Ben § 16:8**
qualified cash or deferred arrangements, **Ben § 16:5**
regional prototype plans, **Ben § 16:20**
savings plans, **Ben § 16:15**
self-employed plans, **Ben § 16:18**
simplified employee pension plans (SEPs), **Ben § 16:17**
small business association retirement plans, **Ben § 16:16.50**
standardized form plans, **Ben § 16:19**
stock bonus plans, **Ben § 16:9**
target benefit plans, **Ben § 16:7**
tax advantages of qualified plans, **Ben § 16:2**
tax credits, **Ben § 16:3**
tax-sheltered annuities under 26 U.S.C.A. § 403(b), **Ben § 16:23**
thrift plans, **Ben § 16:14**
Underfunded public retirement plan litigation, **Ben § 20:32.50**
Underfunding of plans
initial failure to meet minimum funding standards, **Ben § 25:71**
Underpayments, termination, **Ben § 29:128, 29:131**
Underwitten securities, purchase in public offering, **Ben § 39:8**
Unfair Labor Practices (this index)
Unfunded vested benefits, allocating, **Ben § 30:7.50**
Uniformed service members
general discussion, **Emp P § 46:24 to 46:31**
forfeitures and earnings, claim for share of, **Emp P § 46:27**
funding obligation, **Emp P § 46:26**
leaves for uniformed service, **Emp P § 46:25**
missed service, calculation of liability for, **Emp P § 46:30**
multiemployer plan provisions, **Emp P § 46:31**
time for making up employee contributions, **Emp P § 46:29**
time for making up employer contributions, **Emp P § 46:28**
Uniformed Services Employment and Reemployment Rights Act, **Ben § 17:4.50; Emp P § 46:24**
Uniformed Services Employment and Reemployment Rights Act, **Ben § 17:4.50; Emp P § 46:24**
Uniform offset requirement, integration with social security, **Ben § 19:22**
Unions
civil actions under Employee Retirement Income Security Act, **Ben § 45:46**
fiduciaries, **Ben § 37:23**
parties in interest, **Ben § 37:43**
Unit credit benefit formulas, nondiscrimination testing, **Ben § 24:59**
Unmarried persons living together, survivor annuities, **Ben § 26:42**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Updates, employee plans compliance resolution system (EPCRS), **Ben § 24:38**
Valuation of assets, **Ben § 16:37, 25:56 to 25:58**
Variable benefit plans, **Ben § 16:28**
Venue
civil actions under Employee Retirement Income Security Act, above
involuntary terminations, **Ben § 29:199**
judicial review of agency proceedings, **Ben § 45:72, 45:77**
PBGC enforcement actions, **Ben § 46:20, 46:26**
Vesting
general discussion, **Ben § 18:1 et seq.**
accrued benefits
general discussion, **Ben § 18:6 to 18:9**
employee-derived accrued benefits, **Ben § 18:7**
employer-derived accrued benefits, **Ben § 18:8**
separate vesting of employee and employer contributions, **Ben § 18:9**
timing of vesting, **Ben § 18:6**
age, disregard of services before 18 years of age, **Ben § 18:26**
amendments to vesting schedules
general discussion, **Ben § 18:18 to 18:20**
election of prior vesting schedule if vesting schedule is amended, **Ben § 18:19; Comp § 18:20**
time to elect former vesting schedule, **Ben § 18:20**
breaks in service
general discussion, **Ben § 18:28 to 18:33**
defined contribution plans and insured defined benefit plans, special rule for, **Ben § 18:33**
disregarding pre-break service, **Ben § 18:29**
elapsed time method, **Ben § 18:40**
maternity or paternity absences, **Ben § 18:32**
one year break in service, **Ben § 18:28**
rule of parity, **Ben § 18:31**
waiting period after break in service, **Ben § 18:30**
change of vesting computation period, **Ben § 18:35**
civil actions by Department of Labor, **Ben § 46:14**
contributory plans, disregard of services, **Ben § 18:27**
coordination of vesting requirements with nondiscrimination requirements, **Ben § 18:5**
disregard of services, **Ben § 18:25 to 18:27; Comp § 18:29, 18:39**
elapsed time method
general discussion, **Ben § 18:37 to 18:43**
breaks in service, **Ben § 18:40**
crediting periods of service for vesting purposes, **Ben § 18:43**
part of period of service that may be disregarded for vesting purposes, **Ben § 18:39**
period of service used, **Ben § 18:38**
rule of parity, **Ben § 18:42**
waiting period rule, **Ben § 18:41**
election of employer to 401(k) plan, **Ben § 18:17**
election of prior vesting schedule if vesting schedule is amended, **Ben § 18:19; Comp § 18:20**
forfeitures, above
maternity absences, **Ben § 18:32**
multiemployer plan withdrawals, **Ben § 30:7.50**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Vesting—Cont'd
nondiscrimination requirements, coordination of vesting requirements with, **Ben § 18:5**
nonforfeiture or vested benefits, **Ben § 18:2**
normal retirement age, full vesting at, **Ben § 18:3**
normal retirement benefit, vesting at normal retirement age, **Ben § 18:4**
one year break in service, **Ben § 18:28**
partial termination of plan, **Ben § 18:20 to 18:22**
paternity absences, **Ben § 18:32**
period of service used, elapsed time method, **Ben § 18:38**
predecessor employer, **Ben § 18:44**
rule of parity, **Ben § 18:31; Comp § 18:42**
schedule for vesting
general discussion, **Ben § 18:10 to 18:14**
amendments to vesting schedules, above in this group
five year vesting schedule, **Ben § 18:11**
groups of employees, different vesting schedules for different, **Ben § 18:15**
minimum vesting schedules, **Ben § 18:10**
three to seven year vesting schedule, **Ben § 18:12**
years of service, requirements of one vesting schedule must be satisfied for all, **Ben § 18:14**
termination of plan
general discussion, **Ben § 18:20 to 18:24**
complete discontinuance of contributions, **Ben § 18:20; Comp § 18:23, 18:24**
partial termination, **Ben § 18:20 to 18:22**
time and date
general discussion, **Ben § 18:6**
election of former vesting schedule, **Ben § 18:20**
top-heavy plans, **Ben § 18:16**
vesting computation period, **Ben § 18:34; Comp § 18:35**
waiting period, **Ben § 18:30; Comp § 18:41**
year of service, determination of, **Ben § 18:36**
Volume submitter employer plans. Determination letter applications for qualification, above
Voluntary cash-out, employer-derived accrued benefits, **Ben § 20:28**
Voluntary classification settlement program, **Ben § 24:43**
Voluntary correction with service approval (VCP), employee plans compliance resolution system (EPCRS), **Ben § 24:36**
Voluntary employee contribution benefits, distribution of, **Ben § 27:29**
Voluntary fiduciary correction (VFC) program, employee plans compliance resolution system (EPCRS), **Ben § 24:33**
Voluntary termination, **Ben § 29:88, 29:181**
Waiting period, **Ben § 17:22; Comp § 18:30, 18:41**
Waiver for business hardship, **Ben § 25:40**
Waiver or estoppel
annual reports, **Ben § 36:65 to 36:67**
exhaustion of plan claim procedures, **Ben § 45:33**
minimum funding requirements, above
notice of intent to terminate, **Ben § 29:101**
penalty for breach of fiduciary duty, **Ben § 44:19, 44:20**
protected benefits, **Ben § 20:36**
Whistleblower actions under Employee Retirement Income Security Act, **Ben § 45:22**

RETIREMENT AND RETIREMENT PLANS —Cont'd
Withdrawal of employee contributions, taxation, **Ben § 16:59 to 16:61**
Withdrawal of mandatory contributions, forfeitures, **Ben § 18:58 to 18:60**
Withdrawal of notice of intent to terminate, **Ben § 29:106**
Working time, equivalencies based on, **Ben § 17:33, 17:35**
Written plan requirement under Employee Retirement Income Security Act, **Ben § 16:43, 16:50**
Year of participation, accounting, **Ben § 20:17**
Year of service, defined, **Ben § 17:20**

RETRAINING
Personnel manual, programs for employees, **Pers M § 16:40 to 16:43**
Worker Adjustment and Retraining Notification Act (this index)

RETROACTIVE WAGE INCREASES
Overtime pay, **Comp § 20:46**

RETROACTIVITY
National LABOR Relations Board, bargaining orders, **Labor § 43:45**

RETURN TO WORK
Unfair Labor Practices (this index)

REVERSE DISCRIMINATION
Race or Color Discrimination (this index)
Religious or creed discrimination, **Emp P § 4:2.50**

REVIEW OR REVIEWING
Appeal and Review (this index)
Collective bargaining agreements, arbitration preparation, **Labor § 49:84, 49:87**
Looking over or reviewing. **Review or Reviewing** (this index)
Personnel Manual (this index)

REVISION OR REVISING
Personnel Manual (this index)
Unions, revised tallies of ballots, **Labor § 23:105**

REVOCATION
Age Discrimination in Employment Act, record-keeping exemptions, **Emp P § 91:9**
Aliens, employment authorization, **Emp P § 90:85**
Compulsory arbitration, **Emp P § 95:72**
Executive Order 11246, administrative exemptions, **Emp P § 91:11**
Federal Employment (this index)
Homeworkers, certificates, **Comp § 38:155**
National Labor Relations Board (this index)
Railway Labor Act (this index)
Retirement plans, qualification, **Ben § 24:13**
Title VII, subpoenas, **Emp P § 84:123**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

REWARDS
Personnel Manual (this index)

RHODE ISLAND

Administrative sanctions and remedies, **Emp P § 82:28, 82:71**
Administrative subpoena, enforcement of, **Emp P § 111:185**
Advisory committees, job discrimination agencies, **Emp P § 83:269**
Affirmative action plans, **Emp P § 68:92, 68:125**
Age discrimination, **Emp P § 8:14, 8:53, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:37**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:30**
Ancestry discrimination, **Emp P § 7:14, 7:52**
Annual reports, job discrimination agencies, **Emp P § 83:268**
Antiretaliation measures, compensation, **Comp § 39:107**
Appeals, employment practices, **Emp P § 111:189**
Apprentices, minimum wages, **Comp § 18:226**
Arbitration of contract disputes, **Labor § 49:207**
Assignments
- general discussion, **Comp § 34:87 to 34:89**
- conditions, **Comp § 34:87**
- small loan companies, receipt by, **Comp § 34:89**
- temporary disability insurance benefits, ban as to, **Comp § 34:88**

Attorney general's suit for wages and penalties, **Comp § 42:404**
At-will employment, exceptions to, **Emp P § 62:41**
Benefit plans, deductions from compensation for contributions for, **Comp § 32:178**
Birth place, discrimination based on, **Emp P § 7:14, 7:52**
Bona fide occupational qualifications, **Emp P § 15:13, 15:46**
Bonds, deductions from compensation for purchase of, **Comp § 32:181**
Certificates, child labor, **Comp § 26:55**
Charges, job discrimination proceedings, **Emp P § 89:275**
Charitable organizations, deductions from compensation for contributions to, **Comp § 32:180**
Child labor
- general discussion, **Comp § 25:82, 25:83**
- administrative procedures, **Comp § 28:118**
- certificates and permits, **Comp § 26:55**
- exemptions, **Comp § 25:82**
- minimum wages, **Comp § 18:224**
- notices, **Comp § 27:54**
- prohibitions, **Comp § 25:83**
- sanctions and remedies, **Comp § 28:62**

Citizenship discrimination, **Emp P § 7:14, 7:52**
Civil penalties, minimum wages and overtime pay, **Comp § 42:183, 42:185**
Civil Rights Act, **Emp P § 111:191**
Coerced discrimination, **Emp P § 11:3, 11:40**
Color discrimination, **Emp P § 3:49**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:107**
- assignments, above
- child labor, above
- court proceedings, generally, **Comp § 42:76**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:118**
- exemptions, **Comp § 36:28**
- form of payment, below
- garnishment, below

RHODE ISLAND—Cont'd

Compensation—Cont'd
- labor director's suit for wages and relief from retaliation, **Comp § 42:76**
- minimum wages, below
- new-hire reporting, **Comp § 37:237**
- notices, **Comp § 37:165**
- obstruction of government officials, **Comp § 39:106**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:164**
- rules, **Comp § 39:104 to 39:107**
- support withholding, below
- time limit for suits, **Comp § 42:77**

Complaints, job discrimination proceedings, **Emp P § 89:278**
Complicity in discrimination, **Emp P § 12:4, 12:32**
Conciliation, employment practices, **Emp P § 89:277, 111:184**
Conditions governing most deductions from compensation, **Comp § 32:176**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:125**
Conversion privileges for health and life insurance, **Ben § 8:186**
Coordination of medical benefits, **Ben § 5:287**
Counterclaims in suit for unpaid wages, **Comp § 42:408**
Court enforcement of state labor relations statutes, **Labor § 62:192 to 62:196**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:183 to 111:189**
- administrative subpoena, enforcement of, **Emp P § 111:185**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- appeals, **Emp P § 111:189**
- Civil Rights Act, **Emp P § 111:191**
- commission decisions, review and enforcement of, **Emp P § 111:186**
- conciliation agreements, review and enforcement of, **Emp P § 111:186**
- disparate impact cases, statutory burden of proof in, **Emp P § 111:188**
- equal pay statute actions, **Emp P § 111:190**
- fair employment practices statute, **Emp P § 111:185 et seq., 111:187**
- garnishment cases, **Emp P § 116:1, 116:23**
- privacy cases, **Emp P § 112:1, 112:23**
- private rights, enforcement of, **Emp P § 111:187**
- review of commission decisions and conciliation agreements, **Emp P § 111:186**
- veterans' reemployment cases, **Emp P § 114:1, 114:14**

Coverage of state statutes affecting labor relations, **Labor § 15:42**
Credits, minimum wages, **Comp § 18:228**
Credit unions, deductions from compensation for payments to, **Comp § 32:182**
Creed discrimination, **Emp P § 4:18, 4:56**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:28**

RHODE ISLAND—Cont'd
Criminal penalties
general discussion, **Emp P § 82:100, 82:227 to 82:230**
employee privacy statutes, **Emp P § 82:229**
equal pay statute, **Emp P § 82:228**
fair employment practices statute, **Emp P § 82:227**
minimum wages, underpayments, **Comp § 42:184**
overtime pay, underpayments, **Comp § 42:184**
payment of compensation, **Comp § 42:410, 42:413**
time off statutes, **Emp P § 82:230**
Death of employee, payment of compensation, **Comp § 30:84**
Deductions from compensation
general discussion, **Comp § 32:176 to 32:184**
benefit plans, contributions for, **Comp § 32:178**
bonds, purchase of, **Comp § 32:181**
charitable organizations, contributions to, **Comp § 32:180**
conditions governing most deductions, **Comp § 32:176**
credit union, payments to, **Comp § 32:182**
legal services plans, contributions for, **Comp § 32:178**
medical service corporations, subscriptions to, **Comp § 32:179**
nonprofit hospitals, subscriptions to, **Comp § 32:179**
nonprofit organizations, contributions to, **Comp § 32:180**
securities, purchase of, **Comp § 32:181**
union dues, **Comp § 32:177**
van pool participation, payments for, **Comp § 32:184**
Direct deposit of compensation, **Comp § 33:70**
Disabilities discrimination, **Emp P § 9:76, 9:117**
Disclosures, employment practices, **Emp P § 92:83, 92:117**
Disparate impact cases, statutory burden of proof in, **Emp P § 111:188**
Dispute, wages affected by, **Comp § 29:132**
Employee privacy statutes, criminal sanctions, **Emp P § 82:229**
Employment agencies, **Emp P § 20:215, 20:253, 67:16, 67:50**
Employment practices
general discussion, **Emp P § 2:1, 2:41**
administrative sanctions and remedies, **Emp P § 82:28, 82:71**
affirmative action plans, **Emp P § 68:92, 68:125**
age discrimination, **Emp P § 8:14, 8:53**
at-will employment, exceptions to, **Emp P § 62:41**
bona fide occupational qualifications, **Emp P § 15:13, 15:46**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:40**
complicity in discrimination, **Emp P § 12:4, 12:32**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:117**
disclosures, **Emp P § 92:83, 92:117**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:253**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:48**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:331**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:40**

RHODE ISLAND—Cont'd
Employment practices—Cont'd
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:203**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:52**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:39**
notices, **Emp P § 92:83, 92:117**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:30**
persons protected, **Emp P § 21:18, 21:57**
private employers subject to discrimination laws, **Emp P § 20:28, 20:67**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:132**
race or color discrimination, **Emp P § 3:49**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:356**
religious or creed discrimination, **Emp P § 4:18, 4:56**
retaliation against opponents of discrimination, **Emp P § 10:81**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:51**
sexual or affectional orientation discrimination, **Emp P § 6:33**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 111:190**
criminal sanctions, **Emp P § 82:228**
job discrimination proceedings, **Emp P § 89:281**
Evidence, job discrimination proceedings, **Emp P § 89:279**
Exemptions
child labor, **Comp § 25:82**
compensation, **Comp § 36:28**
payment of compensation, **Comp § 14:27**
Family leave, **Ben § 12:105**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Fees of employer, garnishment, **Comp § 34:323**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:65**
direct deposit, **Comp § 33:70**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:163**
Garnishment
general discussion, **Comp § 34:319 to 34:323, 42:463**
duration of lien, **Comp § 34:319**
employment practices, **Emp P § 63:7, 63:48, 116:1, 116:23**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:323**
notice and hearing rights of employee, **Comp § 34:321**

RHODE ISLAND—Cont'd
Garnishment—Cont'd
relief payments, earnings under $50, income of the debtor's wife and children, seaman's earnings and temporary disability benefits, ban as to, **Comp § 34:322**
report of employer to court, **Comp § 34:320**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:331**
Harassment, **Emp P § 51:80**
Health, selection and retention of employees, **Emp P § 28:31, 28:61**
Hearings, job discrimination proceedings, **Emp P § 89:278**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:84**
Holidays, **Ben § 10:45; Comp § 21:161, 31:96**
Inspections, minimum wages and overtime pay, **Comp § 42:183**
Investigations, job discrimination proceedings, **Emp P § 89:276**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:265 to 83:269**
advisory committees, **Emp P § 83:269**
annual reports, **Emp P § 83:268**
basic organization, powers and duties, **Emp P § 83:265**
research and education projects, **Emp P § 83:267**
rule making, **Emp P § 83:266**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:275 to 89:281**
basic fair employment practices statute procedures, **Emp P § 89:275**
charges, **Emp P § 89:275**
complaints, **Emp P § 89:278**
conciliation, **Emp P § 89:277**
decision of commission, **Emp P § 89:280**
equal pay proceedings, **Emp P § 89:281**
evidence, procurement of, **Emp P § 89:279**
hearings, **Emp P § 89:278**
investigations, **Emp P § 89:276**
Judicial remedies, employment practices, **Emp P § 80:1, 80:40**
Jury duty, **Ben § 14:42**
Labor disputes, payment of compensation, **Comp § 30:83**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:203**
Layoffs, employment practices, **Emp P § 50:18, 50:26**
Layoffs, minimum wages, **Comp § 18:227**
Learners, minimum wages, **Comp § 18:226**
Legal services plans, deductions from compensation for contributions for, **Comp § 32:178**
Life insurance, **Ben § 8:125; Emp P § 8:186**
Mandatory retirement, **Emp P § 52:35, 52:64**
Meal breaks, **Emp P § 45:32, 45:60**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:125**
conversion privileges, **Ben § 8:186**
coordination of benefits, **Ben § 5:287**
mandated provisions, **Ben § 5:230**
Medical service corporations, deductions from compensation for subscriptions to, **Comp § 32:179**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:223 to 18:228, 42:93, 42:181 to 42:185**
civil penalties, **Comp § 42:183, 42:185**
contract, varying rules by, **Comp § 18:5**

RHODE ISLAND—Cont'd
Minimum wages—Cont'd
credits, **Comp § 18:228**
criminal penalties for underpayments, **Comp § 42:184**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs, and attorney's fees, **Comp § 42:182**
inspections, records, reports or notices, civil penalties for violations, **Comp § 42:183**
labor director's suit for wages, costs, and attorney's fees, **Comp § 42:182**
layoff, employees returning from, **Comp § 18:227**
learners and apprentices, **Comp § 18:226**
minimum wage commissioner's suit for wages, costs and attorney's fees, **Comp § 42:182**
minors, **Comp § 18:224**
most employees, **Comp § 18:223**
retaliation, civil penalties for, **Comp § 42:186**
review of wage order or regulation, **Comp § 42:185**
students, **Comp § 18:225**
National origin discrimination, **Emp P § 7:14, 7:52**
Nature of state statutes affecting labor relations, **Labor § 2:45**
New-hire reporting, compensation, **Comp § 37:237**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:39**
Nonprofit hospitals, deductions from compensation for subscriptions to, **Comp § 32:179**
Nonprofit organizations, deductions from compensation for contributions to, **Comp § 32:180**
Notice
child labor, **Comp § 27:54**
compensation, **Comp § 37:165**
employment practices, **Emp P § 92:83, 92:117**
minimum wages, **Comp § 42:183**
overtime pay, civil penalties, **Comp § 42:183**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:30**
Obstruction of government officials, compensation, **Comp § 39:106**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:160 to 21:162, 42:93, 42:181 to 42:185**
civil penalties, **Comp § 42:183, 42:185**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties for underpayments, **Comp § 42:184**
employee's suit for wages, costs, and attorney's fees, **Comp § 42:182**
inspections, records, reports or notices, civil penalties for violations, **Comp § 42:183**
labor director's suit for wages, costs, and attorney's fees, **Comp § 42:182**
maximum hours, **Comp § 21:160**
minimum wage commissioner's suit for wages, costs and attorney's fees, **Comp § 42:182**
retaliation, civil penalties for, **Comp § 42:186**
review of wage order or regulation, **Comp § 42:185**
Sunday or holiday premium pay, **Comp § 21:161**
time worked, **Comp § 21:162**
Parental leave, **Ben § 12:105**

RHODE ISLAND—Cont'd
Payment of compensation
general discussion, **Comp § 29:130 to 29:132, 30:82 to 30:84, 39:105, 42:406 to 42:413**
attorney general's suit for wages and penalties, **Comp § 42:404**
benefit plan contributions, criminal penalties for failing to make, **Comp § 42:410**
benefit plans, contributions to, **Comp § 29:131**
counterclaims in suit for unpaid wages, **Comp § 42:408**
criminal penalties, **Comp § 42:410, 42:413**
death of employee, **Comp § 30:84**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:132**
exemptions, **Comp § 14:27**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay, payment upon employer's liquidation, merger, disposal or removal to another state, **Comp § 31:96**
labor director's suit for wages and penalties, **Comp § 42:404**
labor disputes, **Comp § 30:83**
other employees, **Comp § 13:51**
payroll deduction transfers, liability for untimely, **Comp § 42:406**
periodic wages, **Comp § 29:130**
property seizures and levies by sheriff, **Comp § 42:409**
setoffs in suit for unpaid wages, **Comp § 42:408**
severance pay in connection with transfer of control, **Comp § 31:95**
severance pay violations, liability and fines, **Comp § 42:407**
support withholding, below
termination of business, receipt of vacation pay, **Comp § 31:53**
termination of employment, **Comp § 30:82, 31:54**
time limit for filing wage claim with labor director, **Comp § 42:405**
vacation pay, **Comp § 31:2, 31:53, 31:54**
Payroll deduction transfers, liability for untimely, **Comp § 42:406**
Periodic wages, **Comp § 29:130**
Permits, child labor, **Comp § 26:55**
Persons protected, employment practices, **Emp P § 21:18, 21:57**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:61**
Polygraph tests, **Emp P § 53:26, 53:50**
Pregnancy benefits, **Emp P § 44:178, 44:203**
Pregnancy discrimination, **Emp P § 5:12, 5:51**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:84**
Privacy, employment practices, **Emp P § 112:1, 112:23**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:67**
Private rights, enforcement of, **Emp P § 111:187**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:32**
Property seizures and levies by sheriff, **Comp § 42:409**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:132**

RHODE ISLAND—Cont'd
Race discrimination, **Emp P § 3:49**
Recalls, **Emp P § 50:18, 50:26**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:356**
Records and reports
compensation, **Comp § 37:164**
employment and consumer records, access to, **Emp P § 54:37**
minimum wages, civil penalties, **Comp § 42:183**
overtime pay, civil penalties, **Comp § 42:183**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:84**
Religious discrimination, **Emp P § 4:18, 4:56**
Remedies, child labor, **Comp § 28:62**
Research and education projects, job discrimination agencies, **Emp P § 83:267**
Rest breaks, **Emp P § 45:32, 45:60**
Retaliation, **Comp § 42:186; Emp P § 10:81**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:266**
Sanctions, child labor, **Comp § 28:62**
Securities, deductions from compensation for purchase of, **Comp § 32:181**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:30**
criminal arrests and convictions, **Emp P § 33:12, 33:28**
health and physical fitness, **Emp P § 28:31, 28:61**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:84**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:26**
substance abuse and testing, **Emp P § 30:82, 30:191, 30:204**
veterans and other uniformed service members, **Emp P § 40:77**
Selection of representative, **Labor § 24:66**
Setoffs in suit for unpaid wages, **Comp § 42:408**
Severance pay, **Comp § 31:95, 42:409**
Sex discrimination, **Emp P § 5:12, 5:51**
Sexual or affectional orientation discrimination, **Emp P § 6:33**
Sick leave, **Ben § 11:32**
Small loan companies, receipt of assignment by, **Comp § 34:89**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:26**
State statutes
arbitration of contract disputes, **Labor § 49:207**
court enforcement of state labor relations statutes, **Labor § 62:192 to 62:196**
coverage of state statutes affecting labor relations, **Labor § 15:42**
nature of state statutes affecting labor relations, **Labor § 2:45**
selection of representative, **Labor § 24:66**
Students, minimum wages, **Comp § 18:225**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:191, 30:204**
Sunday, overtime pay, **Comp § 21:161**
Support withholding, **Comp § 34:461**
Temporary disability insurance benefits, ban as to assignment of, **Comp § 34:88**

RHODE ISLAND—Cont'd
Temporary disability laws, **Ben § 6:28**
Termination of business, receipt of vacation pay, **Comp § 31:53**
Termination of employment, payment of compensation, **Comp § 30:82, 31:54**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:45**
employment and consumer records, access to, **Emp P § 54:37**
fringe benefits, **Emp P § 44:138, 44:163**
harassment, **Emp P § 51:80**
layoffs and recalls, **Emp P § 50:18, 50:26**
mandatory retirement, **Emp P § 52:35, 52:64**
polygraph tests, **Emp P § 53:26, 53:50**
pregnancy benefits, **Emp P § 44:178, 44:203**
promotions, **Emp P § 47:23, 47:32**
rest and meal breaks, **Emp P § 45:32, 45:60**
training programs, **Emp P § 48:30, 48:57**
wage and salary discrimination, **Emp P § 44:79, 44:118**
Time off statutes, criminal sanctions, **Emp P § 82:230**
Training programs, **Emp P § 48:30, 48:57**
Unemployment compensation, **Ben § 4:85**
Union dues, deductions from compensation, **Comp § 32:177**
Union practices, **Emp P § 66:12, 66:47**
Vacations, **Ben § 9:33; Comp § 31:2, 31:53, 31:54**
Van pool participation, deductions from compensation for payments for, **Comp § 32:184**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:14**
selection and retention of employees, **Emp P § 40:77**
Witness duty, **Ben § 14:42**
Workplace Safety (this index)

RIDESHARING
Personnel manual, commuter assistance, **Pers M § 12:123, 12:129 to 12:134**

RIGHTS
Bill of Rights (this index)
Civil Rights (this index)
Collective Bargaining Agreements (this index)
Federal Employment (this index)
Jury and Jury Trial (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

RIGHT TO DISCLOSE AMOUNT OF WAGES
Maine, **Comp § 29:60.50**

RIGHT-TO-SUE NOTICES
Title VII (this index)

RIM WHEELS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:173 to Work S § 3:178**

RIOT
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:82**

RLA
Railway Labor Act (this index)

RM/RC (CERTIFICATION PETITIONS)
Unions and Union Practices (this index)

ROADSIDE DINERS
Retail or service establishment employees, **Comp § 12:68**

ROBES
General discussion, **Comp § 17:91**

ROLLING RAILROAD CARS
Workplaceplace safety, OSHA safety and health standards for materials handling and storage, **Work S § 3:171**

ROLLOVERS
Individual retirement accounts, **Ben § 23:92, 23:96**
Mandatory retirement, exclusion from computation of qualifying benefit amount, **Emp P § 52:25**
Retirement and Retirement Plans (this index)

ROLL-OVERS
Workplaceplace safety, agricultural tractor operator protection, **Work S § 2:73, 2:75, 2:78**

ROMANIA
International employment, tax treaties, **Emp P § 41:251, 41:252**

ROMAN STONE DOCTRINE
Unfair labor practices, picketing when another union is recognized, **Labor § 39:42**

ROOFING
Child labor, **Comp § 24:67**

ROOKER-FELDMAN DOCTRINE
Res judicata, distinguished from, **Emp P § 95:90.50**

ROPES
Workplace Safety (this index)

ROTH 401(K) PLANS
Individual retirement accounts, **Ben § 23:80.50**

ROUNDING OFF HOURS
Records and reports, **Comp § 37:10**

ROUTES
National Labor Relations Act (this index)

RULE OF PARITY
Retirement and Retirement Plans (this index)

RULES
Collective Bargaining Agreements (this index)
Company Rules (this index)

RULES—Cont'd
Federal Employment (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

RULINGS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:235, 53:236, 53:238, 53:246, 53:247, 53:254**
National Labor Relations Board (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

RUMORS
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:155**
Unions, statements by third party in election campaigns, **Labor § 22:69**

RUNGS ON FIXED LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:34**

RUNOFF ELECTIONS
Unions and Union Practices (this index)

RUNWAY CONDUCTORS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:208**

RURAL ELECTRIC COOPERATIVE PLANS
Preemption, **Ben § 1:92**

RURAL TELEPHONE COOPERATIVE ASSOCIATION PLANS
Preemption, **Ben § 1:93**

RUSSIA
International employment, tax treaties, **Emp P § 41:253, 41:254**

SABBATICALS
Personnel manual, leave of absence, **Pers M § 14:95 to 14:97**

SABOTAGE
Unfair labor practices, state statutory regulation of conduct, **Labor § 40:80**

SAFEGUARDS
Labor-Management Reporting and Disclosure Act (this index)

SAFE HARBORS
Automobile use as employee benefit, **Ben § 15:50, 15:57**
Personnel manual, federal income tax withholding, **Pers M § 9:53**
Retirement and Retirement Plans (this index)
White collar employees, improper salary deductions, **Comp § 3:20**

SAFETY AND HEALTH REVIEW BOARD
Workplaceplace safety, North Carolina's plan for safety and health, **Work S § 4:737 to Work S § 4:739**

SAFETY AND SAFETY EMPLOYEES
Collective Bargaining Agreements (this index)
Contract Work Hours and Safety Standards Act (this index)
Inspections, overtime pay, **Comp § 20:289**
Labor Management Relations Act (this index)
National LABOR Relations Act, supervisor coverage of mining safety inspectors, **Labor § 5:57**
Occupational Safety and Health Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
White collar employees, **Comp § 3:114**
Workplace Safety (this index)

SAFETY BELTS
Workplace safety, personal protective and lifesaving equipment in construction industry, **Work S § 2:23**

SAFETY COMMITTEES
Workplaceplace safety
North Carolina's plan for safety and health, **Work S § 4:713, 4:714**
Oregon's plan for safety and health, **Work S § 4:753.50**

SAFETY LABEL
Workplaceplace safety, OSHA safety and health standards for powered industrial trucks, **Work S § 3:181**

SAFETY NETS
Workplaceplace safety, personal protective and lifesaving equipment in construction industry, **Work S § 2:23**

SAFETY REVIEW BOARD
Workplaceplace safety, Indiana's plan for safety and health, **Work S § 4:351 to Work S § 4:353**

SALARY OR SALARIES
Labor-Management Reporting and Disclosure Act (this index)
Personnel Manual (this index)
Unfair labor practices, duty of employer to provide information on individual salaries, **Labor § 35:27**

SALES
Collective Bargaining Agreements (this index)
LABOR Management Relations Act, injunctions to preserve conditions pending arbitration, **Labor § 56:46**
National Labor Relations Act (this index)
Personnel Manual (this index)
Purchase or Purchases (this index)
Retail or Service Establishments (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act, applicability of notice requirement, **Labor § 39:228**
Workplaceplace safety, hazardous substances under California's plan for safety and health, **Work S § 4:174**

SALESPERSONS
Compensation, discrimination, **Emp P § 44:70**
Medical benefits, **Ben § 5:96**
Records and reports, **Comp § 37:38**
White Collar Employees (this index)

SAME SEX SEXUAL HARASSMENT
General discussion, **Emp P § 51:23**

SAMPLES AND SAMPLING
Personal Sampling Devices (this index)
Personnel Manual (this index)
Unions and Union Practices (this index)

SAND AND GRAVEL OPERATIONS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:28**

SANDING MACHINES
Workplace Safety (this index)

SANITATION
Workplace Safety (this index)

SAVINGS AND THRIFT PLANS
Personnel manual, defined contribution plans for retirement benefits, **Pers M § 12:69**

SAVINGS BONDS
Minimum wages, **Comp § 17:42**

SAVINGS PLANS
Overtime pay, **Comp § 20:69**
Unfair labor practices, subjects of bargaining, **Labor § 34:60**

SAWS
Workplace Safety (this index)

SCAFFOLDS
Workplace Safety (this index)

SCALES FOR RATING
Personnel manual, performance appraisals, **Pers M § 15:15 to 15:20, 15:40 to 15:42, 15:44**

SCALP TREATMENT ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:56**

SCHEDULE A OCCUPATIONS
Aliens (this index)

SCHEDULE B OCCUPATIONS
Aliens (this index)

SCHEDULES AND SCHEDULING
Collective bargaining agreements, arbitrability of issues, **Labor § 49:34 to 49:39**
National LABOR Relations Board, unfair labor practice hearing, **Labor § 42:227**
Personnel Manual (this index)
Rescheduling (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

SCHEDULING AND CASE MANAGEMENT
General discussion, **Emp P § 103:1 et seq.**
Attendance at pretrial conferences, **Emp P § 103:6**
Establishment of schedule for litigation, **Emp P § 103:2**
Evidence, identification of admissible, **Emp P § 103:5**
Narrowing issues, **Emp P § 103:4**
Pretrial conferences and pretrial orders, **Emp P § 103:3**

SCHEDULING AND CASE MANAGEMENT —Cont'd
Sanctions, **Emp P § 103:7**

SCHOOLS
Education and Educational Matters (this index)

SCIENTIFIC EQUIPMENT
Service Contract Act, exemptions, **Comp § 15:64**

SCIENTIFIC FIELDS
Employment practices, **Emp P § 1:38**

S CORPORATIONS
Employee stock ownership plans, **Ben § 23:179**

SCOWS
Seamen, **Comp § 7:24**

SCRAP DEALERS' ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:133**

SCREENING
Personnel Manual (this index)
Unfair labor practices, medical screening as subject of bargaining, **Labor § 34:44**

SCRIP
Minimum wages, **Comp § 17:43**

SEAFOOD FARMING WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:19**

SEAMEN
General discussion, **Comp § 7:1, 7:20 to 7:30**
American vessels, **Comp § 7:21, 7:22**
Barge employees, **Comp § 7:24**
Combined minimum wage and overtime pay exemption under state law, **Comp § 7:28**
Defined, **Comp § 7:23**
Dredging operations employees, **Comp § 7:25**
Equal pay exemption, **Comp § 7:20**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 7:1, 7:20 to 7:30**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 7:1, 7:20 to 7:30**
Ferryboat employees, **Comp § 7:26**
Foreign vessels, **Comp § 7:20, 7:22**
Lighter employees, **Comp § 7:24**
Minimum wage exemption, **Comp § 7:20, 7:29**
Overtime pay, **Comp § 7:20, 7:21, 7:30, 20:210, 20:271, 20:280**
Records and reports, **Comp § 37:55**
Scow employees, **Comp § 7:24**
State law exemptions, **Comp § 7:28 to 7:30**

SEARCHES OF EMPLOYEES
General discussion, **Emp P § 56:1 to 56:5**
Collective bargaining agreements, effect of, **Emp P § 56:5**
Computers and computer files, **Emp P § 56:2.50**
Consent to search, **Emp P § 56:4**
Electronic devises, **Emp P § 56:2.70**

SEARCHES OF EMPLOYEES—Cont'd
Equal Employment Opportunity commission, objections to subpoenas based on constitutional protection, **Emp P § 94:14**
Offices, lockers and vehicles, **Emp P § 56:2**
Personnel Manual (this index)
Records kept by employees, **Emp P § 56:3**

SEARS ROEBUCK
Personnel manual, ethical business conduct and behavior, **Pers M § 5:4**

SEASONAL MATTERS
Personnel Manual (this index)
Unfair labor practices, seasonal reductions in work force, **Labor § 30:138**
Unions and Union Practices (this index)

SEASONAL THEATER EMPLOYEES
General discussion, **Comp § 9:8**

SEASONAL WORKERS
See also specific states
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:17**
Family and Medical Leave Act, **Ben § 12:23**
Migrant and Seasonal Agricultural Worker Protection Act (this index)
State, local or interstate agency employees and volunteers, **Comp § 23:19, 23:22**

SEAT BELTS
Workplaceplace safety, agricultural tractor operator protection, **Work S § 2:74**

SEATING CAPACITY
Airplane Use as Employee Benefit (this index)

SECONDARY ACTIVITIES
Boycotts. **Secondary Boycotts** (this index)
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:1 to 58:27**
National LABOR Relations Act, applicability of state law to matters covered by federal labor relations law, **Labor § 12:13**
National Labor Relations Board (this index)
Picketing, state labor relations statutes enforced by courts, **Labor § 62:211**
Unfair Labor Practices (this index)

SECONDARY BOYCOTTS
National Labor Relations Board (this index)
Nature of federal labor-management relations laws, **Labor § 1:11**
Personnel Manual (this index)
Unfair Labor Practices (this index)

SECONDARY MATTERS
Activities. **Secondary Activities** (this index)
Agriculture workers, National LABOR Relations Act coverage, **Labor § 6:4**
Personnel manual, sources for job analysis, **Pers M § 8:65**
Unfair Labor Practices (this index)

SECONDARY PAYMENTS
Medicare and Medicaid-Eligible Employees, Dependents and Retirees (this index)

SECONDARY SCHOOLS
Family and Medical Leave Act, **Ben § 12:18**
Students, employment of, **Comp § 17:117**
Title VII, records and reports, **Emp P § 92:16**

SECOND ELECTIONS
Unions and Union Practices (this index)

SECRETARIES
Personnel manual, occupational pay data, **Pers M § 10:184 to 10:190**
Unions, supervisor's job functions, **Labor § 19:58**

SECRETARY OF LABOR
Assistant Secretary of Labor
  workplace safety, decision on variances from OSHA safety and health standards, **Work S § 3:355**
Assistant Secretary of LABOR
  LABOR-Management Reporting and Disclosure Act, removal of union officers, **Labor § 66:121, 66:122, 66:129 to 66:131**
Department of Labor, **Emp P § 83:3, 83:7**
Labor-Management Reporting and Disclosure Act (this index)

SECRET BALLOTS
LABOR-Management Reporting and Disclosure Act, elections, **Labor § 66:53 to 66:69**
Unfair labor practices, polls of employees, **Labor § 26:128**
Unions, elections, **Labor § 23:31**

SECTION 1981
General discussion, **Emp P § 1:7 to 1:11**
Applicability, **Emp P § 1:9**
Burden of proof, **Emp P § 107:37**
Causation, evidence, **Emp P § 107:57, 107:68**
Complaints
  general discussion, **Emp P § 101:21 to 101:23**
  intentional discrimination, allegation of, **Emp P § 101:23**
  race versus national origin discrimination, allegation of, **Emp P § 101:22**
  Section 1981 actions, allegation of facts in, **Emp P § 101:21**
Defendants, **Emp P § 97:27**
Evidence
  intent and causation, **Emp P § 107:57, 107:68**
  order and burden of proof, **Emp P § 107:37**
  prima facie case, **Emp P § 107:68**
Exhaustion of remedies, **Emp P § 95:66**
Foreign nations, actions by, **Emp P § 97:12**
Individuals, actions by, **Emp P § 97:9**
Intentional discrimination, **Emp P § 101:23, 107:56, 107:57**
Intervention, **Emp P § 97:47**
Joinder of parties, **Emp P § 97:41**
Jurisdiction, prior state court decisions, **Emp P § 95:107**
National origin discrimination, **Emp P § 7:3**
Order of proof, **Emp P § 107:37**
Parties
  general discussion, **Emp P § 97:9 to 97:12**

SECTION 1981—Cont'd
Parties—Cont'd
defendants, **Emp P § 97:27**
foreign nations, actions by, **Emp P § 97:12**
individuals, actions by, **Emp P § 97:9**
private organizations, actions by, **Emp P § 97:10**
states, actions by, **Emp P § 97:11**
Prima facie case, **Emp P § 107:68**
Private organizations, actions by, **Emp P § 97:10**
Promotions, **Emp P § 47:3**
Race versus national origin discrimination, allegation of, **Emp P § 101:22**
States, actions by, **Emp P § 97:11**
Title VII, **Emp P § 1:11, 100:2**
Trial, consolidation of cases, **Emp P § 105:19**
Types of discrimination prohibited, **Emp P § 1:10**

SECTION 1983
General discussion, **Emp P § 1:7, 1:12 to 1:16**
Complaints, **Emp P § 101:24**
Custom or official policy requirement, **Emp P § 1:14**
Evidence, prima facie case, **Emp P § 107:71**
Exhaustion of remedies, **Emp P § 95:67**
First Amendment claims, **Emp P § 1:16**
Job discrimination laws, relationship to, **Emp P § 1:15**
Jurisdiction, prior state court decisions, **Emp P § 95:108**
Prima facie case, **Emp P § 107:71**
State action requirement, **Emp P § 1:13**

SECTION 1985
General discussion, **Emp P § 1:7, 1:17, 1:18**
Causation, evidence, **Emp P § 107:72**
Class-based animus, allegation of, **Emp P § 101:29**
Complaints
general discussion, **Emp P § 101:25 to 101:30**
class-based animus, allegation of, **Emp P § 101:29**
conspiracy, allegation of, **Emp P § 101:26 to 101:28**
deprivation of right, allegation of, **Emp P § 101:30**
Conspiracy, allegation of, **Emp P § 101:26 to 101:28**
Evidence
intent and causation, **Emp P § 107:72**
prima facie case, **Emp P § 107:72**
Exhaustion of remedies, **Emp P § 95:67**
Intent, evidence, **Emp P § 107:72**
Job discrimination laws, relationship to, **Emp P § 1:18**
Parties, **Emp P § 97:13**
Prima facie case, **Emp P § 107:72**

SECULAR TRUSTS
Nonqualified deferred compensation, **Ben § 34:26 to 34:28**

SECURITIES BROKERS AND DEALERS
Retail or service establishment employees, **Comp § 12:180**
White collar employees, **Comp § 3:117**

SECURITIES LAWS
Golden parachutes, **Ben § 32:9**
Preemption, **Ben § 1:108**

SECURITY
LABOR-Management Reporting and Disclosure Act, secured bond for persons involved with labor organizations, **Labor § 65:18, 65:19**

SECURITY—Cont'd
National Labor Relations Board (this index)
Personnel Manual (this index)
Social Security (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

SECURITY EMPLOYEES
White collar employees, **Comp § 3:119**

SECURITY MEASURES FOR EMPLOYEES
General discussion, **Ben § 15:239 to 15:242**
Automobile Use as Employee Benefit (this index)
Checklist of legal considerations, **Ben § 15:240**
Independent security study, measures provided following, **Ben § 15:242**
Transportation as working condition fringe, **Ben § 15:241**

SEEDING OF CROPS BY AIRPLANE
Retail or service establishment employees, **Comp § 12:38**

SELECTION AND RETENTION OF EMPLOYEES
General discussion, **Emp P § 22:1 et seq.**
Abortions, prohibition of, **Emp P § 25:4**
Accuracy of proof of job-relatedness, **Emp P § 23:47**
Adjustments of test scores, **Emp P § 23:14**
Age Discrimination in Employment Act liability, **Emp P § 22:3**
AIDS and HIV-Related Conditions (this index)
Alcohol use. **Substance Abuse and Testing** (this index)
Alternative selection procedures, duty to consider, **Emp P § 23:42**
Americans with Disabilities Act
general discussion, **Emp P § 23:18 to 23:21**
administration of tests, **Emp P § 23:21**
health or safety, qualification standards avoiding a direct threat to, **Emp P § 23:20**
qualifications and employment tests, prohibitions concerning, **Emp P § 23:19 to 23:21**
standards, criteria and methods of administration, prohibitions concerning, **Emp P § 23:18**
Appearance and Grooming (this index)
Apprentices (this index)
Arrests. **Criminal Arrests and Convictions** (this index)
Availability for work
general discussion, **Emp P § 38:1 et seq.**
domestic responsibilities, **Emp P § 38:3, 38:4**
military obligations, **Emp P § 38:5**
Religious Conflicts with Work (this index)
transportation to work, **Emp P § 38:2**
Bankruptcy, freedom from, **Emp P § 35:6**
Bankrupts, association with, **Emp P § 36:7**
Bias, safeguarding subjective evaluation process from, **Emp P § 23:105**
Bottom line concept, **Emp P § 23:33, 23:39**
Business necessity, disparate impact, **Emp P § 23:30, 23:31, 23:35**
Classical mode, criterion-related validation, **Emp P § 23:50**
Common law liability, **Emp P § 22:5**
Company-wide use of tests, **Emp P § 23:15**
Compensation history, **Emp P § 35:7**
Concurrent mode, criterion-related validation, **Emp P § 23:51**
Consent to drug testing. **Substance Abuse and Testing** (this index)

SELECTION AND RETENTION OF EMPLOYEES —Cont'd
Construct validation
general discussion, **Emp P § 23:73 to 23:75**
empirical evidence, need for, **Emp P § 23:75**
evidence, **Emp P § 23:85**
job analysis, **Emp P § 23:74**
Content validation
general discussion, **Emp P § 23:66 to 23:72**
evidence, **Emp P § 23:84**
job analysis, **Emp P § 23:67**
mental processes, **Emp P § 23:70**
ranking, **Emp P § 23:71**
representative samples, need for, **Emp P § 23:68**
statistical estimate of reliability, **Emp P § 23:69**
training or experience, **Emp P § 23:72**
Convictions. **Criminal Arrests and Convictions** (this index)
Credit record, **Emp P § 35:2, 35:3**
Criminal Arrests and Convictions (this index)
Criterion-related validation
general discussion, **Emp P § 23:49 to 23:65**
characteristics of criterion measures, **Emp P § 23:55**
concurrent mode, **Emp P § 23:51**
criteria that may be used without full job analysis, **Emp P § 23:56**
distortion, avoidance of, **Emp P § 23:60**
evidence, **Emp P § 23:83**
fairness of selection procedure, **Emp P § 23:61 to 23:64**
job analysis or review of job information, **Emp P § 23:53**
performance in training as criterion, **Emp P § 23:58**
predictive or classical mode, **Emp P § 23:50**
representativeness of sample, **Emp P § 23:54**
statistical relationship between selection procedure scores and job performance, **Emp P § 23:59**
supervisor's ratings as criterion, **Emp P § 23:57**
technical feasibility, **Emp P § 23:52, 23:63, 23:64**
transportability, **Emp P § 23:65**
Current employees, preference for, **Emp P § 26:2**
Debtors, association with, **Emp P § 36:7**
Defense against showing of adverse impact, disparate impact, **Emp P § 23:30, 23:31**
Disparate impact
general discussion, **Emp P § 23:24 to 23:36**
bottom line concept, **Emp P § 23:33**
business necessity, establishment of, **Emp P § 23:30, 23:31, 23:35**
checklist of determinations for particular tests, **Emp P § 23:36**
defense against showing of adverse impact, **Emp P § 23:30, 23:31**
evidence of adverse impact, **Emp P § 23:26, 23:27**
four-fifths or 80 percent rule, **Emp P § 23:28, 23:29**
prima facie case, establishment of, **Emp P § 23:24**
rebuttal of showing of business necessity, **Emp P § 23:35**
statistical evidence, overcoming, **Emp P § 23:32**
test scores, ranking job candidates by, **Emp P § 23:31**
total selection process, challenge to, **Emp P § 23:25**
Disparate treatment, **Emp P § 23:22, 23:23**
Distortion, avoidance of, **Emp P § 23:60**
Documentation of validation
general discussion, **Emp P § 23:76 to 23:79**
categories of subjects, **Emp P § 23:77**

SELECTION AND RETENTION OF EMPLOYEES —Cont'd
Documentation of validation—Cont'd
evidence of adverse impact, **Emp P § 23:78**
failure to maintain adverse impact data, **Emp P § 23:79**
Domestic responsibilities, availability for work, **Emp P § 38:3, 38:4**
Domicile, **Emp P § 36:8**
Drugs and drug testing. **Substance Abuse and Testing** (this index)
Dues to unions, **Emp P § 37:2**
Education and Educational Matters (this index)
Empirical evidence, need for, **Emp P § 23:75**
Employees, administration of tests by, **Emp P § 23:10**
Employment agency, use does not lessen responsibilities, **Emp P § 22:9**
Equal Pay Act liability, **Emp P § 22:4**
Evidence
general discussion, **Emp P § 23:80 to 23:89, 23:98 to 23:100**
adverse impact, **Emp P § 23:26, 23:27, 23:78**
construct validity studies, **Emp P § 23:85**
content validity studies, **Emp P § 23:84**
criterion-related validity studies, **Emp P § 23:83**
disparate impact, **Emp P § 23:26, 23:27**
documentation of validation, **Emp P § 23:78**
essential data, **Emp P § 23:82**
future jobs, selection procedure used to evaluate candidates for, **Emp P § 23:86**
interim selection procedure, **Emp P § 23:88**
job requirements cases, **Emp P § 23:98 to 23:100**
organization and presentation of data, **Emp P § 23:81**
other sources, evidence of validity from, **Emp P § 23:87**
small businesses and other small entities, **Emp P § 23:89**
subjective criteria, **Emp P § 23:104**
validity, **Emp P § 23:80 to 23:89**
Experience. **Education and Educational Matters** (this index)
Experts, administration of tests by, **Emp P § 23:9**
Fairness of selection procedure, criterion-related validation, **Emp P § 23:61 to 23:64**
Financial condition
general discussion, **Emp P § 35:1 to 35:6**
bankruptcy, freedom from, **Emp P § 35:6**
compensation history, **Emp P § 35:7**
credit record, **Emp P § 35:2, 35:3**
garnishment, freedom from, **Emp P § 35:4**
welfare, receipt of, **Emp P § 35:5**
Former employees, preference for, **Emp P § 26:2**
Future jobs, **Emp P § 23:12, 23:86**
Garnishment, freedom from, **Emp P § 35:4**
Grooming. **Appearance and Grooming** (this index)
Health and Physical Fitness (this index)
Hiring, Preselection and Recruitment Practices (this index)
Hiv-related conditions. **AIDS and HIV-Related Conditions** (this index)
Homemade tests, use of, **Emp P § 23:7**
Husband and wife. **Marriage and Marital Status** (this index)
Illegitimate children, prohibition of, **Emp P § 25:3**
Illicit sexual relations, prohibition of, **Emp P § 25:5**
Interim selection procedure, evidence, **Emp P § 23:88**
Job analysis
construct validation, **Emp P § 23:74**

SELECTION AND RETENTION OF EMPLOYEES —Cont'd
Job analysis—Cont'd
content validation, **Emp P § 23:67**
criterion-related validation, **Emp P § 23:53**
Judicial remedies for selection procedure violations, **Emp P § 23:17**
Legal history. **Criminal Arrests and Convictions** (this index)
Liability insurance, **Emp P § 22:13**
Marriage and Marital Status (this index)
Mental processes, content validation, **Emp P § 23:70**
Military History (this index)
Military obligations, availability for work, **Emp P § 38:5**
Minorities, fraternization with, **Emp P § 36:3**
Minority organizations, membership in, **Emp P § 36:2**
Negligent Hiring, Supervision and Retention of Employees (this index)
Nepotism, **Emp P § 36:5, 36:6**
Nondisruptive acts against employer, **Emp P § 26:3**
Off-duty activities. **Smoking or Other Lawful Off-Duty Activities** (this index)
Outside advisor, liability for actions of, **Emp P § 22:11**
Performance in training, criterion-related validation, **Emp P § 23:58**
Personal associations
general discussion, **Emp P § 36:1 to 36:8**
bankrupts or debtors, association with, **Emp P § 36:7**
minorities, fraternization with, **Emp P § 36:3**
minority organizations, membership in, **Emp P § 36:2**
nepotism, **Emp P § 36:5, 36:6**
political affiliation and domicile, **Emp P § 36:8**
relatives, preference for, **Emp P § 36:4**
summer employment, nepotism in, **Emp P § 36:5**
Personal morality
general discussion, **Emp P § 25:1 to 25:5**
abortions, prohibition of, **Emp P § 25:4**
illegitimate children, prohibition of, **Emp P § 25:3**
illicit sexual relations, prohibition of, **Emp P § 25:5**
unmarried pregnancy, prohibition of, **Emp P § 25:2**
Physical fitness. **Health and Physical Fitness** (this index)
Political affiliation, **Emp P § 36:8**
Predictive mode, criterion-related validation, **Emp P § 23:50**
Pregnancy, prohibition of unmarried, **Emp P § 25:2**
Preselection practices. **Hiring, Preselection and Recruitment Practices** (this index)
Previous employers, good record with, **Emp P § 26:4**
Prima facie case
disparate impact, **Emp P § 23:24**
union affiliations and obligations, **Emp P § 37:3, 37:4**
Professionally developed tests, use of, **Emp P § 23:5, 23:6**
Ranking, content validation, **Emp P § 23:71**
Rebuttal of showing of business necessity, disparate impact, **Emp P § 23:35**
Records. Documentation of validation, above
Recruitment practices. **Hiring, Preselection and Recruitment Practices** (this index)
Relatives, preference for, **Emp P § 36:4**
Religious Conflicts with Work (this index)
Representative samples, **Emp P § 23:54, 23:68**
Retesting, periodic, **Emp P § 23:13**
Safety, Americans with Disabilities Act, **Emp P § 23:20**
Selection procedure, defined, **Emp P § 23:3**

SELECTION AND RETENTION OF EMPLOYEES —Cont'd
Small businesses and other small entities, evidence, **Emp P § 23:89**
Smoking or Other Lawful Off-Duty Activities (this index)
Spouses. **Marriage and Marital Status** (this index)
Statistics
estimate of reliability, content validation, **Emp P § 23:69**
evidence, disparate impact, **Emp P § 23:32**
selection procedure scores and job performance, relationship between, **Emp P § 23:59**
Subjective criteria
general discussion, **Emp P § 23:101 to 23:105**
bias, safeguarding subjective evaluation process from, **Emp P § 23:105**
evidence, **Emp P § 23:104**
type of work may affect use of subjective criteria, **Emp P § 23:102**
validity of particular subjective criteria, **Emp P § 23:103**
Summer employment, nepotism in, **Emp P § 36:5**
Supervisors, **Emp P § 22:6, 22:7, 23:57**
Suppliers, liability for actions of, **Emp P § 22:10**
Tax-exempt status, loss of, **Emp P § 22:12**
Technical feasibility, criterion-related validation, **Emp P § 23:52, 23:63, 23:64**
Testing, **Emp P § 23:4 et seq.**
Title VII liability, **Emp P § 22:2**
Training, content validation, **Emp P § 23:72**
Transportability, criterion-related validation, **Emp P § 23:65**
Transportation to work, availability for work, **Emp P § 38:2**
Uniformed Service Members (this index)
Uniform guidelines, **Emp P § 23:2**
Union, liability for acts of, **Emp P § 22:8**
Union affiliations and obligations
general discussion, **Emp P § 37:1 to 37:4**
defense against prima facie case, **Emp P § 37:4**
dues to unions, **Emp P § 37:2**
prima facie case, **Emp P § 37:3, 37:4**
Unmarried pregnancy, prohibition of, **Emp P § 25:2**
Validation
general discussion, **Emp P § 23:11, 23:37 et seq.**
accuracy of proof of job-relatedness, **Emp P § 23:47**
alternative selection procedures, duty to consider, **Emp P § 23:42**
alternatives to validation, **Emp P § 23:45**
bottom line concept, **Emp P § 23:39**
construct validation, above
content validation, above
criterion-related validation, above
defined, **Emp P § 23:37**
documentation of validation, above
evidence, above
mode of use of selection procedure, **Emp P § 23:40**
particular job, validating test for, **Emp P § 23:41**
review of validity study for currency, **Emp P § 23:44**
time and money, feasibility in terms of, **Emp P § 23:48**
use of selection procedure prior to validation, **Emp P § 23:43**
Welfare, receipt of, **Emp P § 35:5**
Wife and husband. **Marriage and Marital Status** (this index)
Work history
general discussion, **Emp P § 26:1 to 26:4**

SELECTION AND RETENTION OF EMPLOYEES —Cont'd
Work history—Cont'd
current or former employees, preference for, **Emp P § 26:2**
nondisruptive acts against employer, **Emp P § 26:3**
previous employers, good record with, **Emp P § 26:4**

SELECTIVE STRIKES
Unfair Labor Practices (this index)

SELF-APPRAISAL
Personnel manual, performance review systems, **Pers M § 15:31**

SELF-DEALING
Retirement plans, fiduciaries, **Ben § 41:3, 42:15**

SELF-EMPLOYMENT
Backpay, **Emp P § 72:51**
Individual retirement accounts, **Ben § 23:86**
KEOGH plans (this index)
Personnel manual, ERISA benefits coverage for partnerships, **Pers M § 22:191**
Retirement and Retirement Plans (this index)

SELF-ENFORCEMENT
Unfair Labor Practices (this index)

SELF-EVALUATION BY EMPLOYEE FOR MANAGEMENT
Personnel manual, executive development programs, **Pers M § 16:78**

SELF-HELP
Unfair labor practices, enforcement of hot cargo agreements, **Labor § 38:225**

SELF-IDENTIFY
Personnel manual, model affirmative action plan for disabled and Vietnam-era veterans, **Pers M § 1:124**

SELF INCRIMINATION
At-will employment, **Emp P § 58:48**
LABOR-Management Reporting and Disclosure Act, criminal violations of reporting and disclosure provisions, **Labor § 68:35**
Substance abuse and testing, **Emp P § 30:77**

SELF-INFLICTED INJURIES
Medical benefits, **Ben § 5:30**

SELF-INSPECTION
Personnel manual, workplace safety, **Pers M § 17:21, 17:22**

SELF-INSURANCE
Medical Benefits (this index)
Preemption (this index)

SELF-INSURED PLANS
Personnel manual, health insurance plans, **Pers M § 12:40**

SELF-NOMINATION
LABOR-Management Reporting and Disclosure Act, candidates for elections, **Labor § 66:30**

SELF-ORGANIZATION
Unfair Labor Practices (this index)

SELF-RATING SHEET FOR INTERVIEWER
Personnel manual, interviewing applicants, **Pers M § 3:29**

SELF-TERMINATING CONTRACTS
Unfair labor practices, inapplicability of notice requirements, **Labor § 35:78**

SENIOR EXECUTIVES
Personnel manual, designing recruitment strategies, **Pers M § 1:12**

SENIORITY
Collective Bargaining Agreements (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)

SENIORITY SYSTEMS
General discussion, **Emp P § 43:58 et seq.**
Age Discrimination in Employment Act, **Emp P § 43:60, 43:68**
Benefits for time served, provision of, **Emp P § 43:64**
Bona fide seniority system
general discussion, **Emp P § 43:67 to 43:73**
Age Discrimination in Employment Act, **Emp P § 43:68**
communication requirements, **Emp P § 43:73**
creation of seniority system, effect on evaluation of discriminatory intent, **Emp P § 43:69**
division of seniority units, effect on evaluation of discriminatory intent, **Emp P § 43:72**
ease of transfers between seniority units, effect on evaluation of discriminatory intent, **Emp P § 43:71**
intent to discriminate, absence of, **Emp P § 43:67**
negotiation or maintenance of seniority system, effect on evaluation of discriminatory intent, **Emp P § 43:70**
Change of priority status, **Emp P § 43:77**
Collective bargaining agreement, existence outside of, **Emp P § 43:65**
Communication requirements, bond fide seniority system, **Emp P § 43:73**
Compensation, **Emp P § 44:16**
Evidence of seniority system exception, **Emp P § 43:63**
Family and Medical Leave Act, accrual while on leave, **Ben § 12:62**
Intent to discriminate, bond fide seniority system, **Emp P § 43:67**
Limitation of liability for unlawful collectively-bargained seniority provisions, **Emp P § 43:74**
Maintenance of seniority system, effect on evaluation of discriminatory intent, **Emp P § 43:70**
Merger of seniority rosters, **Emp P § 43:76**
Negotiation of seniority system, effect on evaluation of discriminatory intent, **Emp P § 43:70**
Rehabilitation Act, **Emp P § 43:61**
Religious conflicts with work, duty to accommodate, **Emp P § 38:8**
Remedies affecting seniority of non-victim employees, **Emp P § 43:75**
Threshold requirements in typical seniority system, **Emp P § 43:66**
Title VII, **Emp P § 43:59, 84:85**

SENIORITY SYSTEMS—Cont'd
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 44:250**
Unlawful practices, **Emp P § 43:74 to 43:77**
Veterans and Other Uniformed Service Members (this index)

SENTENCE AND PUNISHMENT
Fair Labor Standards Act and similar state laws, criminal prosecutions, **Comp § 41:365 to 41:367**
National LABOR Relations Board, contempt of court-enforced NLRB orders, **Labor § 52:100 to 52:102**
Personnel Manual (this index)
Workplace Safety (this index)

SEPARATE LINES OF BUSINESS (SLOB) RULES
Retirement and Retirement Plans (this index)

SEQUENCE
Order or Sequence (this index)

SERIOUS HARM
Unfair labor practices, adverse effects of unionizing statements, **Labor § 26:27**
Unions, campaign statements expressing disadvantages of unionism, **Labor § 16:49**
Workplace Safety (this index)

SERIOUS INJURY OR ILLNESS OF COVERED SERVICEMEMBER OR VETERAN
Personnel manual, **Pers M § 14:64.70, 14:64.80**

SERVANTS
Live-In Domestic Servants (this index)

SERVICE CONTRACT ACT
General discussion, **Comp § 15:44 et seq., 40:113 to 40:150**
Administrator, review by, **Comp § 40:135**
Amendments to complaint or answer, **Comp § 40:144**
Answer, **Comp § 40:143, 40:144**
Automated data processing equipment, exemption for contracts related to, **Comp § 15:64**
Bankrupt employer, payments withheld from, **Comp § 43:21**
Beneficiary of contract services, **Comp § 15:66**
Blacklisting, **Comp § 40:116**
Board, minimum wages, **Comp § 19:26**
Board of Service Contract Appeals, review by, **Comp § 40:136**
Business machines, exemption for contracts related to, **Comp § 15:64**
Cancellation of contract, **Comp § 40:115**
Carriage of freight or personnel, **Comp § 15:58**
Carriage of mail, **Comp § 15:59**
Classes of employees not included in existing wage provisions, minimum wages, **Comp § 19:20**
Collective bargaining agreements, **Comp § 19:23, 40:139**
Combining services and other items in single contract for convenience in procurement, **Comp § 15:49**
Communications services, **Comp § 15:60**
Compensation assistance, **Comp § 40:141**
COMPENSATNlaint, **Comp § 40:142**
Complaint, **Comp § 40:144**
Concession contracts, **Comp § 15:65**
Consent findings and order, **Comp § 40:145**

SERVICE CONTRACT ACT—Cont'd
Court proceedings
- general discussion, **Comp § 43:15 to 43:21**
- bankrupt employer, payments withheld from, **Comp § 43:21**
- contractors, suits by, **Comp § 43:17**
- employees, suits by, **Comp § 43:18**
- liability for unpaid wages, **Comp § 43:15**
- standard of review, **Comp § 43:19, 43:20**
- United States, suits by, **Comp § 43:16**

Davis-Bacon exemption, **Comp § 15:56**
Deductions from wages, minimum wages, **Comp § 19:27**
Determinations regarding violations
- general discussion, **Comp § 40:137 to 40:150**
- amendments to complaint or answer, **Comp § 40:144**
- answer, **Comp § 40:143, 40:144**
- collective bargaining agreements, report of, **Comp § 40:139**
- complaint, **Comp § 40:142, 40:144**
- compliance assistance, **Comp § 40:141**
- consent findings and order, **Comp § 40:145**
- decision of administrative law judge, **Comp § 40:148**
- federal laws, impact of other, **Comp § 40:137**
- ineligible list, **Comp § 40:150**
- investigations, **Comp § 40:138**
- list of employees who may be retained on succeeding contract, **Comp § 40:140**
- notice of hearing, **Comp § 40:146**
- proposed findings, conclusion and order, **Comp § 40:147**
- reports, **Comp § 40:139, 40:141**
- review of administrative law judge's decision, **Comp § 40:149**

Determinations regarding wages
- general discussion, **Comp § 40:121 to 40:136**
- administrator, review by, **Comp § 40:135**
- Board of Service Contract Appeals, review by, **Comp § 40:136**
- conformance for service employees not covered by determination, **Comp § 40:130**
- disclosure of wage determinations, **Comp § 40:132**
- discretion of DOL to forego wage determination, **Comp § 40:121**
- due consideration, defined, **Comp § 40:124**
- information considered, **Comp § 40:125**
- informing contractors of applicable determinations, **Comp § 40:134**
- issuance and revision of determinations, **Comp § 40:131**
- locality, defined, **Comp § 40:128**
- notice of intention to make service contract, **Comp § 40:122**
- periodic review of determinations, **Comp § 40:133**
- prevailing rate, **Comp § 40:126**
- review, **Comp § 40:133, 40:135, 40:136**
- slotting wage rates, **Comp § 40:129**
- successorship determinations, **Comp § 40:127**
- wage and fringe benefit determinations, **Comp § 40:123**

Disclosures, **Comp § 40:120, 40:132**
Discretion of DOL to forego wage determination, **Comp § 40:121**
Dismantling contracts, **Comp § 15:47**
Due consideration, defined, **Comp § 40:124**
Employees protected under covered contract, **Comp § 15:68**

SERVICE CONTRACT ACT—Cont'd
Exemption, method for obtaining, **Comp § 40:119**
Freight, exemption for carriage of, **Comp § 15:58**
Fringe benefits, exemption where no determination of, **Comp § 15:54**
Geographic reach of act, **Comp § 15:53**
Individual services exemption, **Comp § 15:62**
Ineligible list, **Comp § 40:150**
Investigations, **Comp § 40:138**
Leases of real property, **Comp § 15:48**
Locality, defined, **Comp § 40:128**
Lodging, minimum wages, **Comp § 19:26**
Mail, carriage of, **Comp § 15:59**
Medical apparatus or equipment, exemption for contracts related to, **Comp § 15:64**
Minimum wages
general discussion, **Comp § 19:15 et seq.**
board, credits for, **Comp § 19:26**
changes in FLSA minimum wage, **Comp § 19:25**
classes of employees not included in existing wage provisions, **Comp § 19:20**
collective bargaining agreement, changes in, **Comp § 19:23**
deductions from wages, **Comp § 19:27**
lodging, credits for, **Comp § 19:26**
multiple kinds of work, employees performing, **Comp § 19:21**
new or revised prevailing wage determinations, **Comp § 19:22**
special obligations under contracts that succeed covered contracts, **Comp § 19:17**
successor contracts, impact of wage determinations on, **Comp § 19:18**
tips, credits for, **Comp § 19:26**
$2,500, contracts in excess of, **Comp § 19:16, 19:19**
wage variance rulings, **Comp § 19:24**
Notice
general discussion, **Comp § 37:196**
hearing, **Comp § 40:146**
intention to make service contract, **Comp § 40:122**
Office machines, exemption for contracts related to, **Comp § 15:64**
Official ruling or interpretation, method for obtaining, **Comp § 40:118**
Open market purchases exemption, **Comp § 15:57**
Overtime pay, **Comp § 22:8**
Payment to employees, **Comp § 40:114**
Periodic review of determinations, **Comp § 40:133**
Personnel, exemption for carriage of, **Comp § 15:58**
Personnel manual, human resources planning, poster, **Pers M § 1:62**
Postal contract stations, exemption for operation of, **Comp § 15:63**
Prevailing rate, **Comp § 40:126**
Principal purpose of contract as furnishing of services, **Comp § 15:45**
Public utilities, **Comp § 15:61**
Records and reports, **Comp § 37:195**
Removal contracts, **Comp § 15:47**
Reports, **Comp § 40:139, 40:141**
Review, **Comp § 40:133, 40:135, 40:136, 40:149**

SERVICE CONTRACT ACT—Cont'd
Scientific equipment, exemption for contracts related to, **Comp § 15:64**
Secretary of Labor, power to administer act, **Comp § 40:117**
Slotting wage rates, **Comp § 40:129**
Subcontracts, **Comp § 15:52**
Successor contracts, minimum wages, **Comp § 19:18**
Successorship determinations, **Comp § 40:127**
Tangible items, **Comp § 15:46, 15:51**
Tips, minimum wages, **Comp § 19:26**
§ D2,500, contract in excess of, **Comp § 15:51**
United States, suits by, **Comp § 43:16**
Use of service employees, **Comp § 15:50**
Wage and fringe benefit determinations, **Comp § 40:123**
Wages, exemption where no determination of, **Comp § 15:54**
Walsh-Healey exemption, **Comp § 15:55**
Withholding from amount due on contract, **Comp § 40:113**

SERVICE DISCOUNTS
Discounts for employees, **Ben § 15:107**

SERVICE EMPLOYEES
Utah, **Comp § 18:245**

SERVICE ESTABLISHMENT EMPLOYEES
Retail or Service Establishments (this index)

SERVICEMEMBER FAMILY LEAVE
Family and Medical Leave Act (this index)
Personnel manual, **Pers M § 14:64.70**

SERVICE OF PROCESS AND PAPERS
General discussion, **Emp P § 102:1 et seq.**
Age Discrimination in Employment Act (this index)
Agricultural employees, **Emp P § 90:128**
Bonds of contractors, **Comp § 43:58, 43:59, 43:85**
Contract Work Hours and Safety Standards Act, Board of Service Contract Appeals, **Comp § 40:190**
Corporations, sufficiency of service on, **Emp P § 102:3**
Department of Labor, service in farm labor cases, **Emp P § 102:6**
Department of Labor supplemental hearing procedures, **Emp P § 90:221**
Dismissal for untimely service, **Emp P § 102:5**
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:135**
Executive Order 11246 (this index)
Federal Employment (this index)
Individuals, sufficiency of service on, **Emp P § 102:3**
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:158, 53:159**
LABOR-Management Reporting and Disclosure Act, enforcement of rights of union members by courts, **Labor § 64:40**
National Labor Relations Board (this index)
Objections to improper service, **Emp P § 102:4**
Personnel manual, Occupational Safety and Health Review Commission certificate of service, **Pers M § 17:49, 17:55**
Retirement and Retirement Plans (this index)
Title VII (this index)
Unfair labor practices, notification of filing of charges, **Labor § 38:234**
Unions and Union Practices (this index)
United States, service on, **Emp P § 102:2**

SERVICE OF PROCESS AND PAPERS—Cont'd
Workplace Safety (this index)

SERVICE REQUIREMENTS
Retirement and Retirement Plans (this index)

SERVICES
Collective Bargaining Agreements (this index)
In-Service (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

SERVICE SHOPS
Retail or Service Establishments (this index)

SERVICING
Workplace Safety (this index)

SESSIONS
Unfair Labor Practices (this index)

SETOFFS
Live-in domestic servants, expenses, **Comp § 41:265**

SETTING AND SETTING UP
Personnel Manual (this index)

SETTING ASIDE
Settlement, National LABOR Relations Board, **Labor § 42:186**
Union election, campaign tactics, **Labor § 16:32**

SETTLEMENTS, RELEASES AND WAIVERS OF CLAIMS
General discussion, **Emp P § 69:1 et seq.**
Acceptance of benefits of settlement, **Emp P § 69:28**
Age Discrimination (this index)
Agency settlements and conciliation
- general discussion, **Emp P § 69:32 to 69:39**
- authority of agencies, **Emp P § 69:33**
- collective bargaining obligations, effect of conciliation agreements on, **Emp P § 69:38**
- Equal Employment Opportunity Commission conciliation agreements, standard terms, **Emp P § 69:36**
- individual rights, effect of conciliation agreement on, **Emp P § 69:37**
- interpretation of negotiated settlement and conciliation agreements, **Emp P § 69:39**
- standards for conciliation agreements, **Emp P § 69:35**
- standards for negotiated settlements, **Emp P § 69:34**

Agreements
- **Labor Management Relations Act** (this index)
- **National Labor Relations Board** (this index)
- unfair labor practices, special processes for secondary activities, **Labor § 38:237**
- **Unions and Union Practices** (this index)

Americans with Disabilities Act, alternative dispute resolution under, **Emp P § 69:10**

SETTLEMENTS, RELEASES AND WAIVERS OF CLAIMS—Cont'd
Attorney's Fees (this index)
Authority to settle claims, **Emp P § 69:30**
Bonds of contractors, court proceedings, **Comp § 43:91**
Charges, releases prohibiting filing of, **Emp P § 69:22**
Class Actions (this index)
Coercion, **Emp P § 69:24**
Collective bargaining agreements, settlement as alternative in concluding arbitration, **Labor § 49:79**
Collective bargaining obligations, effect of conciliation agreements on, **Emp P § 69:38**
Compliance with court approved settlement agreements and consent decrees, **Emp P § 94:108**
Consideration, **Emp P § 69:29**
Costs, effect of refusal to settle on award of, **Emp P § 69:17**
Counsel, representation by, **Emp P § 69:26, 69:27**
Court approved settlements, enforcement, **Emp P § 94:107 to 94:109**
Department of Labor supplemental hearing procedures, **Emp P § 90:229, 90:269**
Discipline, **Emp P § 57:48**
Duress, **Emp P § 69:24**
Employee Polygraph Protection Act, waiver restrictions under, **Emp P § 69:9**
Employment agencies, **Emp P § 67:10**
Employment practices, tax consequences of relief obtained through, **Emp P § 79:12**
Enforcement
- general discussion, **Emp P § 94:99 to 94:103, 94:107 to 94:109**
- compliance with court approved settlement agreements and consent decrees, **Emp P § 94:108**
- court approved settlements, **Emp P § 94:107 to 94:109**
- interpretation of settlement agreements, **Emp P § 94:102**
- jurisdiction over actions to enforce settlement agreements, **Emp P § 94:101**
- modification or repudiation of private settlement agreements, **Emp P § 94:103**
- negotiated settlements, **Emp P § 94:100**
- remedies for violations of consent decrees, **Emp P § 94:109**
- standing to enforce court approved settlement agreements and consent decrees, **Emp P § 94:107**

Equal Employment Opportunity Commission conciliation agreements, standard terms, **Emp P § 69:36**
Equal Employment Opportunity Commission suit, settlement of, **Emp P § 69:14**
Equal Pay Act, **Emp P § 86:10**
Evidence, **Emp P § 106:9**
Fair Labor Standards Act and Similar State Laws (this index)
Fraud, **Emp P § 69:25**
Hiring, preselection and recruitment practices, **Emp P § 39:3**
Implied waivers or settlements, **Emp P § 69:21**
Interpretation of settlement agreements, **Emp P § 69:39, 94:102**
Jurisdiction (this index)
Knowing and voluntary releases, **Emp P § 69:18**
Knowing release or settlement, **Emp P § 69:23**
Labor Management Relations Act (this index)
Modification of private settlement agreements, **Emp P § 94:103**
National Labor Relations Board (this index)

SETTLEMENTS, RELEASES AND WAIVERS OF CLAIMS—Cont'd
Offers of judgment, **Emp P § 69:15**
Oral settlements, **Emp P § 69:20**
Railway LABOR Act, major bargaining dispute resolution, **Labor § 48:24**
Remedies for violations of consent decrees, **Emp P § 94:109**
Repudiation of settlement, **Emp P § 69:31, 94:103**
Retaliation, **Emp P § 10:11**
Standing to enforce court approved settlement agreements and consent decrees, **Emp P § 94:107**
Termination of Employment (this index)
Title VII claims and rights, **Emp P § 69:8, 69:11 to 69:13**
Unfair Labor Practices (this index)
Unions and union practices, **Emp P § 66:11**
Unions and Union Practices (this index)
Workplace Safety (this index)

SEVEN-DAY GRACE PERIOD
Unfair labor practices, construction trades, **Labor § 30:68**

SEVERABILITY OF PROVISIONS
Collective bargaining agreements, **Labor § 47:15, 47:119**

SEVERANCE
Damages, setoff for payments made under severance agreements, **Comp § 41:264.50**
National Labor Relations Board (this index)
Pay. **Severance Pay** (this index)
Personnel Manual (this index)
Workplaceplace safety, administrative hearings, **Work S § 8:125**

SEVERANCE PAY
General discussion, **Ben § 15:243 to 15:253; Emp P § 46:86 to 46:91**
Actual unemployment as condition for severance pay in business unit divestitures, **Ben § 15:249**
Cause, discharge for, **Ben § 15:251**
Checklist of legal considerations, **Ben § 15:244**
Collective Bargaining Agreements (this index)
Contingent event unrelated to age, permissible reductions based on, **Emp P § 46:87**
Deduction or offset of retiree health benefits, **Emp P § 46:88**
Individual employment contract, treatment as severance pay plan, **Ben § 15:246**
Mandated benefits, **Ben § 15:253**
Modification of severance arrangement, **Ben § 15:250**
Older employees, additional pay for, **Emp P § 46:89**
Overtime pay, **Comp § 20:43**
Payment of compensation, **Comp § 31:66 to 31:101**
Pension plan, treatment of severance pay arrangement as, **Ben § 15:248**
Personnel Manual (this index)
Plan, fund, or program, existence of, **Ben § 15:245**
Retirement plans, offsets, **Ben § 18:50**
State job discrimination laws, **Emp P § 46:91**
State laws, applicability of, **Ben § 15:252**
Termination of severance arrangement, **Ben § 15:250**
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 46:90**
Welfare benefit, treatment of severance pay as, **Ben § 15:247**

SEX
Unions, newly-found units, **Labor § 19:16**

SEX AND PREGNANCY DISCRIMINATION
General discussion, **Emp P § 5:1 et seq.**
Abortion benefits, **Emp P § 44:174**
Affirmative Action (this index)
All-female work force, effect of, **Emp P § 44:177**
Appearance and grooming, **Emp P § 31:3, 31:4, 31:7, 31:9, 31:13**
Benefits
  general discussion, **Emp P § 44:135 to 44:137, 44:172 et seq., 45:30**
  abortion benefits, **Emp P § 44:174**
  all-female work force, effect of, **Emp P § 44:177**
  dependents, benefits for, **Emp P § 44:175**
  marital status, effect of, **Emp P § 44:176**
  Pregnancy Discrimination Act, **Emp P § 44:173**
Bona fide occupational qualifications
  general discussion, **Emp P § 15:7 to 15:13**
  authenticity or genuineness, **Emp P § 15:7**
  customer or coworker preference, **Emp P § 15:8**
  performance ability, assumptions concerning, **Emp P § 15:9**
  personal privacy concerns, **Emp P § 15:10**
  pregnancy, **Emp P § 15:13**
  state law as basis for bona fide occupation qualifications, **Emp P § 15:11**
Bonuses, **Emp P § 46:75**
Compensation (this index)
Coworker preference, bona fide occupational qualifications, **Emp P § 15:8**
Customer preference, bona fide occupational qualifications, **Emp P § 15:8**
Dependents, benefits for, **Emp P § 44:175**
Disabilities discrimination, **Emp P § 9:38, 46:79 to 46:82**
Disability discrimination laws, impact of, **Emp P § 5:4**
Federally assisted programs, **Emp P § 5:2**
Fringe benefits. Benefits, above
Health and physical fitness, **Emp P § 28:10, 28:11**
Hiring, Preselection and Recruitment Practices (this index)
Leave and associated benefits for pregnancy, **Emp P § 5:11**
Life insurance, payments, **Emp P § 46:93**
Marital status, **Emp P § 32:2, 44:176**
Medical and health insurance, **Emp P § 46:2 to 46:6**
Medical Benefits (this index)
Men, evidence of sex discrimination against, **Emp P § 5:7**
Minors, protective laws concerning, **Emp P § 5:9**
Personal privacy concerns, bona fide occupational qualifications, **Emp P § 15:10**
Personnel manual, model affirmative action plan, **Pers M § 1:99**
Pregnancy Discrimination Act, **Emp P § 44:173**
Profit-sharing, **Emp P § 46:75**
Protective laws, **Emp P § 5:8 to 5:10**
Retirement and Retirement Plans (this index)
Selection and retention of employees, **Emp P § 25:2**
Sex-plus discrimination, **Emp P § 5:6**
Sick leave, **Emp P § 45:24**
Single-sex work force, **Emp P § 5:5**
Stereotyping as sex discrimination, **Emp P § 5:7.50**

SEXUAL ADVANCES
At-will employment, **Emp P § 58:63**
Harassment, **Emp P § 51:21**

SEXUAL DISORDERS
Medical benefits, **Ben § 5:23**

SEXUAL HARASSMENT
Personnel Manual (this index)

SEXUAL OR AFFECTIONAL ORIENTATION DISCRIMINATION
General discussion, **Emp P § 6:1 et seq.**
Constitution, protection under, **Emp P § 6:2**
Federal job discrimination laws, protection under, **Emp P § 6:2**
Montana, **EMPLOYMENT 6:23**

SEX-WAGE CLAIMS
Personnel Manual (this index)

SHAM
Unfair labor practices, contracting work out, **Labor § 26:237**

SHAPERS
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:265**

SHAREHOLDERS OR STOCKHOLDERS
Unions and Union Practices (this index)

SHARING
Personnel Manual (this index)
Unfair labor practices, ally status of commonly owned entities, **Labor § 38:37**

SHARP SURFACES
Workplaceplace safety, agricultural tractor operator protection, **Work S § 2:77**

SHEAVES ON HOISTING EQUIPMENT
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:210**

SHEEPHERDERS
Aliens, applications for occupations designated for special handling, **Emp P § 90:62, 90:64**

SHEEP LINED CLOTHING
General discussion, **Comp § 17:89**

SHEET METAL FABRICATORS
Retail or service establishment employees, **Comp § 12:181**

SHELTER
Workplaceplace safety, OSHA safety and health standards for temporary labor camps, **Work S § 3:114**

SHERMAN ANTITRUST ACT
Early federal labor-management relations laws, **Labor § 1:20**

SHIFT DIFFERENTIALS
Compensation, equal work standard, **Emp P § 44:33**
Overtime pay, **Comp § 20:60**

SHIFTS
Personnel manual, hours of work, **Pers M § 5:84**
Unfair Labor Practices (this index)
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:119**

SHIP EQUIPMENT DEALERS
Retail or service establishment employees, **Comp § 12:182**

SHIPPERS AND SHIPPING
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:183**
National LABOR Relations Act, supervisor coverage in transportation industry, **Labor § 5:62**
Records and reports, time to preserve, **Comp § 37:63**
Unfair labor practices, creation of ally status, **Labor § 38:46**
White collar employees, **Comp § 3:120**

SHIPPING AND RECEIVING CLERKS
Personnel manual, occupational pay data, **Pers M § 10:211**

SHIPS OR VESSELS
National LABOR Relations Act independent contractor coverage, fishing boat captains, **Labor § 7:7**
National LABOR Relations Board, picketing foreign vessels by unions, **Labor § 11:21**
Unfair Labor Practices (this index)

SHIPYARDS
Retail or service establishment employees, **Comp § 12:183**

SHOES
Manufacturing, minimum wages, **Comp § 17:93**
Repair shops, retail or service establishment employees, **Comp § 12:184, 12:190**
Shoeshine parlors, **Comp § 12:185**

SHOOTING
Workplaceplace safety, recreational shooting, **Work S § 1:39**

SHOPPING ANALYSTS SERVICES
Retail or service establishment employees, **Comp § 12:186**

SHOPPING CENTERS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:19**

SHORING
Workplaceplace safety, construction industry, **Work S § 2:65 to Work S § 2:68**

SHORT-TERM DISABILITY BENEFITS
Personnel manual, **Pers M § 12:8 to 12:21, 12:27**

SHOW CAUSE NOTICES
Executive Order 11246 (this index)

SHOW CAUSE ORDERS
Fair Labor Standards Act and similar state laws, injunctive or equitable relief, **Comp § 41:324**
Workplaceplace safety, California's plan for safety and health, **Work S § 4:250**

SHOWERS
Workplaceplace safety, OSHA safety and health standards for sanitation, **Work S § 3:111**

SHOWING
Personnel manual, business necessity for appearance/dress codes, **Pers M § 5:142**
Unions and Union Practices (this index)

SHOW UP PAYMENTS
Overtime pay, **Comp § 20:59, 20:90**

SHUTDOWNS
Temporary Shutdowns (this index)
Unfair Labor Practices (this index)

SICK LEAVE
General discussion, **Ben § 11:1 et seq.; Emp P § 45:22 to 45:28**
Accrued sick leave, taxation, **Ben § 11:3**
Accumulation of sick leave, Employee Retirement Income Security Act, **Ben § 11:17**
Age discrimination, **Emp P § 45:25**
Collective bargaining agreement, withholding for payments under, **Ben § 11:9**
Collective Bargaining Agreements (this index)
Contributory group insurance policy, determination of FICA amounts under, **Ben § 11:11**
Deductions from taxes, **Ben § 11:4**
Disability discrimination, **Emp P § 45:26**
Employee Retirement Income Security Act
  general discussion, **Ben § 11:15 to 11:19**
  accumulation of sick leave, **Ben § 11:17**
  extension of medical leave of absence, discretion of employer, **Ben § 11:19**
  payroll practices exempt from coverage, **Ben § 11:16**
  remembrance funds, **Ben § 11:18**
  termination of medical leave of absence, discretion of employer, **Ben § 11:19**
  welfare benefits, defined, **Ben § 11:15**
Employment taxes
  general discussion, **Ben § 11:9 to 11:14**
  contributory group insurance policy, determination of FICA amounts under, **Ben § 11:11**
  FICA tax, **Ben § 11:9 et seq.**
  FUTA tax, **Ben § 11:13; Comp § 11:14**
  third party payors of sick leave payments, FICA obligations, **Ben § 11:12**
Family or medical leave, use of sick leave for, **Ben § 11:23**
Fica tax, **Ben § 11:9 et seq.**
Futa tax, **Ben § 11:13; Comp § 11:14**
Inability of employee to work, **Ben § 11:22**
Overtime pay, payments made despite absence from work, **Comp § 20:85**
Payroll practices exempt from Employee Retirement Income Security Act coverage, **Ben § 11:16**
Remembrance funds, Employee Retirement Income Security Act, **Ben § 11:18**
Serious health condition, **Ben § 11:21**
Sex and pregnancy discrimination, **Emp P § 45:24**
State law, **Emp P § 45:28**
Taxation
  general discussion, **Ben § 11:2 to 11:14**

SICK LEAVE—Cont'd
Taxation—Cont'd
  accrued sick leave, **Ben § 11:3**
  agent of employer, payments by, **Ben § 11:7**
  collective bargaining agreement, withholding for payments under, **Ben § 11:9**
  deductions, **Ben § 11:4**
  employment taxes, above
  third party withholding, **Ben § 11:8**
  withholding requirements, **Ben § 11:5 to 11:8**
Third party payors of sick leave payments, FICA obligations, **Ben § 11:12**
Unfair labor practices, subjects of bargaining, **Labor § 34:63**
Unions, voter eligibility of workers on leave, **Labor § 22:115**
Unpaid leaves of absence
  general discussion, **Ben § 11:20 to 11:23**
  family or medical leave, use of sick leave for, **Ben § 11:23**
  inability of employee to work, **Ben § 11:22**
  serious health condition, **Ben § 11:21**
Veterans, rights of returning, **Emp P § 45:27**
Welfare benefits, defined, **Ben § 11:15**
Withholding requirements, taxation, **Ben § 11:5 to 11:8**

SICKNESS INSURANCE
Medical Benefits (this index)

SICKNESS OR ILLNESS
Leave. **Sick Leave** (this index)
National LABOR Relations Act, employee coverage, **Labor § 5:25**
Personnel Manual (this index)
Workplace Safety (this index)

SICK PAY
International employment, **Emp P § 41:62**

SIDE AGREEMENTS
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:20**

SIFL RATES
Airplane use as employee benefit, **Ben § 15:7**

SIGNALS
Personnel Manual (this index)
Workplace Safety (this index)

SIGNATURES
Collective Bargaining Agreements (this index)
National LABOR Relations Board, answer to complaint for unfair labor practices, **Labor § 42:115**
Unfair Labor Practices (this index)
Workplaceplace safety, pleadings and motions in administrative proceedings, **Work S § 8:50**

SIGN-PAINTING SHOPS
Retail or service establishment employees, **Comp § 12:187**

SIGNS
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

SIMILARLY SITUATED EMPLOYEES
Evidence comparing plaintiff to, **Emp P § 106:20**

SIMPLE SAVINGS PLANS
General discussion, **Ben § 23:207 to 23:226**
Administrative requirements, **Ben § 23:216**
Compensation, defined, **Ben § 23:210**
Eligible employers, **Ben § 23:208**
Employer reports, **Ben § 23:219**
Fiduciaries, protection from liability, **Ben § 23:222**
Forms, **Ben § 23:223, 23:224**
401(k) plans, **Ben § 23:221**
Matching contributions, **Ben § 23:211, 23:212**
Nonelective contribution alternative to matching contributions, **Ben § 23:212**
Participation requirements, **Ben § 23:215**
Penalties for failure to report, **Ben § 23:220**
Reports, **Ben § 23:218 to 23:220**
Retirement accounts, **Ben § 23:213**
Taxation, **Ben § 23:217**
Trustee reporting requirements, **Ben § 23:218**
Vesting requirements, **Ben § 23:214**

SIMPLIFIED ADMINISTRATIVE PROCEEDINGS
Workplaceplace safety, **Work S § 8:15, 8:150 to Work S § 8:165**

SIMPLIFIED EMPLOYEE PENSIONS
General discussion, **Ben § 16:17, 23:119 et seq.**
Allocation formulas, **Ben § 23:126**
Bankruptcy of beneficiary, **Ben § 21:34**
Carryover of excess amounts contributed, **Ben § 23:129**
Ceiling on annual deductions for employer contributions, **Ben § 23:128**
Contributions
  general discussion, **Ben § 23:127 to 23:130**
  carryover of excess amounts contributed, **Ben § 23:129**
  ceiling on annual deductions for employer contributions, **Ben § 23:128**
  deduction of employer contributions, **Ben § 23:130**
  discrimination prohibited, **Ben § 23:122**
  maximum amount that can be contributed by employer, **Ben § 23:127**
Deduction of employer contributions, **Ben § 23:130**
Defined, **Ben § 23:120**
Discrimination in contributions prohibited, **Ben § 23:122**
Participation, **Ben § 23:121**
Personnel manual, ERISA benefits coverage for partnerships, **Pers M § 22:192**
Salary reduction arrangements, **Ben § 23:133**
Small SEP salary reduction arrangements (SARSEPs), **Ben § 23:133**
Social security, integration with, **Ben § 23:124**
Tax consequences to employer, **Ben § 23:131, 23:132**
Uniform relationship of contributions to total compensation, **Ben § 23:123**
Withdrawals, **Ben § 23:125, 23:132**

SIMULATED BALLOTS
Unions, use by union in election campaigns, **Labor § 22:54**

SINGLE EMPLOYERS
National LABOR Relations Act, coverage, **Labor § 4:9 to 4:48**

SINGLE EMPLOYERS—Cont'd
National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:20**
Unions, bargaining units, **Labor § 19:21 to 19:27**

SINGLE MATERIAL SAFETY DATA SHEET FOR COMPLEX MIXTURES
Workplaceplace safety, hazard communication program, **Work S § 5:255**

SINGLE MATTERS
Unions and Union Practices (this index)

SINGLE-PIECE RIM WHEELS
Workplaceplace safety, OSHA safety and health standards for servicing, **Work S § 3:173 to Work S § 3:178**

SINGLE SITE OF EMPLOYMENT
Worker Adjustment and Retraining Notification Act, plant closings, **Labor § 39:232**

SISTER LOCAL UNION
National LABOR Relations Act, another local union as agent, **Labor § 8:46**

SITDOWN STRIKES
National LABOR Relations Act, loss of employee status, **Labor § 5:20**
State labor relations statutes enforced by courts, **Labor § 62:100**
Unfair labor practices, rights of employees, **Labor § 25:81**

SITES
Off-Site or Off-Premises (this index)
On-Site (this index)
Unfair Labor Practices (this index)
Unions, selection by NLRB of alternative sites for election, **Labor § 23:21**
Workplace Safety (this index)

SIX-MONTH LAPSE AFTER RECOGNITION
Unfair labor practices, picketing when another union is recognized, **Labor § 39:42**

SIXTY-DAY NOTICE REQUIREMENT
Worker Adjustment and Retraining Notification Act, **Labor § 39:212 to 39:245**

SIZE
Personnel manual, handbooks for employees, **Pers M § 4:10**
Unions and Union Practices (this index)
Workplace Safety (this index)

SKILLS
Personnel Manual (this index)

SLANDER
Defamation (this index)

SLAUGHTERING AND SLAUGHTERHOUSES
Child labor, **Comp § 24:58**
Retail or service establishment employees, **Comp § 12:146**

SLEEPING
Personnel manual, work rules, **Pers M § 5:150**

SLEEPING—Cont'd
Unfair labor practices, unsatisfactory work as reason for discharge of employee, **Labor § 30:165**
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:123**

SLEEP TIME
Fire protection or law enforcement employees, overtime pay, **Comp § 23:10**
Overtime Pay (this index)

SLINGS
Workplace Safety (this index)

SLIPSHOD RECORDS
Fair Labor Standards Act and similar state laws, injunctive or equitable relief, **Comp § 41:313**

SLOTTING PLANS
Personnel manual, job evaluation, **Pers M § 8:129, 8:130**

SLOVAK REPUBLIC
International employment, tax treaties, **Emp P § 41:255, 41:256**

SLOWDOWNS
Collective bargaining agreements, arbitrability of issues, **Labor § 49:61**
Federal employment, interference with employee rights by union, **Labor § 39:278**
Unfair Labor Practices (this index)

SMALL BUSINESSES
Golden parachutes, **Ben § 32:6**
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:102**
Selection and retention of employees, evidence, **Emp P § 23:89**
Small Business Health Options Programs, **Ben § 5:316.50**

SMALL EMPLOYERS
Excise tax if no COBRA/continuation coverage rules, **Ben § 8:19**
Retirement plans, waiver of requirement for annual report, **Ben § 36:65, 36:66**

SMALL FARMS
Agricultural Employees (this index)

SMOKING OR OTHER LAWFUL OFF-DUTY ACTIVITIES
General discussion, **Emp P § 24:1**
Federal laws concerning discrimination based on lawful off-duty conduct, **Emp P § 24:3**
Federal laws concerning discrimination based on smoking and tobacco use, **Emp P § 24:2**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, **Work S § 5:191 to Work S § 5:237**

SOCIAL MATTERS
Personnel Manual (this index)
Unfair Labor Practices (this index)

SOCIAL ORGANIZATIONS
Dues and membership fees as employee benefit, **Ben § 15:122, 15:123**

SOCIAL SECURITY
General discussion, **Ben § 4:1 to 4:42**
Age for full retirement, increases for persons retiring after 1999, **Ben § 4:19**
Backpay, **Emp P § 72:37**
Calculation of benefits
  general discussion, **Ben § 4:30**
  cost-of-living increases, **Ben § 4:32, 4:33**
  deductions, **Ben § 4:39, 4:40**
  delayed retirement credit, **Ben § 4:35**
  early receipt, reduction for, **Ben § 4:37**
  government pension offset, **Ben § 4:41**
  increment month, credit earned for each, **Ben § 4:36**
  methods of calculation, **Ben § 4:30**
  primary insurance amount, derivation from wage earner's income, **Ben § 4:31**
  retirement test, **Ben § 4:38**
  years during which earnings will be counted, **Ben § 4:34**
Checklist of factors used to evaluate employment relationship, **Ben § 4:5**
Child's benefits, **Ben § 4:26, 4:27**
Common law, employee status governed by, **Ben § 4:4**
Correction of earnings records, **Ben § 4:11**
Cost-of-living increases, **Ben § 4:32, 4:33**
Covid-19 payroll tax credit, **Ben § 4:7.50**
Crediting quarters of coverage, **Ben § 4:15**
Death benefits, **Ben § 7:99**
Deductions, **Ben § 4:23, 4:39, 4:40**
Delayed retirement, **Ben § 4:22, 4:35**
Delayed retirement benefits, **Ben § 4:23.50**
Early receipt, reduction for, **Ben § 4:37**
Early retirement benefits, **Ben § 4:21**
Earnings records, use of, **Ben § 4:10**
Earnings taxable under FICA, **Ben § 4:8**
Employer, who is, **Ben § 4:6**
Employment, defined, **Ben § 4:2**
Fully insured coverage, quarters of coverage required for, **Ben § 4:16**
Government pension offset, **Ben § 4:41**
Income tax threshold for benefits paid, **Ben § 4:42**
Increment month, credit earned for each, **Ben § 4:36**
International employment, **Emp P § 41:57, 41:130**
Life insurance, tax on benefits, **Ben § 7:41, 7:75**
National LABOR Relations Board, impact of Social Security Act on right to consider dispute, **Labor § 11:31**
Nonpayment of benefits, circumstances that may necessitate, **Ben § 4:23**
Personnel Manual (this index)
Primary insurance amount, derivation from wage earner's income, **Ben § 4:31**
Qualified domestic relations orders (QDROs), **Ben § 26:7**
Quarters of coverage determined by earnings in calendar year, **Ben § 4:14**
Reduction of benefits, circumstances that may necessitate, **Ben § 4:23**
Retirement and survivors' benefits
  general discussion, **Ben § 4:13 to 4:29**

SOCIAL SECURITY—Cont'd
Retirement and survivors' benefits—Cont'd
age for full retirement, increases for persons retiring after 1999, **Ben § 4:19**
checklist of eligibility for benefits, **Ben § 4:18**
child's benefits, **Ben § 4:26, 4:27**
crediting quarters of coverage, **Ben § 4:15**
currently insured status, **Ben § 4:17**
deduction of benefits, circumstances that may necessitate, **Ben § 4:23**
delayed retirement, **Ben § 4:22**
delayed retirement benefits, **Ben § 4:23.50**
determination of insured status, **Ben § 4:13**
early retirement benefits, **Ben § 4:21**
fully insured coverage, quarters of coverage required for, **Ben § 4:16**
integration with retirement plans. **Retirement and Retirement Plans** (this index)
nonpayment of benefits, circumstances that may necessitate, **Ben § 4:23**
quarters of coverage determined by earnings in calendar year, **Ben § 4:14**
reduction of benefits, circumstances that may necessitate, **Ben § 4:23**
spousal benefits, **Ben § 4:24, 4:25**
survivor's benefits, **Ben § 4:28, 4:29**
suspension of benefits, circumstances that may necessitate, **Ben § 4:23**
termination of benefits, circumstances that may necessitate, **Ben § 4:23**
test for retirement, **Ben § 4:38**
time benefits begin and end, **Ben § 4:20**
Services excepted from employment, **Ben § 4:3**
Simplified employee pensions, integration with, **Ben § 23:124**
Spousal benefits, **Ben § 4:24, 4:25**
Statement of earnings and estimated benefits, request for, **Ben § 4:12**
Survivor's benefits, **Ben § 4:28, 4:29**
Suspension of benefits, circumstances that may necessitate, **Ben § 4:23**
Taxation, **Ben § 4:7, 4:42**
Termination of benefits, circumstances that may necessitate, **Ben § 4:23**
Time benefits begin and end, **Ben § 4:20**
Wages, defined, **Ben § 4:9**
Years during which earnings will be counted, **Ben § 4:34**

SOCIAL WORKERS
Compensation, discrimination, **Emp P § 44:71**
White collar employees, **Comp § 3:121**

SOLE PROPRIETORSHIP
National LABOR Relations Act, coverage of worker employed by spouse or parent, **Labor § 5:28**
Unions, types of workers included in appropriate bargaining units, **Labor § 19:67**

SOLE SHAREHOLDERS
Employee Retirement Income Security Act, **Ben § 2:54**

SOLICITATION
No-Solicitation Rules (this index)
Personnel Manual (this index)

SOLICITATION—Cont'd
State statutes regulating internal union affairs, solicitation on behalf of union, **Labor § 70:5**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

SOLICITOR OF LABOR
Department of Labor, **Emp P § 83:20, 83:21**

SOUTH CAROLINA
Administrative sanctions and remedies, **Emp P § 82:28, 82:72**
Administrative subpoena, enforcement of, **Emp P § 111:192**
Advisory committees, job discrimination agencies, **Emp P § 83:276**
Affirmative action plans, **Emp P § 68:92, 68:126**
Age discrimination, **Emp P § 8:14, 8:54, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:38**
Ancestry discrimination, **Emp P § 7:14, 7:53**
Annual reports, job discrimination agencies, **Emp P § 83:275**
Arbitration of contract disputes, **Labor § 49:208**
Assignments
general discussion, **Comp § 34:90, 34:91, 42:495**
conditions, **Comp § 34:90**
employee's suit for damages, penalties, costs and attorney's fees, **Comp § 42:490**
minor's wages, receipt by parent or guardian, **Comp § 34:91**
At-will employment, exceptions to, **Emp P § 62:42**
Birth place, discrimination based on, **Emp P § 7:14, 7:53**
Bona fide occupational qualifications, **Emp P § 15:13, 15:47**
Charge processing, job discrimination proceedings, **Emp P § 89:282**
Child labor
general discussion, **Comp § 25:84**
administrative procedures, **Comp § 28:119**
assignments, **Comp § 34:91**
prohibitions, **Comp § 25:84**
sanctions and remedies, **Comp § 28:63**
Citizenship discrimination, **Emp P § 7:14, 7:53**
Coerced discrimination, **Emp P § 11:3, 11:41**
Color discrimination, **Emp P § 3:50**
Compensation
general discussion, **Comp § 37:78 to 37:80**
assignments, above
child labor, above
court proceedings, generally, **Comp § 42:78**
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:119**
exemptions, **Comp § 36:29**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:238**
notices, **Comp § 37:167**
payment of compensation, below
records, **Comp § 37:166**
sanctions for various violations, **Comp § 42:78**
support withholding, below
Conditions governing most deductions from compensation, **Comp § 32:185**

SOUTH CAROLINA—Cont'd
Conditions of employment. Terms, conditions and privileges of employment, below
Consumer credit debts, garnishment of payments on, **Comp § 34:324**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:126**
Conversion privileges for health and life insurance, **Ben § 8:187**
Coordination of medical benefits, **Ben § 5:288**
Court enforcement of state labor relations statutes, **Labor § 62:197 to 62:200**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:190 to 111:192**
administrative subpoena, enforcement of, **Emp P § 111:192**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decisions, review and enforcement of, **Emp P § 111:193**
fair employment practices statute, **Emp P § 111:192 et seq.**
garnishment cases, **Emp P § 116:1, 116:24**
private rights, enforcement of, **Emp P § 111:194**
review of commission decisions, **Emp P § 111:193**
time off cases, **Emp P § 117:1, 117:10**
veterans' reemployment cases, **Emp P § 114:1, 114:15**
Coverage of state statutes affecting labor relations, **Labor § 15:43**
Creed discrimination, **Emp P § 4:18, 4:57**
Criminal sanctions, employment practices, **Emp P § 82:100, 82:231**
Deductions from compensation
general discussion, **Comp § 32:185 to 32:187**
civil penalties, **Comp § 42:416**
conditions governing most deductions, **Comp § 32:185**
electrical utility employees, purchase of securities by, **Comp § 32:187**
union dues, **Comp § 32:186**
Direct deposit of compensation, **Comp § 33:71**
Disabilities discrimination, **Emp P § 9:76, 9:118**
Disclosures, employment practices, **Emp P § 92:83, 92:118**
Dispute, wages affected by, **Comp § 29:134**
Electrical utility employees, deductions from compensation for purchase of securities by, **Comp § 32:187**
Employment agencies, **Emp P § 20:215, 20:254, 67:16, 67:51**
Employment practices
general discussion, **Emp P § 2:1, 2:42**
administrative sanctions and remedies, **Emp P § 82:28, 82:72**
affirmative action plans, **Emp P § 68:92, 68:126**
age discrimination, **Emp P § 8:14, 8:54**
at-will employment, exceptions to, **Emp P § 62:42**
bona fide occupational qualifications, **Emp P § 15:13, 15:47**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:41**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:231**
disabilities discrimination, **Emp P § 9:76, 9:118**

SOUTH CAROLINA—Cont'd
Employment practices—Cont'd
disclosures, **Emp P § 92:83, 92:118**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:254**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:49**
job discrimination agencies , below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:41**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:291**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:204**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:53**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:40**
notices, **Emp P § 92:83, 92:118**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:31**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:27**
persons protected, **Emp P § 21:18, 21:58**
private employers subject to discrimination laws, **Emp P § 20:28, 20:68**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:133**
race or color discrimination, **Emp P § 3:50**
records and reports, **Emp P § 92:45, 92:68**
reference check immunity, **Emp P § 65:14, 65:35**
religious or creed discrimination, **Emp P § 4:18, 4:57**
retaliation against opponents of discrimination, **Emp P § 10:82**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:52**
terms, conditions and privileges of employment, below
time off statutes, criminal sanctions, **Emp P § 82:100, 82:231**
Exemptions
compensation, **Comp § 36:29**
payment of compensation, **Comp § 14:28**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Foreign debts, garnishment of payments on, **Comp § 34:324**
Foreign garnishment violations, criminal penalties for, **Comp § 42:491**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:66, 33:67**
civil penalties, **Comp § 42:416**
direct deposit, **Comp § 33:71**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
place of payment, **Comp § 33:72**
Fringe benefits, **Emp P § 44:138, 44:164**
Garnishment
general discussion, **Comp § 42:458, 42:495, 42:496**

SOUTH CAROLINA—Cont'd
Garnishment—Cont'd
earnings for personal services, payment on consumer credit debts and payment on foreign debts, ban as to, **Comp § 34:324**
employee's suit for damages, penalties, costs and attorney's fees, **Comp § 42:490**
employment practices, **Emp P § 63:7, 63:49, 116:1, 116:24**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
foreign garnishment violations, criminal penalties for, **Comp § 42:491**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:85**
Holidays, **Ben § 10:46; Comp § 31:97**
Interagency cooperation, job discrimination agencies, **Emp P § 83:272**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:270 to 83:276**
advisory committees, **Emp P § 83:276**
annual reports, **Emp P § 83:275**
basic organization, powers and duties, **Emp P § 83:270**
interagency cooperation, **Emp P § 83:272**
research and education projects, **Emp P § 83:274**
rule making, **Emp P § 83:271**
technical assistance, **Emp P § 83:273**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:282 to 89:285**
basic fair employment practices statute procedures, **Emp P § 89:282**
charge processing, **Emp P § 89:282**
practices not expressly unlawful under fair employment practices statute, proceedings involving, **Emp P § 89:285**
private and local governmental respondents, proceedings against, **Emp P § 89:283**
state agencies, proceedings against, **Emp P § 89:284**
Judicial remedies, employment practices, **Emp P § 80:1, 80:41**
Jury duty, **Ben § 14:43**
Labor-management training committees, **Emp P § 20:268, 20:291, 67:67, 67:86**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:204**
Life insurance, **Ben § 8:126; Emp P § 8:187**
Mandatory retirement, **Emp P § 52:35, 52:65**
Meal breaks, **Emp P § 45:32, 45:60.50**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:126**
conversion privileges, **Ben § 8:187**
coordination of benefits, **Ben § 5:288**
mandated provisions, **Ben § 5:231**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:229, 18:230**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
Sunday work, **Comp § 18:230**
National origin discrimination, **Emp P § 7:14, 7:53**
Nature of state statutes affecting labor relations, **Labor § 2:46**
New-hire reporting, compensation, **Comp § 37:238**

SOUTH CAROLINA—Cont'd
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:40**
Notice
compensation, **Comp § 37:167**
employment practices, **Emp P § 92:83, 92:118**
support withholding, **Comp § 42:500**
Null effect of agreement altering payment rights, **Comp § 42:414**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:31**
Payment of compensation
general discussion, **Comp § 29:133, 29:134, 39:108, 42:414 to 42:419**
deductions from compensation, above
dispute, wages affected by, **Comp § 29:134**
employee's suit for triple wages, costs and attorney's fees, **Comp § 42:412**
exemptions, **Comp § 14:28**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
holiday pay as wages, **Comp § 31:97**
labor commissioner's suit to collect civil penalties, **Comp § 42:417**
null effect of agreement altering payment rights, **Comp § 42:414**
periodic wages, **Comp § 29:133**
presumption of correctness of labor commissioner's award and employer's or employee's right to appeal, **Comp § 42:415**
severance pay as wages, **Comp § 31:97**
support withholding, below
termination of employment, **Comp § 30:85**
time limit for filing suit, **Comp § 42:413**
time of payment violations, civil penalties, **Comp § 42:416**
vacation pay, **Comp § 31:2, 31:55**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:27**
Periodic wages, **Comp § 29:133**
Personal services, garnishment of earnings for, **Comp § 34:324**
Persons protected, employment practices, **Emp P § 21:18, 21:58**
Pregnancy benefits, **Emp P § 44:178, 44:204**
Pregnancy discrimination, **Emp P § 5:12, 5:52**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:85**
Presumption of correctness of labor commissioner's award and employer's or employee's right to appeal, **Comp § 42:415**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:68**
Private rights, enforcement of, **Emp P § 111:194**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, employment practices, **Emp P § 47:23, 47:33**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:133**
Race discrimination, **Emp P § 3:50**
Records and reports
general discussion, **Comp § 42:644**
civil penalties, **Comp § 42:644**
compensation, **Comp § 37:166**
employment practices, **Emp P § 92:45, 92:68**

SOUTH CAROLINA—Cont'd
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:85**
Reference check immunity, **Emp P § 65:14, 65:35**
Religious discrimination, **Emp P § 4:18, 4:57**
Remedies, child labor, **Comp § 28:63**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:274**
Rest breaks, **Emp P § 45:32, 45:60.50**
Retaliation against opponents of discrimination, **Emp P § 10:82**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:271**
Sanctions, compensation, **Comp § 28:63, 42:77**
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:85**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:27**
veterans and other uniformed service members, **Emp P § 40:78**
Seniority systems, **Emp P § 43:78, 43:103**
Severance pay as wages, **Comp § 31:97**
Sex discrimination, **Emp P § 5:12, 5:52**
Sick leave, **Ben § 11:33**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:27**
State statutes
arbitration of contract disputes, **Labor § 49:208**
court enforcement of state labor relations statutes, **Labor § 62:197 to 62:200**
coverage of state statutes affecting labor relations, **Labor § 15:43**
nature of state statutes affecting labor relations, **Labor § 2:46**
Sunday work, minimum wages, **Comp § 18:231**
Support withholding
general discussion, **Comp § 34:462, 42:504 to 42:507, 42:599, 42:600**
employer's liability, **Comp § 42:599**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:598**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:273**
Termination of employment, payment of compensation, **Comp § 30:85**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:46**
fringe benefits, **Emp P § 44:138, 44:164**
mandatory retirement, **Emp P § 52:35, 52:65**
pregnancy benefits, **Emp P § 44:178, 44:204**
promotions, **Emp P § 47:23, 47:33**
rest and meal breaks, **Emp P § 45:32, 45:60.50**
seniority systems, **Emp P § 43:78, 43:103**
wage and salary discrimination, **Emp P § 44:79, 44:119**

SOUTH CAROLINA—Cont'd
Time off, employment practices, **Emp P § 82:100, 82:231, 117:1, 117:10**
Unemployment compensation, **Ben § 4:86**
Union dues, deductions from compensation, **Comp § 32:186**
Union practices, **Emp P § 66:12, 66:48**
Vacations, **Ben § 9:34; Comp § 31:2, 31:55**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:78**
Veterans' reemployment cases, **Emp P § 114:1, 114:15**
Witness duty, **Ben § 14:43**
Workplace Safety (this index)

SOUTH DAKOTA
Administrative sanctions and remedies, **Emp P § 82:28, 82:73**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:39**
Ancestry discrimination, **Emp P § 7:14, 7:54**
Answer of employee, garnishment, **Comp § 34:330**
Answers, job discrimination proceedings, **Emp P § 89:288**
Antiretaliation measures, compensation, **Comp § 39:110**
Appeal of administrative order, support withholding, **Comp § 42:602**
Apprentices, minimum wages, **Comp § 18:233**
Arbitration of contract disputes, **Labor § 49:209**
At-will employment, exceptions to, **Emp P § 62:43**
Birth place, discrimination based on, **Emp P § 7:14, 7:54**
Certificates, child labor, **Comp § 26:56**
Charge processing, job discrimination proceedings, **Emp P § 89:286**
Child labor
general discussion, **Comp § 25:85, 25:86**
administrative procedures, **Comp § 28:120**
certificates and permits, **Comp § 26:56**
exemptions, **Comp § 25:85**
minimum wages, **Comp § 18:232**
prohibitions, **Comp § 25:86**
records and reports, **Comp § 27:21**
sanctions and remedies, **Comp § 28:64**
Citizenship discrimination, **Emp P § 7:14, 7:54**
Coerced discrimination, **Emp P § 11:3, 11:42**
Color discrimination, **Emp P § 3:51**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:110**
child labor, above
court proceedings, generally, **Comp § 42:79 to 42:81**
criminal penalties for intentional nonpayment or giving false information, **Comp § 42:81**
discrimination, **Emp P § 44:79, 44:120**
double damages for oppressive, fraudulent, or malicious violations, **Comp § 42:80**
exemptions, **Comp § 36:30**
fraudulent violations, double damages for, **Comp § 42:80**
garnishment, below
malicious violations, double damages for, **Comp § 42:80**
minimum wages, below
new-hire reporting, **Comp § 37:239**
notices, **Comp § 37:169**
oppressive violations, double damages for, **Comp § 42:80**
overtime pay, below

SOUTH DAKOTA—Cont'd
Compensation—Cont'd
payment of compensation, below
records, **Comp § 37:168**
rules, **Comp § 39:109, 39:110**
support withholding, below
time limit for various suits, **Comp § 42:79**
Complicity in discrimination, **Emp P § 12:4, 12:33**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:127**
Continuing lien, garnishment, **Comp § 34:331**
Conversion privileges for health and life insurance, **Ben § 8:188**
Coordination of medical benefits, **Ben § 5:289**
Court enforcement of state labor relations statutes, **Labor § 62:201 to 62:206**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:193 to 111:195**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission decisions, review and enforcement of, **Emp P § 111:195**
equal pay statute actions, **Emp P § 111:197**
fair employment practices statute, **Emp P § 111:194, 111:195**
private rights, enforcement of, **Emp P § 111:196**
review and enforcement of commission decisions, **Emp P § 111:195**
review of commission decisions, **Emp P § 111:195**
veterans' reemployment cases, **Emp P § 114:1, 114:16**
Coverage of state statutes affecting labor relations, **Labor § 15:44**
Credits, minimum wages, **Comp § 18:234**
Creed discrimination, **Emp P § 4:18, 4:58**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:28.50**
Criminal penalties
intentional nonpayment or giving false information, compensation, **Comp § 42:81**
medical examination or record charges, **Comp § 42:418**
minimum wages, **Comp § 42:188**
overtime pay, **Comp § 42:188**
Direct deposit of compensation, **Comp § 33:73**
Disabilities discrimination, **Emp P § 9:76, 9:119**
Dispute, wages affected by, **Comp § 29:136**
Double damages for oppressive, fraudulent, or malicious violations, compensation, **Comp § 42:80**
Employment agencies, **Emp P § 20:215, 20:255, 67:16, 67:52**
Employment practices
general discussion, **Emp P § 2:1, 2:43**
administrative sanctions and remedies, **Emp P § 82:28, 82:73**
at-will employment, exceptions to, **Emp P § 62:43**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:42**
complicity in discrimination, **Emp P § 12:4, 12:33**
conditions of employment. Terms, conditions and privileges of employment, below

SOUTH DAKOTA—Cont'd
Employment practices—Cont'd
court proceedings, above
disabilities discrimination, **Emp P § 9:76, 9:119**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:255**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:50**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:42**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:205**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:54**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:41**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:28**
persons protected, **Emp P § 21:18, 21:59**
private employers subject to discrimination laws, **Emp P § 20:28, 20:69**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:134**
race or color discrimination, **Emp P § 3:51**
records and reports, **Emp P § 92:45, 92:69**
reference check immunity, **Emp P § 65:14, 65:36**
religious or creed discrimination, **Emp P § 4:18, 4:58**
retaliation against opponents of discrimination, **Emp P § 10:83**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:53**
terms, conditions and privileges of employment, below
Equal pay statute actions, **Emp P § 111:197**
Exemptions
child labor, **Comp § 25:85**
compensation, **Comp § 36:30**
payment of compensation, **Comp § 14:29**
Family support, limit as to garnishment of earnings necessary for, **Comp § 34:326**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:68**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fraudulent violations, double damages for, **Comp § 42:80**
Fringe benefits, **Emp P § 44:138, 44:165**
Garnishment
general discussion, **Comp § 34:325 to 34:331, 42:463, 42:497**
adverse employment actions, **Emp P § 63:7, 63:50**
affidavit of employer, **Comp § 34:329**
amount of earnings subject to garnishment, **Comp § 34:325**
answer of employee, **Comp § 34:330**
continuing lien, **Comp § 34:331**

SOUTH DAKOTA—Cont'd
Garnishment—Cont'd
family support, limit as to earnings necessary for, **Comp § 34:326**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
judgment as prerequisite, **Comp § 34:327**
liability under garnishment, **Comp § 42:492**
service of garnishee summons, **Comp § 34:328**
Handicapped persons, minimum wages, **Comp § 18:233**
Harassment, **Emp P § 51:81**
Health insurance, **Emp P § 46:16, 46:21**
Hearings, job discrimination proceedings, **Emp P § 89:288**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:86**
Holidays, **Ben § 10:47**
Interagency cooperation, job discrimination agencies, **Emp P § 83:279**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:277 to 83:281**
basic organization, powers and duties, **Emp P § 83:277**
interagency cooperation, **Emp P § 83:279**
local agencies, **Emp P § 83:281**
research and education projects, **Emp P § 83:280**
rule making, **Emp P § 83:278**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:286 to 89:289**
answers, **Emp P § 89:288**
basic fair employment practices statute procedures, **Emp P § 89:286**
charge processing, **Emp P § 89:286**
decision of commission, **Emp P § 89:289**
hearings, **Emp P § 89:288**
recalcitrant workers, charges against, **Emp P § 89:287**
Judicial remedies, employment practices, **Emp P § 80:1, 80:42**
Jury duty, **Ben § 14:44**
Labor disputes, payment of compensation, **Comp § 30:87**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:205**
Layoffs, employment practices, **Emp P § 50:18, 50:27**
Learners, minimum wages, **Comp § 18:233**
Life insurance, **Ben § 8:127; Emp P § 8:188**
Malicious violations, double damages for, **Comp § 42:80**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:127**
conversion privileges, **Ben § 8:188**
coordination of benefits, **Ben § 5:289**
Medical examinations or records, deductions from compensation for, **Comp § 32:188**
Medical insurance, **Emp P § 46:16, 46:21**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:231 to 28:234, 42:93, 42:186, 42:187**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:234**
criminal penalties, **Comp § 42:188**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages and costs, **Comp § 42:187**
learners, apprentices and handicapped persons, **Comp § 18:233**

SOUTH DAKOTA—Cont'd
Minimum wages—Cont'd
minors, **Comp § 18:232**
most employees, **Comp § 18:231**
National origin discrimination, **Emp P § 7:14, 7:54**
Nature of state statutes affecting labor relations, **Labor § 2:47**
New-hire reporting, compensation, **Comp § 37:239**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:41**
Notice
compensation, **Comp § 37:169**
support withholding, **Comp § 42:500**
Oppressive violations, double damages for, **Comp § 42:80**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:164, 42:93, 42:186, 42:187**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:188**
employee's suit for wages and costs, **Comp § 42:187**
Payment of compensation
general discussion, **Comp § 29:135, 29:136, 30:86, 30:87**
criminal penalties for medical examination or record charges, **Comp § 42:418**
dispute, wages affected by, **Comp § 29:136**
exemptions, **Comp § 14:29**
labor disputes, **Comp § 30:87**
medical exams or records, deductions from compensation for, **Comp § 32:188**
monthly wages, **Comp § 29:135**
termination of employment, **Comp § 30:86**
Pension and retirement payments, **Emp P § 46:48, 46:70**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:28**
Permits, child labor, **Comp § 26:56**
Persons protected, employment practices, **Emp P § 21:18, 21:59**
Pregnancy benefits, **Emp P § 44:178, 44:205**
Pregnancy discrimination, **Emp P § 5:12, 5:53**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:86**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:69**
Private rights, enforcement of, **Emp P § 111:196**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:134**
Race discrimination, **Emp P § 3:51**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:287**
Recalls, employment practices, **Emp P § 50:18, 50:27**
Records and reports
child labor, **Comp § 27:21**
compensation, **Comp § 37:168**
employment and consumer records, access to, **Emp P § 54:38**
employment practices, **Emp P § 92:45, 92:69**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:86**
Reference check immunity, **Emp P § 65:14, 65:36**
Religious discrimination, **Emp P § 4:18, 4:58**

SOUTH DAKOTA—Cont'd
Remedies, child labor, **Comp § 28:64**
Reporting requirements, **Labor § 70:42**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:280**
Retaliation against opponents of discrimination, **Emp P § 10:83**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:278**
Sanctions, child labor, **Comp § 28:64**
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:28.50**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:86**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:28**
veterans and other uniformed service members, **Emp P § 40:79**
Selection of representative, **Labor § 24:67**
Seniority systems, **Emp P § 43:78, 43:104**
Service of garnishee summons, **Comp § 34:328**
Sex discrimination, **Emp P § 5:12, 5:53**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:28**
State statutes
arbitration of contract disputes, **Labor § 49:209**
court enforcement of state labor relations statutes, **Labor § 62:201 to 62:206**
coverage of state statutes affecting labor relations, **Labor § 15:44**
nature of state statutes affecting labor relations, **Labor § 2:47**
reporting requirements, **Labor § 70:42**
selection of representative, **Labor § 24:67**
Support withholding
general discussion, **Comp § 34:463, 42:504 to 42:507, 42:601 to 42:603**
appeal of administrative order, **Comp § 42:602**
employer's liability, **Comp § 42:601**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:600**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:86**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:47**
employment and consumer records, access to, **Emp P § 54:38**
fringe benefits, **Emp P § 44:138, 44:165**
harassment, **Emp P § 51:81**
layoffs and recalls, **Emp P § 50:18, 50:27**
medical and health insurance, **Emp P § 46:16, 46:21**
pension and retirement payments, **Emp P § 46:48, 46:70**
pregnancy benefits, **Emp P § 44:178, 44:205**
seniority systems, **Emp P § 43:78, 43:104**
wage and salary discrimination, **Emp P § 44:79, 44:120**
Unemployment compensation, **Ben § 4:87**

SOUTH DAKOTA—Cont'd
Union practices, **Emp P § 66:12, 66:49**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:16**
selection and retention of employees, **Emp P § 40:79**
Voting time off, **Ben § 13:27**
Witness duty, **Ben § 14:44**
Workplace Safety (this index)

SOUVENIR SHOPS
Retail or service establishment employees, **Comp § 12:114**

SPAIN
International employment, tax treaties, **Emp P § 41:257, 41:258**

SPECIAL DAYS
Overtime pay, **Comp § 20:54, 20:55**

SPECIAL HANDLING, OCCUPATIONS DESIGNATED FOR
Aliens (this index)

SPECIAL INDUSTRY COMMITTEES
American Samoa, **Comp § 1:159**
International employment, Fair Labor Standards Act, **Emp P § 41:84**
Panama Canal Zone, **Comp § 1:159**

SPECIALISTS
Personnel Manual (this index)

SPECIALIZED KNOWLEDGE
Aliens (L visa), **Emp P § 42:34, 90:23**

SPECIAL MASTER
Fair Labor Standards Act and similar state laws, questions of law and fact, **Comp § 41:172**
National LABOR Relations Board, contempt of court-enforced NLRB orders, **Labor § 52:98**

SPECIAL OCCASION BONUSES
Overtime pay, **Comp § 20:66**

SPECIALTY OCCUPATIONS
Aliens, temporary employment of nonimmigrant aliens (H-1b visa), **Emp P § 42:30**

SPECIAL VERDICT REQUEST
LABOR Management Relations Act, supplemental damages proceedings for unlawful secondary activity, **Labor § 58:22**

SPECIFIC ACTION PROGRAMS
Personnel manual, model affirmative action plan for women and minorities, **Pers M § 1:98**

SPECIFICATION
Backpay (this index)
Workplaceplace safety, abatement period for correcting violation, **Work S § 7:14**

SPECIFICITY
Attorney's fees, **Emp P § 77:86, 77:96**
LABOR-Management Reporting and Disclosure Act, indictment for criminal violations of reporting and disclosure provisions, **Labor § 68:33**

SPECIFICITY—Cont'd
National Labor Relations Board (this index)

SPECIFIC PERFORMANCE
LABOR Management Relations Act, relief in contract enforcement actions, **Labor § 56:53**

SPEECH
Freedom of Speech or Free Speech (this index)

SPEECHES
Unions, delivery of statements in election campaigns, **Labor § 22:29, 22:30, 22:33**

SPEEDY HEARING
Aliens, administrative law judge proceedings, **Emp P § 90:180**

SPEEDY PROCESSING
Unions, representation petition, **Labor § 18:103**

SPENDING
Personnel manual, flexible spending accounts for child care services and programs, **Pers M § 13:34**

SPILLAGE
Workplaceplace safety, agricultural tractor operator protection, **Work S § 2:76**

SPINOFFS
Personnel manual, ERISA benefits coverage of successor employers, **Pers M § 22:221**
Retirement plans, **Ben § 28:4, 28:10, 28:11**

SPLIT-DAY PLANS
Overtime pay, **Comp § 20:119**

SPLIT-DOLLAR LIFE INSURANCE
Taxation, **Ben § 7:71**

SPLITTING VACATIONS
Personnel manual, **Pers M § 14:81**

SPLIT-WEEK PLANS
Overtime pay, **Comp § 20:120**

SPONSORED MATTERS
National LABOR Relations Act, union-sponsored speakers as agents of union, **Labor § 8:57**
Unfair labor practices, indirect contributions to unions, **Labor § 28:56**

SPORADIC PURSUIT
Keogh plans, trade or business requirements, **Ben § 23:161**

SPORTING GOODS STORES
Retail or service establishment employees, **Comp § 12:188**

SPORTING ORGANIZATIONS
Dues and membership fees as employee benefit, **Ben § 15:122, 15:123**

SPORTS FACILITIES
General discussion, **Comp § 9:10**

SPORTS TEAMS
General discussion, **Comp § 9:9**

SPOUSES
Husband and Wife (this index)
National Labor Relations Act (this index)
Personnel Manual (this index)

SPRAY
Workplace Safety (this index)

SPRAYING OF CROPS BY AIRPLANE
Retail or service establishment employees, **Comp § 12:38**

SPRINKLER SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:132**

STAFF PERSONNEL INVESTIGATION
Unions, NLRB's role in processing representation petition, **Labor § 18:104**

STAIRS AND STAIRWAYS
Workplace Safety (this index)

STAMP REDEMPTION STORES
Retail or service establishment employees, **Comp § 12:189**

STANDARD DEVIATIONS
Statistical evidence, **Emp P § 107:133 et seq.**

STANDARD OF REVIEW
Appeal and Review (this index)

STANDARD RETIREMENT
Personnel manual, separation from employment, **Pers M § 21:56 to 21:70**

STANDARDS
Appeal and Review (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
General Industry Standards (this index)
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, just cause standard for securing examination of union books and records, **Labor § 68:23**
National LABOR Relations Act preemption, **Labor § 12:3 to 12:9**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

STANDBY SERVICES
Unfair labor practices, featherbedding, **Labor § 29:33**

STANDING
Labor Management Relations Act (this index)
Railway Labor Act (this index)
Unfair labor practices, duty of employer to provide information on its financial standing, **Labor § 35:49**

STANDPIPE AND HOSE SYSTEMS
Workplaceplace safety, OSHA safety and health standards for fire protection, **Work S § 3:131**

STANDS
Workplaceplace safety, OSHA safety and health standards for manually propelled mobile ladder stands, **Work S § 3:38**

STATE, LOCAL OR INTERSTATE AGENCY EMPLOYEES AND VOLUNTEERS
General discussion, **Comp § 16:12 to 16:20**
Benefits, payment of, **Comp § 16:20**
Collective bargaining agreements in effect on April 15, 1986, overtime pay, **Comp § 23:29, 23:30**
COMPENSATNensatory time off instead of overtime pay, overtime pay, **Comp § 23:14**
Compensatory time off, defined, **Comp § 23:15**
Compensatory time off instead of overtime pay, overtime pay, **Comp § 23:15**
Different capacity, employment in, **Comp § 23:35**
Emergency response activities, defined, **Comp § 23:21**
Emergency response employees, limit on accrued time off for, **Comp § 23:19, 23:21**
Employment by same public agency, **Comp § 16:16**
Employment in same type of service, **Comp § 16:17**
Expenses, payment of, **Comp § 16:20**
Fair Labor Standards Act, applicability, generally, **Comp § 16:12 et seq.**
Fees, payment of, **Comp § 16:20**
Multiple jobs, work in, **Comp § 23:33**
Mutual aid agreements, **Comp § 16:19**
Occasional or sporadic work, **Comp § 23:34**
Overtime pay
- general discussion, **Comp § 16:13, 23:14 to 23:35**
- collective bargaining agreements in effect on April 15, 1986, **Comp § 23:29, 23:30**
- combinations of cash and compensatory time off, **Comp § 23:24**
- compensatory time off, defined, **Comp § 23:15**
- compensatory time off instead of overtime pay, **Comp § 23:14, 23:15**
- different capacity, employment in, **Comp § 23:35**
- emergency response activities, defined, **Comp § 23:21**
- emergency response employees, limit on accrued time off for, **Comp § 23:19, 23:21**
- formation of agreement, **Comp § 23:16**
- individual employees and agency, agreement between, **Comp § 23:17**
- limit on accrued time off, **Comp § 23:18, 23:19**
- multiple jobs, work in, **Comp § 23:33**
- occasional or sporadic work, **Comp § 23:34**
- other compensatory time, **Comp § 23:28**
- payment for accrued time off, **Comp § 23:23**
- public safety activities, defined, **Comp § 23:20**
- public safety employees, limit on accrued time off for, **Comp § 23:19, 23:20**
- reasonable period within which to use time off, **Comp § 23:26**
- seasonal activities, defined, **Comp § 23:22**
- seasonal employees, limit on accrued time off for, **Comp § 23:19, 23:22**
- substitution, **Comp § 23:32**

STATE, LOCAL OR INTERSTATE AGENCY EMPLOYEES AND VOLUNTEERS—Cont'd
Overtime pay—Cont'd
- time that agency must allow employee to use time off, **Comp § 23:25**
- time worked, **Comp § 23:31 to 23:35**
- undue disruption of agency operation, **Comp § 23:27**

Private individuals, **Comp § 16:18**
Public safety activities, defined, **Comp § 23:20**
Public safety employees, limit on accrued time off for, **Comp § 23:19, 23:20**
Qualifications for exemption of volunteers, **Comp § 16:15**
Reasonable period within which to use time off, **Comp § 23:26**
Seasonal activities, defined, **Comp § 23:22**
Seasonal employees, limit on accrued time off for, **Comp § 23:19, 23:22**
Substitution, overtime pay, **Comp § 23:32**
Traditional governmental functions, defined, **Comp § 16:14**
Undue disruption of agency operation, overtime pay, **Comp § 23:27**

STATE COURT PROCEEDINGS
General discussion, **Emp P § 115:1 et seq.**
Answers, **Emp P § 115:50**
Choice of Law (this index)
Complaints, **Emp P § 115:50**
Defenses, **Emp P § 115:60 to 115:62**
Discharge for cause, defenses based on, **Emp P § 115:60**
Discovery (this index)
Dismissal motions, **Emp P § 115:51**
Exclusivity of State Remedies (this index)
Federal Preemption (this index)
Form of action, considerations in choosing, **Emp P § 115:2**
Instructions to jury, **Emp P § 115:57**
Jurisdiction (this index)
Jury trial, **Emp P § 115:56 to 115:58**
Motions, **Emp P § 115:51 to 115:53**
Order and burden of proof, **Emp P § 115:59**
Other defenses, **Emp P § 115:62**
Parties (this index)
Statutes of frauds, defenses based on, **Emp P § 115:61**
Statutes of Limitation (this index)
Summary judgment, **Emp P § 115:52**
Tactical consideration in jury trials, **Emp P § 115:58**
Venue, **Emp P § 115:13**

STATE GOVERNMENTS
Americans with Disabilities Act, **Emp P § 20:89**
Early Civil Rights Acts, **Emp P § 20:89**
Employee Retirement Income Security Act, **Ben § 2:36**
Employment practices, **Emp P § 20:89 to 20:92**
Family and Medical Leave Act, **Ben § 12:19**
Title VII, **Emp P § 20:89**

STATE SECRETS PRIVILEGE
Discovery, **Emp P § 104:24.50**

STATIONERY STORES
Retail or service establishment employees, **Comp § 12:154**

STATISTICAL EVIDENCE
General discussion, **Emp P § 106:16, 107:94 to 107:129**
Actual applicant flow statistics, **Emp P § 107:117**

STATISTICAL EVIDENCE—Cont'd
Age Discrimination in Employment Act cases, **Emp P § 107:108**
Civilian labor force, **Emp P § 107:123**
Class-based cases under Title VII, **Emp P § 107:106**
Discipline, discriminatory intent, **Emp P § 57:36 et seq.**
Disparate impact cases, rebuttal of statistical evidence, **Emp P § 107:114**
Early civil rights acts cases, **Emp P § 107:107**
Equal Pay Act cases, **Emp P § 107:109**
Flow statistics of potential applicants, **Emp P § 107:119**
Individual disparate treatment cases, **Emp P § 107:104, 107:105**
Layoffs and recalls, **Emp P § 50:7**
Methods of statistical analysis
general discussion, **Emp P § 107:115 et seq.**
actual applicant flow statistics, **Emp P § 107:117**
flow statistics of potential applicants, **Emp P § 107:119**
multiple regression analysis, **Emp P § 107:120**
pass/fail analysis, **Emp P § 107:116**
reliability of applicant flow statistics, **Emp P § 107:118**
workforce/population analysis, **Emp P § 107:115**
Most advantageous geographic area, determination of, **Emp P § 107:127**
Multiple regression analysis, **Emp P § 107:120**
Particularizing statistical evidence, **Emp P § 107:103**
Pass/fail analysis, **Emp P § 107:116**
Pattern and practice disparate treatment cases, rebuttal of statistical evidence, **Emp P § 107:106, 107:112**
Qualified labor market, **Emp P § 107:124**
Rebuttal of statistical evidence
general discussion, **Emp P § 107:110 et seq.**
disparate impact cases, **Emp P § 107:114**
individual disparate treatment cases, **Emp P § 107:111**
pattern and practice disparate treatment cases, **Emp P § 107:106, 107:112**
Relevance of evidence, **Emp P § 107:129**
Relevant labor market
general discussion, **Emp P § 107:121 to 107:129**
civilian labor force, **Emp P § 107:123**
employer's workforce composition, **Emp P § 107:125**
factors affecting geographic scope of labor market, **Emp P § 107:128**
general population, **Emp P § 107:122**
most advantageous geographic area, determination of, **Emp P § 107:127**
qualified labor market, **Emp P § 107:124**
time geographic scope of labor market should be defined, **Emp P § 107:126**
Reliability of applicant flow statistics, **Emp P § 107:118**
Significant statistical disparity, requirement of, **Emp P § 107:131 et seq.**
Small sample size, effect of, **Emp P § 107:136**
Standard deviations, measurement of significance by, **Emp P § 107:133 to 107:135**
Termination of employment, discriminatory intent, **Emp P § 57:36 et seq.**
Time frame for statistical analysis, **Emp P § 107:102**
Title VII cases, **Emp P § 107:104 et seq.**
Transfers and job assignments, **Emp P § 49:12**
Unions and union practices, **Emp P § 66:69:66:70, 66:85**
Weight of evidence, **Emp P § 107:129**

STATISTICAL EVIDENCE—Cont'd
Workforce/population analysis, **Emp P § 107:115**

STATISTICS AND STATISTICAL INFORMATION
Bureau of Labor Statistics (this index)
Discovery, **Emp P § 104:7**
Evidence.**Statistical Evidence** (this index)
Hiring, preselection and recruitment practices, **Emp P § 39:12, 39:13, 39:17 to 39:19**
Personnel Manual (this index)
Retail or service establishment employees, **Comp § 12:190**
Selection and Retention of Employees (this index)
Unions, statistical trend favoring decertification, **Labor § 17:6**
White collar employees, **Comp § 3:122**

STATUS QUO
Collective Bargaining Agreements (this index)
LABOR-Management Reporting and Disclosure Act, maintenance of status quo pending court decision in Secretary of LABOR action to cure election irregularities, **Labor § 66:99**
National Labor Relations Act (this index)
Railway Labor Act (this index)
Unions, statements of employer for decertification of union, **Labor § 17:27**

STATUTES OF FRAUDS
State court proceedings, **Emp P § 115:61**

STATUTES OF LIMITATION
General discussion, **Emp P § 100:1 et seq.**
Accrual of statute of limitations
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:80 to 53:88**
Railway Labor Act (this index)
Administrative charge, filing of, **Emp P § 100:54**
Age Discrimination in Employment Act (this index)
Americans with Disabilities Act, **Emp P § 100:23.50**
Attorney's errors, tolling, **Emp P § 100:58**
Bonds of Contractors (this index)
Commencement of limitations periods, **Emp P § 100:44, 100:45, 115:16**
Computation of limitations period, **Emp P § 100:68, 100:69**
Continuing violations, early civil rights laws, **Emp P § 100:45**
Contracts, state court proceedings, **Emp P § 115:15**
Counsel, filing of request for, **Emp P § 100:61**
Court errors, tolling, **Emp P § 100:65**
Defective complaint, filing in court, **Emp P § 100:59**
Defense of statute of limitations, necessity of pleading, **Emp P § 100:4**
Disability benefits, **Ben § 6:7**
Dismissal without prejudice, **Emp P § 100:66**
Early civil rights laws
general discussion, **Emp P § 100:12 to 100:15, 100:44, 100:45**
commencement of filing period, **Emp P § 100:44, 100:45**
continuing violations, **Emp P § 100:45**
discrete discriminatory acts, **Emp P § 100:44**
general or residual statute of limitations for personal injury actions, identification of, **Emp P § 100:13**
retroactive application of state personal injury tort limitations periods, **Emp P § 100:14**
state statutes of limitations, personal injury torts, **Emp P § 100:12**

STATUTES OF LIMITATION—Cont'd
Early civil rights laws—Cont'd
table of applicable state statutes of limitations, **Emp P § 100:15**
Employee Polygraph Protection Act cases, **Emp P § 100:27**
Equal Employment Opportunity Commission errors, tolling, **Emp P § 100:55**
Equal Pay Act (this index)
Equitable modification of limitations periods, state court proceedings, **Emp P § 115:17**
Fair Labor Standards Act and Similar State Laws (this index)
Family and Medical Leave Act, **Ben § 12:75**
Federal employment, filing unfair labor practice charges, **Labor § 45:35**
Government Employee Rights Act of 1991, **Emp P § 100:28**
Illness of plaintiff as excuse for untimely complaint, **Emp P § 100:56**
In forma pauperis, filing of request to proceed, **Emp P § 100:62**
Intervention in another case, filing of motion, **Emp P § 100:63**
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:68 to 53:88, 53:80 to 53:88**
Labor-Management Reporting and Disclosure Act (this index)
Migrant and Seasonal Agricultural Worker Protection Act cases, **Emp P § 100:26**
Misrepresentations of defendant as excuse for untimely complaint, **Emp P § 100:57**
Motion for reconsideration, **Emp P § 100:66.50**
National Labor Relations Board (this index)
Portal to Portal Act, **Comp § 43:3**
Railway Labor Act (this index)
Rehabilitation Act actions, **Emp P § 100:24, 100:49**
Retirement and Retirement Plans (this index)
Retroactive application of state personal injury tort limitations periods, **Emp P § 100:14**
Revival of time-barred actions, **Emp P § 100:3**
Right-to-sue notice, filing as complaint, **Emp P § 100:60**
State court proceedings
general discussion, **Emp P § 115:14 to 115:17**
commencement of limitations periods, **Emp P § 115:16**
contracts, **Emp P § 115:15**
equitable modification of limitations periods, **Emp P § 115:17**
torts, **Emp P § 115:14**
Title VI cases, **Emp P § 100:23**
Title VII (this index)
Tolling
general discussion, **Emp P § 100:50 to 100:67**
administrative charge, filing of, **Emp P § 100:54**
assertion of tolling, **Emp P § 100:53**
attorney's errors, **Emp P § 100:58**
counsel, filing of request for, **Emp P § 100:61**
court errors, **Emp P § 100:65**
defective complaint, filing in court, **Emp P § 100:59**
dismissal without prejudice, **Emp P § 100:66**
Equal Employment Opportunity Commission errors, **Emp P § 100:55**
illness of plaintiff as excuse for untimely complaint, **Emp P § 100:56**
in forma pauperis, filing of request to proceed, **Emp P § 100:62**

STATUTES OF LIMITATION—Cont'd
Tolling—Cont'd
intervention in another case, filing of motion, **Emp P § 100:63**
misrepresentations of defendant as excuse for untimely complaint, **Emp P § 100:57**
motion for reconsideration, **Emp P § 100:66.50**
right-to-sue notice, filing as complaint, **Emp P § 100:60**
Torts, state court proceedings, **Emp P § 115:14**
Uniformed Services Employment and Reemployment Rights Act cases, **Emp P § 100:25**
Worker Adjustment and Retraining Notification Act, court enforcement of notice requirements, **Labor § 60:10**
Workplace Safety (this index)

STAY OF PROCEEDINGS
Agricultural employees, review by Secretary of Labor, **Emp P § 90:144**
Arbitration agreements, **Emp P § 95:71.80**
Motions, **Emp P § 101:60**

STAY OR STAYS
Federal Employment (this index)
Labor Management Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act, stay by federal court of state court injunctions in labor disputes, **Labor § 50:79**
Workplace Safety (this index)

STEALING
Theft (this index)

STEEL
Workplace Safety (this index)

STENOGRAPHIC RECORD
Unfair Labor Practices (this index)

STEREOTYPING
Sexual stereotyping as sex discrimination, **Emp P § 5:7.50**

STEVEDORING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:191**

STEWARDS
Unions and Union Practices (this index)

STINT RATES
Overtime pay, hourly rate agreements, **Comp § 20:116**

STIPULATIONS
Department of Labor supplemental hearing procedures, **Emp P § 90:252**
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:101**
National Labor Relations Board (this index)
Unfair labor practices, recognitional and organizational picketing, **Labor § 39:40**
Unions and Union Practices (this index)
Workplaceplace safety, civil penalties, **Work S § 7:59**

STITCHING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**

STOCKHOLDERS OR SHAREHOLDERS
Incentive compensation, **Ben § 33:22**
Unions and Union Practices (this index)

STOCK OPTIONS
General discussion, **Ben § 35:1 et seq.**
Accounting, variable options, **Ben § 35:91**
Alternative minimum tax, effect on incentive stock options, **Ben § 35:7; Comp § 35:13, 35:14**
Amendment of plan, incentive stock options, **Ben § 35:26**
At-will employment, **Emp P § 58:36**
Cancellation of option, **Ben § 35:61**
Current taxation of compensation income
- general discussion, **Ben § 35:64 to 35:74**
- discounted stock options, **Ben § 35:67 to 35:69**
- incentive hold options, **Ben § 35:70**
- prepaid options, **Ben § 35:71 to 35:74**
- readily ascertainable fair market value, **Ben § 35:65 et seq.**
- tax consequences, **Ben § 35:68; Comp § 35:72**

Death of executive, incentive stock options, **Ben § 35:21; Comp § 35:22, 35:31, 35:39**
Deduction for employer, preservation of, **Ben § 35:63**
Deferral of compensation income
- general discussion, **Ben § 35:51 to 35:63**
- ascertainable fair market value, options without, **Ben § 35:51 et seq.**
- cancellation of option, **Ben § 35:61**
- deduction for employer, preservation of, **Ben § 35:63**
- duration of option period, **Ben § 35:56**
- person to whom option should be granted, **Ben § 35:54**
- price for exercise of option, **Ben § 35:58**
- reporting duty, **Ben § 35:60**
- restricted stock, use of, **Ben § 35:62**
- restrictions on transfer of option, **Ben § 35:55**
- termination of employment, effect of, **Ben § 35:57**
- time for exercise of option, **Ben § 35:59**

Deposit options
- general discussion, **Ben § 35:82 to 35:86**
- deposit of employer stock, **Ben § 35:84**
- forfeiture if shares withdrawn from deposit, **Ben § 35:85**
- incentive for retention of employer stock by executive, **Ben § 35:83**
- tax consequences, **Ben § 35:86**

Discounted stock options, **Ben § 35:67 to 35:69**
Dividends, stock acquired as, **Ben § 35:30**
Duration of option period, **Ben § 35:56**
Early disposition of stock where amount realized is less than value when option was exercised, **Ben § 35:33**
Estate of executive, exercise of option by, **Ben § 35:21**
Extension of incentive stock options, **Ben § 35:39 to 35:42**
Forfeiture clauses, **Ben § 35:4**
Golden parachute, valuation of stock options with, **Ben § 35:12**
Heir of executive, exercise of option by, **Ben § 35:21**
Hidden costs, **Ben § 35:3**
Holding period requirements. Incentive stock options, below
Incentive for retention of employer stock by executive, **Ben § 35:83**
Incentive hold options, **Ben § 35:70**

STOCK OPTIONS—Cont'd
Incentive stock options
- general discussion, **Ben § 35:6 to 35:42**
- alternative minimum tax, effect of, **Ben § 35:7; Comp § 35:13, 35:14**
- amendment of plan, **Ben § 35:26**
- conversion of ISO stock to NSO stock, **Ben § 35:9**
- death of employee, **Ben § 35:21; Comp § 35:22, 35:31, 35:39**
- deduction, lack of, **Ben § 35:8**
- disposition of stock, holding period requirements, **Ben § 35:35**
- dividends, stock acquired as, **Ben § 35:30**
- early disposition of stock where amount realized is less than value when option was exercised, **Ben § 35:33**
- employment requirements, **Ben § 35:37; Comp § 35:38**
- estate of executive, exercise of option by, **Ben § 35:21**
- exercise of option, **Ben § 35:19**
- extension of option, **Ben § 35:39 to 35:42**
- failure to satisfy requirements, **Ben § 35:25**
- golden parachute, valuation of stock options with, **Ben § 35:12**
- heir of executive, exercise of option by, **Ben § 35:21**
- holding period requirements
  - general discussion, **Ben § 35:29 to 35:36**
  - death of employee, **Ben § 35:31**
  - disposition of stock, **Ben § 35:35**
  - dividends, stock acquired as, **Ben § 35:30**
  - early disposition of stock where amount realized is less than value when option was exercised, **Ben § 35:33**
  - failure to comply with requirements, **Ben § 35:32**
  - insolvent person, transfer by, **Ben § 35:34**
  - reorganization exchanges, **Ben § 35:36**
  - tax-free exchanges, stock acquired in, **Ben § 35:30**
- insolvent person, transfer by, **Ben § 35:34**
- modification of option, **Ben § 35:39 to 35:42**
- option, defined, **Ben § 35:15**
- option price, defined, **Ben § 35:18**
- permissible arrangements, **Ben § 35:28**
- qualification of plan, **Ben § 35:23 to 35:27**
- renewal of option, **Ben § 35:39 to 35:42**
- reorganization exchanges, **Ben § 35:36**
- stock, defined, **Ben § 35:17**
- tax consequences, **Ben § 35:11**
- tax-free exchanges, stock acquired in, **Ben § 35:30**
- time and date of grant of option, **Ben § 35:16**
- transfer of stock, **Ben § 35:20**

Insolvent person, transfer by, **Ben § 35:34**
Loans, options granted for, **Ben § 35:50**
Modification of incentive stock options, **Ben § 35:39 to 35:42**
Multiple reload stock options, **Ben § 35:81**
Nonstatutory stock options
- general discussion, **Ben § 35:43 to 35:50**
- loans, options granted for, **Ben § 35:50**
- planning with nonstatutory stock options, **Ben § 35:46**
- tax advantages, **Ben § 35:44; Comp § 35:45**
- tax rules, **Ben § 35:48 to 35:50**

Option, defined, **Ben § 35:15**
Option price, defined, **Ben § 35:18**
Prepaid options, **Ben § 35:71 to 35:74**
Price for exercise of option, **Ben § 35:58**

STOCK OPTIONS—Cont'd
Price of reload stock options, **Ben § 35:79**
Qualification of plan, incentive stock options, **Ben § 35:23 to 35:27**
Qualified domestic relations orders (QDROs), **Ben § 26:8**
Readily ascertainable fair market value, **Ben § 35:65 et seq.**
Reload stock options
general discussion, **Ben § 35:75 to 35:81**
multiple options, **Ben § 35:81**
number of shares granted, **Ben § 35:77**
price of option, **Ben § 35:79**
shares withheld for tax payment, **Ben § 35:78**
term of option, **Ben § 35:80**
Renewal of incentive stock options, **Ben § 35:39 to 35:42**
Reorganization exchanges, incentive stock options, **Ben § 35:36**
Reporting duty, **Ben § 35:60**
Restricted stock, use of, **Ben § 35:62**
Restrictions on transfer of option, **Ben § 35:55**
Stock, defined, **Ben § 35:17**
Taxation
current taxation of compensation income, **Ben § 35:68; Comp § 35:72**
deposit options, **Ben § 35:86**
incentive stock options, **Ben § 35:11**
nonstatutory stock options, **Ben § 35:44; Comp § 35:45, 35:48 to 35:50**
stock acquired in tax-free exchanges, **Ben § 35:30**
variable options, **Ben § 35:90**
Termination of employment, effect of, **Ben § 35:57**
Term of reload stock options, **Ben § 35:80**
Time and date
exercise of option, **Ben § 35:59**
incentive stock options, grant of, **Ben § 35:16**
Transfer of stock, **Ben § 35:20**
Types of stock options, **Ben § 35:5**
Variable options
general discussion, **Ben § 35:87 to 35:91**
accounting, **Ben § 35:91**
earnings per share, variation with, **Ben § 35:89**
operation of option, **Ben § 35:88**
tax consequences, **Ben § 35:90**

STOCKPILES
Public contracts, **Comp § 15:16**

STOCK PLANS
Unfair labor practices, subjects of bargaining, **Labor § 34:68**

STOCKROOM WORKERS
Compensation, discrimination, **Emp P § 44:72**

STOCKS
Overtime pay, premiums for overtime, **Comp § 20:63**

STOP-LOSS COVERAGE
Preemption, self-insured welfare benefits plans, **Ben § 1:77 to 1:79**

STOP ORDERS TO CORRECT HAZARDOUS CONDITIONS
Workplaceplace safety, Tennessee's plan for safety and health, **Work S § 4:897, 4:900**

STOPPAGES
Work Stoppages (this index)

STOPS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**

STORAGE
Agricultural employees, **Comp § 4:34**
Child labor, **Comp § 24:68**
Personnel manual, OSHA access to records requirements, **Pers M § 17:37**
Workplace Safety (this index)

STORE EQUIPMENT DEALERS
Retail or service establishment employees, **Comp § 12:192**

STORES
National Labor Relations Act (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, bargaining units, **Labor § 19:107 to 19:113**

STRAIGHT RANKING METHOD
Personnel manual, job evaluation, **Pers M § 8:125**

STRATEGIC VS. PRACTICAL ROLES
Personnel manual, compensation administration, **Pers M § 8:24**

STRATEGY OR STRATEGIES
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions, initial employer actions in response to campaign, **Labor § 16:39**

STREAMLINED LABOR ARBITRATION RULES
Collective bargaining agreements, arbitration services, **Labor § 49:110**

STRENGTH REQUIREMENTS
Health and Physical Fitness (this index)

STRESS
Personnel Manual (this index)

STRIKE, MOTIONS TO
General discussion, **Emp P § 101:54 to 101:57**
Equal Employment Opportunity Commission findings, **Emp P § 101:55**
Fair Labor Standards Act and similar state laws, **Comp § 41:161**
Veterans' reemployment cases, **Emp P § 101:57**

STRIKEBREAKERS AND STRIKEBREAKING
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:41**
Unfair Labor Practices (this index)

STRIKES
See also specific states
Aliens, **Emp P § 90:27, 90:29**
Collective Bargaining Agreements (this index)
Economic Strikes (this index)
Federal Employment (this index)

STRIKES—Cont'd
Group insurance, **Ben § 1:52**
International employment, labor contracts and labor relations, **Emp P § 41:297**
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
Norris-LaGuardia Act, future strikes over arbitrable issues, **Labor § 50:117**
No-Strike Clause or Agreement (this index)
Railway Labor Act (this index)
Replacement of Employees (this index)
Replacements for Employees (this index)
Sitdown Strikes (this index)
Strikebreakers and Strikebreaking (this index)
Sympathy Strikes (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Wildcat Strikes (this index)
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:244, 39:245**

STRIKING OF MATTERS
National Labor Relations Board (this index)

STRUCK WORK
Unfair Labor Practices (this index)

STRUCTURAL MATTERS
Collective Bargaining Agreements (this index)
Unfair labor practices, discrimination based on membership in union, **Labor § 30:224 to 30:231**

STRUCTURAL MEMBER PLACEMENT
Workplaceplace safety, steel erection in construction industry, **Work S § 2:64**

STRUCTURES
Buildings and Structures (this index)

STUDENT LEARNERS
Certificates
- general discussion, **Comp § 38:97 to 38:102**
- action upon application, **Comp § 38:101**
- certification by school official, **Comp § 38:100**
- method for application, **Comp § 38:99**
- persons who may apply for special student-learner certificate, **Comp § 38:97**
- person to whom application must be made, **Comp § 38:98**
- reconsideration or review of decision, **Comp § 38:102**

Public contracts, minimum wages, **Comp § 19:33**
Records and reports, **Comp § 37:42, 37:43**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

STUDENTS
General discussion, **Comp § 17:116 to 17:130**
Age at which full-time student may be employed, **Comp § 17:120**
Agriculture. Retail or service establishments or agriculture, below
Bona fide educational institution, defined, **Comp § 17:119**
Correction of violations, retail or service establishments or agriculture, **Comp § 17:125**

STUDENTS—Cont'd
Elementary schools, employment in, **Comp § 17:117**
Fair Labor Standards Act and similar state laws, **Comp § 1:52 to 1:54, 13:14**
Full-time student, defined, **Comp § 17:118**
Garnishment, loans, **Comp § 34:119**
Higher education, institutions of. **Students in Institutions of Higher Education** (this index)
International employment, tax treaties, **Emp P § 41:178**
Learners. **Student Learners** (this index)
Loans, garnishment, **Comp § 34:119**
Minimum wages, generally, **Comp § 17:116 to 17:130**
National LABOR Relations Act, employee coverage, **Labor § 5:8, 5:9**
Records and reports, **Comp § 37:40, 37:45**
Retail or service establishments or agriculture
- bona fide educational institution, defined, **Comp § 17:119**
- conditions for issuance of certificates, **Comp § 17:121**
- conditions of employment, **Comp § 17:123**
- correction of violations, **Comp § 17:125**
- extent of full-time student employment allowable, **Comp § 17:124**
- **Retail, Service or Agricultural Full-Time Students** (this index)
- temporary authorization, **Comp § 17:122**

Secondary schools, employment in, **Comp § 17:117**
Service establishments. Retail or service establishments or agriculture, above
Student Learners (this index)
Students in Institutions of Higher Education (this index)
Student Workers (this index)
Temporary authorization, retail or service establishments or agriculture, **Comp § 17:122**
Types of student employment, **Comp § 17:116**
Unions and Union Practices (this index)

STUDENTS IN INSTITUTIONS OF HIGHER EDUCATION
Action upon application, **Comp § 38:133**
Amendment or replacement of certificates, **Comp § 38:135**
Certificates, generally, **Comp § 38:131 to 38:135**
Conditions for issuance of a temporary authorization, **Comp § 17:129**
Conditions for issuance of certificates, **Comp § 17:128**
Conditions of employment, **Comp § 17:130**
Contents of application, **Comp § 38:132**
Defined, **Comp § 17:127**
Place to apply, **Comp § 38:131**
Reconsideration or review of action, **Comp § 38:134**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

STUDENT WORKERS
Action on application, **Comp § 38:106**
Amendment or replacement of certificate, **Comp § 38:108**
Certificates, generally, **Comp § 38:103 to 38:108**
Contents of application, **Comp § 38:105**
Contents of certificate, **Comp § 38:107**
Persons who may apply, **Comp § 38:103**
Place to apply, **Comp § 38:104**
Wage and Hour Division of U.S. Department of Labor. Certificates, above

STUDIES
Personnel Manual (this index)
Timestudies (this index)
Unfair Labor Practices (this index)

STUDIOS
Unions, movie studio bargaining units, **Labor § 19:102**

STYLE
Personnel Manual (this index)

SUA SPONTE OR OWN MOTION
Workplace Safety (this index)

SUBCONTRACTS AND SUBCONTRACTORS
Collective bargaining agreements, **Labor § 47:32**
Davis-Bacon Act, **Comp § 15:32**
National LABOR Relations Act, employer coverage, **Labor § 4:26, 4:28**
Personnel manual, letters notifying organizations of equal employment obligations, **Pers M § 1:126**
Public contracts, **Comp § 15:8**
Service Contract Act, **Comp § 15:52**
Unfair Labor Practices (this index)

SUBJECTIVE EVIDENCE
Unions, hearings on election objections and challenges, **Labor § 23:151**

SUBJECT MATTER JURISDICTION
Complaints, **Emp P § 101:10**
Dismissal motions, **Emp P § 101:47, 101:48**
Retirement plans, civil actions under Employee Retirement Income Security Act, **Ben § 45:23**
Unfair labor practices, state right-to-work laws, **Labor § 30:61**

SUBJECT MATTER OF DISPUTE
LABOR Management Relations Act, compelling interest arbitration by court, **Labor § 53:196**

SUBJECTS OF BARGAINING
Unfair Labor Practices (this index)

SUBMINIMUM WAGES
Personnel manual, payment under special certificates in manufacturing industry, **Pers M § 22:141**

SUBMISSION
Collective bargaining agreements, arbitration, **Labor § 49:83, 49:105**
Federal employment, policy statements or guidance from administering agencies, **Labor § 45:29**
National LABOR Relations Board, advisory opinions, **Labor § 9:47**
Unfair labor practices, employer actions impeding agreement, **Labor § 37:19, 37:28**
Unions and Union Practices (this index)
Workplace Safety (this index)

SUBORDINATE BODIES AFFECTED
LABOR-Management Reporting and Disclosure Act, trusteeships, **Labor § 67:3**

SUBORDINATE OFFICIALS
Railway LABOR Act, jurisdiction over employees, **Labor § 13:19**

SUBORDINATE REVIEWS
Personnel manual, performance review systems, **Pers M § 15:30**

SUBORDINATES
Employment practices, liability of agents, **Emp P § 20:11**

SUBPOENAS
Age Discrimination in Employment Act (this index)
Agricultural employees, **Emp P § 90:131, 94:45**
Aliens, enforcement under Immigration Act, **Emp P § 94:53**
At-will employment, **Emp P § 58:31**
Department of Labor supplemental hearing procedures, **Emp P § 90:233**
Equal Employment Opportunity Commission (this index)
Equal Pay Act, **Emp P § 86:9**
Executive Order 11246, **Emp P § 88:130**
Federal employment, administering agencies, **Labor § 45:15 to 45:21**
Investigative materials, **Emp P § 93:4**
LABOR Management Relations Act, judicial enforcement of arbitrator's subpoenas, **Labor § 53:206**
LABOR-Management Reporting and Disclosure Act, investigatory powers of Secretary of LABOR, **Labor § 63:17**
National Labor Relations Board (this index)
Polygraph tests, **Emp P § 94:56**
Retirement plans, **Ben § 46:7, 46:8, 46:32**
Title VII (this index)
Unions, representation hearings, **Labor § 20:32**
Wage and Hour Division of U.S. Department of Labor (this index)
Walsh-Healey Act, **Comp § 40:17, 40:29**
Workplace Safety (this index)

SUBREGIONAL OFFICES
National LABOR Relations Board, directory, **Labor § 41:10**

SUBROGATION
Bonds of contractors, **Comp § 35:27**
Medical Benefits (this index)

SUBSCRIPTIONS
Benefits, **Ben § 15:254 to 15:256**

SUBSEQUENT MATTERS
Collective bargaining agreements, validity of subsequent oral agreements, **Labor § 47:13**
LABOR Management Relations Act, subsequent awards or disputes, **Labor § 53:228, 53:229**
National LABOR Relations Board, effect of subsequent unlawful conduct on backpay period, **Labor § 43:66**
Unfair Labor Practices (this index)
Unions, subsequent organizing activity, **Labor § 18:134, 18:139**
Workplaceplace safety, citation amendment subsequent to filing notice of contest, **Work S § 7:12**

SUBSIDIARIES
Family and Medical Leave Act, **Ben § 12:15**

SUBSIDIARY CORPORATIONS
Parent and Subsidiary Companies and Corporations (this index)

SUBSIDIES
Mass Transit Subsidies (this index)
Personnel manual, child care services and programs, **Pers M § 13:32**

SUBSISTENCE ALLOWANCES
Minimum wages, **Comp § 17:45**

SUBSTANCE ABUSE AND TESTING
General discussion, **Emp P § 30:1 et seq.**
Abstention due to advanced notice of testing, Fourth Amendment, **Emp P § 30:70**
Advance notice of testing as affecting intrusiveness, Fourth Amendment, **Emp P § 30:73**
Agent of employer, Fourth Amendment, **Emp P § 30:66**
Americans with Disabilities Act, employer substance abuse policies under, **Emp P § 30:10**
At-will employment, **Emp P § 58:72**
Aviation workers
- general discussion, **Emp P § 30:38 to 30:41**
- disclosure of aviation worker test results, **Emp P § 30:40**
- penalties for aviation workers who test positive for alcohol or drug use, **Emp P § 30:41**

Balancing of interests involved, Fourth Amendment, **Emp P § 30:67**
Collective bargaining liabilities relating to private employer substance abuse policies, **Emp P § 30:5**
Common law liabilities relating to private employer substance abuse policies, **Emp P § 30:6**
Confidentiality of test results, **Emp P § 30:22, 30:74**
Constitutional law
- general discussion, **Emp P § 30:77 to 30:81**
- due process concerns, **Emp P § 30:78**
- Fourth Amendment, below
- overlap between federal and state laws and regulations, **Emp P § 30:81**
- private employer substance abuse testing, restraints on, **Emp P § 30:8**
- self-incrimination considerations, **Emp P § 30:77**
- state constitutional restrictions on testing, **Emp P § 30:80**

Defense department contractor employers, **Emp P § 30:15**
Disabilities discrimination, **Emp P § 9:34 to 9:36, 9:73, 9:74**
Disclosure
- aviation worker test results, **Emp P § 30:40**
- marine worker test results, **Emp P § 30:48**
- mass transit worker test results, **Emp P § 30:25**
- motor carrier drivers test results, **Emp P § 30:34**
- natural gas and pipeline workers test results, **Emp P § 30:53**

Due process concerns, **Emp P § 30:78**
Duty to maintain drug-free workplace
- general discussion, **Emp P § 30:11 to 30:16**
- applicability, **Emp P § 30:11**
- defense department contractor employers, **Emp P § 30:15**
- enforcement and waivers, **Emp P § 30:14**
- NASA employees and contractors, drug and alcohol testing requirements, **Emp P § 30:16**
- rules, adoption to implement drug-free workplace requirements, **Emp P § 30:13**

SUBSTANCE ABUSE AND TESTING—Cont'd
Evidentiary issues in drug testing, **Emp P § 30:7**
Family and Medical Leave Act, **Ben § 12:35**
Formulation of substance abuse policy, **Emp P § 30:2**
Fourth Amendment
- general discussion, **Emp P § 30:65 to 30:76**
- abstention due to advanced notice of testing, **Emp P § 30:70**
- advance notice of testing as affecting intrusiveness, **Emp P § 30:73**
- agent of employer, liability for, **Emp P § 30:66**
- balancing of interests involved, **Emp P § 30:67**
- confidentiality and use of test results as affecting intrusiveness, **Emp P § 30:74**
- current impairment, effect of substance abuse tests that do not establish, **Emp P § 30:69**
- individualized suspicion as justifying substance abuse testing, **Emp P § 30:75, 30:76**
- intrusive nature of substance abuse test, **Emp P § 30:71 to 30:74**
- special need, justification of substance abuse testing on basis of, **Emp P § 30:68 to 30:70**
- state action requirement, **Emp P § 30:65**
- types of testing procedures as affecting intrusiveness, **Emp P § 30:72**

Implementation of substance abuse policy, **Emp P § 30:2**
Individualized suspicion as justifying substance abuse testing, Fourth Amendment, **Emp P § 30:75, 30:76**
Liability concerning private employer substance abuse policies, **Emp P § 30:4 et seq.**
Marine workers
- general discussion, **Emp P § 30:42 to 30:49**
- disclosure of results of marine worker testing, **Emp P § 30:48**
- postaccident testing of marine workers, **Emp P § 30:47**
- qualifications of marine workers, effect of testing on, **Emp P § 30:46**
- random testing of marine workers, **Emp P § 30:45**
- reasonable suspicion testing of marine workers, **Emp P § 30:47**
- recordkeeping and other administrative obligations of marine employers, **Emp P § 30:49**

Mass transit workers
- general discussion, **Emp P § 30:23 to 30:28**
- administrative obligations of mass transit employers, **Emp P § 30:26**
- disclosure of mass transit worker test results, **Emp P § 30:25**
- disqualification or dismissal of mass transit employees who test positive for alcohol or drug use, **Emp P § 30:27**
- rehabilitation programs for mass transit workers, **Emp P § 30:28**

Medical benefits, **Ben § 5:187**
Medical examination of motor carrier operators, **Emp P § 30:31**
Motor carrier drivers
- general discussion, **Emp P § 30:29 to 30:37**
- disclosure of test results of motor carrier drivers, **Emp P § 30:34**
- disqualification of motor carrier operator who uses or tests positive for controlled substances or refuses to be tested, **Emp P § 30:32**

SUBSTANCE ABUSE AND TESTING—Cont'd
Motor carrier drivers—Cont'd
medical examination of motor carrier operators, **Emp P § 30:31**
penalties for motor carrier operators testing positive for alcohol or controlled substance, **Emp P § 30:36**
postaccident testing of motor carrier drivers, **Emp P § 30:33**
preemployment testing of commercial motor vehicle operators, **Emp P § 30:30**
random testing of motor carrier drivers, **Emp P § 30:33**
reasonable suspicion testing of motor carrier operators, **Emp P § 30:31**
recordkeeping obligations of motor carrier employers, **Emp P § 30:35**
rehabilitation and assistance programs required for motor vehicle operators, **Emp P § 30:37**
Nasa employees and contractors, drug and alcohol testing requirements, **Emp P § 30:16**
Natural gas and pipeline workers
general discussion, **Emp P § 30:50 to 30:54**
disclosure of test results of natural gas and pipeline workers, **Emp P § 30:53**
recordkeeping and other administrative obligations of natural gas and pipeline employers, **Emp P § 30:54**
Penalties
aviation workers who test positive for alcohol or drug use, **Emp P § 30:41**
motor carrier operators testing positive for alcohol or controlled substance, **Emp P § 30:36**
railroad workers who test positive for drug or alcohol use, **Emp P § 30:57**
Personnel manual, workplace safety, **Pers M § 20:1 to 20:66**
Public employers
general discussion, **Emp P § 30:60 to 30:64**
access to records under federal drug testing programs, **Emp P § 30:62**
challenge to drug testing, ripeness, **Emp P § 30:63**
federal government agency testing and recordkeeping procedures, **Emp P § 30:61**
federal government policy on drug testing of federal employees, **Emp P § 30:60**
standing to challenge employer's drug testing program, **Emp P § 30:64**
Railroad workers
general discussion, **Emp P § 30:55, 30:55 to 30:59**
penalties for railroad workers who test positive for drug or alcohol use, **Emp P § 30:57**
postaccident testing of railroad workers, **Emp P § 30:55**
random testing of railroad workers, **Emp P § 30:56**
reasonable suspicion testing of railroad workers, **Emp P § 30:55**
recordkeeping and disclosure of test results of railroad workers, **Emp P § 30:58**
rehabilitation programs for railroad workers, **Emp P § 30:59**
Random testing
marine workers, **Emp P § 30:45**
motor carrier drivers, **Emp P § 30:33**
railroad workers, **Emp P § 30:56**
Reasonable suspicion testing
marine workers, **Emp P § 30:47**
motor carrier operators, **Emp P § 30:31**

SUBSTANCE ABUSE AND TESTING—Cont'd
Reasonable suspicion testing—Cont'd
railroad workers, **Emp P § 30:55**
Recordkeeping
marine employers, **Emp P § 30:49**
motor carrier employers, **Emp P § 30:35**
natural gas and pipeline employers, **Emp P § 30:54**
railroad workers test results, **Emp P § 30:58**
Rehabilitation Act, employer substance abuse policies under, **Emp P § 30:9**
Rehabilitation programs
mass transit workers, **Emp P § 30:28**
motor vehicle operators, **Emp P § 30:37**
railroad workers, **Emp P § 30:59**
Self-incrimination considerations, **Emp P § 30:77**
Special need, justification of substance abuse testing on basis of, **Emp P § 30:68 to 30:70**
Standing to challenge public employer's drug testing program, **Emp P § 30:64**
Title VII, legality of rules barring employment of illegal drug users under, **Emp P § 30:3**
Transportation workers
aviation workers, above
confidentiality of and access to test results and medical information, **Emp P § 30:22**
duty to maintain drug-free workplace, **Emp P § 30:17 to 30:59**
international obligations of United States, effect of DOT drug testing requirements, **Emp P § 30:19**
marine workers, above
mass transit workers, above
motor carrier drivers, above
natural gas and pipeline workers, above
railroad workers, above
state and local laws and other federal regulations, effect of DOT drug testing requirements, **Emp P § 30:18**
substances for which transportation workers must be tested, **Emp P § 30:20**
testing and documentation procedures, **Emp P § 30:21**

SUBSTANCES
Workplace Safety (this index)

SUBSTANTIAL EVIDENCE
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:44**

SUBSTANTIAL FACTUAL ISSUES
Unions, hearings on election objections and challenges, **Labor § 23:140**

SUBSTANTIAL INTEREST PROCEEDINGS
Contract Work Hours and Safety Standards Act (this index)

SUBSTANTIAL JUSTIFICATION
Equal Access to Justice Act (this index)

SUBSTANTIALLY DANGEROUS CONDITIONS
Workplaceplace safety, Kentucky's plan for safety and health, **Work S § 4:415**

SUBSTANTIAL VARIANCE
Contract Work Hours and Safety Standards Act (this index)

SUBSTITUTED SERVICE
Agricultural employees, appointment of agent, **Emp P § 90:112**

SUBSTITUTE MANUFACTURERS
Public contracts, **Comp § 15:8**

SUBSTITUTE OR SUBSTITUTION
Collective bargaining agreements, private procedures in health care industry bargaining dispute resolution, **Labor § 48:21, 48:22**
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

SUCCESSFUL POLICIES
Personnel manual, family and medical leave, **Pers M § 13:9**

SUCCESSOR CONTRACTS
Service Contract Act, minimum wages, **Comp § 19:18**

SUCCESSOR CORPORATIONS
Retirement plans, **Ben § 29:165**

SUCCESSOR EMPLOYERS
Employment practices, **Emp P § 20:8**
Fair Labor Standards Act and similar state laws, **Comp § 1:34, 41:31**
Family and Medical Leave Act, **Ben § 12:17**
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:40**
National LABOR Relations Act, coverage, **Labor § 4:6**
National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:15, 43:16**
Personnel Manual (this index)
Targeted jobs tax credit, **Emp P § 42:72**
Unfair Labor Practices (this index)
Unions, impact of voluntary recognition of union by employer, **Labor § 18:141**

SUCCESSOR LIABILITY
Retirement plans, multi-employer plans, **Ben § 25:16**

SUCCESSORS AND ASSIGNS CLAUSE
Personnel manual, collective bargaining agreement, **Pers M § 22:237**

SUCCESSORS AND SUCCESSORSHIP
Collective Bargaining Agreements (this index)
Employers. **Successor Employers** (this index)
Labor Management Relations Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

SUFFICIENCY OR INSUFFICIENCY
Evidence (this index)
Harassment, **Emp P § 51:17.30, 51:17.50**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)

SUFFICIENCY OR INSUFFICIENCY—Cont'd
Personnel manual, adequate consideration, **Pers M § 4:29**
Railway LABOR Act, sufficient number of plaintiffs in class actions, **Labor § 59:6**
Unfair Labor Practices (this index)
Workplace Safety (this index)

SUGAR GROWERS' WORKERS
National LABOR Relations Act, agricultural laborer coverage, **Labor § 6:9**

SUGAR PROCESSING
Agricultural Employees (this index)

SUGAR SERVICES
Agricultural Employees (this index)

SUGGESTIONS
Benefits, **Ben § 15:257, 15:258**
Overtime pay, **Comp § 20:287**
Unfair labor practices, domination or interference by employer, **Labor § 28:13**

SUMMARIES
Workplace Safety (this index)

SUMMARY ANNUAL REPORTS
Retirement plans, **Ben § 36:76 to 36:78**

SUMMARY DECISION
Workplaceplace safety, hearings on variances from OSHA safety and health standards, **Work S § 3:343 to Work S § 3:346**

SUMMARY JUDGMENT
General discussion, **Emp P § 101:62 to 101:70**
Appropriateness of motion, **Emp P § 101:64**
Bonds of contractors, **Comp § 43:95**
Business necessity defense, **Emp P § 101:68**
Department of Labor supplemental hearing procedures, **Emp P § 90:262**
Disputed facts, existence of, **Emp P § 101:65**
Executive Order 11246 (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Intent, cases involving, **Emp P § 101:66**
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:170 to 53:172**
Labor-Management Reporting and Disclosure Act (this index)
Magistrates, decisions of, **Emp P § 101:69**
Motive, cases involving, **Emp P § 101:66**
National LABOR Relations Board, motions in unfair labor practice cases, **Labor § 42:216, 42:223, 42:224**
Partial summary judgment, **Emp P § 101:63**
Retaliation cases, **Emp P § 101:67**
Standard for recovery, **Emp P § 101:62**
State court proceedings, **Emp P § 115:52**
Veterans' reemployment cases, **Emp P § 101:70**

SUMMARY JURY TRIALS
Personnel manual, alternative dispute resolution of grievances and complaints, **Pers M § 7:44**

SUMMARY PLAN DESCRIPTIONS
Group insurance, **Ben § 1:10**
Retirement and Retirement Plans (this index)

SUMMER HOURS
Personnel manual, alternative work schedules, **Pers M § 13:65**

SUNDAY WORK ASSIGNMENTS
Collective bargaining agreements, arbitrability of issues, **Labor § 49:35**

SUPERINTENDENTS
National Labor Relations Act (this index)

SUPERIOR COURTS
Workplaceplace safety, judicial review under Puerto Rico's plan for safety and health, **Work S § 4:831, 4:832**

SUPERIOR'S TESTIMONY PROVING STATUS
National LABOR Relations Act, supervisor coverage, **Labor § 5:41**

SUPERSENIORITY
Unfair Labor Practices (this index)

SUPERVISION AND SUPERVISORS
Apprentices, registered programs, **Emp P § 48:23**
Collective bargaining agreements, arbitrability of use of supervisory personnel, **Labor § 49:36**
Compensation, discrimination, **Ben § 44:64; Emp P § 44:63**
Employment practices, liability of employer for discrimination, **Emp P § 20:2**
Federal employment, coverage of labor relations law, **Labor § 14:11**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, new election supervised by Secretary of LABOR, **Labor § 66:102**
LABOR-Management Reporting and Disclosure Act, voting rights in elections, **Labor § 66:50**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Personnel Manual (this index)
Selection and retention of employees, **Emp P § 22:6, 22:7, 23:57**
Unfair labor practices, ally status of commonly owned entities, **Labor § 38:35**
Unfair Labor Practices (this index)
Unions, elections, **Labor § 22:4, 22:5**
Unions and Union Practices (this index)
White collar employees, **Comp § 3:123, 3:136**
Workplaceplace safety, OSHA safety and health standards for entry supervisor duties, **Work S § 3:153**

SUPPLEMENTAL BENEFITS
Retirement plans, **Ben § 16:30, 16:40**

SUPPLEMENTAL DAMAGES PROCEEDINGS
LABOR Management Relations Act, unlawful secondary activity, **Labor § 58:1 to 58:27**

SUPPLEMENTAL DECISION
National LABOR Relations Board, remand of case to NLRB, **Labor § 52:79**

SUPPLEMENTAL HEARINGS
Department of Labor Supplemental Hearing Procedures (this index)

SUPPLEMENTAL INDUSTRY REGULATIONS
General discussion, **Comp § 38:93 to 38:96**
Application for industry regulations, **Comp § 38:93**
Application of regulations, **Comp § 38:96**
Hearings to determine need for regulation, **Comp § 38:94**
Issuance, amendment or revocation of regulations, **Comp § 38:95**

SUPPLEMENTAL INFORMATION
Medicare and Medicaid-eligible employees, dependents and retirees, notice requirement, **Ben § 5:66**

SUPPLEMENTAL INSURANCE
Medicare and Medicaid-eligible employees, dependents and retirees, **Ben § 5:83, 5:84**

SUPPLEMENTAL PAYMENT PLANS
Employee Retirement Income Security Act, **Ben § 2:24**

SUPPLEMENTAL PLEADINGS
Agricultural employees, **Emp P § 90:127**
Davis-Bacon Act, determinations regarding violations, **Comp § 40:79**
Department of Labor supplemental hearing procedures, **Emp P § 90:224**

SUPPLEMENTARY RECORDS
Workplace Safety (this index)

SUPPLEMENTATION OF NATIONAL EMERGENCY INJUNCTIONS
LABOR Management Relations Act, **Labor § 50:161**

SUPPLIERS
National Labor Relations Board (this index)
Personnel manual, letters notifying organizations of equal employment obligations, **Pers M § 1:126**
Unfair labor practices, hot cargo clauses, **Labor § 38:211**

SUPPLIES PURCHASED FROM OUT-OF-STATE
National LABOR Relations Board, assertion of jurisdiction over enterprise affecting commerce, **Labor § 3:17**

SUPPLY CONTRACTS
Public Contracts (this index)

SUPPLY OR SUPPLYING
Nature of federal labor-management relations laws, refusal to supply workmen, **Labor § 1:16**
Personnel manual, human resources planning, **Pers M § 1:18**
Unfair Labor Practices (this index)
Water. **Workplace Safety** (this index)

SUPPORT
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

SUPPORT WITHHOLDING
General discussion, **Comp § 34:396 et seq., 42:504 et seq.**

SUPPORT WITHHOLDING—Cont'd
Amount of withholding, **Comp § 34:398**
Combining separate payments to be made to same agency, **Comp § 34:409**
Discrimination by employer, prohibition against, **Comp § 34:408**
Discrimination by insurers against certain children, medical child support, **Comp § 34:415**
Fair Labor Standards Act and similar state laws, **Comp § 42:499 et seq.**
Federal standards, **Comp § 34:397**
Foreign states, recognizing support orders issued in, **Comp § 34:411**
Garnishment, medical child support, **Comp § 34:420**
Health insurance, **Comp § 34:407**
Interference by insurer with state's participant-assigned rights, medical child support, **Comp § 34:418**
Late payment fee, **Comp § 34:399, 34:400**
Medical child support
general discussion, **Comp § 34:414 to 34:420**
discrimination by insurers against certain children, prohibition, **Comp § 34:415**
employer enrollment and payroll withholding practices, **Comp § 34:417**
garnishment, **Comp § 34:420**
information by insurer to custodial parent, **Comp § 34:419**
insurers plan enrollment practice, **Comp § 34:416**
interference by insurer with state's participant-assigned rights, **Comp § 34:418**
Notice and option to contest withholding, **Comp § 34:404**
Overdue status of support payments, **Comp § 34:403**
Priority of support withholding over other claims, **Comp § 34:405**
Spousal support, **Comp § 34:406**
Terminating withholding and refunding amounts improperly paid, **Comp § 34:412**
Termination of employee, notifying to state of, **Comp § 34:410**
Time and date
commencement of withholding, **Comp § 34:401**
sending withheld amounts to state, **Comp § 34:402**
Uniform Interstate Family Support Act (UIFSA), **Comp § 34:413**

SUPREME COURT
LABOR Management Relations Act, appeals of contract enforcement decisions, **Labor § 57:8**
National LABOR Relations Act, decisions as precedent, **Labor § 1:40**
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:85 to 52:90**
States. **Workplace Safety** (this index)

SURETY COMPANIES
Labor-Management Reporting and Disclosure Act (this index)

SURFACE BARGAINING
Unfair labor practices, employer actions impeding agreement, **Labor § 37:22, 37:23**

SURFACES
Workplace Safety (this index)

SURGEONS
Physicians and Surgeons (this index)

SURPRISE STRIKES
Railway LABOR Act, unfair labor practices, **Labor § 39:160**

SURROUNDING CIRCUMSTANCES
Unfair Labor Practices (this index)

SURVEILLANCE AND MONITORING OF EMPLOYEES
General discussion, **Emp P § 55:1 et seq.**
Computer use by employees, **Emp P § 55:2**
Computer viruses, prohibition of introduction of, **Emp P § 55:5**
Conversations of employees, interception of communications, **Emp P § 55:8**
Cyberstalking, prohibition of, **Emp P § 55:5**
Defenses, interception of communications, **Emp P § 55:11**
Disclosure of intercepted communications, **Emp P § 55:9**
Interception of communications
general discussion, **Emp P § 55:6 to 55:11**
conversations of employees, **Emp P § 55:8**
defenses, **Emp P § 55:11**
disclosure of intercepted communications, **Emp P § 55:9**
remedies, **Emp P § 55:10**
telephone calls by employees, **Emp P § 55:7**
National Labor Relations Board (this index)
Off duty, investigation of employees when they are, **Emp P § 55:4**
Personnel Manual (this index)
Telephone calls by employees, interception of communications, **Emp P § 55:7**
Telephone threats, prohibition of, **Emp P § 55:5**
Unfair labor practices, industrial setting requiring close monitoring, **Labor § 26:109**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Video surveillance, **Emp P § 55:3**
Wiretapping. Interception of communications, above
Workplace Safety (this index)

SURVEY ENGINEERING TECHNICIANS
Personnel manual, occupational pay data, **Pers M § 10:128 to 10:136**

SURVEYORS
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:50**

SURVEYS
Bureau of Labor Statistics (this index)
Executive compensation, **Ben § 31:3 to 31:6**
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

SURVIVORS
Personnel manual, providing for survivors on death of employee, **Pers M § 21:76**

SUSPENSION
Federal employment, President's authority to suspend coverage provisions, **Labor § 14:8**

SUSPENSION—Cont'd
Medical benefits, **Ben § 5:12**
Social security benefits, **Ben § 4:23**
Unfair Labor Practices (this index)
Unions, suspension of representation petition, **Labor § 18:119**
Workplaceplace safety, suspension of previous order, **Work S § 4:257**

SWEDEN
International employment, tax treaties, **Emp P § 41:259 to 41:261**

SWIMMING POOL OPERATORS
General discussion, **Comp § 9:11**

SWING-HEAD LATHES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**

SWITCHBOARD OPERATORS
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:21 to 13:24**
Personnel manual, occupational pay data, **Pers M § 10:188 to 10:190**

SWITCHES
Workplace Safety (this index)

SWITZERLAND
International employment, tax treaties, **Emp P § 41:262, 41:263**

SYMBOLS
Records and reports, **Comp § 37:11**

SYMPATHIES
Unfair Labor Practices (this index)

SYMPATHY STRIKES
Collective bargaining agreements, application of no-strike clause, **Labor § 47:112**
LABOR Management Relations Act, injunctions in contract enforcement actions, **Labor § 56:39 to 56:41**
State statutes, court enforcement of North Dakota labor relations statutes, **Labor § 62:157**
Unfair Labor Practices (this index)

SYNTHETIC MATTERS
Workplace Safety (this index)

SYSTEM, GROUP OR REGIONAL BOARD
Railway Labor Act (this index)

SYSTEMATIC PROMOTIONS
Personnel manual, **Pers M § 15:96**

SYSTEMS
Collective bargaining agreement provisions establishing systems for referrals, **Labor § 47:28**
National LABOR Relations Board jurisdiction, transit systems, **Labor § 9:21**
Personnel Manual (this index)
Transit Systems (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

TABLE OF CONTENTS
Personnel manual, model affirmative action plans, **Pers M § 1:90, 1:112, 1:120**

TABLES
Personnel Manual (this index)

TABULATION
LABOR-Management Reporting and Disclosure Act, results of secret ballot elections, **Labor § 66:68**
Unions and Union Practices (this index)

TACTICS
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

TAFT-HARTLEY ACT
Labor Management Relations Act (this index)

TAGGING OF EQUIPMENT
Workplaceplace safety, Michigan's plan for safety and health, **Work S § 4:539**

TAG LINES
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:237**

TAGOUT/LOCKOUT REQUIREMENTS
Workplaceplace safety, OSHA safety and health standards for hazardous energy sources, **Work S § 3:127**

TAGS
Workplace Safety (this index)

TAILORING SHOPS
Retail or service establishment employees, **Comp § 12:74**

TALENT FEES
Overtime Pay (this index)

TALLY SHEETS
Unions, determination of outcome of election, **Labor § 23:101, 23:102, 23:105**

TAPE RECORDINGS
National LABOR Relations Board, admissibility of evidence in hearing on unfair labor practices, **Labor § 42:267**
Unfair labor practices, imposition of conditions on agreement, **Labor § 37:39**
Videotapes (this index)

TARDINESS OR LATENESS
Personnel Manual (this index)
Unfair labor practices, poor attendance record as reason for discharge of employee, **Labor § 30:178**

TARGET BENEFIT PLANS
Retirement plans, **Ben § 16:7, 22:35**

TARGETED JOBS TAX CREDIT
General discussion, **Emp P § 42:67 to 42:78**
Agricultural employees, **Emp P § 42:74**
Amount of credit, **Emp P § 42:72**
Carrybacks and carryforwards of unused targeted jobs credits, **Emp P § 42:68**

TARGETED JOBS TAX CREDIT—Cont'd
Certification as member of target group, **Emp P § 42:73**
Commonly controlled businesses, **Emp P § 42:71**
Deduction for wages is reduced by credit, **Emp P § 42:69**
Election of credit, **Emp P § 42:77**
Employees performing work for a person other than the employer, **Emp P § 42:75**
Expiration of credit, **Emp P § 42:78**
Payment of wages in trade or business, **Emp P § 42:70**
Railroad employees, **Emp P § 42:74**
Successor employers, **Emp P § 42:72**
Work Opportunity Tax Credit (this index)

TARGET OR TARGETING
Personnel Manual (this index)
Unions, nonunion employer's guide to union organizing, **Labor § 16:19 to 16:28**

TASK FORCE
Personnel manual, choosing appropriate option for child care services and programs, **Pers M § 13:27**

TASK PREMIUMS
Overtime pay, **Comp § 20:58**

TAXATION
General discussion, **Ben § 3:1**
Annuities, tax sheltered, **Ben § 2:25**
Attorney's fees, **Emp P § 79:11**
Backpay, **Emp P § 79:4**
403(B) Annuities for Employees of Tax-Exempt Organizations or Public Schools (this index)
Bonds of contractors, **Comp § 35:25, 35:28**
Cafeteria Plans (this index)
Day care centers as employee benefit, taxpayer identification numbers, **Ben § 15:75**
Death and Death Benefits (this index)
De minimis fringe benefits, **Ben § 15:78**
Dependent care as employee benefit, **Ben § 15:89**
Disability Benefits (this index)
Discounts for employees, treatment of qualified employee discounts, **Ben § 15:100**
Employee Stock Ownership Plans (this index)
Employment Practices (this index)
Estate Taxes (this index)
Excise Taxes (this index)
Executive Compensation (this index)
401(k) plans, excess contributions, **Ben § 23:58**
403(b) annuities for employees of tax-exempt organizations or public schools, **Ben § 23:165, 23:169**
Front pay, **Emp P § 79:6**
Funded Welfare Benefit Plans (this index)
Garnishment, **Comp § 34:118**
Golden parachutes, **Ben § 32:3**
Health maintenance organizations, **Ben § 5:166, 5:167**
Individual Retirement Accounts (this index)
International Employment (this index)
Life Insurance (this index)
Liquidated damages, **Emp P § 79:9**
Medical Benefits (this index)
Minimum wages, **Comp § 17:46**
Nonqualified Deferred Compensation (this index)
Payment of taxes of employees, **Ben § 15:134 to 15:137**

TAXATION—Cont'd
Personnel Manual (this index)
Preemption, **Ben § 1:75, 1:122**
Punitive damages, **Emp P § 79:8**
Retirement and Retirement Plans (this index)
Sick Leave (this index)
Simple savings plans, **Ben § 23:217**
Simplified employee pensions, **Ben § 23:131, 23:132**
Social security, **Ben § 4:7, 4:42**
Stock Options (this index)
Targeted Jobs Tax Credit (this index)
Tax Preparers or Other Tax Services Establishments (this index)
Termination of employment, wrongful, **Emp P § 81:4**
Unemployment Taxes (this index)
Work Opportunity Tax Credit (this index)

TAXIDERMISTS
Retail or service establishment employees, **Comp § 12:194**

TAXI DRIVERS AND TAXICABS
General discussion, **Comp § 6:1, 6:34 to 6:38**
Combined minimum wage and overtime pay exemption under state law, **Comp § 6:38**
Exemption from Fair Labor Standards Act and similar state laws, generally, **Comp § 6:1, 6:34 to 6:38**
Fair Labor Standards Act and similar state laws, exemption from, generally, **Comp § 6:1, 6:34 to 6:38**
Minimum wage exemption under state law, **Comp § 6:39**
National Labor Relations Act (this index)
Overtime pay exemption, **Comp § 6:36, 6:38**
Retail or service establishment employees, **Comp § 12:193**
State law exemptions, **Comp § 6:38 to 6:40**
The business of operating taxicabs, defined, **Comp § 6:37**
Unions, bargaining units in taxicab companies, **Labor § 19:88**

TAX PREPARERS OR OTHER TAX SERVICES ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:195**
White collar employees, **Comp § 3:124**

TEACHERS
Aliens, applications for occupations designated for special handling, **Emp P § 90:60**
Compensation, discrimination, **Ben § 44:74; Emp P § 44:73**
Faculty of Schools (this index)
Family and Medical Leave Act, **Ben § 12:25, 12:45**
International employment, tax treaties, **Emp P § 41:178**
White collar employees, **Comp § 3:45, 3:127**

TEAM LEADERS
National LABOR Relations Act, supervisor coverage in health care industry, **Labor § 5:94**

TECHNICAL ASSISTANCE
Polygraph tests, **Emp P § 90:89**

TECHNICAL EMPLOYEES
Unions, types of workers included in appropriate bargaining units, **Labor § 19:43, 19:44**

TECHNICIANS
National LABOR Relations Act, supervisor coverage of laboratory technicians in health care industry, **Labor § 5:92**
Personnel Manual (this index)

TECHNIQUE OR TECHNIQUES
Personnel Manual (this index)
Unfair labor practices, changes in business operations of employer, **Labor § 36:48**
Unions, nonunion employer's guide to union organizing, **Labor § 16:5**

TECHNOLOGICAL FIELDS
Employment practices, **Emp P § 1:38**

TECHNOLOGY
Personnel manual, recruitment of high technology workers, **Pers M § 2:60 to 2:65**
Unfair labor practices, duty of employer to provide information to union on technological changes, **Labor § 35:61**

TELECOMMUNICATIONS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:24**

TELECOMMUNICATIONS WORKERS
Compensation, discrimination, **Emp P § 44:75**

TELECOMMUTING
Personnel manual, alternative work schedules, **Pers M § 13:56 to 13:59**

TELEGRAPH COMPANIES
Retail or service establishment employees, **Comp § 12:196**

TELEPHONE
Companies
National LABOR Relations Act, supervisor coverage, **Labor § 5:69**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:35**
National Labor Relations Board (this index)
Personnel manual, telephone response to classified advertising for recruitment, **Pers M § 2:39**
Unions and Union Practices (this index)
Workplaceplace safety, telephone depositions in administrative proceedings, **Work S § 8:84**

TELEPHONE-ANSWERING SERVICES
Retail or service establishment employees, **Comp § 12:197**

TELEPHONE CALLS
Surveillance and monitoring of employees, **Emp P § 55:7**

TELEPHONE COMPANIES
Retail or service establishment employees, **Comp § 12:198**

TELEPHONE THREATS
Surveillance and monitoring of employees, **Emp P § 55:5**

TELEVISION
National Labor Relations Act (this index)
Personnel manual, recruitment advertising, **Pers M § 2:44**
Unions, entertainment bargaining units, **Labor § 19:103**

TELEVISION EMPLOYEES
Radio or Television Employees (this index)

TELLERS
National LABOR Relations Act, supervisor coverage in banking industry, **Labor § 5:102**

TELLING CO-WORKERS
Personnel manual, disciplinary discharge of employees, **Pers M § 21:27**

TEMPORARY ASSIGNMENTS
Compensation, red circling pay, **Emp P § 44:32**

TEMPORARY CONDITIONS
Disabilities discrimination, **Emp P § 9:24**

TEMPORARY EMPLOYEES
Fair Labor Standards Act and similar state laws, exemptions from coverage, **Comp § 13:19**
Veterans and other uniformed service members, **Emp P § 40:25**

TEMPORARY MATTERS
Employees. **Unions and Union Practices** (this index)
Injunctions, National LABOR Relations Board unfair labor practice proceedings, **Labor § 50:1 to 50:71**
Layoffs, National LABOR Relations Act coverage, **Labor § 5:24**
Lockouts, collective bargaining agreements, **Labor § 49:28**
National Labor Relations Act (this index)
Personnel Manual (this index)
Restraining orders. **Temporary Restraining Orders** (this index)
Shutdowns. **Temporary Shutdowns** (this index)
Unfair Labor Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

TEMPORARY RESTRAINING ORDERS
National LABOR Relations Board, unfair labor practice proceedings, **Labor § 50:33 to 50:40, 50:62 to 50:64**
Norris-LaGuardia Act (this index)

TEMPORARY SHUTDOWNS
Collective bargaining agreements, arbitrability of issues, **Labor § 49:28**
Unfair Labor Practices (this index)

TENANT FARMERS
Agricultural employees, small farms, **Comp § 5:4**

TEN-DAY STRIKE NOTICE
Unfair labor practices, health care industry, **Labor § 35:96 to 35:98**

TENDER OF PAYMENT OF DUES
Unfair labor practices, security arrangements, **Labor § 30:85 to 30:87**

TENNESSEE
Absence of employee on payday, **Comp § 29:139**
Administrative sanctions and remedies, **Emp P § 82:28, 82:74**
Administrative subpoena, enforcement of, **Emp P § 111:199**

TENNESSEE—Cont'd
Advisory committees, job discrimination agencies, **Emp P § 83:290**
Affirmative action plans, **Emp P § 68:92, 68:127**
Age discrimination, **Emp P § 8:14, 8:55, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Ancestry discrimination, **Emp P § 7:14, 7:55**
Annual reports, job discrimination agencies, **Emp P § 83:287**
Appeals, employment practices, **Emp P § 111:203**
Arbitration of contract disputes, **Labor § 49:210**
Assignments, conditions governing most, **Comp § 34:92**
At-will employment, exceptions to, **Emp P § 62:44**
Birth place, discrimination based on, **Emp P § 7:14, 7:55**
Bona fide occupational qualifications, **Emp P § 15:13, 15:48**
Certificates, child labor, **Comp § 26:57**
Child labor
- general discussion, **Comp § 25:87, 25:88**
- administrative procedures, **Comp § 28:121**
- certificates and permits, **Comp § 26:57**
- exemptions, **Comp § 25:87**
- notices, **Comp § 27:55**
- prohibitions, **Comp § 25:88**
- records and reports, **Comp § 27:22**
- sanctions and remedies, **Comp § 28:65**

Citizenship discrimination, **Emp P § 7:14, 7:55**
Coerced discrimination, **Emp P § 11:3, 11:43**
Color discrimination, **Emp P § 3:52**
Company doctor, deductions from compensation for charges for, **Comp § 42:427**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, conditions governing most assignments, **Comp § 34:92**
- child labor, above
- court proceedings, generally, **Comp § 42:82**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:121**
- garnishment, below
- new-hire reporting, **Comp § 37:240**
- notices, **Comp § 37:171**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:170**
- support withholding, below
- time limit for various suits, **Comp § 42:82**
- vacation pay, below

Compensation doctor, deductions from compensation for charges for, **Comp § 32:191**
Complaints, job discrimination proceedings, **Emp P § 89:290**
Conciliation, job discrimination proceedings, **Emp P § 89:293**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:128**
Continuous service, vacation pay, **Comp § 31:56**
Conversion privileges for health and life insurance, **Ben § 8:189**
Coordination of medical benefits, **Ben § 5:290**
Court enforcement of labor relations statutes, **Labor § 62:207 to 62:209**

TENNESSEE—Cont'd
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:196 to 111:202**
- administrative subpoena, enforcement of, **Emp P § 111:199**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- appeals, **Emp P § 111:203**
- commission action, compelling, **Emp P § 111:201**
- commission decisions, review and enforcement of, **Emp P § 111:200**
- equal pay statute actions, **Emp P § 111:204**
- fair employment practices statute, **Emp P § 111:198 et seq.**
- private rights, enforcement of, **Emp P § 111:202**
- review of commission decisions, **Emp P § 111:200**
- temporary equitable relief, **Emp P § 111:198**

Coverage of statutes affecting labor relations, **Labor § 15:45**
Creed discrimination, **Emp P § 4:18, 4:59**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:28.70**
Criminal sanctions
- general discussion, **Emp P § 82:100, 82:232, 82:233**
- equal pay statute, **Emp P § 82:233**
- fair employment practices statute, **Emp P § 82:232**

Death of employee, payment of compensation, **Comp § 30:88**
Deductions from compensation
- general discussion, **Comp § 32:189 to 32:191.50**
- company doctor, charges for, **Comp § 32:191, 42:427**
- offset for amount employee owes employer, **Comp § 32:191.50**
- penalties assessed against mandatory service charges or tips, **Comp § 32:190**
- purchases from employer, **Comp § 32:189, 42:426**

Direct deposit of compensation, **Comp § 33:74**
Disabilities discrimination, **Emp P § 9:76, 9:120**
Disclosures, employment practices, **Emp P § 92:83, 92:119**
Employment agencies, **Emp P § 20:215, 20:256, 67:16, 67:53**
Employment practices
- general discussion, **Emp P § 2:1, 2:44**
- administrative sanctions and remedies, **Emp P § 82:28, 82:74**
- affirmative action plans, **Emp P § 68:92, 68:127**
- age discrimination, **Emp P § 8:14, 8:55**
- at-will employment, exceptions to, **Emp P § 62:44**
- bona fide occupational qualifications, **Emp P § 15:13, 15:48**
- checklist of state laws regulating employment practices, **Emp P § 2:54**
- coerced discrimination, **Emp P § 11:3, 11:43**
- conditions of employment. Terms, conditions and privileges of employment, below
- court proceedings, above
- criminal sanctions, above
- disabilities discrimination, **Emp P § 9:76, 9:120**
- disclosures, **Emp P § 92:83, 92:119**
- employment agencies subject to discrimination laws, **Emp P § 20:215, 20:256**
- garnishment, adverse employment actions based on, **Emp P § 63:7, 63:51**
- job discrimination agencies, below
- job discrimination proceedings, below

TENNESSEE—Cont'd
Employment practices—Cont'd
judicial remedies, **Emp P § 80:1, 80:43**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:292**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:206**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:55**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:42**
notices, **Emp P § 92:83, 92:119**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:32**
persons protected, **Emp P § 21:18, 21:60**
privacy statute, proceedings under, **Emp P § 90:281**
private employers subject to discrimination laws, **Emp P § 20:28, 20:70**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:135**
race or color discrimination, **Emp P § 3:52**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:357**
records and reports, **Emp P § 92:45, 92:70**
reference check immunity, **Emp P § 65:14, 65:37**
religious or creed discrimination, **Emp P § 4:18, 4:59**
retaliation against opponents of discrimination, **Emp P § 10:84**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:54**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 89:297, 111:202**
criminal sanctions, **Emp P § 82:233**
Evidence, job discrimination proceedings, **Emp P § 89:295**
Exemptions, child labor, **Comp § 25:87**
Family leave, **Ben § 12:106**
Federal preemption, vacation pay, **Comp § 31:2**
Forfeiture of vacation pay upon damage to employer, **Comp § 31:58**
Form of payment
direct deposit, **Comp § 33:74**
Garnishment
general discussion, **Comp § 34:332 to 34:336, 42:463**
adverse employment actions, **Emp P § 63:7, 63:51**
amount of earnings subject to garnishment, **Comp § 34:332**
employer's fees, **Comp § 34:335**
employer's receipt of garnishment summons, **Comp § 34:336**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
priority of garnishment writs, **Comp § 34:333**
stay of garnishment, **Comp § 34:334**
Harassment, **Emp P § 51:82**
Hearings, job discrimination proceedings, **Emp P § 89:294**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:87**

TENNESSEE—Cont'd
Holidays, **Ben § 10:48**
Interagency cooperation, job discrimination agencies, **Emp P § 83:284**
Investigations, job discrimination proceedings, **Emp P § 89:291**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:282 to 83:290**
advisory committees, **Emp P § 83:290**
annual reports, **Emp P § 83:287**
basic organization, powers and duties, **Emp P § 83:282**
deferral to local agencies, **Emp P § 83:289**
interagency cooperation, **Emp P § 83:284**
local agencies, **Emp P § 83:288, 83:289**
research and education projects, **Emp P § 83:286**
rule making, **Emp P § 83:283**
technical assistance, **Emp P § 83:285**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:290 to 89:297**
basic fair employment practices statute procedures, **Emp P § 89:290**
complaints, **Emp P § 89:290**
conciliation, **Emp P § 89:293**
decision of commission, **Emp P § 89:296**
equal pay proceedings, **Emp P § 89:297**
evidence, procurement of, **Emp P § 89:295**
hearings, **Emp P § 89:294**
investigations, **Emp P § 89:291**
reasonable cause determination, **Emp P § 89:292**
Judicial remedies, employment practices, **Emp P § 80:1, 80:43**
Jury duty, **Ben § 14:45**
Labor-management training committees, **Emp P § 20:268, 20:292, 67:67, 67:87**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:206**
Life insurance, **Ben § 8:128; Emp P § 8:189**
Mandatory retirement, **Emp P § 52:35, 52:66**
Meal breaks, **Emp P § 45:60.70**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:128**
conversion privileges, **Ben § 8:189**
coordination of benefits, **Ben § 5:290**
mandated provisions, **Ben § 5:233**
Misrepresentation of wages in new employment, **Comp § 42:421, 42:424**
National origin discrimination, **Emp P § 7:14, 7:55**
Nature of statutes affecting labor relations, **Labor § 2:48**
New-hire reporting, compensation, **Comp § 37:240**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:42**
Notice
child labor, **Comp § 27:55**
compensation, **Comp § 37:171**
employment practices, **Emp P § 92:83, 92:119**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:32**
Older workers' benefits, **Emp P § 44:224, 44:239**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:165**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**

TENNESSEE—Cont'd
Parental leave, **Ben § 12:106**
Payment of compensation
general discussion, **Comp § 29:137 to 29:139, 30:88, 30:89, 39:111, 42:421 to 42:428**
absence of employee on payday, **Comp § 29:139**
death of employee, **Comp § 30:88**
deductions from compensation, above
labor commissioner's suit for wage collection, **Comp § 42:426**
misrepresentation of wages in new employment, **Comp § 42:421, 42:424**
purchases by employees, criminal penalties for compulsion of, **Comp § 42:424**
semi-monthly wages for most employees, **Comp § 29:137**
service charge or tip violations, civil fine, **Comp § 42:423**
support withholding, below
termination of employment, **Comp § 30:89**
tipped employees, periodic payments for, **Comp § 29:138**
untimely payment, **Comp § 42:419, 42:422**
vacation pay, below
Permits, child labor, **Comp § 26:57**
Persons protected, employment practices, **Emp P § 21:18, 21:60**
Polygraph tests, **Emp P § 53:26, 53:51**
Pregnancy discrimination, **Emp P § 5:12, 5:54**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:87**
Priority of garnishment writs, **Comp § 34:333**
Privacy, employment practices, **Emp P § 90:281**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:70**
Private rights, enforcement of, **Emp P § 111:202**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:135**
Purchases from employer, deductions from compensation, **Comp § 32:189, 42:426**
Race discrimination, **Emp P § 3:52**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:292**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:357**
Records and reports
child labor, **Comp § 27:22**
employment practices, **Emp P § 92:45, 92:70**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:87**
Reference check immunity, **Emp P § 65:14, 65:37**
Religious discrimination, **Emp P § 4:18, 4:59**
Remedies, child labor, **Comp § 28:65**
Research and education projects, job discrimination agencies, **Emp P § 83:286**
Rest breaks, **Emp P § 45:60.70**
Retaliation against opponents of discrimination, **Emp P § 10:84**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:283**
Sanctions, child labor, **Comp § 28:65**
Selection and retention of employees
criminal arrests and convictions, **Emp P § 33:28.70**

TENNESSEE—Cont'd
Selection and retention of employees—Cont'd
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:87**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:29**
substance abuse and testing, **Emp P § 30:191.50, 30:191.51**
Semi-monthly wages for most employees, **Comp § 29:137**
Seniority systems, **Emp P § 43:78, 43:105**
Service charge or tip violations, civil fine, **Comp § 42:423**
Sex discrimination, **Emp P § 5:12, 5:54**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:29**
State statutes
arbitration of contract disputes, **Labor § 49:210**
court enforcement of labor relations statutes, **Labor § 62:207 to 62:209**
coverage of statutes affecting labor relations, **Labor § 15:45**
nature of statutes affecting labor relations, **Labor § 2:48**
Stay of garnishment, **Comp § 34:334**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:191.50, 30:191.51**
Support withholding
general discussion, **Comp § 34:464, 42:504 to 42:507, 42:604**
employer's liability, **Comp § 42:603**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:285**
Temporary equitable relief, **Emp P § 111:198**
Termination of employment, payment of compensation, **Comp § 30:89, 31:57**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:48**
employment and consumer records, access to, **Emp P § 54:38.20**
harassment, **Emp P § 51:82**
mandatory retirement, **Emp P § 52:35, 52:66**
older workers' benefits, **Emp P § 44:224, 44:239**
polygraph tests, **Emp P § 53:26, 53:51**
rest and meal breaks, **Emp P § 45:60.70**
seniority systems, **Emp P § 43:78, 43:105**
wage and salary discrimination, **Emp P § 44:79, 44:121**
Tipped employees, periodic payments for, **Comp § 29:138**
Unemployment compensation, **Ben § 4:88**
Union practices, **Emp P § 66:12, 66:50**
Vacation pay
general discussion, **Ben § 9:35; Comp § 31:56 to 31:59**
continuous service, employee required to sustain, **Comp § 31:56**
federal preemption, **Comp § 31:2**
forfeiture upon damage to employer, **Comp § 31:58**
termination of employment, receipt upon, **Comp § 31:57**
time off, receipt upon failure to take, **Comp § 31:59**

TENNESSEE—Cont'd
Veterans and other uniformed service members
selection and retention of employees, **Emp P § 40:79.50**
Voting time off, **Ben § 13:28**
Witness duty, **Ben § 14:45**
Workplace Safety (this index)

TENONING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:263**

TENTATIVE AGREEMENT
Unfair labor practices, shifts in bargaining position, **Labor § 37:24**

TENURE
Promotions (this index)

TENURE-BASED BENEFITS
Personnel manual, sickness and accident insurance plan, **Pers M § 12:20**

TERMINAL EARNINGS
Personnel manual, defined benefit plans for retirement benefits, **Pers M § 12:64, 12:65**

TERMINAL REPORT
Labor-Management Reporting and Disclosure Act (this index)

TERMINATION
Cessation (this index)
Collective Bargaining Agreements (this index)
Collectively bargained retirement plans, **Ben § 29:94, 29:183**
Employee Retirement Income Security Act (this index)
Federal employment, assignment of dues deductions to union representatives, **Labor § 39:261**
Group Insurance (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Norris-LaGuardia Act (this index)
Personnel Manual (this index)
Retirement and Retirement Plans (this index)
Severance arrangements, **Ben § 15:250**
Termination of Employment (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

TERMINATION OF EMPLOYMENT
General discussion, **Emp P § 57:1 et seq.**
Age discrimination statutes, state law, **Emp P § 57:55**
Agents of employers, **Emp P § 59:10, 61:12, 61:13**
Attendance problems, **Emp P § 57:14**
Attitude problems, **Emp P § 57:12**
Attorney's fees
general discussion, **Emp P § 81:23 to 81:25**
authority for award, **Emp P § 81:23**
conditions for awards to employees, **Emp P § 81:24**
conditions for awards to employers, **Emp P § 81:25**
At-Will Employment (this index)
Backpay, **Emp P § 57:51**
Bilateral contract theory, **Emp P § 59:2**

TERMINATION OF EMPLOYMENT—Cont'd
Burden of proof
disparate treatment cases, defense of employer, **Emp P § 57:25**
pretextual, employer's explanation as, **Emp P § 57:29**
Cause, discharge only for, **Emp P § 59:25**
Circumstantial evidence of intent to discriminate, **Emp P § 57:32, 57:33**
Comparative circumstantial evidence of intent to discriminate, **Emp P § 57:34**
Compensation terms, specification of, **Emp P § 59:15**
Compliance with prescribed termination procedures, wrongful termination, **Emp P § 81:9**
Conduct outside of work, **Emp P § 57:18**
Consideration, evidence of, **Emp P § 59:5**
Conspiracy, wrongful termination, **Emp P § 61:21**
Constructive discharge
general discussion, **Emp P § 57:39 et seq.**
defined, **Emp P § 57:39**
discriminatory remarks as aggravating factors, **Emp P § 57:46**
evidence, **Emp P § 57:41**
intolerable working conditions, **Emp P § 57:42 to 57:44**
remarks ending employment relationship as aggravating factors, **Emp P § 57:47**
unlawful working conditions, **Emp P § 57:45**
Continuing benefits, references to, **Emp P § 59:18**
Credibility of employer's explanations based on employee performance, lack of, **Emp P § 57:31**
Customers, mistreatment of, **Emp P § 57:17**
Damages
general discussion, **Emp P § 81:10 to 81:22**
calculation of lost earnings, **Emp P § 81:11**
conditions for punitive damage awards, **Emp P § 81:19**
evidence of entitlement to lost earnings, **Emp P § 81:13**
evidence of entitlement to punitive damages, **Emp P § 81:21**
limitation of liability for lost earnings, **Emp P § 81:14**
lost earnings, **Emp P § 81:10 to 81:14**
measure of punitive damages, **Emp P § 81:20**
mitigation of damages, **Emp P § 81:17**
nominal damages, availability of, **Emp P § 81:16**
punitive damages, **Emp P § 81:18 to 81:22**
recoverability of lost earnings, **Emp P § 81:10**
reductions from lost earnings awards, **Emp P § 81:12**
review of punitive damages awards, **Emp P § 81:22**
Defense of employer
general discussion, **Emp P § 57:25 to 57:28, 81:3**
burden of proof in disparate treatment cases, **Emp P § 57:25**
legitimate nondiscriminatory explanation, articulation of, **Emp P § 57:27**
prima facie elements, rebuttal of, **Emp P § 57:26**
special concern for plaintiff, evidence of, **Emp P § 57:28**
Disability discrimination laws, state law, **Emp P § 57:56**
Discipline and discharge procedures, references to, **Emp P § 59:23 to 59:25**
Disclaimers, effect of, **Emp P § 59:8**
Discriminatory remarks as aggravating factors, constructive discharge, **Emp P § 57:46**
Dishonest conduct, **Emp P § 57:15**
Drug-related investigations, invasion of privacy, **Emp P § 61:20**

TERMINATION OF EMPLOYMENT—Cont'd
Elimination of position, **Emp P § 57:19**
Employee Retirement Income Security Act, **Ben § 2:66, 2:67**
Endangering health and safety, **Emp P § 57:16**
Evidence
constructive discharge, **Emp P § 57:41**
damages, **Emp P § 81:13, 81:21**
fraud, **Emp P § 61:15**
good faith and fair dealing, wrongful termination claims based on implied covenants of, **Emp P § 60:4**
wrongful termination, **Emp P § 61:3**
Fair dealing. Good faith and fair dealing, wrongful termination claims based on implied covenants of, below
Fighting, **Emp P § 57:13**
Formal work standards, application of, **Emp P § 57:6**
Forum, good cause finding in another, **Emp P § 57:7**
Fraud
general discussion, **Emp P § 61:14 to 61:17**
at-will employment, applicability to termination of, **Emp P § 61:14**
pleading and evidence, **Emp P § 61:15**
representations regarding permanence of employment, **Emp P § 61:16**
Front pay, **Emp P § 57:51**
Garnishment (this index)
Good cause standard, **Emp P § 57:4**
Good faith and fair dealing, wrongful termination claims based on implied covenants of
general discussion, **Emp P § 60:1 to 60:4**
at-will employment, applicability to, **Emp P § 60:2**
pleading and evidence, **Emp P § 60:4**
tort or contract action, **Emp P § 60:3**
Illegal conduct, **Emp P § 57:15**
Implied-in-fact contracts, wrongful termination claims based on
general discussion, **Emp P § 59:1 et seq.**
agents of employers, authority to enter contracts, **Emp P § 59:10**
bilateral contract theory, **Emp P § 59:2**
cause, discharge only for, **Emp P § 59:25**
changes in position, inference of contractual rights from, **Emp P § 59:26**
compensation terms, specification of, **Emp P § 59:15**
consideration, evidence of, **Emp P § 59:5**
continuing benefits, references to, **Emp P § 59:18**
discipline and discharge procedures, references to, **Emp P § 59:23 to 59:25**
disclaimers, effect of, **Emp P § 59:8**
employment or opportunities, giving up other, **Emp P § 59:27**
intent, evidence of, **Emp P § 59:6**
layoff policies, references to, **Emp P § 59:22**
legitimate expectations and unilateral contract theories, relationship between, **Emp P § 59:4**
length of service, **Emp P § 59:30**
level of performance, **Emp P § 59:30**
modification of implied contracts, **Emp P § 59:11**
moving to new location, **Emp P § 59:29**
nondiscrimination policies, adoption of, **Emp P § 59:20**
oral modifications of written representations establishing employment-at-will, **Emp P § 59:9**
pension and retirement plans, references to, **Emp P § 59:19**
performance appraisals, favorable, **Emp P § 59:17**

TERMINATION OF EMPLOYMENT—Cont'd
Implied-in-fact contracts, wrongful termination claims based on —Cont'd
permanent employment, **Emp P § 59:14**
promissory estoppel, **Emp P § 59:12**
promotion policies, references to, **Emp P § 59:21**
representations by employer, inference of contractual rights from, **Emp P § 59:13**
reviews or raises, projection of, **Emp P § 59:16**
timing, effect on formation of implied contracts, **Emp P § 59:7**
unilateral contract theory, **Emp P § 59:3, 59:4**
union protection, giving up, **Emp P § 59:28**
Inference of nondiscrimination when discharge follows hiring by same person, **Emp P § 57:33**
Injunctive orders, **Emp P § 57:52**
Insubordination, **Emp P § 57:11**
Intentional infliction of emotional distress
general discussion, **Emp P § 61:4 to 61 to 8**
at-will employment, applicability to termination of, **Emp P § 61:4**
discrimination or harassment on prohibited basis, **Emp P § 61:8**
outrageous and extreme conduct, **Emp P § 61:6**
prima facie case, establishment of, **Emp P § 61:5**
severity of emotional distress, **Emp P § 61:7**
Intent to discriminate, **Emp P § 57:24, 59:6**
Interference with contractual relations
general discussion, **Emp P § 61:9 to 61:13**
agents of employer as third parties, **Emp P § 61:12, 61:13**
at-will employment, applicability to termination of, **Emp P § 61:9**
motives or agents, relevance of, **Emp P § 61:13**
proving and defending against claims of interference with contractual relations, **Emp P § 61:10**
third party interference, requirement of, **Emp P § 61:11**
Intolerable working conditions, constructive discharge, **Emp P § 57:42 to 57:44**
Invasion of privacy. Privacy, invasion of, below
Layoff policies, references to, **Emp P § 59:22**
Legitimate expectations, relationship between, **Emp P § 59:4**
Legitimate nondiscriminatory explanation, articulation of, **Emp P § 57:27**
Length of service, **Emp P § 59:30**
Level of performance, **Emp P § 59:30**
Limitation of liability for lost earnings, **Emp P § 81:14**
Lost earnings, damages, **Emp P § 81:10 to 81:14**
Malicious prosecution, wrongful termination, **Emp P § 61:22**
Measurement of performance, **Emp P § 57:9**
Mistreatment of customers, **Emp P § 57:17**
Mitigation of damages, **Emp P § 81:17**
Modification of implied contracts, **Emp P § 59:11**
Motives, interference with contractual relations, **Emp P § 61:13**
Moving to new location, **Emp P § 59:29**
Negligent discharge, wrongful termination, **Emp P § 61:23**
Negligent infliction of emotional distress, wrongful termination, **Emp P § 61:24**
Nominal damages, availability of, **Emp P § 81:16**
Nondiscrimination policies, adoption of, **Emp P § 59:20**
Oral modifications of written representations establishing employment-at-will, **Emp P § 59:9**

TERMINATION OF EMPLOYMENT—Cont'd
Outrageous and extreme conduct, intentional infliction of emotional distress, **Emp P § 61:6**
Payment of compensation, **Comp § 30:1 et seq.**
Pension and retirement plans, references to, **Emp P § 59:19**
Performance appraisals, favorable, **Emp P § 59:17**
Performance standards, application of, **Emp P § 57:8, 57:9**
Permanent employment, **Emp P § 59:14**
Personality problems, **Emp P § 57:12**
Pleadings
fraud, **Emp P § 61:15**
good faith and fair dealing, wrongful termination claims based on implied covenants of, **Emp P § 60:4**
wrongful termination, **Emp P § 61:3**
Presentation of plaintiff's case
general discussion, **Emp P § 57:20 to 57:24**
intent to discriminate, establishment of, **Emp P § 57:24**
prima facie disparate treatment case, establishment of, **Emp P § 57:20**
protected class membership requirement, **Emp P § 57:21**
replacement requirement, **Emp P § 57:23**
satisfactory performance requirement, **Emp P § 57:22**
Prima facie case
disparate treatment case, **Emp P § 57:20**
intentional infliction of emotional distress, **Emp P § 61:5**
rebuttal, **Emp P § 57:26**
Privacy, invasion of
general discussion, **Emp P § 61:18 to 61:20**
at-will employment, applicability to termination of, **Emp P § 61:18**
drug-related investigations, **Emp P § 61:20**
interference with personal relationships, **Emp P § 61:19**
Promissory estoppel, **Emp P § 59:12**
Promotion policies, references to, **Emp P § 59:21**
Protected class membership requirement, **Emp P § 57:21**
Protective orders, **Emp P § 57:52**
Punitive damages, **Emp P § 81:18 to 81:22**
Rebuttal of employer's explanation
general discussion, **Emp P § 57:29 et seq.**
burden of proving that employer's explanation is pretextual, **Emp P § 57:29**
circumstantial evidence of intent to discriminate, **Emp P § 57:32, 57:33**
comparative circumstantial evidence of intent to discriminate, **Emp P § 57:34**
credibility of employer's explanations based on employee performance, lack of, **Emp P § 57:31**
direct evidence of discriminatory animus, **Emp P § 57:35**
inference of nondiscrimination when discharge follows hiring by same person, **Emp P § 57:33**
unworthy of belief, employer's explanation as, **Emp P § 57:30**
Reinstatement, **Emp P § 57:50, 81:8**
Release of liability, effect of, **Emp P § 81:7**
Remedies
general discussion, **Emp P § 57:48 et seq.**
backpay and front pay, **Emp P § 57:51**
checklist of judicial remedies, **Emp P § 57:49**
protective and injunctive orders, **Emp P § 57:52**
reinstatement in discrimination and polygraph cases, **Emp P § 57:50**

TERMINATION OF EMPLOYMENT—Cont'd
Remedies—Cont'd
settlement of complaint through Equal Employment Opportunity Commission, **Emp P § 57:48**
Replacement requirement, **Emp P § 57:23**
Reviews or raises, projection of, **Emp P § 59:16**
Satisfactory performance requirement, **Emp P § 57:22**
Settlement
general discussion, **Emp P § 81:5 to 81:7**
elements, **Emp P § 81:6**
Equal Employment Opportunity Commission, settlement through, **Emp P § 57:48**
release of liability, effect of, **Emp P § 81:7**
tactical considerations, **Emp P § 81:5**
Special concern for plaintiff, evidence of, **Emp P § 57:28**
State law
general discussion, **Emp P § 57:53 et seq.**
age discrimination statutes, **Emp P § 57:55**
disability discrimination laws, **Emp P § 57:56**
fair employment practice statutes, **Emp P § 57:54**
scope of state discriminatory discharge prohibitions, **Emp P § 57:53**
Statistical evidence of discriminatory intent, **Emp P § 57:36 et seq.**
Statutory prohibitions, **Emp P § 57:3**
Tax consequences of monetary recovery, wrongful termination, **Emp P § 81:4**
Timing, effect on formation of implied contracts, **Emp P § 59:7**
Uniformed service members, reemployment of, **Emp P § 64:1, 64:2**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 64:2**
Unilateral contract theory, **Emp P § 59:3, 59:4**
Union protection, giving up, **Emp P § 59:28**
Unlawful working conditions, constructive discharge, **Emp P § 57:45**
Unworthy of belief, employer's explanation as, **Emp P § 57:30**
Work rules regulating on-the-job conduct, violation of, **Emp P § 57:10**
Wrongful termination
general discussion, **Emp P § 61:1 et seq., 81:1 et seq.**
attorney's fees, above
availability of cause of action, **Emp P § 61:2**
compliance with prescribed termination procedures, **Emp P § 81:9**
conspiracy, **Emp P § 61:21**
damages, above
defenses against recovery, **Emp P § 81:3**
fraud, above
good faith and fair dealing, wrongful termination claims based on implied covenants of, above
implied-in-fact contracts, wrongful termination claims based on, above
intentional infliction of emotional distress, above
interference with contractual relations, above
malicious prosecution, **Emp P § 61:22**
negligent discharge, **Emp P § 61:23**
negligent infliction of emotional distress, **Emp P § 61:24**
pleading and evidence, **Emp P § 61:3**
privacy, invasion of, above
reinstatement, **Emp P § 81:8**
settlement, above

TERMINATION OF EMPLOYMENT—Cont'd
Wrongful termination—Cont'd
tax consequences of monetary recovery, **Emp P § 81:4**
tort or contract remedies, availability of, **Emp P § 81:2**

TERM LIFE INSURANCE
Life Insurance (this index)
Personnel manual, compensation subject to federal employment taxes, **Pers M § 9:9**

TERM OF CONTRACT OR AGREEMENT
Collective Bargaining Agreements (this index)
Unfair Labor Practices (this index)

TERM OF OFFICE
Federal employment, administering agencies, **Labor § 45:4**
LABOR-Management Reporting and Disclosure Act, qualifications of candidates for elections, **Labor § 66:13**
Railway LABOR Act, members of National Mediation Board, **Labor § 44:5**

TERMS
Collective Bargaining Agreements (this index)
Employment. **Terms, Conditions and Privileges of Employment** (this index)
Personnel manual, policy of Levi-Strauss for business partners' conduct, **Pers M § 5:46**

TERMS, CONDITIONS AND PRIVILEGES OF EMPLOYMENT
General discussion, **Emp P § 43:1 et seq.**
Access to records. **Records and Reports** (this index)
Action against employee for sharing wage information, prohibition, **Emp P § 65:91**
Age Discrimination in Employment Act, **Emp P § 43:5**
Apprentices (this index)
Assignment of jobs. **Transfers and Job Assignments** (this index)
Blacklisting, **Emp P § 65:42 et seq.**
Bonuses (this index)
Chaplain, access to, **Emp P § 65:90**
Closings of plants, discriminatory, **Emp P § 65:89**
Collective bargaining agreements, arbitrability of issues, **Labor § 49:52 to 49:58**
Compensation (this index)
Contractual relationships, effect on terms, conditions, and privileges of employment under Title VII, **Emp P § 43:3**
Defamation, postemployment conduct, **Emp P § 65:12, 65:13**
Defined, **Emp P § 43:2, 43:5**
Discipline (this index)
English language rules, **Emp P § 65:82**
Equipment, unequal distribution to employees, **Emp P § 65:87**
Fringe Benefits (this index)
Grievance procedures, **Emp P § 65:88**
Harassment (this index)
Job assignments. **Transfers and Job Assignments** (this index)
Language, use of, **Emp P § 65:82, 65:83**
Languages other than English, discriminatory use of, **Emp P § 65:83**
Layoffs and Recalls (this index)
Lie detector tests. **Polygraph Tests** (this index)
Life Insurance (this index)
Mandatory Retirement (this index)

TERMS, CONDITIONS AND PRIVILEGES OF EMPLOYMENT—Cont'd
Maternity Leave and Benefits (this index)
Medical and Health Insurance (this index)
Monitoring of employees. **Surveillance and Monitoring of Employees** (this index)
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:46**
National LABOR Relations Board, impact on right to consider disputes of other federal laws dealing directly with employment conditions, **Labor § 11:27 to 11:40**
Negligent Hiring, Supervision and Retention of Employees (this index)
Personnel Manual (this index)
Plant closings, discriminatory, **Emp P § 65:89**
Polygraph Tests (this index)
Postemployment conduct
general discussion, **Emp P § 65:9 to 65:13**
defamation, **Emp P § 65:12, 65:13**
statutory protections, **Emp P § 65:11**
unfair competition against former employer, **Emp P § 65:10**
Post-employment relationships, effect on terms, conditions, and privileges of employment under Title VII, **Emp P § 43:4**
Profit-Sharing (this index)
Prohibition of action against employee for sharing wage information, **Emp P § 65:91**
Promotions (this index)
Railway Labor Act (this index)
Recalls. **Layoffs and Recalls** (this index)
Records and Reports (this index)
Reference check immunity statutes, **Emp P § 65:14 et seq.**
Restroom facilities, **Emp P § 65:84, 65:85**
Retirement and Retirement Plans (this index)
Salaries. **Compensation** (this index)
Searches of Employees (this index)
Segregated company functions or employer-sponsored activities, **Emp P § 65:86**
Segregated or unequal restroom and other facilities, **Emp P § 65:85**
Seniority Systems (this index)
Service letters, **Emp P § 65:71 et seq.**
Services, unequal distribution to employees, **Emp P § 65:87**
Severance Pay (this index)
Sick Leave (this index)
Speak-only English rules, **Emp P § 65:82**
Surveillance and Monitoring of Employees (this index)
Termination of Employment (this index)
Title VII, **Emp P § 43:2 to 43:4**
Transfers and Job Assignments (this index)
Unfair competition against former employer, **Emp P § 65:10**
Unfair Labor Practices (this index)
Unsanitary restroom facilities, **Emp P § 65:84**
Vacations (this index)
Wage information, prohibition of action against employee for sharing, **Emp P § 65:91**
Wages. **Compensation** (this index)

TERRITORIAL JURISDICTION OF UNION
Unfair labor practices, wage data on employees outside of, **Labor § 35:36**

TERRITORIES
International employment, special rules for employees in, **Emp P § 41:75**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 9:9**

TESTAMENTARY TRANSFER LAWS
Preemption, **Ben § 1:123**

TESTIMONY
Witnesses (this index)

TESTS
Medical benefits, **Ben § 5:40**

TESTS AND TESTING
Collective bargaining agreement provisions, drugs and alcohol, **Labor § 47:79 to 47:85**
Drugs (this index)
Iowa, substance abuse and testing, **Emp P § 30:123, 30:125**
National Labor Relations Board (this index)
Personnel Manual (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

TEXAS
Absence of employee on payday, **Comp § 29:142**
Administrative subpoena, enforcement of, **Emp P § 111:206**
Age discrimination, **Emp P § 8:14, 8:56, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agricultural employees, minimum wages, **Comp § 18:238**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:31, 29:32**
Ancestry discrimination, **Emp P § 7:14, 7:56**
Annual reports, job discrimination agencies, **Emp P § 83:295**
Arbitration of contract disputes, **Labor § 49:211**
Assignments, written notice to employer required, **Comp § 34:93**
Attorney general's suit to enforce employment commission award and for injunctive relief, **Comp § 42:428**
At-will employment, exceptions to, **Emp P § 62:45**
Birth place, discrimination based on, **Emp P § 7:14, 7:56**
Blacklisting, **Emp P § 65:42, 65:65, 82:236**
Bona fide occupational qualifications, **Emp P § 15:13, 15:49**
Business necessity as exception to prohibitions, **Emp P § 14:2, 14:6**
Certificates, child labor, **Comp § 26:58**
Child labor
- general discussion, **Comp § 25:89, 25:90**
- administrative procedures, **Comp § 28:122**
- certificates and permits, **Comp § 26:58**
- exemptions, **Comp § 25:89**
- prohibitions, **Comp § 25:90**
- sanctions and remedies, **Comp § 28:66**

Citizenship discrimination, **Emp P § 7:14, 7:56**
Coerced discrimination, **Emp P § 11:3, 11:44**
Color discrimination, **Emp P § 3:53**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, written notice to employer required, **Comp § 34:93**
- child labor, above

TEXAS—Cont'd
Compensation—Cont'd
- civil fines for underpayment, **Comp § 42:83**
- court proceedings, generally, **Comp § 42:83**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:122**
- exemptions, **Comp § 36:31**
- form of payment, below
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:241**
- notices, **Comp § 37:173**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:172**
- support withholding, below

Complaint processing, job discrimination proceedings, **Emp P § 89:298**
Complicity in discrimination, **Emp P § 12:4, 12:34**
Conditions governing most deductions from compensation, **Comp § 32:192**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:129**
Conversion privileges for health and life insurance, **Ben § 8:190**
Coordination of medical benefits, **Ben § 5:291**
Court enforcement of state labor relations statutes, **Labor § 62:210 to 62:216**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:203 to 111:205**
- administrative subpoena, enforcement of, **Emp P § 111:206**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- fair employment practices statute, **Emp P § 111:205 et seq.**
- garnishment cases, **Emp P § 116:1, 116:25**
- privacy cases, **Emp P § 112:1, 112:24**
- private rights, enforcement of, **Emp P § 111:207**
- temporary equitable relief, **Emp P § 111:205**
- veterans' reemployment cases, **Emp P § 114:1, 114:17**

Coverage of state statutes affecting labor relations, **Labor § 15:46**
Credits, minimum wages, **Comp § 18:240**
Creed discrimination, **Emp P § 4:18, 4:60**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:29**
Criminal sanctions
- general discussion, **Emp P § 82:100, 82:234 to 82:236**
- blacklisting statute, **Emp P § 82:236**
- employee privacy statute, **Emp P § 82:235**
- fair employment practices statute, **Emp P § 82:234**

Deductions from compensation
- general discussion, **Comp § 32:192 to 32:194**
- conditions governing most deductions, **Comp § 32:192**
- purchases from employer or third parties, **Comp § 32:194**
- union dues, **Comp § 32:193**

Disabilities discrimination, **Emp P § 9:76, 9:121**
Employee privacy statute, criminal sanctions, **Emp P § 82:235**
Employment agencies, **Emp P § 20:215, 20:257, 67:16, 67:54**

TEXAS—Cont'd
Employment practices
general discussion, **Emp P § 2:1, 2:45**
age discrimination, **Emp P § 8:14, 8:56**
at-will employment, exceptions to, **Emp P § 62:45**
blacklisting, **Emp P § 65:42, 65:65**
bona fide occupational qualifications, **Emp P § 15:13, 15:49**
business necessity as exception to prohibitions, **Emp P § 14:2, 14:6**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:44**
complicity in discrimination, **Emp P § 12:4, 12:34**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:121**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:257**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:52**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:44**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:293**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:207**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:56**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:43**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:33**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:29**
persons protected, **Emp P § 21:18, 21:61**
private employers subject to discrimination laws, **Emp P § 20:28, 20:71**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:136**
race or color discrimination, **Emp P § 3:53**
records and reports, **Emp P § 92:45, 92:71**
reliance on administrative guidance, **Comp § 18:11; Emp P § 18:8**
religious or creed discrimination, **Emp P § 4:18, 4:60**
retaliation against opponents of discrimination, **Emp P § 10:85**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:55**
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:301**
Exemptions
child labor, **Comp § 25:89**
compensation, **Comp § 36:31**
payment of compensation, **Comp § 14:30**

TEXAS—Cont'd
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption regarding vacation pay, **Comp § 31:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:69**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
mail, delivery to employee or by any means requested by employee, **Comp § 33:75**
Fringe benefits, **Emp P § 44:138, 44:166**
Garnishment
general discussion, **Comp § 42:458**
current wages, ban as to, **Comp § 34:337**
employment practices, **Emp P § 63:7, 63:52, 116:1, 116:25**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
retirement and insurance benefits, ban as to, **Comp § 34:338**
unpaid commission, limit on, **Comp § 34:339**
Handicapped persons, minimum wages, **Comp § 18:239**
Harassment, **Emp P § 51:83**
Health, selection and retention of employees, **Emp P § 28:31, 28:62**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:88**
Holidays, **Ben § 10:49; Comp § 31:98**
Interagency cooperation, job discrimination agencies, **Emp P § 83:293**
Investigations, job discrimination proceedings, **Emp P § 89:300**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:291 to 83:297**
annual reports, **Emp P § 83:295**
basic organization, powers and duties, **Emp P § 83:291**
deferral to local agencies, **Emp P § 83:297**
interagency cooperation, **Emp P § 83:293**
local agencies, **Emp P § 83:296, 83:297**
rule making, **Emp P § 83:292**
technical assistance, **Emp P § 83:294**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:298 to 89:302**
alternative means of dispute resolution, **Emp P § 89:299**
basic fair employment practices statute procedures, **Emp P § 89:298**
complaint processing, **Emp P § 89:298**
evidence, procurement of, **Emp P § 89:301**
investigations, **Emp P § 89:300**
reasonable cause determination, **Emp P § 89:302**
Judicial remedies, employment practices, **Emp P § 80:1, 80:44**
Jury duty, **Ben § 14:46**
Labor-management training committees, **Emp P § 20:268, 20:293, 67:67, 67:88**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:207**
Life insurance, **Ben § 8:129; Emp P § 8:190**
Mail, delivery of compensation to employee or by any means requested by employee, **Comp § 33:75**
Mandatory retirement, **Emp P § 52:35, 52:67**
Meal breaks, **Emp P § 45:32, 45:61**

TEXAS—Cont'd
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:129**
conversion privileges, **Ben § 8:190**
coordination of benefits, **Ben § 5:291**
mandated provisions, **Ben § 5:234**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:236 to 18:240, 42:93, 42:188, 42:189**
agricultural employees, **Comp § 18:238**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:240**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, liquidated damages, attorney's fees and costs, **Comp § 42:189**
employees who live on premises, **Comp § 18:237**
handicapped persons, **Comp § 18:239**
most employees, **Comp § 18:236**
time limit for filing suit, **Comp § 42:190**
National origin discrimination, **Emp P § 7:14, 7:56**
Nature of state statutes affecting labor relations, **Labor § 2:49**
New-hire reporting, compensation, **Comp § 37:241**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:43**
Notice
compensation, **Comp § 37:173**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:33**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:166, 42:93, 42:188, 42:189**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, liquidated damages, attorney's fees and costs, **Comp § 42:189**
time limit for filing suit, **Comp § 42:190**
Payment of compensation
general discussion, **Comp § 29:140 to 29:142, 30:90, 30:91, 39:112, 42:429 to 42:431**
absence of employee on payday, **Comp § 29:142**
attorney general's suit to enforce employment commission award and for injunctive relief, **Comp § 42:428**
deductions from compensation, above
exempt employees, monthly payment for, **Comp § 29:141**
exemptions, **Comp § 14:30**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, below
holiday pay as wages, **Comp § 31:98**
other employees, **Comp § 13:52**
periodic wages for most employees, **Comp § 29:140**
purchases by employees, civil fine for compulsion of, **Comp § 42:430**
railroad employees, **Comp § 30:91, 42:429**
severance pay as wages, **Comp § 31:98**
support withholding, below
termination of employment, **Comp § 30:90, 30:91**
vacation pay, **Comp § 31:2, 31:60**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:29**

TEXAS—Cont'd
Periodic wages for most employees, **Comp § 29:140**
Permits, child labor, **Comp § 26:58**
Persons protected, employment practices, **Emp P § 21:18, 21:61**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:62**
Pregnancy benefits, **Emp P § 44:178, 44:206**
Pregnancy discrimination, **Emp P § 5:12, 5:55**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:88**
Privacy cases, **Emp P § 112:1, 112:24**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:71**
Private rights, enforcement of, **Emp P § 111:207**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:136**
Purchases from employer or third parties, deductions from compensation, **Comp § 32:194**
Race discrimination, **Emp P § 3:53**
Railroad employees, payment of compensation, **Comp § 30:91, 42:429**
Reasonable cause determination, job discrimination proceedings, **Emp P § 89:302**
Records and reports
compensation, **Comp § 37:172**
employment practices, **Emp P § 92:45, 92:71**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:88**
Regulation of internal union affairs and reporting requirements, **Labor § 70:43 to 70:47**
Reliance on administrative guidance, **Comp § 18:11; Emp P § 18:8**
Religious discrimination, **Emp P § 4:18, 4:60**
Remedies, child labor, **Comp § 28:66**
Rest breaks, **Emp P § 45:32, 45:61**
Retaliation against opponents of discrimination, **Emp P § 10:85**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:292**
Sanctions, child labor, **Comp § 28:66**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:31, 29:32**
criminal arrests and convictions, **Emp P § 33:12, 33:29**
health and physical fitness, **Emp P § 28:31, 28:62**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:88**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:30**
substance abuse and testing, **Emp P § 30:82, 30:192, 30:204**
veterans and other uniformed service members, **Emp P § 40:80**
Seniority systems, **Emp P § 43:78, 43:106**
Severance pay as wages, **Comp § 31:98**
Sex discrimination, **Emp P § 5:12, 5:55**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:30**
State statutes
arbitration of contract disputes, **Labor § 49:211**

TEXAS—Cont'd
State statutes—Cont'd
court enforcement of state labor relations statutes, **Labor § 62:210 to 62:216**
coverage of state statutes affecting labor relations, **Labor § 15:46**
nature of state statutes affecting labor relations, **Labor § 2:49**
regulation of internal union affairs and reporting requirements, **Labor § 70:43 to 70:47**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:192, 30:204**
Support withholding
general discussion, **Comp § 34:465, 42:504 to 42:507, 42:605, 42:606**
employer's liability, **Comp § 42:605**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:604**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:294**
Temporary equitable relief, **Emp P § 111:205**
Termination of employment, payment of compensation, **Comp § 30:90, 30:91**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:49**
fringe benefits, **Emp P § 44:138, 44:166**
harassment, **Emp P § 51:83**
mandatory retirement, **Emp P § 52:35, 52:67**
pregnancy benefits, **Emp P § 44:178, 44:206**
rest and meal breaks, **Emp P § 45:32, 45:61**
seniority systems, **Emp P § 43:78, 43:106**
training programs, **Emp P § 48:30, 48:58**
wage and salary discrimination, **Emp P § 44:79, 44:122**
Training programs, **Emp P § 48:30, 48:58**
Unemployment compensation, **Ben § 4:89**
Union dues, deductions from compensation, **Comp § 32:193**
Union practices, **Emp P § 66:12, 66:51**
Vacations, **Ben § 9:36; Comp § 31:2, 31:60**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:17**
selection and retention of employees, **Emp P § 40:80**
Voting time off, **Ben § 13:29**
Witness duty, **Ben § 14:46**
Workplace Safety (this index)

THEATERS
Retail or service establishment employees, **Comp § 12:199**
Unions, movie theater bargaining units, **Labor § 19:101**

THEFT
Personnel manual, work rules, **Pers M § 5:67 to 5:70**
Retirement plans, **Ben § 46:39**
Unfair labor practices, dishonesty as reason for discharge of employee, **Labor § 30:186**

THEORETICAL CONSIDERATIONS
Personnel manual, absenteeism, **Pers M § 6:11 to 6:13**

THEORY OF CAMPAIGN
Unions, nonunion employer's guide to union organizing, **Labor § 16:15**

THIRD PARTIES
Bonuses paid by, **Comp § 20:76.50**
LABOR Management Relations Act, right to bring suit for supplemental damages for unlawful secondary activity, **Labor § 58:15**
Nature of federal labor-management relations laws, coercion, **Labor § 1:19**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, violence in workplace by third parties as recognized hazard, **Work S § 3:17**

THIRD PARTY EMPLOYEES
Retaliation, **Emp P § 10:23, 10:24**

THREATS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:274**
LABOR-Management Reporting and Disclosure Act, deprivation of guaranteed rights of union members, **Labor § 64:8**
National LABOR Relations Board, international complications threatened to be caused by NLRB action, **Labor § 51:5**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Violence
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:37**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

360-DEGREE PERFORMANCE REVIEWS
Personnel manual, **Pers M § 15:32**

TICKET SELLERS
Retail or service establishment employees, **Comp § 12:200**

TIE-BREAKER RULES
International employment, taxation, **Emp P § 41:145**

TIE VOTES
Unions, determination of outcome of election, **Labor § 23:108, 23:109**

TIME AND DATE
See also specific states
Advance Matters (this index)
Age Discrimination in Employment Act (this index)
Age Discrimination (this index)
Agricultural employees, filing of response, **Emp P § 90:129**
Annual Matters (this index)
Appeal and review, **Emp P § 110:4, 110:5**
Apprentices, filing of complaints, **Emp P § 88:274**
Bonds of Contractors (this index)
Cards. **Time Cards** (this index)
Child Labor (this index)
Class Actions (this index)
Collective Bargaining Agreements (this index)

TIME AND DATE—Cont'd
Consolidated Omnibus Budget Reconciliation Act (COBRA) (this index)
Contract Work Hours and Safety Standards Act (this index)
Deferred or Deferring (this index)
Delay or Delays (this index)
Department of Labor supplemental hearing procedures, **Emp P § 90:243**
Duration (this index)
Effective Date (this index)
Equal Access to Justice Act (this index)
Executive Order 11246 (this index)
Expedited Matters (this index)
Extension of Time (this index)
Fair Labor Standards Act and Similar State Laws (this index)
Federal Employment (this index)
401(k) plans, elective contributions, **Ben § 23:56**
Future matters. **Prospective or Future Matters** (this index)
Grace Periods (this index)
Group insurance, death or disability, **Ben § 1:68**
Health Maintenance Organizations (this index)
Holidays (this index)
Hours (this index)
Incentive Compensation and Pay (this index)
Individual retirement accounts, contributions, **Ben § 23:89**
Joint Complaint Processing (this index)
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Medical Benefits (this index)
Monthly Matters (this index)
National Labor Relations Board (this index)
Nonqualified Deferred Compensation (this index)
Overtime (this index)
Part-Time Employees (this index)
Payment of compensation, **Comp § 29:6 et seq.**
Personnel Manual (this index)
Premature Matters (this index)
Prompt Matters (this index)
Prospective or Future Matters (this index)
Railway Labor Act (this index)
Records and Reports (this index)
Retaliation, timing of employee's activity and adverse action, **Emp P § 10:37**
Retirement and Retirement Plans (this index)
Statutes of Limitation (this index)
Stay or Stays (this index)
Stock Options (this index)
Studies. **Timestudies** (this index)
Support Withholding (this index)
Temporary Matters (this index)
Time Off (this index)
Title VII (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Waiting Periods (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

TIME CARDS
Personnel Manual (this index)
Unfair labor practices, company rule violation as reason for discharge of employee, **Labor § 30:149**

TIME CLOCKS
Personnel manual, **Pers M § 5:108**

TIME OFF
General discussion, **Ben § 9:1 et seq.; Emp P § 117:1 et seq.**
Family leave. **Parental and Family Leave** (this index)
Federal government employees, presentation of complaint, **Emp P § 88:314, 88:350**
Holidays (this index)
International employment, **Emp P § 41:61**
Parental and Family Leave (this index)
Personnel Manual (this index)
Sick Leave (this index)
State court proceedings, **Emp P § 117:1 et seq.**
Vacations (this index)
Veterans and Other Uniformed Service Members (this index)

TIMESTUDIES
National LABOR Relations Act, supervisor coverage of time-study personnel, **Labor § 5:52**
Unfair labor practices, job information, **Labor § 35:39, 35:40**

TIMETABLES
Affirmative Action (this index)

TIPS [COMPENSATION]
Minimum Wages (this index)
Personnel Manual (this index)
Records and reports, **Comp § 37:49**
Service Contract Act, minimum wages, **Comp § 19:26**
Utah, **Comp § 18:245**

TIPS [POINTERS]
Personnel Manual (this index)

TIRE DEALERS
Retail or service establishment employees, **Comp § 12:51**

TIRES
Workplace Safety (this index)

TITLE COMPANIES
Retail or service establishment employees, **Comp § 12:201**

TITLE IX
General discussion, **Emp P § 1:29, 88:226 to 88:229**
Authority to regulate, **Emp P § 88:226**
Civil actions, **Emp P § 94:86**
Regulation permissible absent findings of discrimination, **Emp P § 88:227**
Voluntary compliance efforts, **Emp P § 88:228**

TITLE PAGE
Personnel manual, model affirmative action plans, **Pers M § 1:89, 1:111 et seq., 1:119**

TITLES OF JOBS
Job Titles (this index)

TITLE VI

General discussion, **Emp P § 1:28, 88:191 to 88:225**
Administrative sanctions and remedies, **Emp P § 82:6, 82:7**
Attorney General, authority to regulate, **Emp P § 88:192**
Authority to regulate, **Emp P § 88:191, 88:192**
Brief, right to file, **Emp P § 88:220**
Burden of proof, **Emp P § 107:38**
Causation, evidence, **Emp P § 107:67**
Civil actions, **Emp P § 94:84, 94:85**
Complaints
- general discussion, **Emp P § 88:201 to 88:207**
- conciliation attempted where violation found, **Emp P § 88:206**
- employer processing of complaints, **Emp P § 88:204**
- investigation requirement, **Emp P § 88:203**
- notice to parties where no violation, **Emp P § 88:205**
- record of complaints of employer, **Emp P § 88:207**
- referral to appropriate agency where no jurisdiction, **Emp P § 88:202**
- time limits for filing, **Emp P § 88:201**

Compliance guidelines, funding agency, **Emp P § 88:197**
Compliance reviews, **Emp P § 88:199**
Conciliation, **Emp P § 88:206, 88:225**
Consolidated hearings, **Emp P § 88:216**
Cooperation of funding agencies, **Emp P § 88:193, 88:194**
Counsel, right to, **Emp P § 88:212**
Decisions without hearing, **Emp P § 88:217**
Disclosures, **Emp P § 92:78**
Disparate treatment and disparate impact, evidence, **Emp P § 107:17**
Duty of employer to provide information, **Emp P § 88:200**
Employer processing of complaints, **Emp P § 88:204**
Enforcement plans of funding agency, **Emp P § 88:196**
Evidence
- disparate treatment and disparate impact, **Emp P § 107:17**
- hearings, **Emp P § 88:214**
- intent and causation, **Emp P § 107:67**
- order and burden of proof, **Emp P § 107:38**
- prima facie case, **Emp P § 107:67**

Exhaustion of remedies, **Emp P § 95:63**
Final decision, right to receive, **Emp P § 88:220**
Funding agencies, authority to regulate, **Emp P § 88:191**
Hearings
- general discussion, **Emp P § 88:208 to 88:216**
- consolidated hearings, **Emp P § 88:216**
- counsel, right to, **Emp P § 88:212**
- evidence, rules of, **Emp P § 88:214**
- notification, **Emp P § 88:209**
- persons who conducts hearings, **Emp P § 88:211**
- procedures, **Emp P § 88:213**
- record of hearing, **Emp P § 88:215**
- right to hearing, **Emp P § 88:208**
- waiver of hearing, **Emp P § 88:210**

Initial decisions, **Emp P § 88:218**
Intent, evidence, **Emp P § 107:67**
Investigation requirement, **Emp P § 88:203**
Notice, **Emp P § 88:205, 92:78**
Notification of hearings, **Emp P § 88:209**
Order of proof, **Emp P § 107:38**
Parties, **Emp P § 97:18, 97:31**

TITLE VI—Cont'd

Post-hearing procedures
- general discussion, **Emp P § 88:217 to 88:222**
- brief, right to file, **Emp P § 88:220**
- content of final decision, **Emp P § 88:221**
- contents of decisions, **Emp P § 88:219**
- decisions without hearing, **Emp P § 88:217**
- final decision, right to receive, **Emp P § 88:220**
- recommended and initial decisions, **Emp P § 88:218**
- restoration of eligibility, **Emp P § 88:222**

Pre-funding reviews, **Emp P § 88:198**
Prima facie case, **Emp P § 107:67**
Primary enforcement responsibility, **Emp P § 88:195**
Private actions, **Emp P § 94:85**
Recommended decisions, **Emp P § 88:218**
Records and reports
- general discussion, **Emp P § 92:38**
- complaints of employer, **Emp P § 88:207**
- hearings, **Emp P § 88:215**

Referral to appropriate agency where no jurisdiction, **Emp P § 88:202**
Rehabilitation Act, **Emp P § 88:264**
Restoration of eligibility, **Emp P § 88:222**
Statutes of limitation, **Emp P § 100:23**
Time limits for filing complaints, **Emp P § 88:201**
Venue, **Emp P § 96:13**
Voluntary compliance efforts
- general discussion, **Emp P § 88:223 to 88:225**
- conciliation, **Emp P § 88:225**
- extent of required efforts, **Emp P § 88:224**

Waiver of hearing, **Emp P § 88:210**

TITLE VII

General discussion, **Emp P § 1:1 to 1:6, 84:1 et seq.**
Administration, **Emp P § 1:3**
Administrative exemptions, **Emp P § 91:4**
Administrative processing requirements for Equal Employment Opportunity Commission actions
- general discussion, **Emp P § 95:45 to 95:52**
- conciliation, attempt at, **Emp P § 95:50, 95:51**
- investigation, **Emp P § 95:48**
- notice of charge, **Emp P § 95:47**
- notice of unsuccessful conciliation, **Emp P § 95:51**
- reasonable cause finding, **Emp P § 95:49**
- state processing requirement, **Emp P § 95:52**
- verification of charge, **Emp P § 95:46**

Administrative processing requirements for federal employee actions
- general discussion, **Emp P § 95:28 to 95:30**
- excuse of failure to exhaust requirements, **Emp P § 95:30**
- scope of exhaustion requirements, **Emp P § 95:28**
- time limitations as jurisdictional prerequisites, **Emp P § 95:29**

Administrative processing requirements for private actions
- general discussion, **Emp P § 95:5 to 95:27**
- amended charges processed by states, **Emp P § 95:24**
- charge filing, **Emp P § 95:8 to 95:13**
- complete and proper state processing not required, **Emp P § 95:26**
- conciliation, attempt at, **Emp P § 95:13**
- cooperation with state agency by complaining party, lack of, **Emp P § 95:22**

TITLE VII—Cont'd
Administrative processing requirements for private actions —Cont'd
curing lack of right-to-sue notice, **Emp P § 95:16**
district director, effect of issuance of right-to-sue notice by, **Emp P § 95:18**
early issuance of right-to-sue notice, **Emp P § 95:17**
failure to comply with state processing requirement, effect of, **Emp P § 95:27**
liberal interpretation of processing requirements, **Emp P § 95:6**
mistakes in state processing by Equal Employment Opportunity Commission, **Emp P § 95:23**
notice of charge, **Emp P § 95:11**
reasonable cause finding, **Emp P § 95:12**
receipt of right-to-sue notice, **Emp P § 95:15**
responsive use of Title VII by defendant permitted without processing, **Emp P § 95:7**
right-to-sue notice, **Emp P § 95:8, 95:14 to 95:18**
state agencies that must be utilized, **Emp P § 95:20**
state processing requirements, **Emp P § 95:19**
time and date
charge, timeliness of, **Emp P § 95:9**
right-to-sue notice, issuance of, **Emp P § 95:14**
state filing, **Emp P § 95:25**
verification of charge, **Emp P § 95:10**
waiver of jurisdiction by states, **Emp P § 95:21**
worksharing agreements, effect of, **Emp P § 95:21**
Administrative sanctions and remedies, **Emp P § 82:2**
Age Discrimination in Employment Act, differences from, **Emp P § 87:2**
Aggrieved individuals, charges by, **Emp P § 84:6**
Alternative dispute resolution
general discussion, **Emp P § 84:145 to 84:153**
appropriateness of ADR, **Emp P § 84:147**
closure of case, **Emp P § 84:153**
commitment of Equal Employment Opportunity commission to ADR, **Emp P § 84:145**
compliance reviews, **Emp P § 84:148, 84:149**
conditions for on-site reviews, **Emp P § 84:150**
feasibility of ADR, **Emp P § 84:147**
on-site reviews, **Emp P § 84:150, 84:151**
related charges, filing of subsequent, **Emp P § 84:152**
Amendment of charge
general discussion, **Emp P § 84:38**
administrative processing requirements for private actions, **Emp P § 95:24**
filing, **Emp P § 84:56**
Appeal of no-cause findings, **Emp P § 84:131**
Arbitration agreements, **Emp P § 95:71.10**
Arbitration proceedings, pendency of, **Emp P § 84:100**
Assistance in preparing charges, **Emp P § 84:30**
Attorneys, **Emp P § 97:53, 100:36**
Attorney's fees, **Emp P § 77:2, 77:13, 77:14, 77:50**
Backpay, limitation on period, **Emp P § 72:14**
Bona fide occupational qualifications, **Emp P § 15:2**
Bonuses, **Emp P § 46:75**
Category C: charges suitable for dismissal, **Emp P § 84:25**
Charging process
general discussion, **Emp P § 84:4, 84:5**
confidentiality of charges, **Emp P § 84:5**
continuing violations, below, **Emp P § 84:73**

TITLE VII—Cont'd
Charging process—Cont'd
equitable modification of charging period, below
filing of charges with Equal Employment Opportunity Commission, below
filing of charges with state and local agencies, below
persons who may file charges, below
time to file charges, below
Checklist of administrative time limits, **Emp P § 84:2**
Civil proceedings, **Emp P § 94:60, 94:61**
Class actions, **Emp P § 84:35, 84:102, 99:4**
Closure of case, alternative dispute resolution, **Emp P § 84:153**
College tenure cases, commencement of filing period, **Emp P § 84:71**
Communists, exemption from protection for, **Emp P § 21:7**
Complaints, **Emp P § 101:33**
Compliance reviews, alternative dispute resolution, **Emp P § 84:148, 84:149**
Conciliation
general discussion, **Emp P § 84:137 to 84:144**
administrative processing requirements for Equal Employment Opportunity Commission actions, **Emp P § 95:50, 95:51**
administrative processing requirements for private actions, **Emp P § 95:13**
agreements, requirements in, **Emp P § 92:18**
confidentiality of conciliation efforts, **Emp P § 84:144**
consolidation of other charges for conciliation conference, **Emp P § 84:140**
failure of conciliation, **Emp P § 84:143**
format of conciliation conference, **Emp P § 84:141**
initial meeting with charging party, **Emp P § 84:138**
initial meeting with respondents, **Emp P § 84:139**
successful conciliation, **Emp P § 84:142**
Confidentiality
charges, **Emp P § 84:5**
conciliation efforts, **Emp P § 84:144**
information, **Emp P § 92:4**
Consolidation of other charges for conciliation conference, **Emp P § 84:140**
Constructive receipt of notice, **Emp P § 100:35, 100:40**
Continuing employment relationship, effect on commencement of filing period, **Emp P § 84:65**
Continuing violations
general discussion, **Emp P § 84:74 to 84:90**
covert multiple acts of discrimination, **Emp P § 84:79**
forced leave or resignation cases, **Emp P § 84:86**
harassment cases, **Emp P § 84:90**
hiring cases, **Emp P § 84:80**
layoff and recall cases, **Emp P § 84:84**
pleading continuing violations, **Emp P § 84:76**
postemployment practices cases, **Emp P § 84:88**
present effects of past discrimination, **Emp P § 84:75**
seniority cases, **Emp P § 84:85**
series of discriminatory acts, **Emp P § 84:77**
statutes of limitation, **Emp P § 100:42**
systematic discrimination, **Emp P § 84:78**
termination and discharge cases, **Emp P § 84:87**
training cases, **Emp P § 84:82**
transfer and promotion cases, **Emp P § 84:83**
union practices cases, **Emp P § 84:89**
wage and benefits cases, **Emp P § 84:81**

TITLE VII—Cont'd
Cooperation with state agency by complaining party, lack of, **Emp P § 95:22**
Costs of litigation, award to prevailing defendants, **Emp P § 78:7**
Counsel, employment by claimant, **Emp P § 84:96**
Counseling of charging party, **Emp P § 84:29**
Covert multiple acts of discrimination, continuing violations, **Emp P § 84:79**
Criminal sanctions, **Emp P § 82:90**
Damages, **Emp P § 74:3, 74:5, 74:7, 74:8**
Deferral agency, mistakes by, **Emp P § 84:99**
Deferral jurisdictions, time to file charges, **Emp P § 84:46 to 84:51, 84:54, 84:55**
Deferral of charges, **Emp P § 84:11 to 84:13, 84:98**
Discharge cases
commencement of filing period, **Emp P § 84:73**
continuing violations, **Emp P § 84:87**
Disclosures, **Emp P § 92:74**
Dismissal of charges, **Emp P § 84:25, 84:43**
Eeo-2 report, **Emp P § 92:12**
Eeo-1 report by employer, **Emp P § 92:6, 92:7**
Eeo-3 report by union, **Emp P § 92:8, 92:9**
Eeo-5 reports by elementary and secondary schools, **Emp P § 92:16**
Eeo-4 reports by political jurisdictions, **Emp P § 92:15**
Elected officials, their staff, appointees and advisors, exemption from protection for, **Emp P § 21:8**
Elementary schools, records and reports, **Emp P § 92:16**
Employment agencies, **Emp P § 67:2**
Enforcement of subpoenas, **Emp P § 84:124**
Enforcement plan/potential cause charges, **Emp P § 84:23**
Equal Access to Justice Act, relationship to, **Emp P § 77:14**
Equal Employment Opportunity Commission
administrative processing requirements for Equal Employment Opportunity Commission actions, above
powers and duties, **Emp P § 83:51**
statutes of limitation, **Emp P § 100:10, 100:11**
Equitable modification of charging period
general discussion, **Emp P § 84:91 to 84:103**
arbitration proceedings, pendency of, **Emp P § 84:100**
class action, pendency of, **Emp P § 84:102**
deferral agency, mistakes by, **Emp P § 84:99**
deferral of charges by Equal Employment Opportunity Commission, **Emp P § 84:98**
employment of counsel by claimant, **Emp P § 84:96**
federal agency, pendency of proceedings in another, **Emp P § 84:101**
grievance proceedings, pendency of, **Emp P § 84:100**
illness of claimant, **Emp P § 84:95**
misleading of claimant by employer, **Emp P § 84:93**
mistakes by deferral agency, **Emp P § 84:99**
mistakes by Equal Employment Opportunity Commission, **Emp P § 84:97**
notices, employer's failure to post, **Emp P § 84:92**
pendency of other proceedings, **Emp P § 84:100 to 84:102**
personal circumstances of claimant, **Emp P § 84:103**
promise of employer not to assert untimeliness, **Emp P § 84:94**
Estoppel. Waiver or estoppel, below
Evidence, intent and causation, **Emp P § 107:46 et seq., 107:54**

TITLE VII—Cont'd
Exhaustion of remedies
general discussion, **Emp P § 95:58**
administrative processing requirements for federal employee actions, above
Expenses, subpoenas, **Emp P § 84:122**
Extraneous violations, investigation of, **Emp P § 84:106**
Factfinding conferences, **Emp P § 84:108**
Falsification of records and reports, consequences of, **Emp P § 92:19**
Feasibility of alternative dispute resolution, **Emp P § 84:147**
Federal agency, pendency of proceedings in another, **Emp P § 84:101**
Federal employment
general discussion, **Emp P § 94:61**
administrative processing requirements for federal employee actions, above
statutes of limitation, **Emp P § 100:8, 100:9, 100:37**
Filing of charges with Equal Employment Opportunity Commission
general discussion, **Emp P § 84:14, 84:21 to 84:43**
additional information, charges requiring, **Emp P § 84:24**
amendment of charge, **Emp P § 84:38**
assistance in preparing charges, **Emp P § 84:30**
category C: charges suitable for dismissal, **Emp P § 84:25**
class allegations, individual charges containing, **Emp P § 84:35**
counseling of charging party, **Emp P § 84:29**
dismissal, charges suitable for, **Emp P § 84:25**
dismissal of charges, **Emp P § 84:43**
enforcement plan/potential cause charges, **Emp P § 84:23**
initial interview with charging party, **Emp P § 84:28**
priority charge handling procedures, **Emp P § 84:22**
procedure for commissioner charges, **Emp P § 84:26**
relation back of amended charge, **Emp P § 84:38**
respondent covered by Title VII, charge must be against, **Emp P § 84:36**
service of notice of charge on respondent, **Emp P § 84:39, 84:40**
signature of charge, **Emp P § 84:37**
sufficiency of charge, **Emp P § 84:31, 84:32**
systemic program, **Emp P § 84:27**
unfair immigration-related employment practice charge, charge may not be filed after filing of, **Emp P § 84:34**
verification of charge, **Emp P § 84:37**
violation of Title VII, allegation of, **Emp P § 84:33**
withdrawal of charge, **Emp P § 84:41, 84:42**
Filing of charges with state and local agencies
general discussion, **Emp P § 84:10 to 84:20**
certified agencies, **Emp P § 84:19, 84:20**
deferral to state or local agency, **Emp P § 84:11 to 84:13**
fair employment practices agencies, **Emp P § 84:16, 84:17**
notice agencies, **Emp P § 84:18**
waiver by state of deferral, **Emp P § 84:13**
worksharing agreements with fair employment practices agencies, **Emp P § 84:15**
Forced leave or resignation cases, continuing violations, **Emp P § 84:86**
Fringe benefits, **Emp P § 44:131**
Grievance proceedings, **Emp P § 84:64, 84:100**
Harassment cases, **Emp P § 84:72, 84:90**
Higher education institutions, EEO reports, **Emp P § 92:17**

TITLE VII—Cont'd
Hiring, preselection and recruitment practices, **Emp P § 39:29, 84:66, 84:80**
Illness of claimant, equitable modification of charging period, **Emp P § 84:95**
Imputed knowledge to employee of discriminatory act, commencement of filing period, **Emp P § 84:62**
Informal charges, when considered filed, **Emp P § 84:57**
In forma pauperis proceedings, **Emp P § 98:2**
Intervention
Equal Employment Opportunity Commission, intervention by, **Emp P § 97:45**
Equal Employment Opportunity Commission actions, **Emp P § 97:44**
government agencies, intervention by, **Emp P § 97:46**
private parties, intervention by, **Emp P § 97:43**
Investigations
General discussion, **Emp P § 84:105 to 84:117**
administrative processing requirements for Equal Employment Opportunity Commission actions, **Emp P § 95:48**
extraneous violations, investigation of, **Emp P § 84:106**
factfinding conferences, **Emp P § 84:108**
initial interviews with charging party and witnesses, **Emp P § 84:110**
initial interviews with respondent and witnesses, **Emp P § 84:111**
legal unit involvement in investigations, **Emp P § 84:117**
on-site investigation, **Emp P § 84:112**
position statements of parties, **Emp P § 84:114**
predetermination interviews of parties, **Emp P § 84:115**
predetermination settlements, **Emp P § 84:116**
processing methods, focus of investigations under different, **Emp P § 84:107**
production of documents, request for, **Emp P § 84:113**
scope of investigatory authority, **Emp P § 84:105**
statement from charging party, request for, **Emp P § 84:109**
subpoenas, below
Job discrimination laws, relationship to, **Emp P § 1:4**
Joinder of parties, **Emp P § 97:37, 97:38**
Joint labor-management apprenticeship committees, records and reports, **Emp P § 92:11 to 92:14**
Jurisdiction
general discussion, **Emp P § 95:96, 95:103 to 95:106**
administrative processing requirements for Equal Employment Opportunity Commission actions, above
administrative processing requirements for federal employee actions, above
administrative processing requirements for private actions, above
Jury and jury trial, **Emp P § 105:6, 105:15**
Labor laws, relationship to, **Emp P § 1:5**
Labor-management training committees, **Emp P § 20:267, 67:63**
Laches, **Emp P § 100:71**
Equal Employment Opportunity Commission actions, **Emp P § 100:74**
Layoff cases, continuing violations, **Emp P § 84:84**
Local governments, **Emp P § 20:89**
Misleading of claimant by employer, equitable modification of charging period, **Emp P § 84:93**

TITLE VII—Cont'd
Mistakes
deferral agency, equitable modification of charging period, **Emp P § 84:99**
Equal Employment Opportunity Commission, equitable modification of charging period, **Emp P § 84:97**
state processing by Equal Employment Opportunity Commission, **Emp P § 95:23**
Modification of subpoena, **Emp P § 84:123**
Nondeferral jurisdictions, time to file charges, **Emp P § 84:45, 84:53**
Notice
General discussion, **Emp P § 92:74**
administrative processing requirements for Equal Employment Opportunity Commission actions, **Emp P § 95:47, 95:51**
administrative processing requirements for private actions, **Emp P § 95:11**
discriminatory act, commencement of filing period, **Emp P § 84:61**
employer's failure to post notice, **Emp P § 84:92**
final agency action, sufficiency of notice, **Emp P § 100:39**
right-to-sue notices, below
Notice agencies, filing of charges with state and local agencies, **Emp P § 84:18**
Obstruction of enforcement of statute, **Emp P § 13:2**
Parties, **Emp P § 97:4 to 97:7, 97:24, 97:25**
Pendency of other proceedings, equitable modification of charging period, **Emp P § 84:100 to 84:102**
Performance rating cases, commencement of filing period, **Emp P § 84:70**
Personal circumstances of claimant, equitable modification of charging period, **Emp P § 84:103**
Personnel Manual (this index)
Persons who may file charges
general discussion, **Emp P § 84:6 to 84:9**
aggrieved individuals, charges by, **Emp P § 84:6**
commissioner charges, **Emp P § 84:8**
third party charges on behalf of an aggrieved individual, **Emp P § 84:7**
waiver of right to file charge, **Emp P § 84:9**
Pleadings, continuing violations, **Emp P § 84:76**
Political jurisdictions, records and reports, **Emp P § 92:15**
Position statements of parties, **Emp P § 84:114**
Postemployment practices cases, continuing violations, **Emp P § 84:88**
Premature federal employment complaint, statutes of limitation, **Emp P § 100:41**
Principal office of respondent, venue, **Emp P § 96:6**
Priority charge handling procedures, **Emp P § 84:22**
Private actions. Administrative processing requirements for private actions, above
Private employers, **Emp P § 20:12**
Production of documents, request for, **Emp P § 84:113**
Promise of employer not to assert untimeliness, equitable modification of charging period, **Emp P § 84:94**
Promotion cases, **Emp P § 84:68, 84:83**
Public employers, **Emp P § 20:81, 20:87, 20:89**
Punitive damages, **Emp P § 75:2, 75:4, 75:6**
Reasonable cause determinations
general discussion, **Emp P § 84:125 to 84:131**

TITLE VII—Cont'd
Reasonable cause determinations—Cont'd
administrative processing requirements for Equal Employment Opportunity Commission actions, **Emp P § 95:49**
administrative processing requirements for private actions, **Emp P § 95:12**
appeal of no-cause findings, **Emp P § 84:131**
determination or decision, defined, **Emp P § 84:125**
form and content of determination, **Emp P § 84:129**
issuance of determinations and decisions, **Emp P § 84:128**
reconsideration of determinations and decisions, **Emp P § 84:130**
significance of determination, **Emp P § 84:127**
time determination is made, **Emp P § 84:126**
Recall cases, continuing violations, **Emp P § 84:84**
Receipt of right-to-sue notice, administrative processing requirements for private actions, **Emp P § 95:15**
Records and reports
general discussion, **Emp P § 92:2 to 92:20**
conciliation agreements, requirements in, **Emp P § 92:18**
confidentiality of information, **Emp P § 92:4**
discrimination, employers charged with, **Emp P § 92:7**
discrimination, joint committees charged with, **Emp P § 92:14**
discrimination, unions charged with, **Emp P § 92:10**
EEO-2 report, **Emp P § 92:12**
EEO-1 report by employer, **Emp P § 92:6, 92:7**
EEO-3 report by union, **Emp P § 92:8, 92:9**
EEO-5 reports by elementary and secondary schools, **Emp P § 92:16**
EEO-4 reports by political jurisdictions, **Emp P § 92:15**
elementary schools, **Emp P § 92:16**
employers, requirements for, **Emp P § 92:5**
falsification, consequences of, **Emp P § 92:19**
higher education institutions, EEO reports, **Emp P § 92:17**
investigation of alleged noncompliance with reporting and recordkeeping requirements, **Emp P § 92:3**
joint labor-management apprenticeship committees, **Emp P § 92:11 to 92:14**
political jurisdictions, **Emp P § 92:15**
reliance on Equal Employment Opportunity Commission guidance, effect of, **Emp P § 92:20**
secondary schools, **Emp P § 92:16**
unions, **Emp P § 92:8, 92:9**
venue, **Emp P § 96:4**
Relation back of amended pleadings, **Emp P § 84:38, 84:56, 100:43**
Reliance on administrative guidance, **Emp P § 18:2**
Religious or creed discrimination, **Emp P § 4:2**
Rescission of notice, statutes of limitation, **Emp P § 100:34**
Retaliation, **Emp P § 10:3**
Revocation of subpoena, **Emp P § 84:123**
Right-to-sue notices
general discussion, **Emp P § 84:132 to 84:136**
administrative processing requirements for private actions, **Emp P § 95:8, 95:14 to 95:18**
determination or dismissal, issuance after, **Emp P § 84:132**
Equal Employment Opportunity Commission processing, effect on, **Emp P § 84:135**
form and content of notice, **Emp P § 84:134**
public respondents, **Emp P § 84:136**
request of charging party, issuance at, **Emp P § 84:133**

TITLE VII—Cont'd
Secondary schools, records and reports, **Emp P § 92:16**
Section 1981, **Emp P § 1:11, 100:2**
Selection and retention of employees, **Emp P § 22:2**
Seniority, **Emp P § 43:59, 84:85**
Service
notice of charge, **Emp P § 84:39, 84:40**
subpoenas, **Emp P § 84:120**
Settlements, releases and waivers of claims, **Emp P § 69:8, 69:11 to 69:13**
Signature of charge, **Emp P § 84:37**
State governments, **Emp P § 20:89**
State laws, relationship to, **Emp P § 1:6**
Statistical evidence, **Emp P § 107:104 et seq.**
Statutes of limitation
general discussion, **Emp P § 100:5 to 100:11, 100:29 to 100:43**
actual receipt by plaintiff, **Emp P § 100:30**
administrative proceedings. Time to file charges, below
attorney for plaintiff, receipt of notice by, **Emp P § 100:36**
commencement of filing period, **Emp P § 100:29 to 100:43**
constructive receipt of agency action notice by plaintiff's representative, **Emp P § 100:40**
constructive receipt of notice by responsible person, **Emp P § 100:35**
continuing violations, **Emp P § 100:42**
defective notice, effect of, **Emp P § 100:32**
Equal Employment Opportunity Commission actions, **Emp P § 100:10, 100:11**
federal employment actions, **Emp P § 100:8, 100:9, 100:37**
final actions, **Emp P § 100:38**
notice of final agency action, sufficiency of, **Emp P § 100:39**
premature federal employment complaint, effect of, **Emp P § 100:41**
private actions, **Emp P § 100:6, 100:7**
private employment actions, **Emp P § 100:29 to 100:36**
receipt of copy of notice, effect of, **Emp P § 100:31**
relation back of amended complaints or answers, **Emp P § 100:43**
rescission of notice, **Emp P § 100:34**
Section 1981 claims, timely combination with, **Emp P § 100:2**
state statutes of limitations, **Emp P § 100:5**
time to file charges, below
wrong address, effect of mailing to, **Emp P § 100:33**
Statutory exceptions, **Emp P § 1:2**
Subpoenas
general discussion, **Emp P § 84:118 to 84:124**
authority to issue subpoena, **Emp P § 84:118**
enforcement of subpoenas, **Emp P § 84:124**
expenses, reimbursement of, **Emp P § 84:122**
form of subpoena, **Emp P § 84:120**
modification of subpoena, **Emp P § 84:123**
revocation of subpoena, **Emp P § 84:123**
rights and responsibilities of persons under subpoena, **Emp P § 84:121**
service, **Emp P § 84:120**
types of evidence requested by subpoena, **Emp P § 84:119**
Substance abuse and testing, **Emp P § 30:3**

TITLE VII—Cont'd
Systematic discrimination, continuing violations, **Emp P § 84:78**
Systemic program, filing of charges with Equal Employment Opportunity Commission, **Emp P § 84:27**
Termination cases, continuing violations, **Emp P § 84:87**
Terms, conditions and privileges of employment, **Emp P § 43:2 to 43:4**
Testing cases, commencement of filing period, **Emp P § 84:67**
Time and date
- administrative proceedings. Time to file charges, below
- administrative processing requirements for federal employee actions, jurisdictional prerequisites, **Emp P § 95:29**
- administrative processing requirements for private actions, above
- court proceedings. Statutes of limitation, above
- reasonable cause determinations, **Emp P § 84:126**

Time to file charges
- general discussion, **Emp P § 84:44 to 84:104**
- alternative 30-day filing period in deferral jurisdictions, **Emp P § 84:51**
- amended charges, when considered filed, **Emp P § 84:56**
- belief of employee that act was discriminatory, commencement of filing period, **Emp P § 84:63**
- college tenure cases, commencement of filing period, **Emp P § 84:71**
- commencement of filing period, **Emp P § 84:59 to 84:73**
- computation of expiration date, **Emp P § 84:104**
- continuing employment relationship, effect on commencement of filing period, **Emp P § 84:65**
- continuing violations, above
- deferral jurisdictions, **Emp P § 84:46 to 84:51, 84:54, 84:55**
- deferral period, inclusion within 300-day filing period, **Emp P § 84:50**
- discharge cases, commencement of filing period, **Emp P § 84:73**
- Equal Employment Opportunity Commission as named plaintiff, **Emp P § 84:52**
- equitable modification of charging period, above
- expiration date, computation of, **Emp P § 84:104**
- extended 300-day filing period in deferral jurisdictions, **Emp P § 84:47 to 84:50**
- failure to file state charge, effect on applicability of 300-day period, **Emp P § 84:49**
- federal agency, charges filed with another, **Emp P § 84:58**
- filed, when is charge considered to be, **Emp P § 84:53 to 84:58**
- grievance proceedings, effect on commencement of filing period, **Emp P § 84:64**
- harassment cases, commencement of filing period, **Emp P § 84:72**
- hiring cases, commencement of filing period, **Emp P § 84:66**
- imputed knowledge to employee of discriminatory act, commencement of filing period, **Emp P § 84:62**
- informal charges, when considered filed, **Emp P § 84:57**
- nature of discriminatory act alleged, commencement of filing period, **Emp P § 84:60**
- nondeferral jurisdictions, **Emp P § 84:45, 84:53**
- notice to employee of discriminatory act, commencement of filing period, **Emp P § 84:61**

TITLE VII—Cont'd
Time to file charges—Cont'd
- occurrence of discriminatory act is trigger for commencement of filing period, **Emp P § 84:59**
- performance rating cases, commencement of filing period, **Emp P § 84:70**
- promotion cases, commencement of filing period, **Emp P § 84:68**
- relation back of amended charges, **Emp P § 84:56**
- subject matter jurisdiction of state agency, **Emp P § 84:46**
- testing cases, commencement of filing period, **Emp P § 84:67**
- transfer cases, commencement of filing period, **Emp P § 84:69**
- untimeliness of state charge, effect on applicability of 300-day period, **Emp P § 84:48**

Trainers and Training (this index)
Transfer cases, **Emp P § 84:69, 84:83**
Trial, assignment of case for hearing, **Emp P § 105:17**
Unfair immigration-related employment practice charge, charge may not be filed after filing of, **Emp P § 84:34**
Union practices cases, continuing violations, **Emp P § 84:89**
Unions, **Emp P § 66:4, 92:8, 92:9**
Venue
- general discussion, **Emp P § 96:2 to 96:7**
- combination of actions under other statutes, **Emp P § 96:7**
- occurrence of discrimination, **Emp P § 96:3**
- principal office of respondent, district containing, **Emp P § 96:6**
- records of employment, district in which kept, **Emp P § 96:4**
- victim of discrimination, district in which employed, **Emp P § 96:5**

Verification of charge
- general discussion, **Emp P § 84:37**
- administrative processing requirements for Equal Employment Opportunity Commission actions, **Emp P § 95:46**
- administrative processing requirements for private actions, **Emp P § 95:10**

Wage and benefits cases, continuing violations, **Emp P § 84:81**
Waiver or estoppel
- deferral, filing of charges with state and local agencies, **Emp P § 84:13**
- jurisdiction, administrative processing requirements for private actions, **Emp P § 95:21**
- right to file charge, **Emp P § 84:9**

Withdrawal of charge, **Emp P § 84:41, 84:42**
Worksharing agreements, **Emp P § 84:15, 95:21**

TOBACCO PRODUCTS
Cigar Industry (this index)
Overtime pay, **Comp § 20:192, 37:31**

TOEBOARDS
Workplaceplace safety, floor and wall openings in construction industry, **Work S § 2:54**

TOILET FACILITIES
Workplace Safety (this index)

TOLL BRIDGE COMPANIES
Retail or service establishment employees, **Comp § 12:202**

TOLLING
Statutes of Limitation (this index)

TOOL ALLOWANCES
Benefits, **Ben § 15:266**

TOOL AND DIE MAKERS
Personnel manual, occupational pay data, **Pers M § 10:199, 10:201, 10:202**

TOOLS
Collective bargaining agreement provisions, **Labor § 47:113, 47:114**
Dealers, retail or service establishment employees, **Comp § 12:142**
Minimum wages, **Comp § 17:47**
Overtime pay, **Comp § 20:254**
Personnel Manual (this index)
Retail or service establishment employees, **Comp § 12:142, 12:148**
Servicing establishments, retail or service establishment employees, **Comp § 12:143**
Workplace Safety (this index)

TOP-HAT PLANS
Employee Retirement Income Security Act, **Ben § 2:40**

TOP-HEAVY PLANS
Retirement and Retirement Plans (this index)

TORTS
At-will employment, **Emp P § 58:10**
Bonds of contractors, **Comp § 35:13**
Exclusivity of state remedies, **Emp P § 115:35**
Labor Management Relations Act (this index)
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:25 to 12:33**
Preemption, **Ben § 1:117**

TOTAL COMPENSATION ELEMENTS
Personnel manual, **Pers M § 8:15 to 8:17**

TOTALITY OF CIRCUMSTANCES
National LABOR Relations Act, determination independent contractor coverage, **Labor § 7:4**
Unfair labor practices, interrogation concerning union sympathies, **Labor § 26:81**

TOURIST FACILITIES OPERATORS
General discussion, **Comp § 9:12**

TOURIST HOMES
Retail or service establishment employees, **Comp § 12:207**

TOWERS
Workplaceplace safety, OSHA safety and health standards for manually propelled mobile ladder towers, **Work S § 3:38**

TOWING ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:52**

TOWN CLUB EMPLOYEES
General discussion, **Comp § 9:7**

TOXIC SUBSTANCES AND MATTERS
Workplace Safety (this index)

TRACTOR OPERATOR PROTECTION
Workplaceplace safety, agricultural industry, **Work S § 2:73 to Work S § 2:81**

TRADE ASSOCIATIONS
Dues and membership fees as employee benefit, **Ben § 15:121**
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:23**

TRADE OR TRADES
Councils. **National Labor Relations Act** (this index)
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:9**
Secrets. **Trade Secrets** (this index)
Unfair Labor Practices (this index)

TRADE REQUIREMENTS
KEOGH Plans (this index)

TRADE SECRETS
Personnel manual, workplace safety inspections in manufacturing industry, **Pers M § 22:163**
Unfair labor practices, refusal to provide information to union, **Labor § 35:17**
Workplace Safety (this index)

TRAFFIC CONTROLS
Workplaceplace safety, construction industry, **Work S § 2:32**

TRAILER CAMPS
Retail or service establishment employees, **Comp § 12:203**

TRAILER SALESMEN
Aircraft, Boat and Trailer Salesmen (this index)

TRAINEES
National Labor Relations Act (this index)
Unions, types of workers included in appropriate bargaining units, **Labor § 19:39, 19:68**

TRAINERS AND TRAINING
General discussion, **Emp P § 48:1 et seq.**
Age Discrimination in Employment Act, effect on bona fide apprenticeship programs, **Emp P § 48:3**
Aliens (H-3 visas), **Emp P § 42:35, 90:24**
Americans with Disabilities Act
  general discussion, **Emp P § 48:10, 48:11**
  reasonable accommodation to allow participation in training, **Emp P § 48:11**
Apprentices (this index)
Compensation, **Emp P § 44:25**
Davis-Bacon Act, **Comp § 15:29, 19:10**
Disabilities discrimination, reasonable accommodation for learning disabled, **Emp P § 9:66**
Disadvantaged workers, ban on discrimination in training programs for, **Emp P § 48:4**
Equal access to training, Title VII, **Emp P § 48:7**
Fair Labor Standards Act and similar state laws, **Comp § 1:52 to 1:54, 13:15**
Federal laws regulating discrimination in training, **Emp P § 48:2**

TRAINERS AND TRAINING—Cont'd
Fire protection or law enforcement employees, **Comp § 16:11, 23:8**
Government contractors, ban on discrimination in training programs by, **Emp P § 48:5**
International Employment (this index)
Job Training Partnership Act (this index)
Labor-Management Training Committees (this index)
Minimum wages, **Comp § 17:5**
Overtime Pay (this index)
Personnel Manual (this index)
Promotions, uniformed service members, **Emp P § 47:21**
Public contracts, overtime pay, **Comp § 22:11**
Reasonable accommodation to allow participation in training, Americans with Disabilities Act, **Emp P § 48:11**
Recipients of federal financial assistance, ban on discrimination in training programs by, **Emp P § 48:6**
Retraining (this index)
Selection and retention of employees, content validation, **Emp P § 23:72**
Title VII
- general discussion, **Emp P § 48:7 to 48:9**
- adverse impact, requirements concerning access to training that have an, **Emp P § 48:8**
- equal access to training, **Emp P § 48:7**
- treatment of trainees in nondiscriminatory manner, **Emp P § 48:9**

Unions, nonunion employer's guide to union organizing, **Labor § 16:11**
White collar employees, **Comp § 3:125 to 3:127**
Workplace Safety (this index)

TRAINS
Railroads (this index)

TRANSACTIONS
LABOR-Management Reporting and Disclosure Act, breach of fiduciary duties, **Labor § 65:23 to 65:26**

TRANSCRIPTS
Hearings (this index)
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:239**

TRANSFER OR TRANSFERS
Collective Bargaining Agreements (this index)
Employees. **Transfers of Employees** (this index)
National Labor Relations Board (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplaceplace safety, transfer of medical and exposure records, **Work S § 5:26**

TRANSFERS AND JOB ASSIGNMENTS
General discussion, **Emp P § 49:1 et seq.**
Application for position, **Emp P § 49:11**
Bilingual skills, assignments requiring use of, **Emp P § 49:6**
Bona fide occupational qualifications, **Emp P § 49:15**
Disparate treatment discrimination, proof of, **Emp P § 49:7**
Efficiency considerations as defense, **Emp P § 49:13**
Federal laws banning discrimination in transfers and job assignments, **Emp P § 49:2 to 49:4**

TRANSFERS AND JOB ASSIGNMENTS—Cont'd
Government contractors, federal laws banning discrimination in transfers and job assignments by, **Emp P § 49:3**
Harm from transfer or assignment decision, demonstration of, **Emp P § 49:8**
Objective harm, requirement of, **Emp P § 49:9**
Qualifications for position, **Emp P § 49:10**
Recipients of federal aid, federal laws banning discrimination in transfers and job assignments by, **Emp P § 49:4**
Statistical proof, **Emp P § 49:12**
Subjective harm as insufficient, **Emp P § 49:9**
Veterans, rights to transfers and assignments, **Emp P § 49:5**

TRANSFERS OF EMPLOYEES
Collective Bargaining Agreements (this index)
Unfair Labor Practices (this index)
Unions, consequences of union support on employees, **Labor § 16:65**

TRANSIT SYSTEMS
National LABOR Relations Act, supervisor coverage, **Labor § 5:65**
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:21**

TRANSMISSION
Unions, transmission of record for review by NLRB, **Labor § 21:16, 23:172, 23:173**
Workplaceplace safety, notice of contest, **Work S § 8:19, 8:32**

TRANSPORTATION
Agricultural employees, **Comp § 4:34, 4:35**
Air Carriers (this index)
Ambulance ride reimbursement, **Ben § 5:34.50**
Bonds of contractors, **Comp § 35:23**
Child labor
- general discussion, **Comp § 24:35 to 24:42**
- drivers and helpers, **Comp § 24:35, 24:36**
- incidental and occasional driving, **Comp § 24:38**
- other occupations, **Comp § 24:42**
- schoolbus driving, **Comp § 24:39**
- 16 to 18 years of age, **Comp § 24:37**
- 20 years of age and under, **Comp § 24:40, 24:41**

Contract Work Hours and Safety Standards Act, **Comp § 15:39**
Drivers, child labor, **Comp § 24:35, 24:36**
Helpers, child labor, **Comp § 24:35, 24:36**
Incidental driving, child labor, **Comp § 24:38**
Medical benefits, **Ben § 5:34**
Minimum wages, **Comp § 17:48**
National Labor Relations Act (this index)
National Labor Relations Board (this index)
Occasional driving, child labor, **Comp § 24:38**
Personnel Manual (this index)
Railroads (this index)
Retail or service establishment employees, **Comp § 12:204**
Schoolbus driving, child labor, **Comp § 24:39**
Substance Abuse and Testing (this index)
Taxi Drivers and Taxicabs (this index)
Transit Systems (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

TRANSPORTATION STATIONS OR TERMINALS
Retail or service establishment employees, **Comp § 12:205**

TRAPPERS
National LABOR Relations Act, independent contractor coverage, **Labor § 7:28**

TRAPS
Workplaceplace safety, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**

TRAVEL AGENTS AND AGENCIES
Compensation, discrimination, **Emp P § 44:76**
Retail or service establishment employees, **Comp § 12:206**

TRAVEL DURING WORKDAY
Overtime Pay (this index)

TRAVEL EXPENSES
Costs of litigation, witnesses, **Emp P § 78:10**

TRAVEL OR TRAVELING
Workplace Safety (this index)

TRAVEL TO AND FROM WORK
Overtime Pay (this index)

TREATIES
International Employment (this index)

TRENCHING
Workplaceplace safety, construction industry, **Work S § 2:65 to Work S § 2:68**

TRESPASS ACTIONS
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:38**

TRIAL OR TRIALS
General discussion, **Emp P § 105:1 et seq.**
Bifurcated trial on liability and damages, **Emp P § 105:18**
Federal employment cases, de novo trials, **Emp P § 105:16**
Jury and Jury Trial (this index)
Personnel Manual (this index)
Section 1981, consolidation of cases under, **Emp P § 105:19**
Title VII, assignment of case for hearing under, **Emp P § 105:17**
Veterans' reemployment rights cases, expedited trials in, **Emp P § 105:20**

TRIBUNALS
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:234**
National LABOR Relations Board, state tribunals, **Labor § 42:245**

TRIGGERING
Railway LABOR Act, representation dispute, **Labor § 24:4, 24:5**
Unfair labor practices, bargaining duty, **Labor § 32:7**
Worker Adjustment and Retraining Notification Act, notice requirements, **Labor § 39:231 to 39:238**

TRINIDAD AND TOBAGO
International employment, tax treaties, **Emp P § 41:264 to 41:266**

TRIPARTITE ARBITRATION
LABOR Management Relations Act, compelling by court, **Labor § 53:197, 53:198**

TROUBLESHOOTERS
White collar employees, **Comp § 3:128**

TRUCKS AND TRUCKING
Automobile, Truck and Farm Implement Dealer Employees (this index)
Drivers
- **National Labor Relations Act** (this index)
- personnel manual, occupational pay data, **Pers M § 10:102 to 10:105**
- **Unions and Union Practices** (this index)

National Labor Relations Act (this index)
National LABOR Relations Board, assertion of jurisdiction over truck dealers, **Labor § 3:47**
Railway LABOR Act jurisdiction, trucking service as carrier, **Labor § 13:16**
Retail or Service Establishments (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

TRUSTS AND TRUSTEES
Benefit Fund (this index)
Collectively Bargained Retirement Plans (this index)
Educational assistance, **Ben § 15:131 to 15:133**
Federal employment, compliance, **Labor § 69:6**
Individual retirement accounts, **Ben § 23:73**
Labor Management Relations Act (this index)
LABOR-Management Reporting and Disclosure Act, bonding requirements for persons involved with labor organizations, **Labor § 65:12**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
Retirement and Retirement Plans (this index)
Unfair Labor Practices (this index)

TRUTHFUL INFORMATIONAL PICKETING
Unfair labor practices, **Labor § 39:22**

TUBERCULOSIS
Workplaceplace safety, exposure, **Work S § 5:74 to Work S § 5:80**

TUITION
Fringe benefits, **Emp P § 46:102**
Minimum wages, **Comp § 17:49**
Personnel Manual (this index)

TUNISIA
International employment, tax treaties, **Emp P § 41:267, 41:268**

TUNNEL BEING BUILT
Workplaceplace safety, full-time inspectors under Michigan's plan for safety and health, **Work S § 4:535**

TURNING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodheel turning machines, **Work S § 3:267**

TURNOUT OF VOTERS
Unions, votes needed for decision, **Labor § 23:107**

TURNOVER
Personnel Manual (this index)
Unfair labor practices, evaluating majority status, **Labor § 33:19**

TWELVE-MONTH PERIOD
Unfair labor practices, picketing after election, **Labor § 39:46 to 39:50**

TWO BREAKS PER DAY
Personnel manual, work rules, **Pers M § 5:102**

TWO YEAR 100 PERCENT VESTING SCHEDULE
Retirement and Retirement Plans (this index)

TYLENOL RECALL
Personnel manual, ethical business conduct and behavior, **Pers M § 5:6**

TYPICALITY
Class Actions (this index)

TYPISTS
Personnel manual, occupational pay data, **Pers M § 10:191 to 10:197**

UC (UNIT CLARIFICATION)
Unions and Union Practices (this index)

UD (DEAUTHORIZATION)
Unions and Union Practices (this index)

UKRAINE
International employment, tax treaties, **Emp P § 41:269, 41:270**

UMPIRE
Collectively bargained retirement plans, appointment to break administration deadlock, **Ben § 23:200**

UNAFFILIATED UNION
Unfair labor practices, right of employees to join, **Labor § 25:44**

UNAMBIGUOUS DISCLAIMER STATEMENT
Personnel manual, handbooks for employees, **Pers M § 4:18**

UNANNOUNCED TESTING
Iowa, substance abuse and testing, **Emp P § 30:123**

UNAUTHORIZED ALIENS
Aliens (this index)

UNAUTHORIZED MATTERS
LABOR-Management Reporting and Disclosure Act, payment of unauthorized salary or allowance as breach of fiduciary duties, **Labor § 65:23**
National LABOR Relations Act, conduct of agents of employers, **Labor § 8:24, 8:25**

UNAUTHORIZED MATTERS—Cont'd
Personnel Manual (this index)
State labor relations statutes enforced by courts, unauthorized checkoffs, **Labor § 62:46**
Unfair labor practices, unauthorized absences, **Labor § 30:176, 30:177**

UNAVAILABILITY
Availability or Unavailability (this index)

UNAVOIDABLE ACCIDENTS
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:122**

UNCERTIFIED UNIONS
Unions and Union Practices (this index)

UNCHALLENGED OR UNCONTESTED MATTERS
Union elections, votes and voting, **Labor § 23:66 to 23:70, 23:94 to 23:100**
Workplace Safety (this index)

UNCLAIMED PROPERTY LAWS
Preemption, **Ben § 1:124**

UNCLAIMED WAGES
Fair Labor Standards Act and similar state laws, injunctive or equitable relief, **Comp § 41:318**

UNCONDITIONAL MATTERS
Offer or Offers (this index)
Workplaceplace safety, nature of inspections, **Work S § 6:38**

UNDATED AGREEMENTS
Unions, contract bar, **Labor § 18:168**

UNDEMOCRATIC MATTERS
Federal Employment (this index)

UNDERLYING DISCRIMINATION
Retaliation, **Emp P § 10:33**

UNDERMINING UNION
Unions and Union Practices (this index)

UNDERPAYMENTS
Retirement plans, termination, **Ben § 29:128, 29:131**

UNDERSTANDING
Absenteeism, personnel manual, **Pers M § 6:10 to 6:23**
Union organizing approach, nonunion employer's guide to union organizing, **Labor § 16:14 to 16:24**

UNDERTAKERS AND UNDERTAKERS' SUPPLIES DEALERS
Retail or service establishment employees, **Comp § 12:105**

UNDERTAKINGS
Bonds and Undertakings (this index)

UNDERUSE OF ELDERCARE SERVICES
Personnel manual, **Pers M § 13:46**

UNDERUTILIZATION
Affirmative action plans, nonconstruction contractors, **Emp P § 68:51**

UNDUE HARDSHIP
Disabilities discrimination, duty to accommodate, **Emp P § 9:70 to 9:72**

UNDUE MEANS IN PROCUREMENT OF AWARD
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:269 to 53:274**

UNEMPLOYMENT
Compensation. **Unemployment Compensation** (this index)
LABOR-Management Reporting and Disclosure Act, voting rights of unemployed union members, **Labor § 66:51**
Personnel Manual (this index)

UNEMPLOYMENT COMPENSATION
General discussion, **Ben § 4:43 et seq.**
At-will employment, **Emp P § 58:33**
Employee Retirement Income Security Act, exemption of plans maintained solely to comply with laws, **Ben § 2:14**
Employment agencies, **Emp P § 67:15**
International employment, **Emp P § 41:58**
Misconduct, **Ben § 4:44**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:49**
Workplaceplace safety, smoking restrictions, **Work S § 5:195**

UNEMPLOYMENT TAXES
Death benefits, **Ben § 7:99**
Disability benefits, **Ben § 6:44**
Life insurance, **Ben § 7:42, 7:77**

UNENCLOSED CONSTRUCTION SITE
Unfair labor practices, effectiveness of reserved gate, **Labor § 38:110**

UNENFORCED NO-SOLICITATION RULES
Unfair labor practices, interference with employee rights by employer, **Labor § 26:150**

UNEQUAL TREATMENT
Unfair labor practices, breach of duty of fair representation, **Labor § 27:34 to 27:38**

UNETHICAL ACTS
At-Will Employment (this index)

UNEXCUSED ABSENCES
Personnel manual, absenteeism definition, **Pers M § 6:4**

UNEXPLAINED ABSENCE
Personnel manual, disciplinary discharge of employees, **Pers M § 21:31**

UNFAIR LABOR PRACTICES
General discussion, **Labor § 25:1 to 40:95**
Abide by specific contract provisions, refusal to, **Labor § 37:65 to 37:67**
Ability. Inability to pay alleged by employer, below

UNFAIR LABOR PRACTICES—Cont'd
Abnormally dangerous conditions, work stoppages, **Labor § 25:75, 25:76, 25:91**
Absence or lack. Lack or absence, below
Absences from work
- excessive absenteeism, discharge of employee, **Labor § 30:175**
- leaves of absence, below
- policies, subjects of bargaining, **Labor § 34:13**
- unauthorized absences, discharge of employee, **Labor § 30:176, 30:177**

Abuse of employer's property, discrimination based on participation in NLRB processes, **Labor § 31:38**
Acceptance or rejection
- job assignments, discipline of union members, **Labor § 27:66**
- minority union's acceptance of recognition as bargaining representative, **Labor § 27:15**
- rail and airline industries, rejection of contract, **Labor § 39:205, 39:206**
- refusal to accept
  - bargaining demand of union, **Labor § 32:8**
  - final determination, state statutory regulation of conduct, **Labor § 40:45, 40:92**
  - withdrawal of authorization, dues checkoff, **Labor § 28:85**
- supervisory assignment, discipline of supervisor members by union, **Labor § 29:29**

Access
- data, right of employer to restrict access to, **Labor § 35:14**
- private property of employer, organizing activities, **Labor § 25:29 to 25:40**

Accidents
- reports, company rule violation as reason for discharge of employee, **Labor § 30:145**
- unsatisfactory work as reason for discharge of employee, **Labor § 30:163**

Accretion, recognition of minority union, **Labor § 28:76**
Achieve or achieving
- failure to achieve output level, unsatisfactory work as reason for discharge of employee, **Labor § 30:160**
- recognition achieved without election, union as party to bargaining, **Labor § 33:13 to 33:16**

Acquaintances conducting interrogation, supervisors who are, **Labor § 26:105**
Acquiescence of union in employer's withdrawal from multiemployer bargaining, **Labor § 33:52**
Acquisition or acquisitions
- application of agreement to newly-acquired business, recognitional and organizational picketing, **Labor § 39:17**
- rail and airline industries, **Labor § 39:207 to 39:211**

Actions and proceedings
- breach of contract action, rail and airline industries, **Labor § 39:164**
- expedited petition investigation, effect of unfair labor practice proceeding, **Labor § 18:107**
- failure to cooperate in proceedings, discharge of supervisors, **Labor § 26:226**
- filing suits
  - discrimination based on participation in NLRB processes, **Labor § 31:32**

UNFAIR LABOR PRACTICES—Cont'd
Actions and proceedings—Cont'd
filing suits—Cont'd
rights of employees, **Labor § 25:15**
initiation of proceedings
discharge of employees, **Labor § 30:198**
discipline of union members, **Labor § 27:68 to 27:72**
limited role of NLRB and courts, bargaining duty of employers and unions, **Labor § 32:13**
nature of judicial interpretations, secondary boycotts, **Labor § 38:3**
participation in proceedings
discharge of supervisors, **Labor § 26:223 to 26:225**
discrimination, **Labor § 31:1 to 31:41, 39:267**
grievances, below
threats of discharge, **Labor § 26:46**
pending proceedings
bargaining duty of employers and unions, **Labor § 32:14**
criminal proceedings, dishonesty as reason for discharge of employee, **Labor § 30:190**
preparation for proceedings
interrogation, **Labor § 26:94**
surveillance purpose, **Labor § 26:70**
recourse available to victims of secondary boycotts, **Labor § 38:23 to 38:26**
relationship between unfair labor practice and court proceedings, secondary boycotts, **Labor § 38:24**
representation proceeding, unfair labor practice charge's effect on, **Labor § 28:11**
retaliatory lawsuits
employer interference with employee rights, **Labor § 26:249 to 26:253**
union interference with employee rights, **Labor § 27:14**
special processes for secondary activities, **Labor § 38:229 to 38:237**
threats of lawsuits, secondary activities directed at others, **Labor § 38:156**
work assignment disputes, **Labor § 39:76 to 39:106**
Active support of particular union, interference with unions by employers, **Labor § 28:61 to 28:64**
Activity or activities
concerted activity, below
engaging in internal union political activity, discipline of supervisor members by union, **Labor § 29:26**
organizing activities
rights of employees, **Labor § 25:24 to 25:40**
use of employer's time or premises, **Labor § 28:38**
prevention of activities on behalf of rival union, discrimination based on membership in union, **Labor § 30:16**
protected activities, rail and airline industries, **Labor § 39:156 to 39:267**
representation activities chargeable to nonmembers in agency shop, security arrangements, **Labor § 30:71, 30:72**
rights of employees, generally, **Labor § 25:1 to 25:106**
secondary activities, below
social events or activities, below
strike activity
enforcement of hot cargo agreements, **Labor § 38:221, 38:222**

UNFAIR LABOR PRACTICES—Cont'd
Activity or activities—Cont'd
strike activity—Cont'd
notice requirements in health care industry, **Labor § 35:103, 35:104**
unilateral changes by employer after commencement of strike activity, **Labor § 36:18**
union activities
compelling financial core members to support activities, **Labor § 27:49**
discrimination in rail and airline industries, **Labor § 39:179**
interrogation, **Labor § 26:91, 26:92**
knowledge of employer, circumstantial evidence of intent, **Labor § 30:24, 30:25**
neutral union's activity, picketing ships, **Labor § 38:124**
official time use, rights of federal employees, **Labor § 39:250**
subjects of bargaining, activities on company property, **Labor § 34:77**
threats by employees connected/not connected to union activity, **Labor § 30:182, 30:183**
unilateral changes in terms and conditions of employment, **Labor § 26:173**
work assignment disputes, **Labor § 39:68 to 39:75**
Act or acts
agreement, hot cargo agreements, **Labor § 38:167**
cessation of business, hot cargo agreements, **Labor § 38:169**
discrimination
membership in union, **Labor § 30:1 to 30:231**
participation in NLRB processes, **Labor § 31:1 to 31:41**
interference
by employer with employee rights, **Labor § 26:1 to 26:253**
by employer with unions, **Labor § 28:1 to 28:94**
by union with employee rights, **Labor § 27:1 to 27:81**
by union with employer selection of representatives, **Labor § 29:1 to 29:19**
liability of union for acts of trustees, unilateral changes by union, **Labor § 36:58**
notice requirements, preliminaries to bargaining, **Labor § 35:87 to 35:93**
obstructive acts by unions and employees, state statutory regulation of conduct, **Labor § 40:77 to 40:90**
refusal to bargain, generally, **Labor § 37:1 to 37:67**
secondary boycotts, **Labor § 38:1 to 38:159**
supervisory capacity, discipline of supervisor members by union, **Labor § 29:28**
Actual conduct, picketing at neutral employer's premises, **Labor § 38:88**
Additional income plans, administration of benefits, **Labor § 30:103**
Addresses of employees
duty of employer to provide information to union, **Labor § 35:41**
use of employer's equipment or services, interference with unions by employers, **Labor § 28:47**
Adhere to contract, refusal to, **Labor § 37:60 to 37:67**
Adjustment or adjustments
grievances, interference by union with employer selection of representatives, **Labor § 29:1 to 29:19**

UNFAIR LABOR PRACTICES—Cont'd
Adjustment or adjustments—Cont'd
preferences in schedule adjustments, discrimination based on membership in union, **Labor § 30:113**
voluntary adjustment of work assignment disputes, **Labor § 39:81, 39:107 to 39:113, 39:122 to 39:125, 39:130 to 39:133**
Administration
benefits, discrimination based on membership in union, **Labor § 30:100 to 30:109**
collective bargaining agreements
breach of duty of fair representation, **Labor § 27:39 to 27:44**
state statutory regulation of conduct, **Labor § 40:24 to 40:35, 40:65 to 40:72**
labor organization, domination or interference by employer, **Labor § 28:17 to 28:22**
seniority/seniority system, discrimination based on membership in union, **Labor § 30:119, 30:214**
working conditions, discrimination based on membership in union, **Labor § 30:119, 30:127**
Administrative proceedings. Actions and proceedings, above
Advance notice to incumbent union, polls of employees, **Labor § 26:130**
Adverse effects of unionizing, anti-union statements, **Labor § 26:26 to 26:30**
Advice, free speech right of employer limited by rights of employees, **Labor § 26:16**
Affiliated unions
changes in union's identity, parties to bargaining, **Labor § 33:32 to 33:34**
right of employees to join, **Labor § 25:44**
Agencies
interference with processes, state statutory regulation of conduct, **Labor § 40:44, 40:91**
notice to state industrial agencies, preliminaries to bargaining, **Labor § 35:85**
Agency shop
discrimination based on membership in union, **Labor § 30:69 to 30:72**
fees
security arrangements, discrimination based on membership in union, **Labor § 30:70**
subjects of bargaining, **Labor § 34:78**
rail and airline industries, **Labor § 39:182**
state statutory regulation of conduct, **Labor § 40:59**
subjects of bargaining, **Labor § 34:78**
Agenda for bargaining, arbitration of grievances, **Labor § 34:12.50**
Agents
committing unfair labor practices, state statutory regulation of conduct, **Labor § 40:47, 40:94**
liability of employer for agents' actions, interference with unions by employers, **Labor § 28:7, 28:26**
recognition as agent only for union's members, picketing, **Labor § 39:15**
special agent use in labor disputes, state statutory regulation of conduct, **Labor § 40:38**
Agreements. Contracts or agreements, below
Aid or aiding
assistance, below
lockouts, aiding particular union, **Labor § 26:234**

UNFAIR LABOR PRACTICES—Cont'd
Aid or aiding—Cont'd
mutual aid, concerted activity, **Labor § 25:7, 25:9**
Airline industry, Railway LABOR Act, **Labor § 39:155 to 39:211**
Allegation of unfair labor practice in representation hearing, **Labor § 20:39**
Allocation of dues, security arrangements, **Labor § 30:72**
Allow or permit
common situs picketing, **Labor § 38:94**
consumer picketing, **Labor § 38:125**
discrimination in favor of union stewards, hiring hall operation, **Labor § 30:51**
refusal of employer to allow publicity, nonpicketing appeals to public, **Labor § 38:142**
subjects of bargaining, below
withdrawal from multiemployer bargaining, **Labor § 33:44, 33:48 to 33:51**
work preservation clauses, hot cargo clauses, **Labor § 38:180**
Ally doctrine, secondary boycotts, **Labor § 38:27 to 38:46, 38:51**
Already compensated work, featherbedding, **Labor § 29:35**
Alter egos, duty of employer to provide information to union, **Labor § 35:66**
Ambulatory picketing, **Labor § 38:116 to 38:124**
Amendment. Change or changes, below
Amount or number
bargaining sessions, factors considered in determining impasse, **Labor § 36:5**
excessive matters, below
extent, below
increases, below
intent, discrimination based on membership in union, **Labor § 30:23**
percentage, below
reduction, below
Another union recognized, picketing when, **Labor § 39:41 to 39:45**
Anticipation
labor disputes, work subcontracted out, **Labor § 38:53**
strikes
interrogation, interference with employee rights by employer, **Labor § 26:89**
lockouts, discrimination based on membership in union, **Labor § 30:221**
Anti-dual shop clause, subjects of bargaining, **Labor § 34:10**
Anti-union
atmosphere, no-solicitation rules, **Labor § 26:147**
conduct, employer actions impeding agreement, **Labor § 37:30**
literature, distribution, **Labor § 25:104**
motive, relocations, **Labor § 26:239**
sentiment, interference with employee rights by employer, **Labor § 26:82**
statements, interference with employee rights by employer, **Labor § 26:23 to 26:35**
Appeals
by primary union to secondary workers, secondary activities directed at union members, **Labor § 38:145**
by secondary union, secondary activities, **Labor § 38:118, 38:146**

UNFAIR LABOR PRACTICES—Cont'd
Appeals—Cont'd
for public support, rights of employees, **Labor § 25:13**
to management, secondary boycotts, **Labor § 38:10**
to neutral employers, secondary activities directed at others, **Labor § 38:151**
to public, nonpicketing, **Labor § 38:135 to 38:144**
to secondary employers who are union members, secondary activities directed at union members, **Labor § 38:148**
to supervisors, ambulatory picketing, **Labor § 38:121, 38:123**
Applicants for jobs, interrogation concerning union sympathies, **Labor § 26:96, 26:99**
Application or applicability
hot cargo agreements, **Labor § 38:163, 38:170**
Moore Dry Dock standards, common situs picketing, **Labor § 38:106, 38:108, 38:115**
no-discrimination rule applied during organizing campaign, **Labor § 30:92**
nonpicketing appeals to public, applicable products, **Labor § 38:137**
notice requirements, preliminaries to bargaining, **Labor § 35:76, 35:78, 35:86**
picketing for application of agreement to newly-acquired business, **Labor § 39:17**
secondary boycotts, application to primary activity, **Labor § 38:4**
Applications for employment
interrogation concerning union sympathies, **Labor § 26:96**
subjects of bargaining, **Labor § 34:11**
Appropriate matters. Proper or appropriate matters, below
Approval
denial, below
employer approval of collective bargaining agreement, federal employment, **Labor § 39:287**
international union approval required, reasons for refusal to execute agreement, **Labor § 37:57**
Arbitrary matters
conduct, breach of duty of fair representation, **Labor § 27:25, 27:27**
enforcement of no-solicitation rules, **Labor § 26:151**
Arbitration
awards
effect on NLRB determination of work assignment disputes, **Labor § 39:84**
enforcement of interest arbitration award, imposition of conditions on agreement, **Labor § 37:41**
failure to implement arbitration award, state statutory regulation of conduct, **Labor § 40:31**
compelling use by employer of arbitration panel, interference by union with employer selection of representatives, **Labor § 29:16**
grievances, below
interest arbitration, below
intransigence, refusal to agree to arbitration, **Labor § 37:20**
provisions, refusal to abide by specific contract provisions, **Labor § 37:65**
state statutory regulation of conduct, **Labor § 40:31, 40:32**
stenographic record of arbitration procedures, subjects of bargaining, **Labor § 34:66**

UNFAIR LABOR PRACTICES—Cont'd
Area standards picketing
access to employer's private property by union, **Labor § 25:39**
common strategies of union and employer, **Labor § 39:39**
informational area standards picketing, **Labor § 39:20**
Arguments, disruptive behavior as reason for discharge of employee, **Labor § 30:181**
Arrangements
hiring hall arrangements, discrimination based on membership in union, **Labor § 30:41 to 30:56**
struck work doctrine, secondary boycotts, **Labor § 38:50**
union security arrangements
discrimination based on membership in union, **Labor § 30:57 to 30:90**
state statutory regulation of conduct, **Labor § 40:4**
Arrest, enforcement of no-solicitation rules, **Labor § 26:149**
Assembly unlawful, obstructive acts by unions and employees, **Labor § 40:83**
Assertion
inability to pay, intransigence, **Labor § 37:21**
individual assertion of collective rights, concerted activity, **Labor § 25:20**
justifications, discrimination based on participation in NLRB processes, **Labor § 31:33 to 31:41**
Assessment methods of employers, effect on lawfulness of promotion and demotion decisions, **Labor § 30:117**
Assessments
failure to pay assessments, discharge of employees, **Labor § 30:204**
interference with employee rights by union, **Labor § 27:21**
NLRB complaint for unfair labor practices, **Labor § 42:98**
security arrangements, discrimination based on membership in union, **Labor § 30:90**
Assignments
accepting supervisory assignment, discipline of supervisor members by union, **Labor § 29:29**
job assignments, below
use of assignment lists, hiring hall operation, **Labor § 30:49**
work assignments, below
Assistance
aid or aiding, above
commission of unfair labor practices, state statutory regulation of conduct, **Labor § 40:95**
decertification or deauthorization of union, interference with employee rights by employer, **Labor § 26:245 to 26:248**
failure to assist in commission of unfair labor practice, discrimination against supervisor, **Labor § 40:22**
infringement by employer on rights of employees, rail and airline industries, **Labor § 39:171, 39:172**
presentation of grievances, rights of employees, **Labor § 25:96**
refusal to assist in organizing, discipline of supervisor members by union, **Labor § 29:24**
rendering assistance to struck plant, hot cargo clauses, **Labor § 38:210**
union assistance by employer, **Labor § 28:3, 28:35 to 28:94**
Assurances against reprisal
interrogation concerning union sympathies, **Labor § 26:86**

UNFAIR LABOR PRACTICES—Cont'd
Assurances against reprisal—Cont'd
polls of employees, **Labor § 26:127**
Attempts
compel or compulsory, below
secure hot cargo agreements, **Labor § 38:213**
self-help, enforcement of hot cargo agreements, **Labor § 38:225**
union attempts to cause employer discrimination based on membership in union, **Labor § 30:9 to 30:17**
Attendance
company rule violation as reason for discharge of employee, **Labor § 30:153**
NLRB hearing attendance as nonparticipant, protected employee acts, **Labor § 31:9**
policies, subjects of bargaining, **Labor § 34:13**
poor attendance records, below
Attitude or attitudes
union attitudes, interrogation, **Labor § 26:88**
unsatisfactory attitude, discharge of employees, **Labor § 30:192 to 30:195**
Attorneys, use of employer's services, **Labor § 28:48**
Authority and authorization
assistance, infringement by employer on rights of employees, **Labor § 39:172**
cards. Authorization cards, below
checkoffs, below
deauthorization, below
negotiators, below
Authorization cards
achieving recognition without election, union as party to bargaining, **Labor § 33:13**
minority union recognition, interference with unions by employers, **Labor § 28:68, 28:69**
Availability or unavailability
information, refusal to provide information, **Labor § 35:18, 35:20**
most convenient place available, interrogation concerning union sympathies, **Labor § 26:106**
recourse available to victims of secondary boycotts, **Labor § 38:23 to 38:26**
temporary relief, court proceedings on work assignment disputes, **Labor § 39:103**
union membership under uniform terms and conditions, union security in rail and airline industries, **Labor § 39:183**
Avoid union
partial closing, changes in business operations of employer, **Labor § 36:39**
relocation, changes in business operations of employer, **Labor § 36:41**
Awards
arbitration, above
state contract awards to labor law violators, state statutory regulation of conduct, **Labor § 40:49**
third party awards, factors influencing NLRB determination on work assignment dispute, **Labor § 39:90**
voluntary adjustment of work assignment disputes, **Labor § 39:133**
Background evidence, recognitional and organizational picketing, **Labor § 39:38**

UNFAIR LABOR PRACTICES—Cont'd
Backpay
economic strikers, rights of employees, **Labor § 25:64**
unfair labor practice strikers, rights of employees, **Labor § 25:74**
Bad faith
bargaining, rail and airline industries, **Labor § 39:193**
breach of duty of fair representation, **Labor § 27:25, 27:26**
Bad language, effect on protected status of employee activities, **Labor § 25:16**
Balancing of rights
free speech right of employer limited by rights of employees, **Labor § 26:11**
nonemployees's right of access to employer's private property for organizing activities, **Labor § 25:38**
Ballots
picketing by union not on ballot within twelve months after election, **Labor § 39:50**
secret ballots, polls of employees, **Labor § 26:128**
Bar
certification bar, picketing when another union is recognized, **Labor § 39:45**
unlawful contract does not bar representation petition, **Labor § 28:10**
Bargaining, generally. Collective bargaining, below
Bargaining impasse
general discussion, **Labor § 36:1 to 36:7**
federal employment, **Labor § 39:286**
lockouts
bargaining tactic, **Labor § 37:2, 37:3**
discrimination based on membership in union, **Labor § 30:220**
unilateral changes by employer, **Labor § 36:11**
withdrawal from multiemployer bargaining, **Labor § 33:51**
Bargaining unit
appropriateness of bargaining unit, parties to bargaining, **Labor § 33:27 to 33:30**
change in nature of unit, unilateral changes by employer, **Labor § 36:19**
clarification, discipline of union members for seeking, **Labor § 27:70**
dissipation of multiemployer unit permits withdrawal from multiemployer bargaining, **Labor § 33:50**
expansion by accretion, recognition of minority union, **Labor § 28:76**
impact of subcontracting on bargaining unit as factor in duty to bargain, changes in business operations of employer, **Labor § 36:43**
members of bargaining unit
breach of duty of fair representation, **Labor § 27:39, 27:40**
work traditionally performed by members, hot cargo clauses, **Labor § 38:181**
merger, subjects of bargaining, **Labor § 34:14**
outside of unit employees
information, duty of employer to provide information to union, **Labor § 35:47**
insistence on coverage, reasons for refusal to execute agreement, **Labor § 37:59**
struck work, secondary boycotts, **Labor § 38:55**
refusals related to bargaining unit, union actions impeding agreement, **Labor § 37:36, 37:37**

UNFAIR LABOR PRACTICES—Cont'd
Bargaining unit—Cont'd
scope, subjects of bargaining, **Labor § 34:15**
single-employee unit, recognitional picketing for unreasonable period, **Labor § 39:60**
struck work, secondary boycotts, **Labor § 38:52, 38:55**
transfer of unit work
changes in business operations of employer, **Labor § 36:46, 36:47**
subjects of bargaining, **Labor § 34:75**
work preservation clauses, hot cargo clauses, **Labor § 38:181**
Bays for truck loading and unloading, picketing at neutral employer's premises, **Labor § 38:90**
Becoming union members, supervisors' participation in union matters, **Labor § 28:29**
Behavior that is disruptive, discharge of employees, **Labor § 30:179 to 30:185**
Belief
erroneous belief that bargaining unit is inappropriate does not justify refusal to bargain, **Labor § 33:28**
good faith belief
majority status, no justification for recognition of minority union, **Labor § 28:66**
misconduct, discharge of employees, **Labor § 26:189**
National LABOR Relations Board, reasonable belief that unfair labor practice has been committed, **Labor § 50:52**
Benefit fund
discrimination based on membership in union, **Labor § 30:101**
trustees, interference by union with employer selection of representatives, **Labor § 29:8**
Benefit or benefiting
competing union, voluntary adjustment of work assignment disputes, **Labor § 39:132**
entire membership, discrimination based on membership in union, **Labor § 30:13**
work not benefiting struck employer, secondary boycotts, **Labor § 38:58**
Benefits
administration of benefits, discrimination based on membership in union, **Labor § 30:100 to 30:109**
comparison of existing benefits, adverse effects of unionizing statements, **Labor § 26:30**
curtail benefits, threats, **Labor § 26:48**
denial of benefits, discrimination based on participation in NLRB processes, **Labor § 31:22**
fringe benefits, below
fund. Benefit fund, above
loss of benefits, interference with employee rights by union, **Labor § 27:10**
promises of benefits, interference with employee rights by employer, **Labor § 26:57 to 26:60, 26:164**
reduction of benefits
discrimination based on membership in union, **Labor § 30:100**
threats, interference with employee rights by employer, **Labor § 26:48**
unilateral changes by employer, **Labor § 36:23**
unilateral changes
duty to bargain and refusal to bargain, **Labor § 36:23, 36:24**

UNFAIR LABOR PRACTICES—Cont'd
Benefits—Cont'd
unilateral changes—Cont'd
interference with employee rights by employer, **Labor § 26:174 to 26:184**
withdrawal of benefits, changes in terms and conditions of employment based on preference for particular union, **Labor § 28:90**
withholding benefits, unilateral changes, **Labor § 26:181 to 26:184, 36:23**
Binding or bound
Impartial Jurisdictional Disputes Board, **Labor § 39:115, 39:116**
parties to agreement, voluntary adjustment of work assignment disputes, **Labor § 39:110**
Blacklists and blacklisting
hot cargo clauses, **Labor § 38:202**
nonpicketing appeals to public, **Labor § 38:143**
state statutory regulation of conduct, **Labor § 40:16, 40:55**
Bombing threats, obstructive acts by unions and employees, **Labor § 40:87**
Bonds
performance bond, subjects of bargaining, **Labor § 34:53**
refusal to supply bond, insubordination as reason for discharge of employee, **Labor § 30:174**
Bonuses
compensation payments, discrimination based on membership in union, **Labor § 30:97, 30:98**
subjects of bargaining, **Labor § 34:16**
wage data, duty of employer to provide information to union, **Labor § 35:32**
Bound. Binding or bound, above
Boycotts
rights of employees, **Labor § 25:14**
secondary boycotts, below
state statutory regulation of conduct, **Labor § 40:75**
Breach
collective bargaining agreements, below
duty of fair representation. Breach of duty of fair representation, below
promise to comply with NLRB determination on work assignment dispute, **Labor § 39:101**
Breach of duty of fair representation
federal employment, **Labor § 39:279**
interference with employee rights by union, **Labor § 27:22 to 27:44**
rail and airline industries, **Labor § 39:174**
Breaks, discrimination based on membership in union, **Labor § 30:112**
Bribes and bribery, state statutory regulation of conduct, **Labor § 40:27, 40:32, 40:69**
Buildings, picketing at neutral employer's premises, **Labor § 38:91**
Bulletin boards
employee access, rights of employees as to organizing activities, **Labor § 25:33**
use of employer's equipment or services, interference with unions by employers, **Labor § 28:45**
Burden of proof
compliance with NLRB determination on work assignment dispute, **Labor § 39:99**
relevance of information, duty of employer to provide information to union, **Labor § 35:3**

UNFAIR LABOR PRACTICES—Cont'd
Burdensome request, refusal to provide information, **Labor § 35:16**
Business
cessation of business, hot cargo agreements, **Labor § 38:160 to 38:225**
changes in business operations of employer, duty to bargain, **Labor § 36:34 to 36:55**
detrimental effect on business, adverse effects of unionizing statements, **Labor § 26:28**
extensive business dealings, ally status of commonly owned entities, **Labor § 38:32**
justification. Business justification, below
partial closings involving elimination of one phase of business, structural changes in employer's operations, **Labor § 30:229**
picketing for application of agreement to newly-acquired business, **Labor § 39:17**
solicitation of business from competitor, obstructive acts by unions and employees, **Labor § 40:78**
unions, below
Business justification
contracting work out, interference with employee rights by employer, **Labor § 26:236**
denial of reinstatement of strikers, **Labor § 25:58, 25:59, 25:72**
shutdowns, interference with employee rights by employer, **Labor § 26:243, 26:244**
Bylaws
employer association bylaws, duty of employer to provide information to union, **Labor § 35:63**
unions, below
Calculation of picketing period during intermittent picketing, **Labor § 39:53**
Campaigns
decertification campaign, unilateral changes in terms and conditions of employment, **Labor § 26:179**
organizing, below
Cancellation
condonation of misconduct cancels employer's right to discharge strikers, **Labor § 26:211**
threats to cancel contracts, secondary activities directed at others, **Labor § 38:155**
Cards
authorization cards, above
punching time cards, company rule violation as reason for discharge of employee, **Labor § 30:149**
union cards
false union card used to obtain employment, state statutory regulation of conduct, **Labor § 40:57**
interrogation, interference with employee rights by employer, **Labor § 26:93**
Carriers
common carriers, struck work determination, **Labor § 38:64**
railroad industry, below
Railway LABOR Act, **Labor § 39:155 to 39:211**
shippers and carriers, creation of ally status by common control exercised by separately owned entities, **Labor § 38:46**
Casual employee discouragement, excessive or discriminatory initiation fees, **Labor § 27:81**

UNFAIR LABOR PRACTICES—Cont'd
Causing employer discrimination based on membership in union, **Labor § 30:9 to 30:17**
Certification
bar, picketing when another union is recognized, **Labor § 39:45**
change of certification, termination of notice requirements, **Labor § 35:77**
currently certified union requirement, recognitional and organizational picketing, **Labor § 39:6**
decertification, below
duty to bargain, **Labor § 33:9, 39:194**
factors influencing NLRB determination on work assignment dispute, **Labor § 39:87**
revocation of certification, post-election procedures, **Labor § 23:209**
uncertified unions, below
Cessation of business, hot cargo agreements, **Labor § 38:160 to 38:225**
Chain shop clauses, hot cargo clauses reserving union right to refuse certain work, **Labor § 38:207**
Challenges
hearing on election challenges and unfair labor practice proceedings, **Labor § 23:146, 23:181**
percentage of dues allocated to representation to agency shop, **Labor § 30:72**
Change or changes
certification, termination of notice requirements, **Labor § 35:77**
collective bargaining agreements, below
identity of union, parties to bargaining, **Labor § 33:31 to 33:34**
nature of bargaining unit, duty to bargain and refusal to bargain, **Labor § 36:19**
operations of employer
discrimination based on membership in union, generally, **Labor § 30:224 to 30:231**
duty to bargain, **Labor § 36:34 to 36:55**
evaluating majority status, union as party to bargaining, **Labor § 33:26**
working conditions, discrimination based on membership in union, **Labor § 30:125**
refusal to change, intransigence, **Labor § 37:14, 37:18**
technological changes, duty of employer to provide information to union, **Labor § 35:61**
terms and conditions of employment
interference with unions by employers, **Labor § 28:88 to 28:94**
unilateral changes, interference with employee rights by employer, **Labor § 26:166 to 26:184**
unilateral changes, below
working conditions
duty to bargain, generally, **Labor § 32:6**
unilateral changes, **Labor § 36:28 to 36:33, 39:202 to 39:204**
Characteristics of actions that encourage unlawful secondary activity, **Labor § 38:8 to 38:12**
Charges or charging
discriminatory initiation fees, **Labor § 27:73 to 27:81**
excessive fees, **Labor § 27:73 to 27:81, 40:51**
hiring hall service fees, **Labor § 30:47**

UNFAIR LABOR PRACTICES—Cont'd
Charges or charging—Cont'd
representation activities chargeable to nonmembers in agency shop, security arrangements, **Labor § 30:71, 30:72**
Charges [process]
federal employment, **Labor § 45:31 to 45:38**
filing charges
discipline of union members, **Labor § 27:69, 27:72**
perspective of union in deunionization, **Labor § 17:39**
picketing for unreasonable period, **Labor § 39:57**
protected employee acts, **Labor § 31:6 to 31:8**
refusal to bargain, **Labor § 39:32**
special processes for secondary activities, **Labor § 38:230 to 38:234**
impact of charges on filing representation petition, **Labor § 18:190 et seq.**
pending unfair labor practice charges against union, recognition of minority union, **Labor § 28:77**
representation proceeding, effect of charge on, **Labor § 28:11**
Charitable contributions election, exception to security arrangements, **Labor § 30:64**
Charter of union
clauses, subjects of bargaining, **Labor § 34:56**
lack of charter, domination or interference by employer, **Labor § 28:15**
preparation of charter, domination or interference by employer, **Labor § 28:14**
Checklists
interference with employee rights by employer, **Labor § 26:2**
subjects of bargaining, **Labor § 34:7 to 34:9**
Checkoffs
agreements
interference with unions by employers, **Labor § 28:79, 28:83 to 28:87**
rail and airline industries, **Labor § 39:189, 39:190**
authorization
interference with unions by employers, **Labor § 28:84, 28:85**
state statutory regulation of conduct, **Labor § 40:28**
rail and airline industries, **Labor § 39:187 to 39:191**
revocation
agreement, rail and airline industries, **Labor § 39:190**
security arrangements, discrimination based on membership in union, **Labor § 30:89**
security arrangements, discrimination based on membership in union, **Labor § 30:88, 30:89**
state statutory regulation of conduct, **Labor § 40:28**
subjects of bargaining, **Labor § 34:80**
Choice
charitable contributions, exception to security arrangements, **Labor § 30:64**
dictating employer's choice of representative, union actions impeding agreement, **Labor § 37:33**
employee representatives, domination or interference by employer, **Labor § 28:16**
futility of choosing union, disparaging remarks about union, **Labor § 26:33**
representation at investigatory interview, **Labor § 26:113**

UNFAIR LABOR PRACTICES—Cont'd
Choice—Cont'd
union officers and members of union committees, administration of labor organization, **Labor § 28:17**
Circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:20, 30:24 to 30:33**
Claims
fairly claimable work, work preservation clauses, **Labor § 38:182**
financial information about employer, **Labor § 35:50 to 35:52, 35:54**
majority support claimed by union, polls of employees, **Labor § 26:123 to 26:130**
Clarification of bargaining unit, discipline of union members for seeking, **Labor § 27:70**
Classes of persons distinguished, excessive or discriminatory initiation fees, **Labor § 27:75**
Classification
job classifications, below
reclassification of jobs and employees, unilateral changes by employer, **Labor § 36:31**
subjects of bargaining, **Labor § 34:1 to 34:5**
Clearances, use in operation of hiring hall, **Labor § 30:50**
Clear and unmistakable waiver of rights
bargaining rights, **Labor § 32:17**
strike rights, **Labor § 25:87**
Clerical services, use of employer's services, **Labor § 28:46**
Closed shops
discrimination based on membership in union, **Labor § 30:65**
state statutory regulation of conduct, **Labor § 40:18, 40:59**
Close monitoring, interrogation concerning union sympathies, **Labor § 26:109**
Closing of unfair labor practice case, picketing after, **Labor § 39:30**
Closings
interference with employee rights by employer, **Labor § 26:241 to 26:244**
partial closings, below
plant closings, below
Codes of ethics, subjects of bargaining, **Labor § 34:26**
Coercion
by employer
general discussion, **Labor § 26:1 to 27:81**
federal employment, **Labor § 39:264, 39:273**
rail and airline industries, **Labor § 39:168 to 39:170**
by union
general discussion, **Labor § 26:1 to 27:81, 29:1 to 29:38**
federal employment, **Labor § 39:274**
state statutory regulation of conduct, **Labor § 40:50 to 40:52, 40:65**
secondary activities directed at others, **Labor § 38:152**
secondary boycotts, **Labor § 38:12**
statements, discrimination based on participation in NLRB processes, **Labor § 31:30, 31:31**
work assignment disputes, **Labor § 39:74, 39:75**
Collection
assessments, discrimination based on membership in union, **Labor § 30:76 to 30:90**

UNFAIR LABOR PRACTICES—Cont'd
Collection—Cont'd
dues
discrimination based on membership in union, **Labor § 30:76 to 30:90**
interference with employee rights by union, **Labor § 27:19**
use of employer's time or premises, **Labor § 28:44**
fees
discrimination based on membership in union, **Labor § 30:76 to 30:90**
state statutory regulation of conduct, **Labor § 40:56**
fines, discipline of union members, **Labor § 27:63**
representation expenses from nonunion employees, state statutory regulation of conduct, **Labor § 40:60**
Collective bargaining
agreements. Collective bargaining agreements, below
duty to bargain
general discussion, **Labor § 32:1 to 37:67**
federal employment, **Labor § 39:281 to 39:287**
negotiations, below
rail and airline industries, **Labor § 39:192 to 39:197, 39:206, 39:207**
state statutory regulation of conduct, **Labor § 40:3**
federal employment, **Labor § 39:281 to 39:300**
impasse. Bargaining impasse, above
individuals, below
information
communicating bargaining information to employees, employer actions impeding agreement, **Labor § 37:31**
duty to provide information, **Labor § 35:9, 35:69**
interference by union with employer selection of representatives, **Labor § 29:1 to 29:19**
lockouts during bargaining, discrimination based on membership in union, **Labor § 30:219**
multiemployer bargaining, below
negotiations, below
position
refusal to change bargaining position, intransigence, **Labor § 37:14, 37:18**
restoration of bargaining position, NLRB remedial order, **Labor § 43:117**
shifts in position after tentative agreement is clear, inconsistency, **Labor § 37:24**
supporting bargaining position, lockouts, **Labor § 26:229**
preliminaries to bargaining, duty to bargain and refusal to bargain, **Labor § 35:1 to 35:104**
process, administration of labor organization, **Labor § 28:20**
refusal to bargain, below
relationship
construction industry exemption, hot cargo agreements, **Labor § 38:175**
hot cargo clauses, **Labor § 38:196**
notice requirements in health care industry, **Labor § 35:102**
representative
individual contracts cannot be used to limit right to select bargaining representative, **Labor § 25:42**

UNFAIR LABOR PRACTICES—Cont'd
Collective bargaining—Cont'd
representative—Cont'd
minority union's acceptance of recognition as bargaining representative, **Labor § 27:15**
no right to demand particular representative, **Labor § 32:10**
rail and airline industries, **Labor § 39:192**
refusal to bargain with employee representative, state statutory regulation of conduct, **Labor § 40:24**
special circumstances may justify objections to particular representative, **Labor § 32:11, 32:12**
rights
general discussion, **Labor § 25:6**
federal employment, **Labor § 39:249**
rail and airline industries, **Labor § 39:170**
waiver of bargaining rights, below this group
running of bargaining period, notice requirements, **Labor § 35:83**
scope of bargaining, federal employment, **Labor § 39:288 to 39:300**
subjects of bargaining, below
supporting bargaining position, lockouts, **Labor § 26:229**
tactics
lockouts as bargaining tactic, **Labor § 37:1 to 37:4**
strikes as bargaining tactic, **Labor § 37:5, 37:6**
surface bargaining, **Labor § 37:22**
threats, bargaining from scratch, **Labor § 26:47**
unit. Bargaining unit, above
validity of collectively bargained featherbedding provisions, **Labor § 29:32**
waiver of bargaining rights
general discussion, **Labor § 32:17 to 32:19**
changes in business operations of employer, **Labor § 36:35**
Collective bargaining agreements
administration, above
application of agreement to newly-acquired business, picketing for, **Labor § 39:17**
approval by employer of collective bargaining agreement, federal employment, **Labor § 39:287**
breach of agreement
lockouts, discrimination based on membership in union, **Labor § 30:222**
rail and airline industries, **Labor § 39:164**
state statutory regulation of conduct, **Labor § 40:29, 40:71, 40:72**
breach of duty of fair representation, interference with employee rights by union, **Labor § 27:30, 27:39 to 27:44**
change. Modification of agreement, below this group
compelling contractual work assignment, **Labor § 39:71**
contents of agreement as affecting validity of hiring hall, **Labor § 30:43**
continued contract compliance does not negate notice, withdrawal from multiemployer bargaining, **Labor § 33:46**
determination of NLRB on whether agreement unlawfully discriminates, **Labor § 30:14**
enforcement
court proceedings, work assignment disputes, **Labor § 39:105**

UNFAIR LABOR PRACTICES—Cont'd
Collective bargaining agreements—Cont'd
enforcement—Cont'd
individual enforcement of agreement, concerted activity, **Labor § 25:21**
picketing for enforcement of agreement, **Labor § 39:24**
rule or regulation in conflict with agreement, federal employment, **Labor § 39:270**
state statutory regulation of conduct, **Labor § 40:24 to 40:35, 40:65 to 40:72**
execution of agreement, below
expiration of agreement, below
factors influencing NLRB determination on work assignment dispute, **Labor § 39:88**
hot cargo clauses or agreements, **Labor § 38:160 to 38:225**
illegal or unlawful agreement or provision
imposition of conditions on agreement, union actions impeding agreement, **Labor § 37:38**
representation petition not barred, interference with unions by employers, **Labor § 28:10**
substantively unlawful agreement, security arrangements, **Labor § 30:59**
information needed for contract compliance, **Labor § 35:71**
limitation on lockouts, **Labor § 37:4**
modification of agreement
bargaining with individuals, **Labor § 33:57**
notice requirements, preliminaries to bargaining, **Labor § 35:74, 35:89, 35:95**
rail and airline industries, **Labor § 39:198 to 39:206**
multiemployer agreement, invoking interest arbitration, **Labor § 29:17**
negotiations, below
no-discrimination rule, compensation and working conditions, **Labor § 30:93**
nonemployees's right of access to employer's private property for organizing activities, **Labor § 25:36**
no-strike clause, below
not covering employees in question, picketing when another union is recognized, **Labor § 39:44**
prehire agreement, below
presentation of grievances, rights of employees, **Labor § 25:95**
ratification, below
recognition of minority union to represent employees already covered by contract with another union, **Labor § 28:78**
refusal to adhere to contract, **Labor § 37:60 to 37:67**
reopening procedures, notice requirements, **Labor § 35:76**
state statutory regulation of conduct, **Labor § 40:23 to 40:35, 40:65 to 40:72**
termination of agreement, notice requirements, **Labor § 35:74, 35:78, 35:89, 35:95**
term of agreement
duty to bargain, **Labor § 32:5, 33:11**
subjects of bargaining, **Labor § 34:73**
transfer of unit work under contract provisions, duty to bargain over decision, **Labor § 36:47**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:12, 36:16**
union security, below

UNFAIR LABOR PRACTICES—Cont'd
Collective bargaining agreements—Cont'd
union shop, below
violations
discharge of employees, **Labor § 30:196, 30:197**
union's interpretation of agreement, discipline of supervisor members by union, **Labor § 29:27**
waiver of right to information, duty of employer to provide information to union, **Labor § 35:23 to 35:25**
Collective rights, assertion by individual, **Labor § 25:20**
Combination
handbilling with picketing, nonpicketing appeals to public, **Labor § 38:141**
hearing on election objections and challenges with unfair labor practice proceedings, **Labor § 23:146**
surveillance with acts of harassment, interference with employee rights by employer, **Labor § 26:63**
Commencement
delays in starting negotiations, employer actions impeding agreement, **Labor § 37:10**
twelve-month period after election, picketing, **Labor § 39:47**
unilateral changes by employer after commencement of strike activity, **Labor § 36:18**
Comments or remarks
disparaging remarks about union, interference with employee rights by employer, **Labor § 26:31 to 26:35**
secondary activities directed at union members, **Labor § 38:147**
Commerce, secondary boycotts, **Labor § 38:11**
Commissions, wage data, **Labor § 35:31**
Committees of union, choice of union officers and members, **Labor § 28:17**
Common carriers, secondary boycotts, **Labor § 38:64**
Common control, secondary boycotts, **Labor § 38:39 to 38:46**
Commonly owned entities, secondary boycotts, **Labor § 38:30 to 38:38**
Common situs picketing, **Labor § 38:94 to 38:115**
Common strategies of union and employer, recognitional and organizational picketing, **Labor § 39:38 to 39:40**
Communications
bargaining information to employees, employer actions impeding agreement, **Labor § 37:31**
customers, secondary activities directed at others, **Labor § 38:158**
Federal Communications Act, featherbedding, **Labor § 29:37**
Communists, disparaging remarks about union, **Labor § 26:31**
Company officials, interrogation concerning union sympathies, **Labor § 26:101**
Company policy as justification for unilateral changes in terms and conditions of employment, **Labor § 26:172**
Company rules
implementation, free speech right of employer limited by rights of employees, **Labor § 26:17**
lack of published rule, wearing of union insignia, **Labor § 26:158**
no-distribution rules, below
no-solicitation rules, below
violations
discharge of employees, **Labor § 26:193, 30:141 to 30:155**

UNFAIR LABOR PRACTICES—Cont'd
Company rules—Cont'd
violations—Cont'd
discrimination based on participation in NLRB processes, **Labor § 31:33**
Company unions
pro-union statements, interference with employee rights by employer, **Labor § 26:38**
state statutory regulation of conduct, **Labor § 40:13**
Comparability to employment agency fees immaterial, excessive or discriminatory initiation fees, **Labor § 27:78**
Comparatively slight effect of conduct, discrimination based on membership in union, **Labor § 30:22**
Comparison of existing benefits, adverse effects of unionizing statements, **Labor § 26:30**
Compel or compulsory
attempts to compel
reinstatement of employer representative, **Labor § 29:10**
termination of employer representative, **Labor § 29:9**
contractual work assignment, **Labor § 39:71**
financial core members compelled to support union activity, discipline of union members, **Labor § 27:49**
hiring only union members as supervisors, interference by union with employer selection of representatives, **Labor § 29:18**
rail and airline industries, compulsory unionism, **Labor § 39:181 to 39:186**
use by employer of arbitration panel, interference by union with employer selection of representatives, **Labor § 29:16**
Compensation
already compensated work, featherbedding, **Labor § 29:35**
discrimination, **Labor § 30:91 to 30:109, 31:21 to 31:23**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:20 to 36:22**
wages, below
Competitors
interference with unions by employers, competing union discrimination, **Labor § 28:36**
solicitation of business from competitor, state statutory regulation of conduct, **Labor § 40:78**
Compilation of blacklists, nonpicketing appeals to public, **Labor § 38:143**
Complaining or complaints
customer complaints, discharge of employees, **Labor § 30:201**
discharge of employees, generally, **Labor § 26:199**
unsatisfactory attitude as reason for discharge of employee, **Labor § 30:193**
Completed building, picketing at neutral employer's premises, **Labor § 38:91**
Complete matters
closure permissible regardless of reason, shutdowns, **Labor § 26:242**
lack of complete agreement, reasons for refusal to execute agreement, **Labor § 37:54**
prohibition against subcontracting, hot cargo clauses, **Labor § 38:198**
right to complete, nondiscriminatory reinstatement, economic strikers, **Labor § 30:213**
shutdowns, structural changes in employer's operations, **Labor § 30:225**

UNFAIR LABOR PRACTICES—Cont'd
Complete matters—Cont'd
termination of operations, changes in business operations of employer, **Labor § 36:36**
Compliance or noncompliance
bargaining impasse procedures, federal employment, **Labor § 39:286**
continued contract compliance does not negate notice, withdrawal from multiemployer bargaining, **Labor § 33:46**
Impartial Jurisdictional Disputes Board decisions, **Labor § 39:120**
information needed for contract compliance, duty of union to provide information to employer, **Labor § 35:71**
Moore Dry Dock standards, common situs picketing, **Labor § 38:100**
NLRB determination on work assignment dispute, **Labor § 39:98 to 39:101, 39:129**
refusal to comply with statutory provisions, federal employment, **Labor § 39:271, 39:280**
seniority conditioned on compliance with union security agreement, discrimination based on membership in union, **Labor § 30:124**
urging noncompliance with NLRB, free speech right of employer limited by rights of employees, **Labor § 26:22**
voluntary adjustment of work assignment disputes, **Labor § 39:125**
Compulsory. Compel or compulsory, above
Concerted activity
discharge of supervisors, interference with employee rights by employer, **Labor § 26:221**
rights of employees, **Labor § 25:7 to 25:9, 25:12, 25:18 to 25:23, 25:93**
Concession bargaining, insistence on, **Labor § 37:16**
Concessions operated by employer, indirect contributions to unions, **Labor § 28:58**
Conciliatory offers, common situs picketing at construction sites, **Labor § 38:105**
Conditions
abnormally dangerous conditions, work stoppages, **Labor § 25:75, 25:76, 25:91**
collection of fees as condition of securing employment, state statutory regulation of conduct, **Labor § 40:56**
economic conditions as justification for unilateral changes in terms and conditions of employment, **Labor § 26:171**
imposition of conditions
agreement, employer/union actions impeding agreement, **Labor § 37:26 to 37:29, 37:38 to 37:41**
rehiring, discrimination based on participation in NLRB processes, **Labor § 31:17**
signing, employer actions impeding execution of agreement, **Labor § 37:49 to 37:51**
labor-saving device use, state statutory regulation of conduct, **Labor § 40:63**
seniority conditioned on compliance with union security agreement, discrimination based on membership in union, **Labor § 30:124**
terms and conditions of employment, below
working conditions, below
Condonation of misconduct cancels employer's right to discharge strikers, **Labor § 26:211**

UNFAIR LABOR PRACTICES—Cont'd
Conduct of persons
actual conduct, picketing at neutral employer's premises, **Labor § 38:88**
anti-union conduct, employer actions impeding agreement, **Labor § 37:30**
common situs picketing at construction sites, **Labor § 38:104**
intent, discrimination based on membership in union, **Labor § 30:21, 30:22**
interference with employee rights, **Labor § 26:1 to 26:253, 27:1 to 27:81**
misconduct, below
off-duty conduct, subjects of bargaining, **Labor § 34:49**
significance of purpose of union's conduct, secondary boycotts, **Labor § 38:13 to 38:16**
state statutory regulation of conduct, **Labor § 40:1 to 40:95**
Conduct or conducting
employee surveys, bargaining with individuals, **Labor § 33:60**
meetings, administration of labor organization, **Labor § 28:22**
surveillance, interference with employee rights by employer, **Labor § 26:61 to 26:78**
Confidentiality
refusal to provide information, duty of employer to provide information to union, **Labor § 35:21**
special circumstances justifying objections to particular representative, bargaining duty of employers and unions, **Labor § 32:12**
Consent of employee lacking, refusal to provide information, **Labor § 35:22**
Consistency
inconsistency, below
unilateral changes by employer, consistent with past practice, **Labor § 36:13**
Constitution of union
inconsistency with union constitution, reasons for refusal to sign agreement, **Labor § 37:46**
lack of constitution, domination or interference by employer, **Labor § 28:15**
preparation of constitution, domination or interference by employer, **Labor § 28:14**
Construction and interpretation
nature of judicial interpretations, secondary boycotts, **Labor § 38:3**
violating union's interpretation of collective bargaining agreement, discipline of supervisor members by union, **Labor § 29:27**
Construction industry
exemption, hot cargo agreements, **Labor § 38:173 to 38:176**
prehire agreement, below
pursuit of hot cargo agreements, **Labor § 38:215**
self-enforcement of hot cargo agreements, **Labor § 38:219**
seven-day grace period in construction trades, security arrangements, **Labor § 30:68**
sites. Work sites, below this group
strike activity, enforcement of hot cargo agreements, **Labor § 38:222**
subcontracting restricted to unionized employers in construction industry, hot cargo clauses, **Labor § 38:200**

UNFAIR LABOR PRACTICES—Cont'd
Construction industry—Cont'd
union signatory clause validity, hot cargo clauses, **Labor § 38:194 to 38:196**
work assignment disputes, **Labor § 39:73, 39:114 to 39:120**
work sites
common situs picketing, **Labor § 38:102 to 38:115**
consumer picketing, **Labor § 38:131**
exemption, hot cargo agreements, **Labor § 38:173, 38:176**
prefabricated material, refusals to handle products as secondary boycotts, **Labor § 38:70, 38:71**
secondary strikes, **Labor § 38:66 to 38:68**
subcontractors, secondary boycotts, **Labor § 38:43**
Constructive discharge of employees
discrimination based on membership in union, **Labor § 30:133**
interference with employee rights by employer, **Labor § 26:187**
Consumer
boycott, access to employer's private property by union, **Labor § 25:40**
picketing, **Labor § 38:125 to 38:132, 39:19**
Contact or contacting
customer contact as special circumstance, wearing of union insignia, **Labor § 26:157, 26:158**
recalls, contacting employees during, **Labor § 30:209**
Contending with area standards picketing, common strategies of union and employer, **Labor § 39:39**
Contents
agreement contents as affecting validity of hiring hall, **Labor § 30:43**
picket signs, **Labor § 38:87, 38:98**
ten-day strike notice, health care industry, **Labor § 35:97**
Context of statement, threats, **Labor § 26:40**
Continuing or continued
contract compliance does not negate notice of withdrawal from multiemployer bargaining, **Labor § 33:46**
dues checkoff after election, interference with unions by employers, **Labor § 28:86, 28:87**
participation in bargaining sessions nullifies notice of withdrawal from multiemployer bargaining, **Labor § 33:45**
presumption of majority status, union as party to bargaining, **Labor § 33:17**
willingness of parties to continue bargaining, bargaining to impasse, **Labor § 36:3**
Continuity
lack of substantial continuity following affiliations or mergers, changes in union's identity, **Labor § 33:34**
successor employers, continuity in work force as key factor in determining successorship, **Labor § 33:3**
Contracting out work
interference with employee rights by employer, **Labor § 26:235 to 26:237**
structural changes in employer's operations, discrimination based on membership in union, **Labor § 30:230**
subcontracting work, below
subjects of bargaining, **Labor § 34:17**
Contracts or agreements
checkoffs, above
collective bargaining agreements, above

UNFAIR LABOR PRACTICES—Cont'd
Contracts or agreements—Cont'd
common strategies of union and employer, recognitional and organizational picketing, **Labor § 39:40**
discrimination, interference with employee rights by union, **Labor § 27:4, 27:5**
Impartial Jurisdictional Disputes Board, **Labor § 39:116**
individual contracts cannot be used to limit right to select bargaining representative, **Labor § 25:42**
interunion agreements, factors influencing NLRB determination on work assignment dispute, **Labor § 39:89**
leases, below
piggyback agreements, state statutory regulation of conduct, **Labor § 40:62**
prehire agreement, below
refusal to agree to arbitration, intransigence, **Labor § 37:20**
reinstatement of economic strikers, rights of employees, **Labor § 25:62, 25:63**
settlement agreements, special processes for secondary activities, **Labor § 38:237**
state contract awards to labor law violators, state statutory regulation of conduct, **Labor § 40:49**
term of contract
collective bargaining agreements, above
equipment lease term, subjects of bargaining, **Labor § 34:25**
threats to cancel contracts, secondary activities directed at others, **Labor § 38:155**
voluntary adjustment of work assignment disputes, **Labor § 39:109 to 39:111, 39:124, 39:131**
waiver of bargaining rights, **Labor § 32:19**
yellow-dog contracts, state statutory regulation of conduct, **Labor § 40:17**
Contributions
election of charitable contributions, exception to security arrangements, **Labor § 30:64**
financial support, interference with unions by employers, **Labor § 28:50 to 28:60**
political contributions by employers, state statutory regulation of conduct, **Labor § 40:48**
Control
creation of ally status by common control exercised by separately owned entities, secondary boycotts, **Labor § 38:39 to 38:46**
federal employment, interference with employee rights by employer, **Labor § 39:265**
hot cargo clauses, controlling employers' suppliers, **Labor § 38:211**
insistence on unilateral control, intransigence, **Labor § 37:15**
Convenient place, interrogation concerning union sympathies, **Labor § 26:106**
Convention delegate, supervisors' participation in union matters, **Labor § 28:32**
Conversion
economic strike to unfair labor practice strike, rights of employees, **Labor § 25:67**
independent franchise, changes in business operations of employer, **Labor § 36:49**
Core members, compelling support of union activity, **Labor § 27:49**

UNFAIR LABOR PRACTICES—Cont'd
Costs and expenses
assignment of dues deductions to union representatives, federal employment, **Labor § 39:260**
collection of representation expenses from nonunion employees, state statutory regulation of conduct, **Labor § 40:60**
direct contributions to unions, interference with unions by employers, **Labor § 28:52, 28:53**
moving expenses, administration of benefits, **Labor § 30:107**
payment of expenses for union negotiators, federal employment, **Labor § 39:285**
producing information, duty of employer to provide information to union, **Labor § 35:13**
subcontracting costs, financial information about employer, **Labor § 35:53**
wage data, expense accounts, **Labor § 35:28**
Courts. Actions and proceedings, above
Coverage
collective bargaining agreements not covering employees in question, picketing when another union is recognized, **Labor § 39:44**
insistence on coverage of employees outside unit, reasons for refusal to execute agreement, **Labor § 37:59**
labor organizations, interference with unions by employers, **Labor § 28:6**
prohibition, recognitional and organizational picketing, **Labor § 39:5**
work assignment disputes, **Labor § 39:64**
Creation. Establishment or creation, below
Criminal matters
past criminal record, dishonesty as reason for discharge of employee, **Labor § 30:191**
pending criminal proceedings, dishonesty as reason for discharge of employee, **Labor § 30:190**
state statutory regulation of conduct, **Labor § 40:46, 40:93**
Crossing picket line
another union's picket line, discipline of supervisor members by union, **Labor § 29:22**
discharge of sympathy strikers crossing picket line, **Labor § 26:216, 26:217**
discipline of union members, **Labor § 27:61, 27:62**
refusal to cross picket line
discharge of employees, **Labor § 26:206, 26:207, 30:172**
discipline of union members, **Labor § 27:61**
hot cargo clauses, **Labor § 38:208**
insubordination, **Labor § 30:172**
primary picket line, **Labor § 38:133**
rail and airline industries, **Labor § 39:165**
rights of employees, **Labor § 25:78**
secondary picket line, **Labor § 38:134**
willingness to cross picket line, interrogation, **Labor § 26:90**
Currently certified union requirement, recognitional and organizational picketing, **Labor § 39:6**
Curtail benefits or privileges, threats, **Labor § 26:48**
Customers
communications with customers, secondary activities directed at others, **Labor § 38:158**
complaints, discharge of employees, **Labor § 30:201**

UNFAIR LABOR PRACTICES—Cont'd
Customers—Cont'd
contact as special circumstance, wearing of union insignia, **Labor § 26:157, 26:158**
information, duty of employer to provide information to union, **Labor § 35:62**
sellers and their customers, secondary boycotts, **Labor § 38:44**
Damages
court proceedings, work assignment disputes, **Labor § 39:106**
liquidated damages, subjects of bargaining, **Labor § 34:40**
Data. Information, below
Date. Time or date, below
Dealing or dealings
direct dealing, subjects of bargaining, **Labor § 34:19**
extensive business dealings, secondary boycotts, **Labor § 38:32**
prohibitions against employer dealing with others producing certain goods, hot cargo clauses, **Labor § 38:201**
Deauthorization
assistance of employer, **Labor § 26:245 to 26:248**
election, continuing dues checkoff after, **Labor § 28:86**
Decertification
assistance of employer, **Labor § 26:245 to 26:248**
discipline of union members for seeking decertification, **Labor § 27:68**
filing of decertification petition, evaluating majority status, **Labor § 33:25**
picketing by decertified union, **Labor § 39:18**
unilateral changes in terms and conditions of employment during decertification campaign, **Labor § 26:179**
Decisions
assessment methods of employers, effect on lawfulness of promotion and demotion decisions, **Labor § 30:117**
duty to bargain over decision, changes in business operations of employer, **Labor § 36:36 to 36:49**
Impartial Jurisdictional Disputes Board, **Labor § 39:119, 39:120**
Decrease. Reduction, below
Defacing of property, company rule violation as reason for discharge of employee, **Labor § 30:151**
Defamatory statements
free speech right of employer limited by rights of employees, **Labor § 26:20**
protected unless made with reckless disregard for truth, rights of employees, **Labor § 25:17**
Defeat union rivals, secondary strikes at construction sites, **Labor § 38:68**
Defective work, unsatisfactory work as reason for discharge of employee, **Labor § 30:166**
Defenses, free speech guarantee as defense, **Labor § 38:18**
Deferral of agreement, subjects of bargaining, **Labor § 34:18**
Definitions
abnormally dangerous conditions, **Labor § 25:76**
economic strike, **Labor § 25:51**
unfair labor practice strike, **Labor § 25:65**
Delay or delays
furnishing data, duty of employer to provide information to union, **Labor § 35:11**
notice, changes in business operations of employer, **Labor § 36:55**

UNFAIR LABOR PRACTICES—Cont'd
Delay or delays—Cont'd
reinstatement of economic strikers, rights of employees, **Labor § 25:61**
starting or finishing negotiations, employer actions impeding agreement, **Labor § 37:10, 37:11**
Delegate to union convention, supervisors' participation in union matters, **Labor § 28:32**
Delinquent dues, interference with employee rights by union, **Labor § 27:20**
Demand or demands
incumbent union's demands, picketing in support of, **Labor § 39:25**
information, duty of employer to provide information to union, **Labor § 35:6 to 35:8**
no right to demand particular representative or negotiator, bargaining duty of employers and unions, **Labor § 32:10**
refusal by employer to accept bargaining demand of union, **Labor § 32:8**
specific demand on employer not necessary, concerted activity, **Labor § 25:22**
Demotions
discrimination based on participation in NLRB processes, **Labor § 31:26**
working conditions relating directly to job duties, **Labor § 30:115, 30:117**
Denial
benefits, discrimination based on participation in NLRB processes, **Labor § 31:22**
employment, interference with employee rights by union, **Labor § 27:6**
overtime, discrimination based on participation in NLRB processes, **Labor § 31:25**
reinstatement of strikers, rights of employers, **Labor § 25:58, 25:59, 25:72, 25:73**
right to representation at investigatory interview, interference with employee rights by employer, **Labor § 26:110 to 26:122**
union membership, federal employment, **Labor § 39:276**
Department stores, no-solicitation rules, **Labor § 26:144**
Departure from past practice, circumstantial evidence of intent to discriminate, **Labor § 30:33**
Dependent parts, hot cargo clauses with, **Labor § 38:171**
Deputizing employees, state statutory regulation of conduct, **Labor § 40:39**
Destruction of property
disruptive behavior as reason for discharge of employee, **Labor § 30:185**
state statutory regulation of conduct, **Labor § 40:81**
Determinations
classification of subjects of bargaining, **Labor § 34:2**
factors
bargaining to impasse, **Labor § 36:3 to 36:7**
excessive or discriminatory initiation fees, **Labor § 27:74**
motivation of employer, discrimination based on participation in NLRB processes, **Labor § 31:2**
recognitional and organizational picketing, **Labor § 39:12**
secondary boycotts, **Labor § 38:59 to 38:64**

UNFAIR LABOR PRACTICES—Cont'd
Determinations—Cont'd
factors—Cont'd
successor employers, parties to bargaining, **Labor § 33:2, 33:3**
work assignment disputes, **Labor § 39:86 to 39:94**
good faith, bargaining duty of employers and unions, **Labor § 32:16**
intent
ambulatory picketing, **Labor § 38:117**
hot cargo agreements, **Labor § 38:166**
liability of employer, supervisors' participation in union matters, **Labor § 28:25, 28:26**
purpose
recognitional and organizational picketing, **Labor § 39:11, 39:12**
secondary boycotts, **Labor § 38:13**
secondary purpose, picketing, **Labor § 38:76, 38:126**
refusal to accept final determination, state statutory regulation of conduct, **Labor § 40:45, 40:92**
secondary purpose, picketing, **Labor § 38:76, 38:126**
significance of timing in determining legality of unilateral changes in terms and conditions of employment, **Labor § 26:174**
struck work determination, secondary boycotts, **Labor § 38:59 to 38:64**
successor employer status, parties to bargaining, **Labor § 33:2, 33:3, 33:5**
test to determine whether suit is well-founded, retaliatory lawsuits, **Labor § 26:251**
third party determination of majority status, achieving recognition without election, **Labor § 33:16**
Detrimental effect on business, adverse effects of unionizing statements, **Labor § 26:28**
Devices
labor-saving device use, state statutory regulation of conduct, **Labor § 40:63, 40:64**
recording devices, surveillance method, **Labor § 26:77**
Dictating employer's choice of representative, union actions impeding agreement, **Labor § 37:33**
Different unions, picketing for unreasonable period, **Labor § 39:59**
Diligence lacking in requesting bargaining, waiver of bargaining rights, **Labor § 32:18**
Direct matters
bargaining with individuals, **Labor § 33:53 to 33:61**
connection requirement, unfair labor practice strikes, **Labor § 25:66**
contributions to unions, interference with unions by employers, **Labor § 28:52 to 28:54**
dealing, subjects of bargaining, **Labor § 34:19**
evidence, below
threats of violence, secondary activities directed at others, **Labor § 38:154**
Directors in common, ally status of commonly owned entities, **Labor § 38:34**
Disability benefits in context of economic strike, **Labor § 30:106**
Discharge of employees
constructive discharge of employees, above
delinquent dues, interference with employee rights by union, **Labor § 27:20**

UNFAIR LABOR PRACTICES—Cont'd
Discharge of employees—Cont'd
discrimination, generally, **Labor § 30:129 to 30:205, 31:18**
dishonesty, below
interference with employee rights by employer, **Labor § 26:185 to 26:226**
justification, below
nonpayment of dues or fees, security arrangements, **Labor § 30:76**
picketers, strategy of employer, **Labor § 39:35**
reasons for discharge
discrimination based on membership in union, **Labor § 30:134 to 30:205**
interference with employee rights by employer, generally, **Labor § 26:188 to 26:199**
supervisors, interference with employee rights by employer, **Labor § 26:221 to 26:226**
reinstatement, below
right to seek discharge of worker not hired through hiring hall, **Labor § 30:46**
strikers, interference with employee rights by employer, **Labor § 26:200 to 26:217**
supervisors, interference with employee rights by employer, **Labor § 26:218 to 26:226**
threats of discharge, interference with employee rights by employer, **Labor § 26:43 to 26:46**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:29**
violation of right to representation at investigatory interview entitles discharged employee to reinstatement, **Labor § 26:122**
Discipline
duty of employer to provide information to union, **Labor § 35:44**
investigatory interview, interference with employee rights by employer, **Labor § 26:110 to 26:122**
official of union disciplined following unlawful strike, working conditions, **Labor § 30:128**
subjects of bargaining, **Labor § 34:20**
talks with employees, discrimination based on participation in NLRB processes, **Labor § 31:30**
unions, below
Disclosure
federal employment, **Labor § 45:54**
instruction to commit unfair practice not unlawful unless disclosed, **Labor § 26:6**
nonconfidential employer information, organizing activities, **Labor § 25:27**
state statutory regulation of conduct, requirement that union membership status be revealed, **Labor § 40:21**
Discounts
dues, security arrangements, **Labor § 30:78**
plans, subjects of bargaining, **Labor § 34:21**
Discouragement
employees, excessive or discriminatory initiation fees, **Labor § 27:81**
union membership
discharge of employees, **Labor § 30:131**
discrimination based on membership in union, generally, **Labor § 30:4**

UNFAIR LABOR PRACTICES—Cont'd
Discouragement—Cont'd
union membership—Cont'd
federal employment, discrimination based on membership in union, **Labor § 39:266**
hiring practices, discrimination based on membership in union, **Labor § 30:35**
state statutory regulation of conduct, discrimination, **Labor § 40:15**
Discrimination
breach of duty of fair representation, **Labor § 27:25**
charging discriminatory initiation fees, **Labor § 27:73 to 27:81**
federal employment, **Labor § 39:266 to 39:269, 39:275 to 39:277**
forcing employer to discriminate against its employees, state statutory regulation of conduct, **Labor § 40:58**
interference with employee rights by union, generally, **Labor § 27:4, 27:5**
membership in union
general discussion, **Labor § 30:1 to 30:231**
federal employment, **Labor § 39:266, 39:276**
state statutory regulation of conduct, **Labor § 40:15**
national origin discrimination, rights of employees, **Labor § 25:12**
nonmembers, processing grievances, **Labor § 27:35**
nonunion workers, interference with employee rights by union, **Labor § 27:17**
no-solicitation rules, **Labor § 26:137, 26:138**
participation in proceedings, **Labor § 31:1 to 31:41, 39:267**
race discrimination, below
rail and airline industries, **Labor § 39:179, 39:180**
subjects of bargaining, **Labor § 34:22**
supervisors, below
use of employer's time, premises or facilities, **Labor § 28:36**
wearing of union insignia, **Labor § 26:159**
Discuss or discussion
formal discussions concerning grievances or conditions of employment, union's right to representation at employer-employee meetings, **Labor § 39:257**
terms and conditions of employment, organizing activities, **Labor § 25:26**
wage information, organizing activities, **Labor § 25:28**
Dishonesty
discrimination based on membership in union, discharge of employees, **Labor § 30:186 to 30:191**
interference with employee rights by employer, discharge of employees, **Labor § 26:196**
Disloyalty
discharge of employees, **Labor § 26:192**
subjects of bargaining, **Labor § 34:23**
Dismissal of election petition, picketing for unreasonable period, **Labor § 39:56**
Disorderly conduct, state statutory regulation of conduct, **Labor § 40:84**
Disparaging remarks about union, interference with employee rights by employer, **Labor § 26:31 to 26:35**
Disputes
elimination of disputes, imposition of conditions on signing agreement, **Labor § 37:51**

UNFAIR LABOR PRACTICES—Cont'd
Disputes—Cont'd
job duties, discipline of union members, **Labor § 27:65**
jurisdictional disputes, below
outside collective bargaining relationships, notice requirements in health care industry, **Labor § 35:102**
recognitional picketing disputes, **Labor § 28:9**
representational disputes, picketing as secondary boycott, **Labor § 38:83**
resolution, below
state statutory regulation of conduct, **Labor § 40:36 to 40:42, 40:73 to 40:77, 40:88**
sufficient labor dispute, nonpicketing appeals to public, **Labor § 38:139**
work assignment disputes, **Labor § 39:61 to 39:135**
work subcontracted in anticipation of labor dispute, secondary boycotts, **Labor § 38:53**
Disregard
false or defamatory statements protected unless made with reckless disregard for truth, rights of employees, **Labor § 25:17**
seniority, circumstantial evidence of intent, **Labor § 30:30**
Disruptive behavior, discharge of employees, **Labor § 30:179 to 30:185**
Dissidents of union, discrimination in operation of hiring hall, **Labor § 30:55**
Dissipation of multiemployer unit permits withdrawal from multiemployer bargaining, **Labor § 33:50**
Dissolution, changes in union's identity, **Labor § 33:31**
Distinguishing between bargaining unit members, breach of duty of fair representation, **Labor § 27:39**
Distribution
literature. Distribution of literature, below
no-distribution rules, below
Distribution of literature
no-solicitation rules, **Labor § 26:141, 26:142**
rights of employees, generally, **Labor § 25:102 to 25:106**
union literature, rights of employees as to organizing activities, **Labor § 25:25**
Disturbing the peace, state statutory regulation of conduct, **Labor § 40:85**
Domination of union by employer
general discussion, **Labor § 28:1 to 28:22**
state statutory regulation of conduct, **Labor § 40:11**
Double-breasted operations
discrimination based on membership in union, **Labor § 30:231**
duty of employer to provide information to union, **Labor § 35:66**
Doubt of union's majority status, evidence of good faith, **Labor § 33:18**
Driving work, hot cargo clauses, **Labor § 38:185**
Drug testing, subjects of bargaining, **Labor § 34:24**
Dual matters
anti-dual shop clause, subjects of bargaining, **Labor § 34:10**
authorization cards, recognition of minority union, **Labor § 28:69**
motive of employer
federal employment, interference or discrimination by employer, **Labor § 39:268**

UNFAIR LABOR PRACTICES—Cont'd
Dual matters—Cont'd
motive of employer—Cont'd
unsatisfactory work as reason for discharge of employee, **Labor § 30:158**
purposes
common situs picketing at construction sites, **Labor § 38:112**
secondary boycotts, **Labor § 38:16**
Due process lacking in affiliations and mergers, changes in union's identity, **Labor § 33:33**
Dues
agency shops, security arrangements, **Labor § 30:70 to 30:72**
checkoffs, above
collection, above
failure to pay dues
discharge of employees, **Labor § 30:203**
security arrangements, **Labor § 30:76, 30:90**
federal employment, assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
indirect contributions to unions, interference with unions by employers, **Labor § 28:55**
interference with employee rights by union, **Labor § 27:18 to 27:20**
minimal dues, domination or interference by employer, **Labor § 28:18**
NLRB complaint for unfair labor practices, **Labor § 42:98**
payment of dues
condition of employment, state statutory regulation of conduct, **Labor § 40:19**
failure to pay dues, above this group
refusal to pay dues on religious grounds, exception to security arrangements, **Labor § 30:63**
security arrangements, discrimination based on membership in union, **Labor § 30:76, 30:82 to 30:87, 30:90**
refusal to pay dues on religious grounds, exception to security arrangements, **Labor § 30:63**
security arrangements, discrimination based on membership in union, **Labor § 30:63, 30:64, 30:70 to 30:72, 30:76 to 30:90**
state statutory regulation of conduct, **Labor § 40:19, 40:28**
subjects of bargaining, **Labor § 34:80, 34:81**
Duplicative work, secondary boycotts, **Labor § 38:56**
Duration
ally relationship created by performance of struck work, secondary boycotts, **Labor § 38:51**
duty to bargain, **Labor § 33:7**
Duties
collective bargaining, above
compliance with NLRB determinations, work assignment disputes, **Labor § 39:98 to 39:101**
fair representation duty, below
information, below
job duties, below
neglect of duty, below
payment of dues, security arrangements, **Labor § 30:82 to 30:87**
recognition of minority union, interference with unions by employers, **Labor § 28:67**
refusal to perform picket line duty, discipline of supervisor members by union, **Labor § 29:23**

UNFAIR LABOR PRACTICES—Cont'd
Duties—Cont'd
successor employers
duty to bargain, **Labor § 33:4**
hiring practices, **Labor § 30:40**
Early membership encouragement, excessive or discriminatory initiation fees, **Labor § 27:79**
Eavesdropping on contract negotiations, state statutory regulation of conduct, **Labor § 40:25, 40:67**
Economic matters
conditions as justification for unilateral changes in terms and conditions of employment, **Labor § 26:171**
factors, unilateral changes by employer, **Labor § 36:14**
instability of employer, bargaining duty of employers and unions, **Labor § 32:9**
justification
discrimination based on participation in NLRB processes, **Labor § 31:40**
lockouts, interference with employee rights by employer, **Labor § 26:228**
relocations, interference with employee rights by employer, **Labor § 26:240**
strikes. Economic strikes, below
Economic strikes
disability benefits in context of economic strike, **Labor § 30:106**
discharge of strikers, interference with employee rights by employer, **Labor § 26:202, 26:203, 26:213**
exception from notice requirements, preliminaries to bargaining, **Labor § 35:91**
participation, threats of discharge, **Labor § 26:45**
reinstatement of strikers, below
rights of employees, **Labor § 25:51 to 25:64, 25:67**
seniority of economic strikers, **Labor § 30:120**
temporary subcontracting during economic strike, **Labor § 36:44**
vacation benefits for economic strikers, **Labor § 30:105**
Effective date
checkoff agreement, rail and airline industries, **Labor § 39:189**
notice, preliminaries to bargaining, **Labor § 35:80**
resignation from union, discipline of union members, **Labor § 27:52**
Effective or effectiveness
reserved gate at unenclosed construction site, common situs picketing, **Labor § 38:110**
resignation from union, discipline of union members, **Labor § 27:51**
Effects bargaining, duty to bargain, **Labor § 36:50 to 36:52**
Efficiency, factors influencing NLRB determination on work assignment dispute, **Labor § 39:92**
Egregious manner in which employee exercised protected rights, discharge of employees, **Labor § 26:190**
Election. Choice, above
Elections
deauthorization election, continuing dues checkoff after, **Labor § 28:86**
exclusive employee representative, use of employer's time or premises, **Labor § 28:41**
filing of election petition, picketing for unreasonable period, **Labor § 39:54 to 39:56**

UNFAIR LABOR PRACTICES—Cont'd
Elections—Cont'd
hearing on election objections and challenges and unfair labor practice proceedings, **Labor § 23:146, 23:181**
internal union matters, below
no-solicitation rules, **Labor § 26:146, 26:147**
picketing within twelve months after election, **Labor § 39:46 to 39:50**
polls of employees prohibited while NLRB election is pending, **Labor § 26:126**
representation, below
unilateral changes in terms and conditions of employment, **Labor § 26:176 to 26:178**
Elements of violation, discrimination based on membership in union, **Labor § 30:2**
Elimination
insistence on elimination of disputes, imposition of conditions on signing agreement, **Labor § 37:51**
partial closings involving elimination of one phase of business, discrimination based on membership in union, **Labor § 30:229**
Employees
addresses of employees, above
contributions to employees, interference with unions by employers, **Labor § 28:59, 28:60**
interrogation of employees, below
name or names, below
personal information about employees, duty of employer to provide information to union, **Labor § 35:41 to 35:48**
recalls, below
reinstatement, below
replacement of employees, below
replacements for employees, below
rights of employees, below
state statutory regulation of conduct, **Labor § 40:1 to 40:95**
status, below
suspension, below
transfer, below
Employer associations and their members
bargaining with individual members of employer association, union actions impeding agreement, **Labor § 37:35**
bylaws of association, duty of employer to provide information to union, **Labor § 35:63**
establishing multiemployer bargaining obligation, parties to bargaining, **Labor § 33:39**
refusal to bargain with employer association, interference by union with employer selection of representatives, **Labor § 29:13**
repudiation of contract executed by employer association, refusal to adhere to contract, **Labor § 37:62**
subsequently withdrawing employer association member, applicability of notice requirements to, **Labor § 35:86**
Employers
associations. Employer associations and their members, above
coercion, above
discrimination, **Labor § 30:1 to 30:231, 31:1 to 31:41**
domination of union by employer, above
forcing employer, below
inability to pay alleged by employer, below

UNFAIR LABOR PRACTICES—Cont'd
Employers—Cont'd
information, duty to provide information to union, **Labor § 35:1 to 35:67**
infringement on rights of employees, rail and airline industries, **Labor § 39:168 to 39:180**
interference, below
knowledge, below
liability, below
motive of employer, below
multiemployer, below
neutral employers, below
operations of employer, below
parties to bargaining, **Labor § 33:1 to 33:7, 33:35 to 33:52**
practices, state statutory regulation of conduct, **Labor § 40:7 to 40:49**
premises of employer, below
primary matters, below
representatives, below
response, below
rights of employees, generally, **Labor § 25:1 to 25:106**
rights of employers, below
scope of bargaining duty, generally, **Labor § 32:1 to 32:19**
secondary matters, below
state statutory regulation of conduct, **Labor § 40:1 to 40:95**
status, below
strategy
recognitional and organizational picketing, **Labor § 39:33 to 39:40**
work assignment disputes, **Labor § 39:121 to 39:129**
successor employers, below
unilateral changes, below
Employment agencies, comparability of fees, **Labor § 27:78**
Encouragement
company union, state statutory regulation of conduct, **Labor § 40:13**
decertification or deauthorization of union, **Labor § 26:246**
union membership
discharge of employees, **Labor § 30:131**
discrimination based on membership in union, generally, **Labor § 30:4**
early membership, excessive or discriminatory initiation fees, **Labor § 27:79**
federal employment, discrimination based on membership in union, **Labor § 39:266**
hiring practices, discrimination based on membership in union, **Labor § 30:37**
state statutory regulation of conduct, discrimination, **Labor § 40:15**
unlawful secondary activity, **Labor § 38:8 to 38:12**
withdrawal from union, disparaging remarks about union, **Labor § 26:35**
Endangering life or property, violation of collective bargaining agreement, **Labor § 40:72**
Enforcement
collective bargaining agreements, above
company rules, discharge of employee, **Labor § 30:142**
hot cargo agreements, **Labor § 38:217 to 38:225**
interest arbitration award, union actions impeding agreement, **Labor § 37:41**
no-solicitation rules, **Labor § 26:137, 26:148 to 26:151**

UNFAIR LABOR PRACTICES—Cont'd
Enforcement—Cont'd
no-strike clause, **Labor § 25:88**
rights derived from other government regulations, concerted activity, **Labor § 25:23**
rule or regulation in conflict with collective bargaining agreement, federal employment, **Labor § 39:270**
self-enforcement, below
union standards, secondary strikes at construction sites, **Labor § 38:67**
Engage or engaging
internal union political activity, discipline of supervisor members by union, **Labor § 29:26**
refusal to engage in face-to-face bargaining, employer actions impeding agreement, **Labor § 37:13**
secondary boycotts, engaged in commerce, **Labor § 38:11**
Entire matters
benefit of entire membership, discrimination based on membership in union, **Labor § 30:13**
effect of hot cargo clause on entire agreement, **Labor § 38:172**
repudiation of entire contract, refusal to adhere to contract, **Labor § 37:61 to 37:64**
sale of entire business, duty to bargain over decision, **Labor § 36:37**
Entry that is unlawful, state statutory regulation of conduct, **Labor § 40:90**
Equal Employment Opportunity Commission, discipline of union members for filing charges, **Labor § 27:72**
Equal employment opportunity information, duty of employer to provide information to union, **Labor § 35:43**
Equipment
lease term, subjects of bargaining, **Labor § 34:25**
sharing equipment, ally status of commonly owned entities, **Labor § 38:37**
use of employer's equipment, interference with unions by employers, **Labor § 28:45 to 28:49**
Errors or mistakes
belief that bargaining unit is inappropriate does not justify refusal to bargain, **Labor § 33:28**
notice, modification of bargaining agreement, **Labor § 39:200**
reasons for refusal to execute agreement, **Labor § 37:56**
reliance on error, reasons for refusal to sign agreement, **Labor § 37:48**
Establishment or creation
ally status, secondary boycotts, **Labor § 38:39 to 38:46, 38:51**
domination or interference by employer, formation of labor organization, **Labor § 28:13 to 28:16**
Impartial Jurisdictional Disputes Board, **Labor § 39:114**
impression of surveillance, interference with employee rights by employer, **Labor § 26:64 to 26:66**
lockout does not create bargaining impasse, **Labor § 37:3**
more onerous working conditions, threats, **Labor § 26:49**
multiemployer bargaining obligation, parties to bargaining, **Labor § 33:36 to 33:41**
picket line responsibility, strategy of employer, **Labor § 39:37**
presumption created by compliance with Moore Dry Dock standards, common situs picketing, **Labor § 38:100**
significance of status created by performance of struck work, secondary boycotts, **Labor § 38:48**

UNFAIR LABOR PRACTICES—Cont'd
Ethics codes, subjects of bargaining, **Labor § 34:26**
Evaluation or evaluations
majority status, union as party to bargaining, **Labor § 33:17 to 33:26**
performance evaluations, job information, **Labor § 35:38**
statements, free speech right of employer limited by rights of employees, **Labor § 26:13 to 26:15**
union standards clause, hot cargo clauses, **Labor § 38:191**
Evidence
absence of specific evidence of intent, secondary boycotts, **Labor § 38:15**
background evidence, recognitional and organizational picketing, **Labor § 39:38**
bad faith, breach of duty of fair representation, **Labor § 27:26**
burden of proof, above
direct evidence of intent
common situs picketing at construction sites, **Labor § 38:102**
discrimination based on membership in union, **Labor § 30:19**
dual motive of employer, federal employment, **Labor § 39:268**
good faith doubt of union's majority status, union as party to bargaining, **Labor § 33:18**
inferences, below
intent
absence of specific evidence of intent, secondary boycotts, **Labor § 38:15**
direct evidence of intent, above this group
discrimination based on membership in union, **Labor § 30:18 to 30:33**
unlawful intent, interference with employee rights by employer, **Labor § 26:4, 26:5**
misconduct of strikers, discharge of strikers, **Labor § 26:210**
presumptions, below
relevance of information, duty of employer to provide information to union, **Labor § 35:3**
request for evidence, special processes for secondary activities, **Labor § 38:232**
witnesses, below
Exaggerated statements, free speech right of employer limited by rights of employees, **Labor § 26:19**
Exceeding production quotas, discipline of union members, **Labor § 27:64**
Excessive matters
absenteeism, poor attendance record as reason for discharge of employee, **Labor § 30:175**
fees, below
Exclusions
activities, work assignment disputes, **Labor § 39:70**
hot cargo agreements, **Labor § 38:173 to 38:179**
notice requirements, preliminaries to bargaining, **Labor § 35:78, 35:90, 35:91**
security arrangements, discrimination based on membership in union, **Labor § 30:60 to 30:64**
tender of payment of dues, discrimination based on membership in union, **Labor § 30:86**
Exclusive representative, use of employer's time or premises, **Labor § 28:41**

UNFAIR LABOR PRACTICES—Cont'd
Execution of agreement
employer actions impeding execution of agreement, **Labor § 37:42 to 37:51**
repudiation of entire contract, refusal to adhere to contract, **Labor § 37:61 to 37:64**
union actions impeding execution of agreement, **Labor § 37:52 to 37:59**
written agreement upon request, duty of employers and unions, **Labor § 32:4**
Exemptions. Exclusions, above
Exercise
common control, creation of ally status, **Labor § 38:39 to 38:46**
rights
discipline of union members, **Labor § 27:59**
free speech right of employer limited by rights of employees, **Labor § 26:8 to 26:22**
influencing employer to discriminate against employee exercising protected rights, **Labor § 39:277**
interference with employee rights by employer, **Labor § 26:1 to 26:253**
state statutory regulation of conduct, **Labor § 40:50**
Existence of bargaining relationship, hot cargo agreements, **Labor § 38:175**
Existing matters
comparison of existing benefits, adverse effects of unionizing statements, **Labor § 26:30**
nonmembers' agreement to existing multiemployer bargaining agreement, **Labor § 33:40**
Expedited matters
elections, picketing within twelve months after election, **Labor § 39:49**
petition investigation, effect of unfair labor practice proceeding, **Labor § 18:107**
Expenses. Costs and expenses, above
Expiration of agreement
duty to bargain, **Labor § 33:12**
ends waiver of right to information, duty of employer to provide information to union, **Labor § 35:25**
notice requirements, expiration date of contract, **Labor § 35:81**
Explanation of proposals, bargaining to impasse, **Labor § 36:6**
Express intent, establishing multiemployer bargaining obligation, **Labor § 33:36**
Expression of anti-union sentiment in conjunction with interrogation concerning union sympathies, **Labor § 26:82**
Expulsion of union members, interference with employee rights by union, **Labor § 27:54**
Extensive business dealings, ally status of commonly owned entities, **Labor § 38:32**
Extent
ban, discrimination based on participation in NLRB processes, **Labor § 31:1 to 31:12**
enforcement, company rule violation as reason for discharge of employee, **Labor § 30:142**
privileges, use of employer's time, premises or facilities, **Labor § 28:37**
relief, NLRB determination on work assignment dispute, **Labor § 39:95**
Extreme financial hardship, withdrawal from multiemployer bargaining, **Labor § 33:49**

UNFAIR LABOR PRACTICES—Cont'd
Face-to-face bargaining, refusal to engage in, **Labor § 37:13**
Facility or facilities
health care facilities, no-solicitation rules, **Labor § 26:145**
new facility, recognition of minority union, **Labor § 28:75**
use of employer's facilities, interference with unions by employers, **Labor § 28:35 to 28:49**
Factors
ally status of commonly owned entities, secondary boycotts, **Labor § 38:30 to 38:38**
appropriateness of bargaining unit, **Labor § 33:29, 33:30**
determinations, above
duty to bargain, generally, **Labor § 36:43**
economic factors, unilateral changes by employer, **Labor § 36:14**
influence or influencing, below
lawfulness of anti-union statements, **Labor § 26:24, 26:25**
legality of supervisors' participation in union matters, **Labor § 28:27**
picketing as secondary boycott, **Labor § 38:77 to 38:80**
use of employer's time, premises or facilities, **Labor § 28:36, 28:37**
Factual matters
predictions or opinions, adverse effects of unionizing statements, **Labor § 26:26**
statements, free speech right of employer limited by rights of employees, **Labor § 26:18**
Failure to achieve output level, unsatisfactory work as reason for discharge of employee, **Labor § 30:160**
Failure to assist in commission of unfair labor practice, discrimination against supervisor, **Labor § 40:22**
Failure to cooperate with employer, discharge of supervisors, **Labor § 26:226**
Failure to implement arbitration award, state statutory regulation of conduct, **Labor § 40:31**
Failure to maintain membership, discrimination based on membership in union, **Labor § 30:74**
Failure to make trust fund payments, state statutory regulation of conduct, **Labor § 40:33**
Failure to pay
assessments, discharge of employees, **Labor § 30:204**
dues, above
fees, security arrangements, **Labor § 30:76**
Failure to provide strike notice, discharge of strikers, **Labor § 26:212**
Failure to reach voluntary adjustment of work assignment disputes, **Labor § 39:113**
Failure to respond to reinstatement offer, unfair labor practice striker, **Labor § 25:71**
Failure to support union goals, discipline of union members, **Labor § 27:55 to 27:63**
Fairly claimable work, hot cargo clauses, **Labor § 38:182**
Fair representation duty
breach of duty of fair representation, above
interference with employee rights by union, **Labor § 27:22 to 27:44**
negotiations, below
rail and airline industries, **Labor § 39:173 to 39:178**
False matters
answers to questions, interrogation concerning union sympathies, **Labor § 26:85**

UNFAIR LABOR PRACTICES—Cont'd
False matters—Cont'd
statements
company rule violation as reason for discharge of employee, **Labor § 30:155**
dishonesty as reason for discharge of employee, **Labor § 30:189**
free speech right of employer limited by rights of employees, **Labor § 26:19**
protected unless made with reckless disregard for truth, rights of employees, **Labor § 25:17**
union card used to obtain employment, state statutory regulation of conduct, **Labor § 40:57**
Falsification of records, dishonesty as reason for discharge of employee, **Labor § 30:188**
Favoritism, active support of particular union, **Labor § 28:61 to 28:64**
Featherbedding
coercion of employers by unions, **Labor § 29:30 to 29:37**
state statutory regulation of conduct, **Labor § 40:61, 40:62**
Federal Communications Act, featherbedding, **Labor § 29:37**
Federal Employment (this index)
Federal injunction of state action, secondary boycotts, **Labor § 38:26**
Fees
agency shop, above
charges or charging, above
collection, above
discriminatory initiation fees, interference with employee rights by union, **Labor § 27:73 to 27:81**
excessive fees
interference with employee rights by union, **Labor § 27:73 to 27:81**
state statutory regulation of conduct, **Labor § 40:51**
initiation fees
excessive or discriminatory initiation fees, **Labor § 27:73 to 27:81**
NLRB complaint for unfair labor practices, **Labor § 42:98**
security arrangements, discrimination based on membership in union, **Labor § 30:79, 30:80**
interference with employee rights by union, generally, **Labor § 27:21**
payment of fees as condition of employment, state statutory regulation of conduct, **Labor § 40:19**
rail and airline industries, union security, **Labor § 39:188**
reinstatement fees
discrimination based on membership in union, **Labor § 30:80**
interference with employee rights by union, **Labor § 27:80**
security arrangements, discrimination based on membership in union, **Labor § 30:70, 30:76, 30:79 to 30:81**
state statutory regulation of conduct, **Labor § 40:19, 40:51, 40:56**
Fellow employees, employee access during working hours, **Labor § 25:30**
Fighting, disruptive behavior as reason for discharge of employee, **Labor § 30:184**
Filing
actions and proceedings, above
charges [process], above

UNFAIR LABOR PRACTICES—Cont'd
Filing—Cont'd
grievances, unsatisfactory attitude as reason for discharge of employee, **Labor § 30:194**
petitions
decertification petition, evaluating majority status, **Labor § 33:25**
election petition, picketing for unreasonable period, **Labor § 39:54 to 39:56**
rival union filing representation petition, evaluating majority status, **Labor § 33:24**
Final determination, refusal to accept, **Labor § 40:45, 40:92**
Financial matters
compelling financial core members to support union activity, discipline of union members, **Labor § 27:49**
contribution of financial support, interference with unions by employers, **Labor § 28:50 to 28:60**
extreme financial hardship, withdrawal from multiemployer bargaining, **Labor § 33:49**
information about employer, duty of employer to provide information to union, **Labor § 35:49 to 35:56**
relationship, ally status of commonly owned entities, **Labor § 38:36**
Fines
discipline of union members, **Labor § 27:63**
state statutory regulation of conduct, **Labor § 40:64**
Finishing negotiations, delays in, **Labor § 37:11**
Fires threatened, state statutory regulation of conduct, **Labor § 40:87**
First Amendment. Free speech, below
Flow chart, work assignment disputes, **Labor § 39:67**
Following in motor vehicle, surveillance method, **Labor § 26:78**
Forcing employer
discriminate against its employees, state statutory regulation of conduct, **Labor § 40:58**
join labor or employer organization, secondary activities, **Labor § 38:227**
recognize uncertified representative, secondary activities, **Labor § 38:228**
Formal discussions concerning grievances or conditions of employment, union's right to representation at employer-employee meetings, **Labor § 39:257**
Formation. Establishment or creation, above
Former or past matters
criminal record, dishonesty as reason for discharge of employee, **Labor § 30:191**
hostility, discrimination based on membership in union, **Labor § 30:27**
insistence on terms of prior agreement, intransigence, **Labor § 37:17**
notice or rule not required to support lawful surveillance, **Labor § 26:67**
officials of union, below
practices
circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:33**
solicitation of grievances by employer, **Labor § 26:133**
unilateral changes by employer, **Labor § 36:13**
refusal to rehire former employees, **Labor § 30:38**
reinstatement of former strikers, **Labor § 30:211 to 30:215**

UNFAIR LABOR PRACTICES—Cont'd
Former or past matters—Cont'd
work formerly done by primary employer's non-striking employees outside of unit, secondary boycotts, **Labor § 38:55**
Form or format
data, duty of employer to provide information to union, **Labor § 35:12**
demand by union for information, **Labor § 35:8**
Franchises
conversion to independent franchise, duty to bargain over decision, **Labor § 36:49**
creation of ally status by common control, franchisors and franchisees, **Labor § 38:45**
Fraternization, unsatisfactory work as reason for discharge of employee, **Labor § 30:162**
Free speech
employer's right limited by rights of employees, **Labor § 26:8 to 26:22**
federal employment, interference with employee rights, **Labor § 39:263, 39:272**
guarantee as defense, secondary boycotts, **Labor § 38:18**
Frequency of statement, free speech right of employer limited by rights of employees, **Labor § 26:14**
Friends and friendship
loss of employer's friendship or good will, adverse effects of unionizing statements, **Labor § 26:29**
supervisors who are friends conducting interrogation concerning union sympathies, **Labor § 26:105**
Fringe benefits
financial information about employer, **Labor § 35:55**
withheld, unilateral changes in terms and conditions of employment, **Labor § 26:183**
Frivolous grievance, imposition of conditions on agreement, **Labor § 37:40**
Fund or funds
benefit fund, above
industry promotion fund, subjects of bargaining, **Labor § 34:32**
misappropriation of funds, dishonesty as reason for discharge of employee, **Labor § 30:187**
trust fund, below
use of funds by union for political purposes, rail and airline industries, **Labor § 39:186**
welfare fund payments, refusal to abide by specific contract provisions, **Labor § 37:67**
Futility of choosing union, disparaging remarks about union, **Labor § 26:33**
Gain of majority status following recognition of minority union, **Labor § 28:72**
Garment industry, hot cargo agreements, **Labor § 38:177 to 38:179, 38:216, 38:218**
Gas use, state statutory regulation of conduct, **Labor § 40:41, 40:88**
Geographic jurisdiction of state right-to-work laws, discrimination based on membership in union, **Labor § 30:62**
Gifts
contributions to employees, interference with unions by employers, **Labor § 28:60**
subjects of bargaining, **Labor § 34:27**
Goals
employer, scope of bargaining in federal employment, **Labor § 39:290**

UNFAIR LABOR PRACTICES—Cont'd
Goals—Cont'd
failure to support union goals, discipline of union members, **Labor § 27:55 to 27:63**
Good faith
bargaining duty of employers and unions, generally, **Labor § 32:2, 32:15, 32:16**
belief, above
effects bargaining, changes in business operations of employer, **Labor § 36:52**
evidence of good faith doubt of union's majority status, union as party to bargaining, **Labor § 33:18**
federal employment, duty to bargain, **Labor § 39:281**
Goods
hot cargo clauses, **Labor § 38:183, 38:184, 38:201, 38:223**
loading and unloading goods, refusals to handle products as secondary boycotts, **Labor § 38:74**
prefabricated goods or products, below
Good standing, discipline of union members for working with members not in good standing, **Labor § 27:55**
Good will loss, adverse effects of unionizing statements, **Labor § 26:29**
Government
enforcement of rights derived from other government regulations, concerted activity, **Labor § 25:23**
Federal Employment (this index)
participation of union in government inquiry, subjects of bargaining, **Labor § 34:82**
Grace periods, security arrangements, **Labor § 30:67, 30:68**
Granting
claim of inability to grant raises, financial information about employer, **Labor § 35:50**
preference to union stewards, breach of duty of fair representation, **Labor § 27:41**
superseniority, reinstatement of economic strikers, **Labor § 30:215**
use of employer's time, premises or facilities, interference with unions by employers, **Labor § 28:35 to 28:49**
wage increases, discrimination based on membership in union, **Labor § 30:96**
Grievances
adjustment of grievances, interference by union with employer selection of representatives, **Labor § 29:1 to 29:19**
agenda for bargaining, **Labor § 34:12.50**
arbitration
agenda for bargaining, **Labor § 34:12.50**
frivolous grievance, imposition of conditions on agreement, **Labor § 37:40**
refusal to provide information, **Labor § 35:26**
subjects of bargaining, **Labor § 34:12**
bargaining with individuals, right to negotiate grievances individually, **Labor § 33:56**
federal employment, union's right to representation at employer-employee meetings, **Labor § 39:257**
filing of grievances, unsatisfactory attitude as reason for discharge of employee, **Labor § 30:194**
handling grievances, state statutory regulation of conduct, **Labor § 40:30**
information, duty to provide, **Labor § 35:10, 35:70**
participation in grievance proceedings
discharge of supervisors, **Labor § 26:224**

UNFAIR LABOR PRACTICES—Cont'd
Grievances—Cont'd
participation in grievance proceedings—Cont'd
discipline of union members, **Labor § 27:58**
presentation of grievances, rights of employees, **Labor § 25:92 to 25:97**
procedures
domination or interference by employer, **Labor § 28:21**
subjects of bargaining, generally, **Labor § 34:28**
processing grievances
duty of fair representation, **Labor § 27:34 to 27:38, 39:178**
information, duty of employer to provide information to union, **Labor § 35:64, 35:65**
refusal to abide by grievance provisions in agreement, **Labor § 37:65**
solicitation of grievances by employer, **Labor § 26:131 to 26:135**
stenographic record of grievance procedures, subjects of bargaining, **Labor § 34:66**
Gripe sessions, solicitation of grievances by employer, **Labor § 26:134**
Groups
blacklisting employer groups, hot cargo clauses, **Labor § 38:202**
concerted activity, group interests, **Labor § 25:8**
multiemployer bargaining groups, lockouts, **Labor § 30:223**
Guarantee
free speech guarantee as defense, secondary boycotts, **Labor § 38:18**
rights of employees, **Labor § 25:2**
safety or productivity, surveillance purpose, **Labor § 26:68**
union dues, subjects of bargaining, **Labor § 34:81**
Handbilling, nonpicketing appeals to public, **Labor § 38:140, 38:141**
Handle or handling
grievances, state statutory regulation of conduct, **Labor § 40:30**
limitations on handling of prefabricated goods, hot cargo clauses, **Labor § 38:183**
refusal to handle
hot cargo agreements, **Labor § 38:223**
secondary boycotts, **Labor § 38:70 to 38:74**
Harassment
combination of surveillance with acts of harassment, **Labor § 26:63**
obstructive acts by unions and employees, state statutory regulation of conduct, **Labor § 40:86**
working conditions, discrimination based on membership in union, **Labor § 30:126**
Hardship, withdrawal from multiemployer bargaining, **Labor § 33:49**
Harm. Injury, below
Hasty recognition of minority union, **Labor § 28:74**
Health
care. Health care, below
operations of employer, duty of employer to provide information to union, **Labor § 35:57, 35:58**
poor health, discharge of employees, **Labor § 30:205**
Health care
facilities, no-solicitation rules, **Labor § 26:145**

UNFAIR LABOR PRACTICES—Cont'd
Health care—Cont'd
industry
notice requirements, **Labor § 35:94 to 35:104**
secondary boycotts, **Labor § 38:63**
High-ranking officials of employer, interference by union with employer selection of representatives, **Labor § 29:5**
Highway obstruction, state statutory regulation of conduct, **Labor § 40:89**
Hindering employment of others, state statutory regulation of conduct, **Labor § 40:79**
Hiring
compelling employer to hire only union members as supervisors, **Labor § 29:18**
hall. Hiring hall, below
practices, discrimination, **Labor § 30:34 to 30:40, 31:14 to 31:17**
preferential hiring
changes in terms and conditions of employment, **Labor § 28:94**
security agreement, interference with unions by employers, **Labor § 28:82**
prehire agreement, below
refusal to hire
discrimination based on participation in NLRB processes, **Labor § 31:14, 31:15**
paid union organizers, discrimination based on membership in union, **Labor § 30:36**
rehire, below
replacements
lockouts, discrimination based on membership in union, **Labor § 30:218**
strikers, rail and airline industries, **Labor § 39:163**
scope of bargaining, federal employment, **Labor § 39:291**
starting wage rates for newly hired employees, unilateral changes by employer, **Labor § 36:22**
threats, interference with employee rights by employer, **Labor § 26:54**
Hiring hall
arrangements, discrimination based on membership in union, **Labor § 30:41 to 30:56**
operation
breach of duty of fair representation, **Labor § 27:44**
discrimination based on membership in union, **Labor § 30:44, 30:45, 30:47 to 30:56**
History of bargaining, establishing multiemployer bargaining obligation, **Labor § 33:37**
Hobbs Act, featherbedding, **Labor § 29:36**
Holidays, subjects of bargaining, **Labor § 34:29**
Home of employee, interrogation concerning union sympathies, **Labor § 26:108**
Hostility, discrimination based on membership in union, **Labor § 30:27**
Hot cargo clauses or agreements, secondary activities, **Labor § 38:160 to 38:225**
Hours. Work hours, below
Identification
participants in garment industry, hot cargo agreements, **Labor § 38:178**
union stewards, wearing of union insignia, **Labor § 26:155**

UNFAIR LABOR PRACTICES—Cont'd
Identity
changes in union's identity, parties to bargaining, **Labor § 33:31 to 33:34**
negotiators, employer actions impeding agreement, **Labor § 37:8**
observer, surveillance of employees, **Labor § 26:73 to 26:75**
refusals related to identity of employer's representative, union actions impeding agreement, **Labor § 37:33 to 37:35**
Ignorance of employer as to employee status, interrogation concerning union sympathies, **Labor § 26:83**
Ijdb (Impartial Jurisdictional Disputes Board), construction industry, **Labor § 39:114 to 39:120**
Illegal or unlawful matters
general discussion, **Labor § 25:1 to 40:95**
assembly, state statutory regulation of conduct, **Labor § 40:83**
collective bargaining agreements, above
entry, state statutory regulation of conduct, **Labor § 40:90**
evidence of unlawful intent, interference with employee rights by employer, **Labor § 26:4, 26:5**
liability of employer for unlawful operation of hiring hall, **Labor § 30:45**
strikes
coercion of employers by unions, **Labor § 29:38**
discipline of union officials following unlawful strike, **Labor § 30:128**
response of employer to unlawful strike, notice requirements, **Labor § 35:92**
wildcat strikes, below
subjects of bargaining, generally, **Labor § 34:5, 34:9**
Immediate purpose, recognitional and organizational picketing, **Labor § 39:9**
Impact
bargaining, federal employment, **Labor § 39:297, 39:298**
charges' impact on filing representation petition, **Labor § 18:190 et seq.**
no impact on employees, unilateral changes by employer, **Labor § 36:17**
significance of impact on neutrals, lockouts, **Labor § 30:217**
subcontracting on bargaining unit, duty to bargain, **Labor § 36:43**
voluntary adjustment of work assignment disputes, **Labor § 39:133**
Impartial Jurisdictional Disputes Board, construction industry, **Labor § 39:114 to 39:120**
Impasse. Bargaining impasse, above
Impeding
employer actions impeding agreement, **Labor § 37:7 to 37:31**
employer actions impeding execution of agreement, **Labor § 37:42 to 37:51**
union actions impeding agreement, **Labor § 37:32 to 37:41**
union actions impeding execution of agreement, **Labor § 37:52 to 37:59**
Impersonal questions, interrogation concerning union sympathies, **Labor § 26:84**

UNFAIR LABOR PRACTICES—Cont'd
Implementation
bargaining, federal employment, **Labor § 39:297, 39:298**
company rules, free speech right of employer limited by rights of employees, **Labor § 26:17**
failure to implement arbitration award, state statutory regulation of conduct, **Labor § 40:31**
hot cargo agreements, **Labor § 38:168**
Implied promises of benefit, interference with employee rights by employer, **Labor § 26:59**
Importance. Significance or importance, below
Imposition. Conditions, above
Impression of surveillance, interference with employee rights by employer, **Labor § 26:64 to 26:66**
Improper or inappropriate matters
bargaining units, union actions impeding agreement, **Labor § 37:36**
coercion of union members, federal employment, **Labor § 39:274**
discipline of union members, interference with employee rights by union, **Labor § 27:45 to 27:72, 39:274**
erroneous belief that bargaining unit is inappropriate does not justify refusal to bargain, **Labor § 33:28**
influence of arbitrators, state statutory regulation of conduct, **Labor § 40:32**
motive of employer, unilateral changes in terms and conditions of employment, **Labor § 26:169**
Inability to pay alleged by employer
duty of employer to provide information to union, **Labor § 35:50 to 35:52**
intransigence, employer actions impeding agreement, **Labor § 37:21**
Inaccuracy in publicity, nonpicketing appeals to public, **Labor § 38:136**
Inappropriate matters. Improper or inappropriate matters, above
Incentive earnings, wage data, **Labor § 35:30**
Incidental effects test, secondary boycotts, **Labor § 38:5**
Inclusions in bargaining unit, appropriateness of bargaining unit, **Labor § 33:29, 33:30**
Incoming goods, hot cargo clause reserving right to shelve, **Labor § 38:184**
Incompetence
breach of duty of fair representation, **Labor § 27:29**
discharge of employees, **Labor § 26:194**
Inconsistency
actions of employer impeding agreement, **Labor § 37:24, 37:25**
circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:31**
refusal to sign agreement, inconsistency with union constitution, **Labor § 37:46**
Increases
benefits, unilateral changes by employer, **Labor § 36:24**
compensation, unilateral changes by employer, **Labor § 36:21**
wages, below
work hours, unilateral changes by employer, **Labor § 36:26**
Incumbent union
active support of particular union, interference with unions by employers, **Labor § 28:63, 28:64**

UNFAIR LABOR PRACTICES—Cont'd
Incumbent union—Cont'd
advance notice to incumbent union, polls of employees, **Labor § 26:130**
lawful recognition, picketing when another union is recognized, **Labor § 39:41**
picketing in support of incumbent union's demands, **Labor § 39:25**
recognition of minority union, interference with unions by employers, **Labor § 28:71**
Indemnity clause, subjects of bargaining, **Labor § 34:31**
Independence
contractual notice requirements, preliminaries to bargaining, **Labor § 35:79**
union from employer, rights of employees, **Labor § 25:43**
Independent contractors
discipline of members who are also independent contractors, **Labor § 38:150**
discrimination based on participation in NLRB processes, **Labor § 31:5**
hot cargo provisions requiring independent contractors to become employees, **Labor § 38:203**
relationships, secondary boycotts, **Labor § 38:41, 38:42**
Independent matters
contractors. Independent contractors, above
conversion of employer to independent franchise, **Labor § 36:49**
effect on notice of independent knowledge of union of impending change, **Labor § 36:54**
Indirect contributions to unions, interference with unions by employers, **Labor § 28:55 to 28:58**
Individual contracts cannot be used to limit right to select bargaining representative, **Labor § 25:42**
Individuals
assertion of collective rights, concerted activity, **Labor § 25:20**
bargaining with individuals
general discussion, **Labor § 33:53 to 33:61**
members of employer association, union actions impeding agreement, **Labor § 37:35**
rail and airline industries, **Labor § 39:196**
refusal to bargain with employers individually, interference by union with employer selection of representatives, **Labor § 29:15**
enforcement of collective bargaining agreement, concerted activity, **Labor § 25:21**
purpose of proscribing encouragement of individuals, secondary boycotts, **Labor § 38:9**
unprotected individuals included in bargaining unit, appropriateness of bargaining unit, **Labor § 33:30**
wages and salaries, duty of employer to provide information to union, **Labor § 35:27**
Inducement or inducements
contributions to employees, interference with unions by employers, **Labor § 28:60**
discipline by union to induce secondary action, secondary activities directed at union members, **Labor § 38:149**
Industry
airline industry, Railway LABOR Act, **Labor § 39:155 to 39:211**
construction industry, above

UNFAIR LABOR PRACTICES—Cont'd
Industry—Cont'd
garment industry, hot cargo agreements, **Labor § 38:177 to 38:179, 38:216, 38:218**
health care, above
interrogation concerning union sympathies, industrial setting requiring close monitoring, **Labor § 26:109**
maritime industry, hot cargo clauses, **Labor § 38:209**
nonconstruction industries, below
prefabricated products, refusals to handle products as secondary boycotts, **Labor § 38:70 to 38:72**
promotion fund, subjects of bargaining, **Labor § 34:32**
railroad industry, below
state industrial agencies that must be informed, notice requirements, **Labor § 35:85**
Inefficiency of employee, unsatisfactory work as reason for discharge of employee, **Labor § 30:159**
Inferences
anti-union motive, relocations, **Labor § 26:239**
coercion, interrogation concerning union sympathies, **Labor § 26:85**
discharge, words or actions of employer, **Labor § 26:186**
improper motive, unilateral changes in terms and conditions of employment, **Labor § 26:169**
intent, discrimination based on membership in union, **Labor § 30:21**
Infiltration of unions by communists, disparaging remarks about union, **Labor § 26:31**
Influence or influencing
discrimination against employee exercising protected rights, federal employment, **Labor § 39:277**
factors
legality of supervisors' participation in union matters, **Labor § 28:27**
NLRB determinations in work assignment disputes, **Labor § 39:86 to 39:94**
improper influence of arbitrators, state statutory regulation of conduct, **Labor § 40:32**
rail and airline industries, **Labor § 39:168 to 39:170**
representation elections, state statutory regulation of conduct, **Labor § 40:10**
strike votes, state statutory regulation of conduct, **Labor § 40:36**
Information
assisting in union's decertification or deauthorization, **Labor § 26:247, 26:248**
collective bargaining, above
disclose nonconfidential employer information, organizing activities, **Labor § 25:27**
discuss wage information, organizing activities, **Labor § 25:28**
duty to provide information
employer, **Labor § 35:1 to 35:67, 39:282**
union
general discussion, **Labor § 35:68 to 35:72**
breach of duty of fair representation, **Labor § 27:37**
security arrangements, **Labor § 30:83**
free speech right of employer limited by rights of employees, **Labor § 26:21**
wages, below
Informational picketing, **Labor § 39:19 to 39:23**

UNFAIR LABOR PRACTICES—Cont'd
Infringement by employer on rights of employees, rail and airline industries, **Labor § 39:168 to 39:180**
Inherently destructive conduct, discrimination based on membership in union, **Labor § 30:21**
Initial matters
organizing, below
reaction
employer to work assignment dispute, **Labor § 39:121**
union to attempted voluntary adjustment of work assignment disputes, **Labor § 39:130**
suggestion, domination or interference by employer, **Labor § 28:13**
Initiation
actions and proceedings, above
fees, above
Injunctions
retaliatory lawsuits, interference with employee rights by employer, **Labor § 26:250**
secondary boycotts, **Labor § 38:25, 38:26**
special processes for secondary activities, **Labor § 38:235**
Injury
serious harm to employees, adverse effects of unionizing statements, **Labor § 26:27**
work-related injuries, subjects of bargaining, **Labor § 34:88**
Inside union. Incumbent union, above
Insignia of union, wearing, **Labor § 26:152 to 26:165**
Insignificant work, secondary boycotts, **Labor § 38:57**
Insistence on particular matters
imposition of conditions on signing, employer actions impeding execution of agreement, **Labor § 37:49 to 37:51**
intransigence, employer actions impeding agreement, **Labor § 37:15 to 37:17**
reasons for refusal to execute agreement, union actions impeding execution of agreement, **Labor § 37:59**
Instability of employer, bargaining duty of employers and unions, **Labor § 32:9**
Instigation
formation of labor organization, domination or interference by employer, **Labor § 28:13**
other employee instigation, discharge of employees, **Labor § 30:200**
third party instigation, discrimination based on participation in NLRB processes, **Labor § 31:4**
union instigation, discharge of employees, **Labor § 30:202 to 30:204**
Instructions
commit unfair labor practice, interference with employee rights by employer, **Labor § 26:6**
picketing, **Labor § 38:86, 39:31**
Insubordination
asserted justification for discrimination based on participation in NLRB processes, **Labor § 31:37**
discharge of employees, **Labor § 26:198, 30:167 to 30:174**
Insurance
financial information about employer, duty of employer to provide information to union, **Labor § 35:56**
medical insurance, subjects of bargaining, **Labor § 34:43**
plans, administration of benefits, **Labor § 30:102**

UNFAIR LABOR PRACTICES—Cont'd
Insurance—Cont'd
refusal to supply insurance, insubordination as reason for discharge of employee, **Labor § 30:174**
Intent
ambulatory picketing, **Labor § 38:117**
determinations, above
discrimination based on membership in union, **Labor § 30:18 to 30:33**
evidence, above
express intent, establishing multiemployer bargaining obligation, **Labor § 33:36**
hot cargo agreements, **Labor § 38:166**
interrogation about intentions regarding anticipated strike, **Labor § 26:89**
requesting representation at investigatory interview, **Labor § 26:115**
Interchange of employees, ally status of commonly owned entities, **Labor § 38:33**
Interest arbitration
enforcement of interest arbitration award, imposition of conditions on agreement, **Labor § 37:41**
invoking interest arbitration under multiemployer agreement after employer's timely withdrawal from multiemployer bargaining, interference by union with employer selection of representatives, **Labor § 29:17**
subjects of bargaining, **Labor § 34:33**
Interference
with agency processes, state statutory regulation of conduct, **Labor § 40:44, 40:91**
with employee rights by employer
general discussion, **Labor § 26:1 to 26:253**
federal employment, **Labor § 39:263 to 39:271**
rail and airline industries, **Labor § 39:168 to 39:170**
state statutory regulation of conduct, **Labor § 40:7**
with employee rights by union
general discussion, **Labor § 27:1 to 27:81**
federal employment, **Labor § 39:272 to 39:280**
with employer selection of representatives by union, **Labor § 29:1 to 29:19**
with unions by employers, **Labor § 28:1 to 28:94**
Intermittent matters
picketing, **Labor § 39:53**
strikes, rights of employees, **Labor § 25:79**
Internal union matters
discrimination based on membership in union, **Labor § 30:15**
elections
use of employer's time or premises, **Labor § 28:42**
voting, supervisors' participation in union matters, **Labor § 28:31**
engaging in internal union political activity, discipline of supervisor members by union, **Labor § 29:26**
official time use for internal union business, federal employment, **Labor § 39:251**
International union approval required as reason for refusal to execute agreement, **Labor § 37:57**
Interpretation. Construction and interpretation, above
Interrogation of employees
federal employment, union's right to representation at employer-employee meetings, **Labor § 39:258**

UNFAIR LABOR PRACTICES—Cont'd
Interrogation of employees—Cont'd
interference with employee rights by employer, generally, **Labor § 26:79 to 26:122**
wearing of union insignia, interference with employee rights by employer, **Labor § 26:162**
Interruptions in work, liability of union in rail and airline industries, **Labor § 39:167**
Interunion agreements, factors influencing NLRB determination on work assignment dispute, **Labor § 39:89**
Interview, representation at investigatory interview, **Labor § 26:110 to 26:122**
Intimidation of pickets, state statutory regulation of conduct, **Labor § 40:40**
Intoxicant use, company rule violation as reason for discharge of employee, **Labor § 30:146**
Intransigence, employer actions impeding agreement, **Labor § 37:14 to 37:21**
Intraunion matters. Internal union matters, above
Invalidity. Validity or invalidity, below
Investigations
federal employment, examination of employee in connection with investigation, **Labor § 39:258**
misconduct of employees, subjects of bargaining, **Labor § 34:34**
preliminary investigation, NLRB processing of work assignment disputes, **Labor § 39:77**
representation at investigatory interview, **Labor § 26:110 to 26:122**
Invoking
interest arbitration, multiemployer agreement, **Labor § 29:17**
NLRB process, work assignment disputes, **Labor § 39:76**
Involvement of employer, breach of duty of fair representation, **Labor § 27:33**
Irrelevant matters
information, duty of employer to provide information to union, **Labor § 35:15**
motivation of employer, discharge of supervisors, **Labor § 26:219**
Isolated threats, interference with employee rights by employer, **Labor § 26:42**
Job assignments
accepting job assignments, discipline of union members, **Labor § 27:66**
discrimination based on membership in union, **Labor § 30:114**
Job classifications
duty of employer to provide information to union, **Labor § 35:37**
reclassification, unilateral changes by employer, **Labor § 36:31**
Job duties
disputing job duties, discipline of union members, **Labor § 27:65**
working conditions relating directly to job duties, **Labor § 30:114 to 30:118**
Job information, duty of employer to provide information to union, **Labor § 35:37 to 35:40**
Job reclassification, unilateral changes by employer, **Labor § 36:31**
Job references, threats by employer, **Labor § 26:55**

UNFAIR LABOR PRACTICES—Cont'd
Job security
changes in terms and conditions of employment based on preference for particular union, **Labor § 28:91**
subjects of bargaining, **Labor § 34:35**
Joint liability, breach of duty of fair representation, **Labor § 27:32**
Joint presence of unions, subjects of bargaining, **Labor § 34:36**
Join union
forcing employer to join labor or employer organization, secondary activities, **Labor § 38:227**
pressuring workers to join union, interference with employee rights by union, **Labor § 27:16**
promises to join union as condition of employment, state statutory regulation of conduct, **Labor § 40:18**
rights of employees, **Labor § 25:5, 25:44, 25:45**
Jurisdiction
court proceedings, work assignment disputes, **Labor § 39:102**
disputes. Jurisdictional disputes, below
secondary jurisdictional strikes, **Labor § 38:69**
state right-to-work laws, security arrangements, **Labor § 30:61, 30:62**
wage data on employees outside union's territorial jurisdiction, duty of employer to provide information to union, **Labor § 35:36**
Jurisdictional disputes
general discussion, **Labor § 39:61 to 39:135**
Impartial Jurisdictional Disputes Board in construction industry, **Labor § 39:114 to 39:120**
relationship with secondary boycotts, **Labor § 38:21**
state statutory regulation of conduct, **Labor § 40:53**
subcontracting during jurisdictional dispute, duty to bargain over decision, **Labor § 36:45**
Jury duty, subjects of bargaining, **Labor § 34:37**
Justification
business justification, above
delayed notice of changes in business operations of employer, duty to bargain, **Labor § 36:55**
denial of reinstatement of strikers, **Labor § 25:58, 25:59, 25:72, 25:73**
discharge of employees
discrimination based on membership in union, **Labor § 30:134 to 30:205**
strikers, interference with employee rights by employer, **Labor § 26:212**
discrimination, **Labor § 30:134 to 30:205, 31:33 to 31:41**
economic matters, above
erroneous belief that bargaining unit is inappropriate does not justify refusal to bargain, **Labor § 33:28**
filing of election petition to justify picketing for unreasonable period, **Labor § 39:55**
polls of employees, interference with employee rights by employer, **Labor § 26:125**
recognition of minority union, interference with unions by employers, **Labor § 28:66**
secondary boycotts, **Labor § 38:18, 38:19**
special circumstances may justify objections to particular representative, bargaining duty of employers and unions, **Labor § 32:11, 32:12**
unilateral changes in terms and conditions of employment, **Labor § 26:170 to 26:172**

UNFAIR LABOR PRACTICES—Cont'd
Justification—Cont'd
wearing of union insignia, interference with employee rights by employer, **Labor § 26:160**
Knowledge
employer
concerted nature of protest, rights of employees, **Labor § 25:19**
creation of impression of surveillance, **Labor § 26:65**
significance of employer's knowledge of employee activity, discrimination based on participation in NLRB processes, **Labor § 31:3**
union activity, discrimination based on membership in union, **Labor § 30:24, 30:25**
struck work determination, secondary boycotts, **Labor § 38:59**
union's independent knowledge of impending change in business operations of employer, effect on notice, **Labor § 36:54**
LABOR consultants, state statutory regulation of conduct, **Labor § 40:26**
Labor disputes. Disputes, above
Labor Management Relations Act (this index)
LABOR-saving device use, state statutory regulation of conduct, **Labor § 40:63, 40:64**
Lack or absence
authority of negotiator, reasons for refusal to sign agreement, **Labor § 37:45**
complete agreement, reasons for refusal to execute agreement, **Labor § 37:54**
constitution, charter or bylaws, formation of labor organization, **Labor § 28:15**
diligence in requesting bargaining, waiver of bargaining rights, **Labor § 32:18**
due process in affiliations and mergers, changes in union's identity, **Labor § 33:33**
employee consent, refusal to provide information, **Labor § 35:22**
published rule, wearing of union insignia, **Labor § 26:158**
representation petition, absence of unfair labor practice, **Labor § 18:50**
seniority, discharge of employees, **Labor § 30:199**
specific evidence of intent, secondary boycotts, **Labor § 38:15**
substantial continuity following affiliations or mergers, changes in union's identity, **Labor § 33:34**
valid procedure for resignation from union, discipline of union members, **Labor § 27:51**
warning or reprimand, discrimination based on membership in union, **Labor § 30:28**
work, reduction of work force as reason for discharge of employee, **Labor § 30:140**
Lapse of time after recognition, picketing when another union is recognized, **Labor § 39:42**
Layoffs
discrimination based on participation in NLRB processes, **Labor § 31:20**
interrogation of laid off employees concerning union sympathies, **Labor § 26:98**
need for layoffs claimed by employer, duty of employer to provide financial information to union, **Labor § 35:54**
picketing for reinstatement of laid off employees, **Labor § 39:27**

UNFAIR LABOR PRACTICES—Cont'd
Layoffs—Cont'd
procedures, unilateral changes by employer, **Labor § 36:28**
recalls of employees following layoffs, discrimination based on membership in union, **Labor § 30:208, 30:209**
subjects of bargaining, **Labor § 34:38**
threats, interference with employee rights by employer, **Labor § 26:51**
Leases
creation of ally status by common control exercised by separately owned entities, lessor-lessee relationships, **Labor § 38:40**
equipment lease term as subject of bargaining, **Labor § 34:25**
Leaves of absence
plans, discrimination based on membership in union, **Labor § 30:104**
sick leave, subjects of bargaining, **Labor § 34:63**
Leaving work station
company rule violation as reason for discharge of employee, **Labor § 30:148**
insubordination as reason for discharge of employee, **Labor § 30:169**
Legitimate matters
demand by union for information, duty of employer to provide information to union, **Labor § 35:6**
reasons for discharge of employees, **Labor § 26:188 to 26:199**
Liability
employer
interference with unions by employers, **Labor § 28:7, 28:25, 28:26**
unlawful operation of hiring hall, **Labor § 30:45**
establishing responsibility for picket line, strategy of employer, **Labor § 39:37**
joint liability, breach of duty of fair representation, **Labor § 27:32**
release, subjects of bargaining, **Labor § 34:39**
union
members' actions, work assignment disputes, **Labor § 39:69**
trustees' acts, unilateral changes by union, **Labor § 36:58**
work interruptions, rail and airline industries, **Labor § 39:167**
Life endangerment, violation of collective bargaining agreement, **Labor § 40:72**
Life of contract, effect of notice on, **Labor § 35:84**
Limitations
access to data, duty of employer to provide information to union, **Labor § 35:14**
contract limitation on lockouts, **Labor § 37:4**
discriminatory practices of employer, federal employment, **Labor § 39:269**
exercise of free speech right by employer, **Labor § 26:8 to 26:22**
handling of prefabricated goods, hot cargo clauses, **Labor § 38:183**
picketing as secondary boycott, **Labor § 38:82**
polls of employees, interference with employee rights by employer, **Labor § 26:126**

UNFAIR LABOR PRACTICES—Cont'd
Limitations—Cont'd
private sector restrictions on union use of dues and fees in agency shops, security arrangements, **Labor § 30:70**
recognition, picketing for limited, **Labor § 39:13**
resignation from union, discipline of union members, **Labor § 27:48**
rights
expulsion or suspension of union members, **Labor § 27:54**
individual contracts cannot be used to limit right to select bargaining representative, **Labor § 25:42**
nonemployees's right of access to employer's private property for organizing activities, **Labor § 25:35**
strikes, rights of employees, **Labor § 25:49**
wearing of union insignia, **Labor § 26:158**
role
NLRB and courts, bargaining duty of employers and unions, **Labor § 32:13**
representative during investigatory interview, **Labor § 26:114**
struck work determination, secondary boycotts, **Labor § 38:60**
subcontracting of work, hot cargo clauses, **Labor § 38:187 to 38:203**
time limitations
imposition of conditions on agreement, employer actions impeding agreement, **Labor § 37:27**
struck work determination, secondary boycotts, **Labor § 38:60**
validity or invalidity, below
withdrawal from multiemployer bargaining, **Labor § 33:43**
Liquidated damages, subjects of bargaining, **Labor § 34:40**
Lists
blacklists and blacklisting, above
checklists, above
seniority lists, duty of employer to provide information to union, **Labor § 35:42**
use of assignment lists in hiring hall operation, **Labor § 30:49**
Literature. Distribution of literature, above
Loading and unloading
goods, refusals to handle products as secondary boycotts, **Labor § 38:74**
truck loading and unloading bays, picketing at neutral employer's premises, **Labor § 38:90**
Loafing on the job, unsatisfactory work as reason for discharge of employee, **Labor § 30:165**
Local unions, picketing by council where locals are recognized, **Labor § 39:14**
Location
interrogation concerning union sympathies, **Labor § 26:106 to 26:109**
no-solicitation rules, **Labor § 26:141 to 26:143**
performance of work, hot cargo clauses, **Labor § 38:195**
picketing as secondary boycott, **Labor § 38:78**
refusal to meet at reasonable places, employer actions impeding agreement, **Labor § 37:12**
relocation, below
significance of location of activity, secondary boycotts, **Labor § 38:6**

UNFAIR LABOR PRACTICES—Cont'd
Location—Cont'd
surveillance, interference with employee rights by employer, **Labor § 26:71, 26:72**
Lockouts
bargaining impasse, above
bargaining tactic, **Labor § 37:1 to 37:4**
discrimination based on membership in union, **Labor § 30:216 to 30:223**
interference with employee rights by employer, **Labor § 26:227 to 26:234**
no-lockout clause, subjects of bargaining, **Labor § 34:46**
state statutory regulation of conduct, labor disputes, **Labor § 40:42**
Loss
benefits, interference with employee rights by union, **Labor § 27:10**
employment, interference with employee rights by union, **Labor § 27:6, 27:9**
friendship or good will of employer, adverse effects of unionizing statements, **Labor § 26:29**
majority status
effect of employer's unfair labor practices, union as party to bargaining, **Labor § 33:22**
recognition of minority union, interference with unions by employers, **Labor § 28:73**
payment of wages for time lost, discrimination based on participation in NLRB processes, **Labor § 31:23**
Low sales, unsatisfactory work as reason for discharge of employee, **Labor § 30:161**
Made work, featherbedding, **Labor § 29:34**
Maintenance or maintaining
recordkeeping. Records, below
retention, below
scope of bargaining in federal employment, maintaining employees, **Labor § 39:291**
security arrangements, maintenance-of-membership agreements, **Labor § 30:73, 30:74**
Majority status
bargaining party, union as, **Labor § 33:13 to 33:26**
loss, above
recognition of minority union, **Labor § 28:66 to 28:73**
Majority support
claimed by union, polls of employees, **Labor § 26:123 to 26:130**
verification, recognition of minority union, **Labor § 28:67, 28:68**
Malicious statements, free speech right of employer limited by rights of employees, **Labor § 26:20**
Management
appeals to management, secondary boycotts, **Labor § 38:10**
pay for meeting with management on company time not unlawful, contribution of financial support, **Labor § 28:51**
prerogative, interference with employee rights by employer, **Labor § 26:5**
rights, subjects of bargaining, **Labor § 34:41**
Managers
discrimination based on membership in union, **Labor § 30:8**

UNFAIR LABOR PRACTICES—Cont'd
Managers—Cont'd
interference by union with employer selection of representatives, **Labor § 29:5**
Mandatory subjects of bargaining. Subjects of bargaining, below
Manner. Method or manner, below
Maritime industry, hot cargo clauses, **Labor § 38:209**
Mass media use, nonpicketing appeals to public, **Labor § 38:144**
Materials
labor-saving device use, state statutory regulation of conduct, **Labor § 40:63**
prefabricated material on construction sites, refusals to handle products as secondary boycotts, **Labor § 38:70, 38:71**
shortages of materials, reduction of work force as reason for discharge of employee, **Labor § 30:139**
Meals, subjects of bargaining, **Labor § 34:42**
Measuring date for determining successor employer status, parties to bargaining, **Labor § 33:5**
Mediator use, factors considered in determining bargaining impasse, **Labor § 36:7**
Medical matters
insurance, subjects of bargaining, **Labor § 34:43**
records of employees, duty of employer to provide information to union, **Labor § 35:46**
screening, subjects of bargaining, **Labor § 34:44**
Medium in which statements are made as factor in lawfulness of anti-union statements, **Labor § 26:25**
Meeting or meetings
federal employment, union's right to representation at employer-employee meetings, **Labor § 39:256 to 39:258**
pay for meeting with management on company time not unlawful, contribution of financial support, **Labor § 28:51**
refusal to meet at reasonable places, employer actions impeding agreement, **Labor § 37:12**
refusal to meet at reasonable times, employer actions impeding agreement, **Labor § 37:9**
statements during grievance meetings are protected, rights of employees, **Labor § 25:97**
union meetings
conduct of meetings, domination or interference by employer, **Labor § 28:22**
supervisors' participation in union matters, interference with unions by employers, **Labor § 28:30**
use of employer's time or premises, interference with unions by employers, **Labor § 28:43**
Members and membership
bargaining unit, above
choice of members of union committees, domination or interference by employer, **Labor § 28:17**
employer associations and their members, above
nonmembers, below
unions, below
Mere offer to perform struck work, secondary boycotts, **Labor § 38:61**
Mergers
bargaining unit merger, subjects of bargaining, **Labor § 34:14**
changes in union's identity, parties to bargaining, **Labor § 33:32 to 33:34**

UNFAIR LABOR PRACTICES—Cont'd
Mergers—Cont'd
consumer picketing, merged product, **Labor § 38:128**
rail and airline industries, **Labor § 39:207 to 39:211**
Merit increases, duty of employer to provide information to union, **Labor § 35:29**
Method or manner
assessment methods of employers, effect on lawfulness of promotion and demotion decisions, **Labor § 30:117**
enforcement, company rule violation as reason for discharge of employee, **Labor § 30:142**
interrogation concerning union sympathies, **Labor § 26:96, 26:97**
refusal to work in prescribed manner, insubordination as reason for discharge of employee, **Labor § 30:173**
surveillance, interference with employee rights by employer, **Labor § 26:76 to 26:78**
Minimal dues, domination or interference by employer, **Labor § 28:18**
Minority union
acceptance of recognition as bargaining representative, interference with employee rights by union, **Labor § 27:15**
recognition
acceptance of recognition as bargaining representative, interference with employee rights by union, **Labor § 27:15**
interference with unions by employers, **Labor § 28:65 to 28:78**
state statutory regulation of conduct, **Labor § 40:12**
right of employees to join, **Labor § 25:45**
security agreement, interference with unions by employers, **Labor § 28:80**
Minor supervisory employees conducting interrogation concerning union sympathies, **Labor § 26:102**
Misappropriation of funds, dishonesty as reason for discharge of employee, **Labor § 30:187**
Misconduct
election rules, relationship to misconduct, **Labor § 22:11**
good faith belief of misconduct, discharge of employees, **Labor § 26:189**
investigation of employee misconduct, subjects of bargaining, **Labor § 34:34**
picketers, picketing for unreasonable period, **Labor § 39:58**
strikers
discharge of strikers, **Labor § 26:209 to 26:211**
justification for denial of reinstatement of unfair labor practice strikers, **Labor § 25:73**
reinstatement of strikers, discrimination based on membership in union, **Labor § 30:211, 30:212**
Misinforming public removes protected status of picketing, **Labor § 25:99**
Misrepresentations
dishonesty as reason for discharge of employee, **Labor § 30:189**
refusal to sign agreement, employer actions impeding execution of agreement, **Labor § 37:47**
Mistakes. Errors or mistakes, above
Moonlighting, company rule violation as reason for discharge of employee, **Labor § 30:150**

UNFAIR LABOR PRACTICES—Cont'd
Moore Dry Dock standards, common situs picketing, **Labor § 38:96, 38:99, 38:100, 38:106, 38:108, 38:115**
Most convenient place available, interrogation concerning union sympathies, **Labor § 26:106**
Most-favored-nation treatment, subjects of bargaining, **Labor § 34:45**
Motive of employer
determining factor, discrimination based on participation in NLRB processes, **Labor § 31:2**
discharge of supervisors, interference with employee rights by employer, **Labor § 26:219, 26:220**
dual matters, above
relocations, interference with employee rights by employer, **Labor § 26:239**
unilateral changes in terms and conditions of employment, **Labor § 26:168, 26:169**
Motor vehicles
surveillance method, **Labor § 26:78**
trucks, below
Moving expenses, discrimination based on membership in union, **Labor § 30:107**
Multiemployer
agreement, invoking interest arbitration, **Labor § 29:17**
bargaining. Multiemployer bargaining, below
unit, dissipation permits withdrawal from multiemployer bargaining, **Labor § 33:50**
Multiemployer bargaining
groups, lockouts, **Labor § 30:223**
invoking interest arbitration, interference by union with employer selection of representatives, **Labor § 29:17**
parties to bargaining, **Labor § 33:35 to 33:52**
rail and airline industries, duty to bargain, **Labor § 39:195**
unilateral withdrawal by union from multiemployer bargaining, **Labor § 29:14**
withdrawal from, **Labor § 29:14, 29:17, 33:42 to 33:52**
Multi-unit bargaining, union actions impeding agreement, **Labor § 37:37**
Mutual matters
aid or protection, concerted activity, **Labor § 25:7, 25:9**
understanding, permanent replacement for economic striker, **Labor § 25:53**
Name-calling, interference with employee rights by union, **Labor § 27:13**
Name or names
change in union's name, parties to bargaining, **Labor § 33:32**
employees
duty of employer to provide information to union, **Labor § 35:41**
use of employer's equipment or services, **Labor § 28:47**
National LABOR Relations Act
general discussion, **Labor § 25:1 to 39:135**
retention of employee status, unfair labor practice strikes, **Labor § 5:15, 5:16**
National Labor Relations Board (this index)
National origin discrimination, rights of employees, **Labor § 25:12**
Nature
assistance, infringement by employer on rights of employees, **Labor § 39:171**

UNFAIR LABOR PRACTICES—Cont'd
Nature—Cont'd
change in nature of bargaining unit, unilateral changes by employer, **Labor § 36:19**
compulsory unionism, rail and airline industries, **Labor § 39:181 to 39:186**
concerted activity, rights of employees, **Labor § 25:18 to 25:23**
dues checkoff procedure, rail and airline industries, **Labor § 39:187**
fair representation duty, rail and airline industries, **Labor § 39:173**
judicial interpretations, secondary boycotts, **Labor § 38:3**
representation right at investigatory interview, **Labor § 26:117**
statement, free speech right of employer limited by rights of employees, **Labor § 26:14**
union's duty for processing grievances, breach of duty of fair representation, **Labor § 27:34**
voluntary nature of hiring hall, **Labor § 30:42**
Necessity or need
evidence of unlawful intent, interference with employee rights by employer, **Labor § 26:5**
layoffs claimed by employer, duty of employer to provide financial information to union, **Labor § 35:54**
secondary purpose, hot cargo agreements, **Labor § 38:164**
wage cuts claimed by employer, duty of employer to provide financial information to union, **Labor § 35:51**
written records and procedures, hiring hall operation, **Labor § 30:48**
Negativism of employee, unsatisfactory attitude as reason for discharge of employee, **Labor § 30:192**
Neglect of duty
asserted justification for discrimination based on participation in NLRB processes, **Labor § 31:35**
unsatisfactory work as reason for discharge of employee, **Labor § 30:164**
Negligence, breach of duty of fair representation, **Labor § 27:28, 27:38**
Negotiations
collective bargaining and collective bargaining agreements. See lines throughout this group
delays in starting or finishing negotiations, employer actions impeding agreement, **Labor § 37:10, 37:11**
duty to bargain
federal employment, **Labor § 39:283 to 39:285**
rail and airline industries, **Labor § 39:192**
fair representation duty
breach, interference with employee rights by union, **Labor § 27:30**
rail and airline industries, **Labor § 39:177**
individual negotiation of grievances, bargaining with individuals, **Labor § 33:56**
negotiators, below
official time for negotiating agreements, federal employment, **Labor § 39:283, 39:284**
refusal of union to negotiate with employer representative who is former union official, **Labor § 37:34**
refusal to bargain, generally, **Labor § 37:7 to 37:41**
representation at employer-employee meetings, right of union in federal employment, **Labor § 39:256**

UNFAIR LABOR PRACTICES—Cont'd
Negotiations—Cont'd
state statutory regulation of conduct, agreements, **Labor § 40:24 to 40:35, 40:65 to 40:72**
stenographic record of negotiations, subjects of bargaining, **Labor § 34:67**
supervisors' participation in negotiating agreements, interference with unions by employers, **Labor § 28:34**
tape recording of negotiations, imposition of conditions on agreement, **Labor § 37:39**
withdrawal from multiemployer bargaining allowed after premature start of negotiations, **Labor § 33:44**
work negotiated before strike, secondary boycotts, **Labor § 38:54**
Negotiators
authority
employer actions impeding agreement, **Labor § 37:8**
lack of authority of negotiator, reasons for refusal to sign agreement, **Labor § 37:45**
reasons for refusal to execute agreement, **Labor § 37:55**
repudiation of entire contract, **Labor § 37:63**
union actions impeding execution of agreement, **Labor § 37:55**
federal employment, duty to bargain, **Labor § 39:285**
identity of negotiators, employer actions impeding agreement, **Labor § 37:8**
no right to demand particular negotiator, bargaining duty of employers and unions, **Labor § 32:10**
Neutral employers
appeals to neutral employers, secondary activities directed at others, **Labor § 38:151**
interference with unions by employers, **Labor § 28:2**
lockouts, significance of impact on neutrals, **Labor § 30:217**
main product, consumer picketing, **Labor § 38:127**
premises, picketing, **Labor § 38:84 to 38:93**
response to voluntary adjustment efforts, work assignment disputes, **Labor § 39:123**
Neutral reserved gate, common situs picketing, **Labor § 38:107, 38:108, 38:115**
Neutral union's activity, picketing ships, **Labor § 38:124**
New employee discouragement, excessive or discriminatory initiation fees, **Labor § 27:81**
New facility, recognition of minority union, **Labor § 28:75**
Newly acquired business, picketing for application of agreement to, **Labor § 39:17**
Newly hired employees, setting starting wage rates for, **Labor § 36:22**
No-distribution rules
company rule violation as reason for discharge of employee, **Labor § 30:143**
interference with employee rights by employer, **Labor § 26:141, 26:142**
No impact on employees, unilateral changes by employer, **Labor § 36:17**
No-lockout clause, subjects of bargaining, **Labor § 34:46**
Noncompliance. Compliance or noncompliance, above
Nonconfidential employer information, disclosure, **Labor § 25:27**
Nonconstruction industries
hot cargo clauses/agreements, **Labor § 38:193, 38:199, 38:213, 38:217, 38:221**

UNFAIR LABOR PRACTICES—Cont'd
Nonconstruction industries—Cont'd
sites, common situs picketing, **Labor § 38:113 to 38:115**
Nondiscriminatory bases for discharge of employees, **Labor § 30:134 to 30:205**
Nonemployees
access to employer's private property, organizing activities, **Labor § 25:35 to 25:40**
organizers, below
surveillance by nonemployees, interference with employee rights by employer, **Labor § 26:74**
unions, below
Non-garment industries, hot cargo agreements, **Labor § 38:213, 38:217**
Nonmembers
agreement to existing multiemployer bargaining agreement, **Labor § 33:40**
breach of duty of fair representation, discrimination in processing grievances, **Labor § 27:35**
rail and airline industries, duty of fair representation, **Labor § 39:175**
representation activities chargeable to nonmembers in agency shop, security arrangements, **Labor § 30:71, 30:72**
working with nonmembers, discipline of union members, **Labor § 27:55**
Non-neutral employer's response to voluntary adjustment efforts, work assignment disputes, **Labor § 39:122**
Nonparticipant at NLRB hearing, protected employee acts, **Labor § 31:9**
Nonpayment. Failure to pay, above
Nonpicketing appeals to public, secondary activities, **Labor § 38:135 to 38:144**
Nonstrikers
superseniority, subjects of bargaining, **Labor § 34:71**
work formerly done by primary employer's non-striking employees outside of unit, secondary boycotts, **Labor § 38:55**
Nonunion matters
employees, collection of representation expenses from, **Labor § 40:60**
part-time employee discouragement, excessive or discriminatory initiation fees, **Labor § 27:81**
products, refusals to handle products as secondary boycotts, **Labor § 38:73**
strike activity, notice requirements in health care industry, **Labor § 35:103**
workers, coercing or discriminating against, **Labor § 27:17**
workplace, representation at investigatory interview, **Labor § 26:121**
Nonworking matters
areas, no-solicitation/distribution rules, **Labor § 26:142**
hours, no-solicitation rules, **Labor § 26:140**
No reserved gate, common situs picketing at nonconstruction sites, **Labor § 38:113**
No right to demand particular representative or negotiator, bargaining duty of employers and unions, **Labor § 32:10**
No-smoking rules, company rule violation as reason for discharge of employee, **Labor § 30:147**
No-solicitation rules
interference with employee rights by employer, generally, **Labor § 26:136 to 26:151**

UNFAIR LABOR PRACTICES—Cont'd
No-solicitation rules—Cont'd
violation as reason for discharge of employee, **Labor § 30:143**
wearing of union insignia, **Labor § 26:153**
No-strike clause
subjects of bargaining, **Labor § 34:47**
violations
general discussion, **Labor § 25:89**
discharge of strikers, **Labor § 26:213 to 26:217**
strikes as bargaining tactic, **Labor § 37:6**
waiver of employees' right to strike, **Labor § 25:88 to 25:91**
Notetaking, creation of impression of surveillance, **Labor § 26:66**
Notice
advance notice to incumbent union, polls of employees, **Labor § 26:130**
changes in business operations of employer, duty to bargain, **Labor § 36:53 to 36:55**
duty to pay dues, security arrangements, **Labor § 30:83, 30:84**
enforcement of no-strike clause, **Labor § 25:88**
failure to provide strike notice does not justify discharge of strikers, **Labor § 26:212**
filing of charges, special processes for secondary activities, **Labor § 38:233, 38:234**
hearings, NLRB processing of work assignment disputes, **Labor § 39:78, 39:79**
modification of bargaining agreement, rail and airline industries, **Labor § 39:198 to 39:201**
preliminaries to bargaining, **Labor § 35:73 to 35:104**
prior notice not required to support lawful surveillance, **Labor § 26:67**
strikes, below
sufficiency of notice
modification of bargaining agreement, rail and airline industries, **Labor § 39:199**
preliminaries to bargaining, **Labor § 35:82**
unilateral changes by employer, **Labor § 36:10**
withdrawal from multiemployer bargaining, **Labor § 33:42, 33:45, 33:46**
No work, featherbedding, **Labor § 29:33**
Nullification
clause, subjects of bargaining, **Labor § 34:48**
continued participation in bargaining sessions nullifies notice of withdrawal from multiemployer bargaining, **Labor § 33:45**
Number. Amount or number, above
Obedience of union to employer wishes, domination or interference by employer, **Labor § 28:19**
Objections
errors in notice, modification of bargaining agreement, **Labor § 39:200**
hearing on election objections and unfair labor practice proceedings, **Labor § 23:146, 23:181**
special circumstances may justify objections to particular representative, bargaining duty of employers and unions, **Labor § 32:11, 32:12**
unilateral changes in terms and conditions of employment after election pending resolution of objections, **Labor § 26:178**

UNFAIR LABOR PRACTICES—Cont'd
Observation
recognitional and organizational picketing, **Labor § 39:33**
surveillance, below
Obstructive acts by unions and employees, state statutory regulation of conduct, **Labor § 40:77 to 40:90**
Off-duty
conduct, subjects of bargaining, **Labor § 34:49**
employee access to employer's private property, organizing activities, **Labor § 25:31**
Offer or offers
advice offered to employees, free speech right of employer limited by rights of employees, **Labor § 26:16**
failure of unfair labor practice striker to respond to reinstatement offer, **Labor § 25:71**
mere offer to perform struck work, secondary boycotts, **Labor § 38:61**
response by union to conciliatory offers, common situs picketing at construction sites, **Labor § 38:105**
unconditional offer to return to work, reinstatement of strikers, **Labor § 25:55, 25:56, 25:69, 25:70**
Office
interrogation concerning union sympathies, office of boss, **Labor § 26:107**
use of employer's office equipment, **Labor § 28:46**
Officers
ally status of commonly owned entities, secondary boycotts, **Labor § 38:34**
giving statements to NLRB officers, protected employee acts, **Labor § 31:11**
hearing officer, NLRB processing of work assignment disputes, **Labor § 39:80, 39:82**
union officers
choice of union officers, domination or interference by employer, **Labor § 28:17**
serving as union officer, supervisors' participation in union matters, **Labor § 28:33**
superseniority, discrimination based on membership in union, **Labor § 30:123**
Officials
company officials, interrogation concerning union sympathies, **Labor § 26:101**
high-ranking officials of employer, interference by union with employer selection of representatives, **Labor § 29:5**
insistence on ratification by employer's officials, imposition of conditions on signing agreement, **Labor § 37:50**
union. Officials of union, below
Officials of union
bribery, state statutory regulation of conduct, **Labor § 40:27**
contract violations, discharge of employees, **Labor § 30:197**
discipline of union officials following unlawful strike, working conditions, **Labor § 30:128**
former officials
refusal to bargain with, **Labor § 29:12**
refusal to negotiate with, **Labor § 37:34**
superseniority, subjects of bargaining, **Labor § 34:72**
Off-site or off-premises
access to employer's private property, rights of employees as to organizing activities, **Labor § 25:31**

UNFAIR LABOR PRACTICES—Cont'd
Off-site or off-premises—Cont'd
surveillance location, **Labor § 26:72**
Only common ownership, ally status of commonly owned entities, **Labor § 38:30**
Operation
concessions operated by employer, indirect contributions to unions, **Labor § 28:58**
direct contributions to unions, operational expenses, **Labor § 28:53**
hiring hall, above
notice requirements, preliminaries to bargaining, **Labor § 35:79 to 35:86**
Operations of employer
change or changes, above
double-breasted operations, above
duty of employer to provide information to union, **Labor § 35:57 to 35:67**
relocation, below
routine operations of primary employer, picketing as secondary boycott, **Labor § 38:77**
Opinions
factual opinions, adverse effects of unionizing statements, **Labor § 26:26**
surveys, solicitation of grievances by employer, **Labor § 26:135**
Opportunity to respond to proposals, factors considered in determining bargaining impasse, **Labor § 36:4**
Option. Choice, above
Organization
direct contributions to unions, organizational expenses, **Labor § 28:52**
dispute-resolving entities, Impartial Jurisdictional Disputes Board, **Labor § 39:117**
employer, scope of bargaining in federal employment, **Labor § 39:290**
reorganization plan, unilateral changes by employer, **Labor § 36:32**
Organizations
forcing employer to join organization, secondary activities, **Labor § 38:227**
labor organizations. Unions, below
Organizers
nonemployee union organizers
no-solicitation rules, **Labor § 26:143**
surveillance purpose, **Labor § 26:69**
refusal to hire paid union organizers, discrimination based on membership in union, **Labor § 30:36**
Organizing
activity or activities, above
campaigns
application of no-discrimination rule during organizing campaign, **Labor § 30:92**
bargaining with individuals during organizing campaign, **Labor § 33:54**
initial organizing campaign, below this group
promulgation of no-solicitation rules during union organizing campaign, **Labor § 26:146**
unilateral changes in terms and conditions of employment during organizing campaign, **Labor § 26:175**
failure to support organizing efforts, discipline of union members, **Labor § 27:57**

UNFAIR LABOR PRACTICES—Cont'd
Organizing—Cont'd
initial organizing campaign
active support of particular union, **Labor § 28:62**
recognition of minority union, **Labor § 28:70**
picketing, organizational, **Labor § 39:1 to 39:60**
rail and airline industries, rights, **Labor § 39:156, 39:169, 39:170**
refusal to assist in organizing, discipline of supervisor members by union, **Labor § 29:24**
self-organization rights of employees
general discussion, **Labor § 25:5**
federal employment, **Labor § 39:247**
state statutory regulation of conduct, **Labor § 40:7 to 40:14, 40:50 to 40:54**
Other union membership, discrimination in operation of hiring hall, **Labor § 30:54**
Output level not achieved, unsatisfactory work as reason for discharge of employee, **Labor § 30:160**
Outside matters
bargaining unit, above
duty of fair representation to employees outside craft or class, rail and airline industries, **Labor § 39:176**
rival unions, below
subjects of bargaining, outside employment, **Labor § 34:50**
wage data on employees outside union's territorial jurisdiction, duty of employer to provide information to union, **Labor § 35:36**
Outstanding dispute requirement, Impartial Jurisdictional Disputes Board, **Labor § 39:118**
Overcoming presumption created by compliance with Moore Dry Dock standards, common situs picketing, **Labor § 38:100**
Overtime
denial of overtime, discrimination based on participation in NLRB processes, **Labor § 31:25**
refusal to work overtime, insubordination as reason for discharge of employee, **Labor § 30:171**
work hours, discrimination based on membership in union, **Labor § 30:111**
Ownership
ally status, secondary boycotts, **Labor § 38:30 to 38:46**
transfer of ownership, duty of employer to provide information to union, **Labor § 35:67**
Panels
compelling use by employer of arbitration panel, interference by union with employer selection of representatives, **Labor § 29:16**
dispute resolution panels, interference by union with employer selection of representatives, **Labor § 29:7**
Parameters of permissible consumer picketing, **Labor § 38:125**
Parent and subsidiary corporations, refusal to hire, **Labor § 31:15**
Partial closings
discrimination based on membership in union, **Labor § 30:228, 30:229**
duty to bargain over decision, **Labor § 36:38, 36:39**
Partial matters
closings. Partial closings, above
permanent partial shutdowns, interference with employee rights by employer, **Labor § 26:243**

UNFAIR LABOR PRACTICES—Cont'd
Partial matters—Cont'd
separate agreements, effect on multiemployer status, **Labor § 33:41**
strikes. Partial strikes, below
Partial strikes
lockouts, **Labor § 26:233**
rights of employees, **Labor § 25:79**
Participation
actions and proceedings, above
continued participation in bargaining sessions nullifies notice of withdrawal from multiemployer bargaining, **Labor § 33:45**
establishing multiemployer bargaining obligation, parties to bargaining, **Labor § 33:38**
grievances, above
identification of participants in garment industry, hot cargo agreements, **Labor § 38:178**
refusal to participate in sympathy strike, discipline of union members, **Labor § 27:61**
strikes
federal employment, interference with employee rights by union, **Labor § 39:278**
threats of discharge, **Labor § 26:44, 26:45**
unauthorized absence, poor attendance record as reason for discharge of employee, **Labor § 30:177**
subjects of bargaining, participation of union in government inquiry, **Labor § 34:82**
supervisor participation in union matters, interference with unions by employers, **Labor § 28:23 to 28:34**
work stoppages, slowdowns and picketing, federal employment, **Labor § 39:278**
Parties
agreement, voluntary adjustment of work assignment disputes, **Labor § 39:109, 39:110**
bargaining, duty to bargain and refusal to bargain, **Labor § 33:1 to 33:61**
secondary purpose of both parties, hot cargo agreements, **Labor § 38:165**
unions as necessary parties to unfair labor practice proceedings, **Labor § 42:135**
willingness of parties to continue bargaining, factors considered in determining bargaining impasse, **Labor § 36:3**
Part-time nonunion employee discouragement, excessive or discriminatory initiation fees, **Labor § 27:81**
Past matters. Former or past matters, above
Pay. Wages, below
Payment or payments
compensation payments, discrimination based on membership in union, **Labor § 30:94 to 30:99**
dues, above
expenses for union negotiators, duty to bargain in federal employment, **Labor § 39:285**
failure to make trust fund payments, state statutory regulation of conduct, **Labor § 40:33**
failure to pay, above
fee payment as condition of employment, state statutory regulation of conduct, **Labor § 40:19**
inability to pay alleged by employer, above
refusal to hire paid union organizers, discrimination based on membership in union, **Labor § 30:36**

UNFAIR LABOR PRACTICES—Cont'd
Payment or payments—Cont'd
secure employment, state statutory regulation of conduct, **Labor § 40:20**
subjects of bargaining, payment of union representative, **Labor § 34:51**
time or date, below
wages for time lost, discrimination based on participation in NLRB processes, **Labor § 31:23**
welfare fund payments, refusal to abide by specific contract provisions, **Labor § 37:67**
Pending matters
actions and proceedings, above
charges against union, recognition of minority union, **Labor § 28:77**
polls of employees prohibited while NLRB election is pending, **Labor § 26:126**
unilateral changes in terms and conditions of employment, **Labor § 26:176, 26:178**
Pensions
financial information about employer, duty of employer to provide information to union, **Labor § 35:56**
subjects of bargaining, **Labor § 34:52**
Percentage
dues allocated to representation to agency shop, security arrangements, **Labor § 30:72**
union activists affected, circumstantial evidence of intent to discriminate based on membership in union, **Labor § 30:29**
Performance
bond, subjects of bargaining, **Labor § 34:53**
location of performance of work, union signatory clause in construction industry, **Labor § 38:195**
poor work performance, discharge of employees, **Labor § 30:156 to 30:166**
refusal to perform picket line duty, discipline of supervisor members by union, **Labor § 29:23**
standards and evaluations, duty of employer to provide job information to union, **Labor § 35:38**
struck work, secondary boycotts, **Labor § 38:47 to 38:64**
work traditionally performed by bargaining unit members, hot cargo clauses, **Labor § 38:181**
Periods of time
dues, security arrangements, **Labor § 30:77**
grace periods, security arrangements, **Labor § 30:67, 30:68**
running of bargaining period, notice requirements, **Labor § 35:83**
twelve-month period, picketing within, **Labor § 39:46 to 39:50**
unreasonable period, picketing for, **Labor § 39:51 to 39:60**
Permanent matters
interference with employee rights by employer, permanent partial shutdowns, **Labor § 26:243**
replacement of economic strikers, **Labor § 25:52, 25:53**
severing of employment relationship, work stoppages, **Labor § 25:85**
Permit or allow. Allow or permit, above
Personal information about employees, duty of employer to provide information to union, **Labor § 35:41 to 35:48**
Personal loans, discrimination based on membership in union, **Labor § 30:108**
Personal profit, rule against picketing for, **Labor § 25:100**

UNFAIR LABOR PRACTICES—Cont'd
Personnel Manual (this index)
Petitions
decertification, evaluating majority status, **Labor § 33:25**
filing, above
representation, below
Photographs, surveillance method, **Labor § 26:77**
Physical incapacity, asserted justification for discrimination based on participation in NLRB processes, **Labor § 31:39**
Picketing
ambulatory picketing, **Labor § 38:116 to 38:124**
area standards picketing, above
common situs picketing, **Labor § 38:94 to 38:115**
consumer picketing, **Labor § 38:125 to 38:132, 39:19**
crossing picket line, above
enforcement of hot cargo agreements, **Labor § 38:220**
establishing responsibility for picket line, strategy of employer, **Labor § 39:37**
handbilling combined with picketing, nonpicketing appeals to public, **Labor § 38:141**
interference with employee rights by union, **Labor § 27:11, 39:278**
intimidation of pickets, state statutory regulation of conduct, **Labor § 40:40**
misconduct on picket line, picketing for unreasonable period, **Labor § 39:58**
neutral employer's premises, **Labor § 38:84 to 38:93**
notice requirements in health care industry, preliminaries to bargaining, **Labor § 35:100**
organizational picketing, **Labor § 39:1 to 39:60**
participation in picketing, federal employment, **Labor § 39:278**
rail and airline industries, **Labor § 39:166**
Railway LABOR Act, **Labor § 39:166**
recognitional picketing
general discussion, **Labor § 39:1 to 39:60**
disputes, interference with unions by employers, **Labor § 28:9**
refusal to perform picket line duty, discipline of supervisor members by union, **Labor § 29:23**
rights of employees, generally, **Labor § 25:98 to 25:101**
secondary boycott, picketing as, generally, **Labor § 38:75 to 38:83**
secondary picketing
recognitional and organizational picketing, **Labor § 39:28**
refusal to cross secondary picket lines, **Labor § 38:134**
signs
contents of signs, **Labor § 38:87, 38:98**
informational picketing, **Labor § 39:23**
state statutory regulation of conduct, **Labor § 40:40, 40:74**
work assignment disputes, **Labor § 39:72, 39:73**
Piggyback agreements, state statutory regulation of conduct, **Labor § 40:62**
Place. Location, above
Plans
additional income plans, discrimination based on membership in union, **Labor § 30:103**
discount plan, subjects of bargaining, **Labor § 34:21**
insurance plans, discrimination based on membership in union, **Labor § 30:102**

UNFAIR LABOR PRACTICES—Cont'd
Plans—Cont'd
leave plans, discrimination based on membership in union, **Labor § 30:104**
reorganization plan, unilateral changes by employer, **Labor § 36:32**
retirement plans, subjects of bargaining, **Labor § 34:52**
savings plans, subjects of bargaining, **Labor § 34:60**
stock plans, subjects of bargaining, **Labor § 34:68**
Plant closings
changes in terms and conditions of employment based on preference for particular union, **Labor § 28:92**
reinstatement of employees following plant closing, discrimination based on membership in union, **Labor § 30:210**
threats, interference with employee rights by employer, **Labor § 26:52**
Plants
closings. Plant closings, above
rendering assistance to struck plant, hot cargo clauses, **Labor § 38:210**
shutdowns, mass layoffs, and relocations, **Labor § 40:35**
Policy or policies
absence policies, subjects of bargaining, **Labor § 34:13**
attendance policies, subjects of bargaining, **Labor § 34:13**
common labor relations policies, ally status of commonly owned entities, **Labor § 38:31**
company policy as justification for unilateral changes in terms and conditions of employment, **Labor § 26:172**
uniform personnel policies, scope of bargaining in federal employment, **Labor § 39:294**
Political matters
contributions by employers, state statutory regulation of conduct, **Labor § 40:48**
distribution of political literature having employment nexus, rights of employees, **Labor § 25:105**
engaging in internal union political activity, discipline of supervisor members by union, **Labor § 29:26**
use of funds by union for political purposes, union security in rail and airline industries, **Labor § 39:186**
Polls
achieving recognition without election, union as party to bargaining, **Labor § 33:15**
interference with employee rights by employer, **Labor § 26:123 to 26:130**
Poor attendance records
asserted justification, discrimination based on participation in NLRB processes, **Labor § 31:34**
discharge of employees, **Labor § 26:195, 30:175 to 30:178**
Poor health, discharge of employees, **Labor § 30:205**
Poor work performance, discharge of employees, **Labor § 30:156 to 30:166**
Position
collective bargaining, above
speaker's position as factor in lawfulness of anti-union statements, interference with employee rights by employer, **Labor § 26:24**
Potential matters
injunctions, secondary boycotts, **Labor § 38:25**
solicitation of potential members, use of employer's time or premises, **Labor § 28:39, 28:40**

UNFAIR LABOR PRACTICES—Cont'd
Practices
former or past matters, above
hiring practices, discrimination, **Labor § 30:34 to 30:40, 31:14 to 31:17**
industry practices, refusals to handle products as secondary boycotts, **Labor § 38:71**
state statutory regulation of conduct, **Labor § 40:7 to 40:95**
Predictions
factual predictions, adverse effects of unionizing statements, **Labor § 26:26**
threats, interference with employee rights by employer, **Labor § 26:41**
Prefabricated goods or products
hot cargo clauses/agreements, **Labor § 38:183, 38:223**
secondary boycotts, **Labor § 38:70 to 38:72**
Preferences
changes in terms and conditions of employment based on preference for particular union, **Labor § 28:88 to 28:94**
factors influencing NLRB determination on work assignment dispute, **Labor § 39:91**
granting preference to union stewards, breach of duty of fair representation, **Labor § 27:41**
hiring, above
pro-union statements, interference with employee rights by employer, **Labor § 26:37**
shifts and schedule adjustments, work hours, **Labor § 30:113**
Prehire agreement
common situs picketing at construction sites, **Labor § 38:111**
picketing, generally, **Labor § 39:16, 39:43**
repudiation, refusal to adhere to contract, **Labor § 37:64**
Preliminary matters
bargaining preliminaries, **Labor § 35:1 to 35:104**
investigation, NLRB processing of work assignment disputes, **Labor § 39:77**
Premature start of negotiations, withdrawal from multiemployer bargaining, **Labor § 33:44**
Premises of employer
access to employer's private property, rights of employees as to organizing activities, **Labor § 25:29 to 25:40**
another employer's premises, refusal to cross picket line, **Labor § 26:207, 27:61**
neutral employer, picketing, **Labor § 38:84 to 38:93**
no-solicitation rules, interference with employee rights by employer, **Labor § 26:141 to 26:143**
off-site or off-premises, above
picketing, rights of employees, **Labor § 25:101**
refusal to cross picket line, discharge of employees, **Labor § 26:206**
sharing premises, ally status of commonly owned entities, **Labor § 38:37**
surveillance location, interference with employee rights by employer, **Labor § 26:71**
use of employer's premises, interference with unions by employers, **Labor § 28:35 to 28:49**
Preparation
actions and proceedings, above
constitution, charter or bylaws, domination or interference by employer, **Labor § 28:14**

UNFAIR LABOR PRACTICES—Cont'd
Presence
joint presence of unions, subjects of bargaining, **Labor § 34:36**
primary employees, common situs picketing, **Labor § 38:97**
supervisor, solicitation of potential members, **Labor § 28:40**
union presence not required, presentation of grievances, **Labor § 25:94**
Presentation
grievances, rights of employees, **Labor § 25:92 to 25:97**
information, duty of employer to provide information to union, **Labor § 35:9 to 35:14**
Preservation
right of employer to preserve confidentiality, refusal to provide information to union, **Labor § 35:21**
work, hot cargo clauses/agreements, **Labor § 38:180 to 38:186, 38:224**
Pressuring workers to join union, interference with employee rights by union, **Labor § 27:16**
Presumptions
compliance with Moore Dry Dock standards, common situs picketing, **Labor § 38:100**
majority status, union as party to bargaining, **Labor § 33:17 to 33:26**
noncompliance with NLRB determination on work assignment dispute, **Labor § 39:100**
Prevention of activities on behalf of rival union, discrimination based on membership in union, **Labor § 30:16**
Previous matters. Former or past matters, above
Primary matters
activity, secondary boycotts, **Labor § 38:4, 38:7**
employees, common situs picketing, **Labor § 38:97**
employers
boycotts against, state statutory regulation of conduct, **Labor § 40:75**
picketing against, state statutory regulation of conduct, **Labor § 40:74**
secondary activities, generally, **Labor § 38:1 to 38:237**
strikes against, state statutory regulation of conduct, **Labor § 40:73**
picket lines, refusal to cross, **Labor § 38:133**
union, appeals to secondary workers, **Labor § 38:145**
Priority of secondary boycott cases, special processes for secondary activities, **Labor § 38:231**
Prior matters. Former or past matters, above
Private property of employer, access for organizing activities, **Labor § 25:29 to 25:40**
Private sector restrictions on union use of dues and fees in agency shops, security arrangements, **Labor § 30:70**
Privileges
curtail privileges, threats, **Labor § 26:48**
dues checkoff, interference with unions by employers, **Labor § 28:83**
reduce privileges, threats, **Labor § 26:48**
use of employer's time, premises or facilities, **Labor § 28:35 to 28:49**
Procedure or procedures
challenge percentage of dues allocated to representation to agency shop, security arrangements, **Labor § 30:72**

UNFAIR LABOR PRACTICES—Cont'd
Procedure or procedures—Cont'd
contract reopening procedures, notice requirements, **Labor § 35:76**
dues checkoff, rail and airline industries, **Labor § 39:187 to 39:191**
grievances, above
layoff procedures, unilateral changes by employer, **Labor § 36:28**
need for written procedures, hiring hall operation, **Labor § 30:48**
recall procedures, unilateral changes by employer, **Labor § 36:28**
scope of bargaining, federal employment, **Labor § 39:294, 39:295**
stenographic record of arbitration procedures, subjects of bargaining, **Labor § 34:66**
Proceedings. Actions and proceedings, above
Proceeds of vending machines, indirect contributions to unions, **Labor § 28:57**
Processes
charges [process], above
discrimination based on participation in NLRB processes, **Labor § 31:1 to 31:41**
interference with agency processes, state statutory regulation of conduct, **Labor § 40:44, 40:91**
special processes, secondary activities, **Labor § 38:229 to 38:237**
Processing
grievances, above
work assignment disputes, **Labor § 39:76 to 39:85**
Production
exceeding production quotas, discipline of union members, **Labor § 27:64**
prohibitions against employer dealing with others producing certain goods, hot cargo clauses, **Labor § 38:201**
technique change, duty to bargain over decision, **Labor § 36:48**
Productivity guarantee, surveillance purpose, **Labor § 26:68**
Products
consumer picketing, **Labor § 38:127, 38:128**
nonpicketing appeals to public, **Labor § 38:135 to 38:144**
prefabricated goods or products, above
refusals to handle products as secondary boycotts, **Labor § 38:70 to 38:74**
Profanity use, disruptive behavior as reason for discharge of employee, **Labor § 30:180**
Prohibited labor practices, **Labor § 25:1 to 40:95**
Promises
benefits, interference with employee rights by employer, **Labor § 26:57 to 26:60, 26:164**
breach of promise to comply with NLRB determination on work assignment dispute, **Labor § 39:101**
join union as condition of employment, state statutory regulation of conduct, **Labor § 40:18**
refrain from union membership as condition of employment, state statutory regulation of conduct, **Labor § 40:17**
solicitation of grievances by employer, interference with employee rights by employer, **Labor § 26:132**
Promotions
subjects of bargaining, **Labor § 34:54**

UNFAIR LABOR PRACTICES—Cont'd
Promotions—Cont'd
working conditions relating directly to job duties, discrimination based on membership in union, **Labor § 30:116, 30:117**
Promulgation of no-solicitation rules during union organizing campaign, interference with employee rights by employer, **Labor § 26:146**
Proof. Evidence, above
Proper or appropriate matters
bargaining unit appropriateness, parties to bargaining, **Labor § 33:27 to 33:30**
motive of employer, unilateral changes in terms and conditions of employment, **Labor § 26:168**
times for withdrawal from multiemployer bargaining, **Labor § 33:43**
work properly belonging to unit employees, secondary boycotts, **Labor § 38:52**
Property
abuse of employer's property, asserted justification for discrimination based on participation in NLRB processes, **Labor § 31:38**
access to employer's private property for organizing activities, rights of employees, **Labor § 25:29 to 25:40**
defacing of property, company rule violation as reason for discharge of employee, **Labor § 30:151**
destruction of property, above
endangering property, violation of collective bargaining agreement, **Labor § 40:72**
premises of employer, above
seizure of property during labor disputes, state statutory regulation of conduct, **Labor § 40:77**
stealing property, dishonesty as reason for discharge of employee, **Labor § 30:186**
subjects of bargaining, union activity on company property, **Labor § 34:77**
Proposals
factors considered in determining bargaining impasse, **Labor § 36:4, 36:6**
refusal to submit proposal, intransigence, **Labor § 37:19**
retraction of proposals before agreement is reached, inconsistency, **Labor § 37:25**
submission of proposals to union membership, imposition of conditions on agreement, **Labor § 37:28**
substance of proposals as indication of surface bargaining, **Labor § 37:23**
Protection
general discussion, **Labor § 25:1 to 40:95**
collective bargaining agreements, state statutory regulation of conduct, **Labor § 40:70**
rail and airline industries, **Labor § 39:156 to 39:267**
rights of employees
general discussion, **Labor § 25:1 to 26:253**
discrimination based on participation in NLRB processes, **Labor § 31:6 to 31:12**
federal employment, **Labor § 39:247 to 39:255, 39:277**
state statutory regulation of conduct, **Labor § 40:2, 40:7, 40:50, 40:52**
statements, below
state statutory regulation of conduct, generally, **Labor § 40:2 to 40:6**

UNFAIR LABOR PRACTICES—Cont'd
Protests
concerted activity, **Labor § 25:19**
conduct of union, discipline of union members, **Labor § 27:56**
discharge of employees, **Labor § 26:191**
picketing to protest employer's unfair labor practices, **Labor § 39:29**
Pro-union matters
statements, interference with employee rights by employer, **Labor § 26:36 to 26:38**
supervisor conducting interrogation concerning union sympathies, **Labor § 26:104**
Public image as special circumstance, wearing of union insignia, **Labor § 26:157**
Publicity, nonpicketing appeals to public, **Labor § 38:135 to 38:144**
Public support, employee appeals for, **Labor § 25:13**
Punching time cards, company rule violation as reason for discharge of employee, **Labor § 30:149**
Purpose or purposes
ally doctrine, secondary boycotts, **Labor § 38:28**
construction industry exemption, hot cargo agreements, **Labor § 38:174**
determinations, above
dual matters, above
garment industry exemption, hot cargo agreements, **Labor § 38:179**
interrogation concerning union sympathies, **Labor § 26:87 to 26:95**
notice requirements, preliminaries to bargaining, **Labor § 35:75**
polls of employees, **Labor § 26:124**
prohibition
encouragement of individuals, secondary boycotts, **Labor § 38:9**
recognitional and organizational picketing, **Labor § 39:3**
secondary boycotts, **Labor § 38:17**
recognitional and organizational picketing, **Labor § 39:8 to 39:30**
secondary purpose
consumer picketing, **Labor § 38:126**
hot cargo agreements, **Labor § 38:164, 38:165**
picketing, **Labor § 38:75, 38:76, 38:126**
significance or importance, below
surveillance, **Labor § 26:68 to 26:70**
union standards clause, hot cargo clauses, **Labor § 38:191**
use of funds by union for political purposes, union security in rail and airline industries, **Labor § 39:186**
work assignment dispute provision, **Labor § 39:63**
Questions and questioning
interrogation of employees, above
pickets, strategy of employer, **Labor § 39:34**
union, strategy of employer, **Labor § 39:36**
Race discrimination
rail and airline industries, **Labor § 39:180**
rights of employees, **Labor § 25:12**
Railroad industry
Railway LABOR Act, **Labor § 39:155 to 39:211**
secondary boycotts, **Labor § 38:22**
Railway LABOR Act, **Labor § 39:155 to 39:211**

UNFAIR LABOR PRACTICES—Cont'd
Rates of wages for newly hired employees, unilateral changes by employer, **Labor § 36:22**
Ratification
imposition by employer of conditions on signing agreement, **Labor § 37:49, 37:50**
reasons by union for refusal to execute agreement, **Labor § 37:58**
subjects of bargaining, **Labor § 34:55**
Rating system of employer, reduction of work force as reason for discharge of employee, **Labor § 30:137**
Reaction or reactions
initial matters, above
relevance of employee reaction to legality of employer actions, interference with unions by employers, **Labor § 28:8**
wearing of union insignia, interference with employee rights by employer, **Labor § 26:162 to 26:165**
Reasonable or reasonableness
access by nonemployees to employer's private property for organizing activities, **Labor § 25:37, 25:38**
disciplinary measure, discipline of union members, **Labor § 27:53**
expectation of discipline, investigatory interview, **Labor § 26:110 to 26:122**
means of protest, discharge of employees, **Labor § 26:191**
refusal to meet at reasonable times/places, employer actions impeding agreement, **Labor § 37:9, 37:12**
Reasons
discharge of employees, above
discipline of supervisor members by union, **Labor § 29:21 to 29:29**
refusal to execute agreement, union actions impeding execution of agreement, **Labor § 37:54 to 37:59**
refusal to sign agreement, employer actions impeding execution of agreement, **Labor § 37:45 to 37:48**
shutdowns, interference with employee rights by employer, **Labor § 26:242 to 26:244**
Reassignment of work
discrimination based on participation in NLRB processes, **Labor § 31:28**
operations of employer, duty of employer to provide information to union, **Labor § 35:60**
Recalls
laid off employees, discrimination based on membership in union, **Labor § 30:208, 30:209**
procedures, unilateral changes by employer, **Labor § 36:28**
Reckless disregard for truth, false or defamatory statements protected unless made with, **Labor § 25:17**
Reclassification of jobs and employees, unilateral changes by employer, **Labor § 36:31**
Recognition
clauses, subjects of bargaining, **Labor § 34:56**
picketing, above
representative
forcing employer to recognize uncertified representative, secondary activities, **Labor § 38:228**
mergers in rail and airline industries, **Labor § 39:208**
union. Recognition of union, below
Recognition of union
achieving recognition without election, union as party to bargaining, **Labor § 33:13 to 33:16**

UNFAIR LABOR PRACTICES—Cont'd
Recognition of union—Cont'd
duty to bargain with recognized union, **Labor § 33:10**
minority union, above
state statutory regulation of conduct, **Labor § 40:7 to 40:14, 40:50 to 40:54**
Record. Stenographic record, below
Recording
devices, surveillance method, **Labor § 26:77**
responses, interrogation concerning union sympathies, **Labor § 26:97**
tape recording of negotiations, imposition of conditions on agreement, **Labor § 37:39**
Records
ally status of commonly owned entities, secondary boycotts, **Labor § 38:38**
falsification of records, dishonesty as reason for discharge of employee, **Labor § 30:188**
keeping records
creation of impression of surveillance, **Labor § 26:66**
value of recordkeeping, unsatisfactory work as reason for discharge of employee, **Labor § 30:157**
medical records of employees, duty of employer to provide information to union, **Labor § 35:46**
need for written records, hiring hall operation, **Labor § 30:48**
past criminal record, dishonesty as reason for discharge of employee, **Labor § 30:191**
poor attendance records, above
Recourse available to victims of secondary boycotts, **Labor § 38:23 to 38:26**
Reduction
benefits, above
compensation, unilateral changes by employer, **Labor § 36:20**
hours. Work hours, below
privileges, threats, **Labor § 26:48**
wages, below
work force, discharge of employees, **Labor § 30:135 to 30:140**
References, threats regarding job references, **Labor § 26:55**
Referral provisions that are preferential, security agreement, **Labor § 28:82**
Refraining from activity, rights of employees, **Labor § 25:4, 25:48**
Refusal
acceptance or rejection, above
adhere to contract, **Labor § 37:60 to 37:67**
agree to arbitration, intransigence, **Labor § 37:20**
allow publicity, nonpicketing appeals to public, **Labor § 38:142**
assist in organizing, discipline of supervisor members by union, **Labor § 29:24**
bargain. Refusal to bargain, below
change bargaining position, intransigence, **Labor § 37:14, 37:18**
commit unfair labor practice, discharge of supervisors, **Labor § 26:222**
comply with statutory provisions, federal employment, **Labor § 39:271, 39:280**
crossing picket line, above

UNFAIR LABOR PRACTICES—Cont'd
Refusal—Cont'd
deal with union, disparaging remarks about union, **Labor § 26:34**
engage in face-to-face bargaining, employer actions impeding agreement, **Labor § 37:13**
execute agreement, union actions impeding execution of agreement, **Labor § 37:54 to 37:59**
handle or handling, above
hiring, above
identity of employer's representative, union actions impeding agreement, **Labor § 37:33 to 37:35**
meet at reasonable times/places, employer actions impeding agreement, **Labor § 37:9, 37:12**
names and addresses of employees, use of employer's equipment or services, **Labor § 28:47**
negotiate with former union officials, employer's representative, **Labor § 37:34**
participate in sympathy strike, discipline of union members, **Labor § 27:61**
pay dues on religious grounds, exception to security arrangements, **Labor § 30:63**
perform picket line duty, discipline of supervisor members by union, **Labor § 29:23**
process grievance, breach of duty of fair representation, **Labor § 27:36**
provide information, duty of employer to provide information to union, **Labor § 35:15 to 35:26**
rehire, below
reinstate strikers, **Labor § 25:60, 26:203, 26:205**
report for interview, representation at investigatory interview, **Labor § 26:116**
return to work, insubordination as reason for discharge of employee, **Labor § 30:170**
sign agreement, employer actions impeding execution of agreement, **Labor § 37:45 to 37:48**
submit proposal, intransigence, **Labor § 37:19**
supply or supplying, below
testify, protected employee acts, **Labor § 31:12**
unit, union actions impeding agreement, **Labor § 37:36, 37:37**
work, below
Refusal to bargain
general discussion, **Labor § 32:1 to 37:67**
filing refusal to bargain charge, strategy of union in recognitional and organizational picketing, **Labor § 39:32**
interference by union with employer selection of representatives, **Labor § 29:11 to 29:15**
National Labor Relations Board (this index)
state statutory regulation of conduct, **Labor § 40:24, 40:66**
Refusal to provide information, **Labor § 35:22**
Regulation
discipline of union members, **Labor § 27:46, 27:47**
state statutory regulation of conduct, **Labor § 40:1 to 40:95**
vehicle use, company rule violation as reason for discharge of employee, **Labor § 30:152**
Rehire
imposition of conditions on rehiring, discrimination based on participation in NLRB processes, **Labor § 31:17**

UNFAIR LABOR PRACTICES—Cont'd
Rehire—Cont'd
refusal to rehire
discrimination based on participation in NLRB processes, **Labor § 31:16**
former employees, discrimination based on membership in union, **Labor § 30:38**
Reinitiation fees, security arrangements, **Labor § 30:80**
Reinstatement
discharged employees
discrimination based on membership in union, **Labor § 30:207**
interference with employee rights by employer, **Labor § 26:122**
recognitional and organizational picketing, **Labor § 39:27**
discrimination based on membership in union, **Labor § 30:206 to 30:215**
fees, above
laid off employees, picketing for, **Labor § 39:27**
representative, interference by union with employer selection of representatives, **Labor § 29:10**
strikers. Reinstatement of strikers, below
subjects of bargaining, **Labor § 34:57**
suspended employees, discrimination based on membership in union, **Labor § 30:207**
Reinstatement of strikers
bargaining with individuals, **Labor § 33:59**
discrimination based on membership in union, **Labor § 30:211 to 30:215**
duty of employer to provide information to union, **Labor § 35:45**
economic strikers
denial of reinstatement, **Labor § 25:58, 25:59**
discrimination based on membership in union, **Labor § 30:213 to 30:215**
refusal to reinstate, **Labor § 26:203**
rights of employees, **Labor § 25:54 to 25:63**
rail and airline industries, rights, **Labor § 39:163, 39:164**
unfair labor practice strikers
denial of reinstatement, **Labor § 25:72, 25:73**
discrimination based on membership in union, **Labor § 30:211, 30:212**
refusal to reinstate, **Labor § 26:205**
rights of employees, **Labor § 25:68 to 25:73**
wildcat strikers, rights of employees, **Labor § 25:83**
Rejection. Acceptance or rejection, above
Relationships
collective bargaining, above
employment relationships, state statutory regulation of conduct, **Labor § 40:15 to 40:23, 40:55 to 40:64**
Release of liability, subjects of bargaining, **Labor § 34:39**
Relevance
information, duty of employer to provide information to union, **Labor § 35:2 to 35:4**
motivation of employer, discharge of supervisors, **Labor § 26:220**
reaction of employee to legality of employer actions, interference with unions by employers, **Labor § 28:8**
surveillance method, interference with employee rights by employer, **Labor § 26:76**

UNFAIR LABOR PRACTICES—Cont'd
Reliance on error, reasons for refusal to sign agreement, **Labor § 37:48**
Relief. Remedies or relief, below
Relocation
discrimination based on membership in union, **Labor § 30:226**
duty of employer to provide information to union, **Labor § 35:60**
duty to bargain over decision, **Labor § 36:40, 36:41**
evaluating majority status, union as party to bargaining, **Labor § 33:26**
interference with employee rights by employer, **Labor § 26:238 to 26:240**
Remarks. Comments or remarks, above
Remedies or relief
damages, above
injunctions, above
promise to remedy, solicitation of grievances by employer, **Labor § 26:132**
recognitional and organizational picketing, **Labor § 39:7**
self-remedying action, special processes for secondary activities, **Labor § 38:236**
violation, wearing of union insignia, **Labor § 26:161**
work assignment disputes, **Labor § 39:95, 39:103, 39:104, 39:106**
Removal
misinforming public removes protected status of picketing, rights of employees, **Labor § 25:99**
promises of benefits if union insignia removed, interference with employee rights by employer, **Labor § 26:164**
Rendering assistance to struck plant, hot cargo clauses, **Labor § 38:210**
Rent of company houses, subjects of bargaining, **Labor § 34:58**
Renunciation
agreement, voluntary adjustment of work assignment disputes, **Labor § 39:111**
claim to work, voluntary adjustment of work assignment disputes, **Labor § 39:112**
Reopening of contract procedures, notice requirements, **Labor § 35:76**
Reorganization plan, unilateral changes by employer, **Labor § 36:32**
Replacement of employees
discharged employees, interference with employee rights by employer, **Labor § 26:185 to 26:199**
striking employees
permanent replacement of economic strikers, rights of employer, **Labor § 25:52, 25:53**
recognitional and organizational picketing, **Labor § 39:26**
Replacements for employees
hiring, above
striking employees
duty of employer to provide information to union, **Labor § 35:45**
evaluating majority status, union as party to bargaining, **Labor § 33:21**
rail and airline industries, **Labor § 39:163, 39:164**
superseniority, **Labor § 30:121, 34:71**
voter eligibility, **Labor § 22:126**
use of replacements, lockouts, **Labor § 26:230, 30:218**

UNFAIR LABOR PRACTICES—Cont'd
Reports
accident reports, company rule violation as reason for discharge of employee, **Labor § 30:145**
hearing officer, NLRB processing of work assignment disputes, **Labor § 39:82**
Representation
activities chargeable to nonmembers in agency shop, security arrangements, **Labor § 30:71, 30:72**
allegation of unfair labor practice in representation hearing, **Labor § 20:39**
collection of representation expenses from nonunion employees, state statutory regulation of conduct, **Labor § 40:60**
disputes, picketing as secondary boycott, **Labor § 38:83**
elections
continuing dues checkoff after election, interference with unions by employers, **Labor § 28:87**
discipline of union members for seeking election, interference with employee rights by union, **Labor § 27:71**
influencing, state statutory regulation of conduct, **Labor § 40:10**
unilateral changes in terms and conditions of employment before pending representation election, **Labor § 26:176**
employer-employee meetings, union's right to representation at, **Labor § 39:256 to 39:258**
fair representation duty, above
investigatory interview, interference with employee rights by employer, **Labor § 26:110 to 26:122**
other rights of employees, effect of union representation on, **Labor § 39:252**
petitions
impact of charges on filing petition, **Labor § 18:190 et seq.**
rival union filing petition, evaluating majority status, **Labor § 33:24**
unlawful contract does not bar petition, **Labor § 28:10**
proceeding, unfair labor practice charge's effect on, **Labor § 28:11**
Representatives
assignment of dues deductions to union representatives, federal employment, **Labor § 39:259 to 39:262**
bargaining with individuals after selection of union representative, **Labor § 33:55**
bribery of employee representatives, state statutory regulation of conduct, **Labor § 40:27**
choice of employee representatives, domination or interference by employer, **Labor § 28:16**
collective bargaining, above
election of union as exclusive employee representative, use of employer's time or premises, **Labor § 28:41**
employer representatives
coercion of employer in selection of its representatives for collective bargaining, state statutory regulation of conduct, **Labor § 40:65**
interference by union with employer selection of representatives, **Labor § 29:1 to 29:19**
persons banned from serving as employer representative, state statutory regulation of conduct, **Labor § 40:26**

UNFAIR LABOR PRACTICES—Cont'd
Representatives—Cont'd
employer representatives—Cont'd
refusals related to identity of employer's representative, union actions impeding agreement, **Labor § 37:33 to 37:35**
instructions to union representatives, recognitional and organizational picketing, **Labor § 39:31**
payment of union representative, subjects of bargaining, **Labor § 34:51**
recognition, above
right to act as representative of labor organization, federal employment, **Labor § 39:248**
selection of representative
bargaining with individuals after selection of union representative, **Labor § 33:55**
coercion of employer in selection of its representatives for collective bargaining, state statutory regulation of conduct, **Labor § 40:65**
interference by union with employer selection of representatives, **Labor § 29:1 to 29:19**
rail and airline industries, selection of employee representatives without employer interference, influence or coercion, **Labor § 39:168**
Reprimand absence, circumstantial evidence of intent of discrimination based on membership in union, **Labor § 30:28**
Reprisal. Assurances against reprisal, above
Repudiation
entire contract, refusal to adhere to contract, **Labor § 37:61 to 37:64**
reinstatement of economic strikers agreement, rights of employees, **Labor § 25:63**
unlawful statement, free speech right of employer limited by rights of employees, **Labor § 26:15**
Requests
assistance and information, assisting in union's decertification or deauthorization, **Labor § 26:248**
evidence, special processes for secondary activities, **Labor § 38:232**
execution of written agreement upon request, duty of employers and unions, **Labor § 32:4**
representation at investigatory interview, **Labor § 26:112, 26:115**
union requests
bargaining request, **Labor § 32:7, 32:18, 33:6**
information, duty of employer to provide, **Labor § 35:5 to 35:8, 35:16**
lack of diligence in requesting bargaining, waiver of bargaining rights, **Labor § 32:18**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:15**
Reservation
gate, common situs picketing, **Labor § 38:101, 38:107 to 38:110, 38:114, 38:115**
rights
refuse certain work, hot cargo clauses, **Labor § 38:204 to 38:207**
shelve incoming goods, hot cargo clauses, **Labor § 38:184**
Residence rules, company rule violation as reason for discharge of employee, **Labor § 30:154**

UNFAIR LABOR PRACTICES—Cont'd
Resignation from union, discipline of union members, **Labor § 27:48, 27:50 to 27:52**
Resolution
disputes
panels, interference by union with employer selection of representatives, **Labor § 29:7**
work assignment disputes, **Labor § 39:66, 39:76 to 39:120**
unilateral changes in terms and conditions of employment after election pending resolution of objections, **Labor § 26:178**
Response
employer
determination by NLRB, work assignment disputes, **Labor § 39:128**
failure of union to comply with NLRB determination, work assignment disputes, **Labor § 39:129**
neutral employer's response to voluntary adjustment efforts, work assignment disputes, **Labor § 39:123**
non-neutral employer's response to voluntary adjustment efforts, work assignment disputes, **Labor § 39:122**
selective strike by union, lockouts, **Labor § 26:232**
unlawful strike, notice requirements, **Labor § 35:92**
opportunity to respond to proposals, factors considered in determining bargaining impasse, **Labor § 36:4**
questions, interrogation concerning union sympathies, **Labor § 26:85, 26:97**
union
conciliatory offers, common situs picketing at construction sites, **Labor § 38:105**
NLRB determination, work assignment disputes, **Labor § 39:134, 39:135**
Responsibilities. Duties, above
Restaurants
consumer picketing, **Labor § 38:130**
no-solicitation rules, **Labor § 26:144**
Restraint
employees, employer or union, **Labor § 26:1 to 27:81**
rights of employees, federal employment, **Labor § 39:264, 39:273**
secondary activities directed at others, **Labor § 38:152**
secondary boycotts, **Labor § 38:12**
Restrictions. Limitations, above
Retail establishments, picketing, **Labor § 38:92, 38:129**
Retaliation
actions and proceedings, above
federal employment, participation in administrative process as basis for discrimination, **Labor § 39:267**
state statutory regulation of conduct, **Labor § 40:43**
Retention
employee status, National LABOR Relations Act, **Labor § 5:15, 5:16**
reinstatement rights, economic strikers, **Labor § 25:57**
Retirement
information concerning retirees, duty of employer to provide information to union, **Labor § 35:48**
plans, subjects of bargaining, **Labor § 34:52**
Retraction of proposals before agreement is reached, inconsistency, **Labor § 37:25**

UNFAIR LABOR PRACTICES—Cont'd
Return to work
refusal to return to work, insubordination as reason for discharge of employee, **Labor § 30:170**
unconditional offer to return to work, reinstatement of strikers, **Labor § 25:55, 25:56, 25:69, 25:70**
Revocation
certification, post-election procedures, **Labor § 23:209**
checkoffs, above
Ridiculing union, disparaging remarks about union, **Labor § 26:32**
Rights
balancing of rights, above
clear and unmistakable waiver of rights, above
collective bargaining, above
complete, nondiscriminatory reinstatement, economic strikers, **Labor § 30:213**
dues checkoff, security arrangements, **Labor § 30:88**
employees. Rights of employees, below
employers. Rights of employers, below
exercise, above
fees, security arrangements, **Labor § 30:81**
limitations, above
management rights, subjects of bargaining, **Labor § 34:41**
negotiate grievances individually, bargaining with individuals, **Labor § 33:56**
nonemployees, access to employer's private property for organizing activities, **Labor § 25:35 to 25:40**
no right to demand particular representative or negotiator, bargaining duty of employers and unions, **Labor § 32:10**
reservation, above
scope of rights
protected by NLRA, **Labor § 25:1 to 25:17**
refuse work, hot cargo clauses, **Labor § 38:204**
seek discharge of worker not hired through hiring hall, discrimination based on membership in union, **Labor § 30:46**
self-enforcement rights, hot cargo clauses, **Labor § 38:192, 38:197**
seniority rights, unilateral changes by employer, **Labor § 36:30**
state right-to-work laws. State laws, below
unions. Rights of unions, below
untimely notice's effect on right of other party to take action, preliminaries to bargaining, **Labor § 35:93**
waiver, below
Rights of employees
general discussion, **Labor § 25:1 to 25:106**
federal employment, generally, **Labor § 39:247 to 39:255**
interference, above
protection, above
rail and airline industries, **Labor § 39:156 to 39:180**
self-organization rights of employees. Organizing, above
state statutory regulation of conduct, **Labor § 40:2, 40:7, 40:50, 40:52**
strikes, below
waiver of rights
general discussion, **Labor § 25:10**
distribution of literature, **Labor § 25:106**
representation at investigatory interview, **Labor § 26:119, 26:120**

UNFAIR LABOR PRACTICES—Cont'd
Rights of employees—Cont'd
waiver of rights—Cont'd
strikes, **Labor § 25:86 to 25:91**
unions, below
wearing of union insignia, **Labor § 26:154**
Rights of employers
denial of reinstatement of strikers, **Labor § 25:58, 25:59, 25:72, 25:73**
discharge of employees, **Labor § 26:185 to 26:217, 30:129 to 30:205**
free speech right of employer, **Labor § 26:8 to 26:22**
hire and use replacements, lockouts, **Labor § 30:218**
permanently replace economic strikers, **Labor § 25:52, 25:53**
preserve confidentiality, refusal to provide information, **Labor § 35:21**
restrict access to data, duty of employer to provide information to union, **Labor § 35:14**
Rights of unions
discipline of union members, **Labor § 27:45 to 27:72**
initiation fees, **Labor § 27:75**
representation at employer-employee meetings, federal employment, **Labor § 39:256 to 39:258**
Riot, state statutory regulation of conduct, **Labor § 40:82**
Rival unions
active support of particular union, interference with unions by employers, **Labor § 28:63, 28:64**
coercion of rival's members, work assignment disputes, **Labor § 39:75**
defeat union rivals, secondary strikes at construction sites, **Labor § 38:68**
filing of representation petition, evaluating majority status, **Labor § 33:24**
prevention of activities on behalf of rival union, discrimination based on membership in union, **Labor § 30:16**
recognition of minority union, interference with unions by employers, **Labor § 28:70, 28:71**
supporting rival union, discipline of union members, **Labor § 27:60**
Role
limitations, above
representative, investigatory interview, **Labor § 26:114**
union, requesting information from employer, **Labor § 35:5 to 35:8**
Roman Stone doctrine, picketing when another union is recognized, **Labor § 39:42**
Routine operations of primary employer, picketing as secondary boycott, **Labor § 38:77**
Rules
company rules, above
compensation and working conditions, discrimination based on membership in union, **Labor § 30:92, 30:93**
discipline of union members, interference with employee rights by union, **Labor § 27:47, 27:64 to 27:67**
enforcement of rule in conflict with collective bargaining agreement, federal employment, **Labor § 39:270**
factors influencing NLRB determination on work assignment dispute, **Labor § 39:86**
lockout does not create bargaining impasse, **Labor § 37:3**
picketing for personal profit, rights of employees, **Labor § 25:100**

UNFAIR LABOR PRACTICES—Cont'd
Rules—Cont'd
prior rule not required to support lawful surveillance, interference with employee rights by employer, **Labor § 26:67**
scope of bargaining, federal employment, **Labor § 39:299, 39:300**
supervisors' participation in union matters, interference with unions by employers, **Labor § 28:24**
unilateral changes by union in its rules, **Labor § 36:57**
work, below
Rumors, company rule violation as reason for discharge of employee, **Labor § 30:155**
Running of bargaining period, notice requirements, **Labor § 35:83**
Runoff election, unilateral changes in terms and conditions of employment before, **Labor § 26:177**
Sabotage, state statutory regulation of conduct, **Labor § 40:80**
Safety
company rule violation as reason for discharge of employee, **Labor § 30:144**
fair representation duty, safety-related matters, **Labor § 27:31**
guarantee safety, surveillance purpose, **Labor § 26:68**
operations of employer, duty of employer to provide information to union, **Labor § 35:57, 35:58**
participation in safety proceedings, discharge of supervisors, **Labor § 26:225**
subjects of bargaining, **Labor § 34:59**
Sales
entire business, duty to bargain over decision, **Labor § 36:37**
low sales, unsatisfactory work as reason for discharge of employee, **Labor § 30:161**
secondary boycotts, sellers and their customers, **Labor § 38:44**
vessels in maritime industry, hot cargo clauses, **Labor § 38:209**
Savings plans, subjects of bargaining, **Labor § 34:60**
Schedules. Work, below
Scope
bargaining, federal employment, **Labor § 39:288 to 39:300**
bargaining unit, subjects of bargaining, **Labor § 34:15**
dues checkoff privilege, interference with unions by employers, **Labor § 28:83**
duty to bargain, generally, **Labor § 32:1 to 32:19**
permissible work preservation clauses, hot cargo clauses, **Labor § 38:180**
prohibition
discrimination based on membership in union, **Labor § 30:1 to 30:17**
featherbedding, **Labor § 29:31**
interference with employee rights, **Labor § 26:1 to 26:7, 27:1 to 27:17**
interference with unions by employers, **Labor § 28:1 to 28:11**
secondary boycotts, **Labor § 38:17 to 38:22**
relief, work assignment disputes, **Labor § 39:95, 39:104**
rights, above
temporary relief, work assignment disputes, **Labor § 39:104**

UNFAIR LABOR PRACTICES—Cont'd
Search for substitute services by secondary employer, struck work determination, **Labor § 38:62**
Seasonal reductions in work force, discharge of employee, **Labor § 30:138**
Secondary activities
general discussion, **Labor § 38:1 to 38:237**
boycotts. Secondary boycotts, below
picketing, above
state statutory regulation of conduct, **Labor § 40:76**
Secondary boycotts
general discussion, **Labor § 38:1 to 38:159**
consumer boycott, access to employer's private property by union, **Labor § 25:40**
effect of secondary boycott provisions, activities in pursuit of hot cargo agreements, **Labor § 38:214**
priority of secondary boycott cases, special processes for secondary activities, **Labor § 38:231**
Secondary matters
activities. Secondary activities, above
boycotts. Secondary boycotts, above
employees, common situs picketing at gate reserved for secondary employees, **Labor § 38:114**
employers
appeals to secondary employers who are union members, **Labor § 38:148**
discrimination based on membership in union, **Labor § 30:11**
search for substitute services, struck work determination, **Labor § 38:62**
picketing, above
purpose or purposes, above
strikes, below
union
appeals by secondary union, **Labor § 38:118, 38:146**
primary activity by secondary union, secondary boycotts, **Labor § 38:7**
workers, appeals by primary union to secondary workers, **Labor § 38:145**
Secret ballots, polls of employees, **Labor § 26:128**
Security
job security, above
union security, below
Seizure of property during labor disputes, state statutory regulation of conduct, **Labor § 40:77**
Selection
appointments, scope of bargaining in federal employment, **Labor § 39:293**
representatives, above
union, rights of employees, **Labor § 25:41 to 25:45**
Selective strikes
lockouts as employer response, **Labor § 26:232**
rail and airline industries, **Labor § 39:162**
Self-enforcement
hot cargo agreements, **Labor § 38:217 to 38:219**
rights under union standards/signatory clauses, hot cargo clauses, **Labor § 38:192, 38:197**
Self-help, enforcement of hot cargo agreements, **Labor § 38:225**
Self-organization. Organizing, above
Self-remedying action, special processes for secondary activities, **Labor § 38:236**

UNFAIR LABOR PRACTICES—Cont'd
Self-terminating contracts, inapplicability of notice requirements, **Labor § 35:78**
Seniority
breach of duty of fair representation, **Labor § 27:42**
disregard for seniority, discrimination based on membership in union, **Labor § 30:30**
duty of employer to provide information to union, **Labor § 35:42**
lack of seniority, discharge of employees, **Labor § 30:199**
preferential seniority for union adherents, changes in terms and conditions of employment, **Labor § 28:94**
reinstatement of economic strikers, discrimination based on membership in union, **Labor § 30:214, 30:215**
subjects of bargaining, **Labor § 34:61, 34:71, 34:72**
superseniority, below
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:30**
working conditions, discrimination based on membership in union, **Labor § 30:119 to 30:124**
Separately owned, creation of ally status, **Labor § 38:39 to 38:46**
Serious harm to employees, adverse effects of unionizing statements, **Labor § 26:27**
Service of notification of filing of charges, special processes for secondary activities, **Labor § 38:234**
Services
charging fees for hiring hall services, discrimination based on membership in union, **Labor § 30:47**
checkoff requirements for train and yard service employees, rail and airline industries, **Labor § 39:191**
delegate to union convention, supervisors' participation in union matters, **Labor § 28:32**
hot cargo agreements, **Labor § 38:170**
secondary employer's search for substitute services, struck work determination, **Labor § 38:62**
standby services, featherbedding, **Labor § 29:33**
supervisor serving as union officer, interference with unions by employers, **Labor § 28:33**
use of employer's services, interference with unions by employers, **Labor § 28:45 to 28:49**
Sessions
bargaining sessions, **Labor § 33:45, 36:5**
gripe sessions, solicitation of grievances by employer, **Labor § 26:134**
Settlement
agreements, special processes for secondary activities, **Labor § 38:237**
circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:26**
federal employment, **Labor § 45:44 to 45:47**
Seven-day grace period in construction trades, security arrangements, **Labor § 30:68**
Severance pay
discrimination based on membership in union, **Labor § 30:99**
subjects of bargaining, **Labor § 34:62**
Sham, contracting work out, **Labor § 26:237**
Sharing premises and equipment, ally status of commonly owned entities, **Labor § 38:37**
Shifts
inconsistency, shifts in position after tentative agreement is clear, **Labor § 37:24**

UNFAIR LABOR PRACTICES—Cont'd
Shifts—Cont'd
preferences in shifts, work hours, **Labor § 30:113**
Shippers, creation of ally status, **Labor § 38:46**
Ships or vessels
ambulatory picketing, **Labor § 38:122 to 38:124**
sales of vessels in maritime industry, hot cargo clauses, **Labor § 38:209**
Shortages of materials, reduction of work force as reason for discharge of employee, **Labor § 30:139**
Showing interest in union, threats of discharge, **Labor § 26:43**
Shutdowns
discrimination based on membership in union, **Labor § 30:225, 30:227**
interference with employee rights by employer, **Labor § 26:241 to 26:244**
plant shutdowns, mass layoffs, and relocations, **Labor § 40:35**
temporary shutdowns
discrimination based on membership in union, **Labor § 30:227**
interference with employee rights by employer, **Labor § 26:244**
Sick leave, subjects of bargaining, **Labor § 34:63**
Signatures
employer actions impeding execution of agreement, **Labor § 37:45 to 37:51**
union signatory clauses, hot cargo clauses, **Labor § 38:193 to 38:197**
Significance or importance
actual conduct, picketing at neutral employer's premises, **Labor § 38:88**
ally status, secondary boycotts, **Labor § 38:29**
arrangement with primary employer, struck work doctrine, **Labor § 38:50**
common control, creation of ally status, **Labor § 38:39**
contents of picket signs, picketing at neutral employer's premises, **Labor § 38:87**
direct evidence of intent, common situs picketing at construction sites, **Labor § 38:102**
discipline by union, picketing at neutral employer's premises, **Labor § 38:85**
impact on neutrals, lockouts, **Labor § 30:217**
instructions by union, picketing at neutral employer's premises, **Labor § 38:86**
knowledge of employer of employee activity, discrimination based on participation in NLRB processes, **Labor § 31:3**
location of activity, secondary boycotts, **Labor § 38:6**
Moore Dry Dock standards, common situs picketing, **Labor § 38:99**
primary employer's routine operations, picketing as secondary boycott, **Labor § 38:77**
purpose
conduct of union, secondary boycotts, **Labor § 38:13 to 38:16**
evaluating union standards clause, hot cargo clauses, **Labor § 38:191**
status created by performance of struck work, secondary boycotts, **Labor § 38:48**
timing, determining legality of unilateral changes in terms and conditions of employment, **Labor § 26:174**

UNFAIR LABOR PRACTICES—Cont'd
Signs. Picketing, above
Silence in collective bargaining agreement, unilateral changes by employer, **Labor § 36:16**
Single-employee unit, recognitional picketing for unreasonable period, **Labor § 39:60**
Sitdown strikes, rights of employees, **Labor § 25:81**
Sites
construction industry, above
off-site or off-premises, above
picketing, generally, **Labor § 38:84 to 38:132**
warehouse sites, picketing at neutral employer's premises, **Labor § 38:89**
Six-month lapse after recognition, picketing when another union is recognized, **Labor § 39:42**
Sleeping on the job, unsatisfactory work as reason for discharge of employee, **Labor § 30:165**
Slowdowns
participation in slowdowns, federal employment, **Labor § 39:278**
rights of employees, **Labor § 25:80**
Small plant doctrine, employer knowledge of union activity, **Labor § 30:25**
Smoking
no-smoking rules, company rule violation as reason for discharge of employee, **Labor § 30:147**
subjects of bargaining, **Labor § 34:64**
Social events or activities
sponsored by union, indirect contributions to unions, **Labor § 28:56**
subjects of bargaining, **Labor § 34:65**
Solicitation
authorization for dues checkoff, interference with unions by employers, **Labor § 28:84**
bribes, state statutory regulation of conduct, **Labor § 40:69**
business from competitor, state statutory regulation of conduct, **Labor § 40:78**
grievances, interference with employee rights by employer, **Labor § 26:131 to 26:135**
no-solicitation rules, above
potential members, use of employer's time or premises, **Labor § 28:39, 28:40**
practices of union, state statutory regulation of conduct, **Labor § 40:54**
supervisors' participation in union matters, interference with unions by employers, **Labor § 28:28**
surveillance, solicitation of employees by employer to conduct, **Labor § 26:75**
Source or sources
availability of information from other sources, refusal of employer to provide information, **Labor § 35:18**
duty of fair representation, **Labor § 27:23**
Special agent use, state statutory regulation of conduct, **Labor § 40:38**
Special circumstances
justification of objections to particular representative, bargaining duty of employers and unions, **Labor § 32:11, 32:12**
wearing of union insignia, **Labor § 26:156 to 26:158**
Special processes, secondary activities, **Labor § 38:229 to 38:237**

UNFAIR LABOR PRACTICES—Cont'd
Specific matters
absence of specific evidence of intent, secondary boycotts, **Labor § 38:15**
concerted activity, specific demand on employer not necessary, **Labor § 25:22**
Speech. Free speech, above
Sponsored activities, indirect contributions to unions, **Labor § 28:56**
Standards
area standards picketing, above
breach of duty of fair representation, **Labor § 27:25 to 27:27**
Moore Dry Dock standards, common situs picketing, **Labor § 38:96, 38:99, 38:100, 38:106, 38:108, 38:115**
performance standards, job information, **Labor § 35:38**
retaliatory lawsuits, interference with employee rights by employer, **Labor § 26:250, 26:252**
union standards
enforcement of union standards, secondary strikes at construction sites, **Labor § 38:67**
subcontracting restrictions, hot cargo clauses, **Labor § 38:189 to 38:192**
Standby services, featherbedding, **Labor § 29:33**
Starting wage rates for newly hired employees, unilateral changes by employer, **Labor § 36:22**
State
federal injunction of state action, secondary boycotts, **Labor § 38:26**
industrial agencies that must be informed, preliminaries to bargaining, **Labor § 35:85**
laws. State laws, below
State laws
justification for unilateral changes in terms and conditions of employment, **Labor § 26:170**
regulation of conduct, **Labor § 40:1 to 40:95**
right-to-work laws
exception, security arrangements, **Labor § 30:60 to 30:62**
rail and airline industries, union security, **Labor § 39:184**
regulation of conduct, **Labor § 40:5**
Statements
coercive statements, discrimination based on participation in NLRB processes, **Labor § 31:30, 31:31**
defamatory statements, above
employer statements, interference with employee rights by employer, **Labor § 26:8 to 26:60**
false matters, above
interrogation about statements given to NLRB, **Labor § 26:95**
protection
giving statements to NLRB officers, **Labor § 31:11**
grievance meetings, **Labor § 25:97**
state statutory regulation of conduct, **Labor § 40:6**
union statements, common situs picketing at construction sites, **Labor § 38:103**
Status
ally status, secondary boycotts, **Labor § 38:27 to 38:46**
bad language's effect on activity's protected status, **Labor § 25:16**

UNFAIR LABOR PRACTICES—Cont'd
Status—Cont'd
employees
discrimination by union, federal employment, **Labor § 39:275**
ignorance of employer as to employee status, interrogation concerning union sympathies, **Labor § 26:83**
employers
parties to bargaining, **Labor § 33:1 to 33:7**
struck work doctrine, secondary boycotts, **Labor § 38:47, 38:48**
majority status, above
misinforming public removes protected status of picketing, **Labor § 25:99**
multiemployer status, parties to bargaining, **Labor § 33:41**
permanent replacement for economic striker, **Labor § 25:53**
requirement that union membership status be revealed, state statutory regulation of conduct, **Labor § 40:21**
traveler status, breach of duty of fair representation, **Labor § 27:43**
unions
bargaining duty of employers and unions, **Labor § 32:3**
majority status, above
parties to bargaining, **Labor § 33:8 to 33:34**
Stealing property, dishonesty as reason for discharge of employee, **Labor § 30:186**
Stenographic record
grievance and arbitration procedures, subjects of bargaining, **Labor § 34:66**
negotiations, subjects of bargaining, **Labor § 34:67**
Stewards
breach of duty of fair representation, granting preference to union stewards, **Labor § 27:41**
hiring hall operation, allowable discrimination in favor of union stewards, **Labor § 30:51**
identification, wearing of union insignia, **Labor § 26:155**
superseniority, discrimination based on membership in union, **Labor § 30:122**
Stipulations, recognitional and organizational picketing, **Labor § 39:40**
Stock plans, subjects of bargaining, **Labor § 34:68**
Stoppages. Work stoppages, below
Stores
department stores, no-solicitation rules, **Labor § 26:144**
retail stores, consumer picketing, **Labor § 38:129**
Strategies
employers, above
recognitional and organizational picketing, **Labor § 39:31 to 39:40**
unions, below
work assignment disputes, **Labor § 39:121 to 39:135**
Strikebreakers and strikebreaking
rights of employees, strikebreaking not protected, **Labor § 25:50**
state statutory regulation of conduct, use of strikebreakers, **Labor § 40:37**
Strikes
activity or activities, above
anticipation, above
bargaining tactic, **Labor § 37:5, 37:6**

UNFAIR LABOR PRACTICES—Cont'd
Strikes—Cont'd
bonuses paid in strike situations, discrimination based on membership in union, **Labor § 30:98**
coercion of employers by unions, **Labor § 29:38**
discharge of strikers, interference with employee rights by employer, **Labor § 26:200 to 26:217**
economic strikes, above
enforcement of hot cargo agreements, **Labor § 38:221, 38:222**
health care industry, notice requirements, **Labor § 35:96 to 35:99, 35:101, 35:103, 35:104**
illegal or unlawful matters, above
influencing strike votes, state statutory regulation of conduct, **Labor § 40:36**
interference with employee rights by union, **Labor § 27:12**
lockouts, interference with employee rights by employer, **Labor § 26:231 to 26:233**
misconduct, above
nonstrikers, above
no-strike clause, above
notice requirements
health care industry, **Labor § 35:96 to 35:99, 35:101, 35:103, 35:104**
preliminaries to bargaining, **Labor § 35:89 to 35:92, 35:96 to 35:99, 35:101, 35:103, 35:104**
unfair labor practice strikes, below
partial strikes, above
participation, above
rail and airline industries, **Labor § 39:157 to 39:164**
reinstatement of strikers, above
replacement of employees, above
replacements for employees, above
rights of employees
general discussion, **Labor § 25:46 to 25:74, 25:77, 25:79, 25:81 to 25:83, 25:86 to 25:91**
federal employment, **Labor § 39:253 to 39:255**
secondary boycotts, **Labor § 38:65 to 38:69**
secondary strikes
general discussion, **Labor § 38:65 to 38:69**
jurisdictional strikes, **Labor § 38:69**
selective strikes, above
state statutory regulation of conduct, **Labor § 40:36, 40:73**
strikebreakers and strikebreaking, above
subjects of bargaining, strike vote, **Labor § 34:69**
sympathy strikes, below
termination of strike, imposition of conditions on agreement, **Labor § 37:26**
unfair labor practice strikes, below
unilateral changes in working conditions, rail and airline industries, **Labor § 39:203**
votes and voting, below
wildcat strikes, below
working during strike, discipline of union members, **Labor § 27:62, 29:21**
work negotiated before strike, secondary boycotts, **Labor § 38:54**
Struck work
hot cargo clauses, **Labor § 38:206, 38:210**
secondary boycotts, **Labor § 38:47 to 38:64**
Structural changes in employer's operations, discrimination based on membership in union, **Labor § 30:224 to 30:231**

UNFAIR LABOR PRACTICES—Cont'd
Studies
timestudies, job information, **Labor § 35:39, 35:40**
wage studies, duty of employer to provide information to union, **Labor § 35:34**
Subcontracting work
anticipation of labor dispute, secondary boycotts, **Labor § 38:53**
business justification for denial of reinstatement of economic strikers, **Labor § 25:59**
changes in business operations of employer, duty to bargain over decision, **Labor § 36:42 to 36:45**
costs, financial information about employer, **Labor § 35:53**
limitations, hot cargo clauses, **Labor § 38:187 to 38:203**
operations of employer, duty of employer to provide information to union, **Labor § 35:59**
Subcontractors
common situs picketing at gate reserved for neutral subcontractor, **Labor § 38:107**
secondary boycotts, creation of ally status by common control exercised by separately owned entities, **Labor § 38:43**
Subject matter jurisdiction of state right-to-work laws, security arrangements, **Labor § 30:61**
Subjects of bargaining
duty to bargain and refusal to bargain, generally, **Labor § 34:1 to 34:89**
effects bargaining, changes in business operations of employer, **Labor § 36:51**
federal employment, **Labor § 39:296**
mandatory subjects of bargaining
general discussion, **Labor § 34:3, 34:7**
rail and airline industries, **Labor § 39:197**
permissive subjects of bargaining
general discussion, **Labor § 34:4, 34:8**
federal employment, **Labor § 39:296**
rail and airline industries, **Labor § 39:197**
Submission of proposals, employer actions impeding agreement, **Labor § 37:19, 37:28**
Subsequent matters
applicability of notice requirements to subsequently withdrawing employer association member, **Labor § 35:86**
effect of NLRB determination on work assignment dispute, subsequent unfair labor practice proceeding, **Labor § 39:97**
Substance of proposals as indication of surface bargaining, employer actions impeding agreement, **Labor § 37:23**
Substantial continuity following affiliations or mergers lacking, changes in union's identity, **Labor § 33:34**
Substantively unlawful agreement, security arrangements, **Labor § 30:59**
Substitute or substitution
actions of employer impeding execution of agreement, substitutions for written agreement, **Labor § 37:44**
secondary employer's search for substitute services, struck work determination, **Labor § 38:62**
Successor employers
duties, above
effect of employer's unfair labor practices, union as party to bargaining, **Labor § 33:23**

UNFAIR LABOR PRACTICES—Cont'd
Successor employers—Cont'd
hiring practices, discrimination based on membership in union, **Labor § 30:40**
parties to bargaining, **Labor § 33:2 to 33:5**
Successorship
clauses in collective bargaining agreements, state statutory regulation of conduct, **Labor § 40:34**
employers. Successor employers, above
subjects of bargaining, **Labor § 34:70**
Sufficient or sufficiency
comments sufficient to constitute secondary activities, **Labor § 38:147**
data, duty of employer to provide information to union, **Labor § 35:12**
labor dispute, nonpicketing appeals to public, **Labor § 38:139**
notice, above
purpose sufficient to establish violation, secondary boycotts, **Labor § 38:14**
Suggestions, domination or interference by employer, **Labor § 28:13**
Superseniority
discrimination based on membership in union, generally, **Labor § 30:121 to 30:123**
reinstatement of economic strikers, **Labor § 30:215**
replacements for employees, **Labor § 30:121, 34:71**
subjects of bargaining, **Labor § 34:71, 34:72**
Supervision in common, ally status of commonly owned entities, **Labor § 38:35**
Supervisors
appeals to supervisors, ambulatory picketing, **Labor § 38:121, 38:123**
discharge of supervisors, interference with employee rights by employer, **Labor § 26:218 to 26:226**
discrimination
failure to assist in commission of unfair labor practice, state statutory regulation of conduct, **Labor § 40:22**
membership in union, **Labor § 30:7**
participation in NLRB processes, **Labor § 31:5**
incidental protection to safeguard employee rights, **Labor § 25:3**
inclusion in bargaining unit, **Labor § 33:29**
interference by union with employer selection of representatives, **Labor § 29:6, 29:18**
presence of supervisor, solicitation of potential members, **Labor § 28:40**
surveillance by supervisors, **Labor § 26:73**
testimony, wearing of union insignia, **Labor § 26:160**
unions, below
wage data, duty of employer to provide information to union, **Labor § 35:35**
Supply or supplying
controlling employers' suppliers, hot cargo clauses, **Labor § 38:211**
refusal to supply
bond or insurance, insubordination as reason for discharge of employee, **Labor § 30:174**
threats to refuse to supply workers, secondary activities directed at others, **Labor § 38:157**

UNFAIR LABOR PRACTICES—Cont'd
Support
appeals for public support, rights of employees, **Labor § 25:13**
bargaining position, lockouts, **Labor § 26:229**
union. Support of union, below
Support of union
active support of particular union, interference with unions by employers, **Labor § 28:61 to 28:64**
contribution of financial support, interference with unions by employers, **Labor § 28:50 to 28:60**
discipline of union members, interference with employee rights by union, **Labor § 27:49, 27:55 to 27:63**
interrogation of union supporters concerning union sympathies, **Labor § 26:100**
majority support, above
picketing in support of incumbent union's demands, **Labor § 39:25**
practices of employer, state statutory regulation of conduct, **Labor § 40:11**
rival union, discipline of union members, **Labor § 27:60**
threats of discharge, interference with employee rights by employer, **Labor § 26:43**
Surface bargaining, employer actions impeding agreement, **Labor § 37:22, 37:23**
Surrounding circumstances
evaluation of statements, free speech right of employer limited by rights of employees, **Labor § 26:13**
promises of benefit, interference with employee rights by employer, **Labor § 26:58**
Surveillance
changes in terms and conditions of employment based on preference for particular union, interference with unions by employers, **Labor § 28:93**
interference with employee rights by employer, **Labor § 26:61 to 26:78**
state statutory regulation of conduct, **Labor § 40:8**
Surveys
conducting employee surveys, bargaining with individuals, **Labor § 33:60**
opinion surveys, solicitation of grievances by employer, **Labor § 26:135**
wage surveys, duty of employer to provide information to union, **Labor § 35:34**
Suspension
employees
discrimination based on participation in NLRB processes, **Labor § 31:19**
reinstatement of suspended employees, **Labor § 30:207**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:29**
members of union
discipline of union members, **Labor § 27:54**
discrimination in operation of hiring hall, **Labor § 30:53**
Sympathies
interrogation concerning union sympathies, **Labor § 26:79 to 26:109**
polls concerning union sympathies, **Labor § 26:123 to 26:130**
Sympathy strikes
no-strike clause, **Labor § 25:90, 26:215 to 26:217**

UNFAIR LABOR PRACTICES—Cont'd
Sympathy strikes—Cont'd
refusal to participate in sympathy strike, discipline of union members, **Labor § 27:61**
rights of employees, **Labor § 25:77**
violation of no-strike clause, discharge of strikers, **Labor § 26:215 to 26:217**
Systems
administration of seniority system, discrimination based on membership in union, **Labor § 30:119**
rating system of employer, reduction of work force as reason for discharge of employee, **Labor § 30:137**
Tactics
collective bargaining, above
recognitional and organizational picketing, **Labor § 39:31 to 39:40**
work assignment disputes, **Labor § 39:121 to 39:135**
Talks with employees, disciplinary, **Labor § 31:30**
Tape recording of negotiations, imposition of conditions on agreement, **Labor § 37:39**
Tardiness, poor attendance record as reason for discharge of employee, **Labor § 30:178**
Technique for production, changes in business operations of employer, **Labor § 36:48**
Technological changes, duty of employer to provide information to union, **Labor § 35:61**
Temporary matters
excessive or discriminatory initiation fees, discouragement of temporary employees, **Labor § 27:81**
relief, work assignment disputes, **Labor § 39:103, 39:104**
shutdowns, above
subcontracting during economic strike, duty to bargain over decision, **Labor § 36:44**
Ten-day strike notice, health care industry, **Labor § 35:96 to 35:98**
Tender of payment of dues, security arrangements, **Labor § 30:85 to 30:87**
Tentative agreement, shifts in bargaining position, **Labor § 37:24**
Termination
assignment of dues deductions to union representatives, federal employment, **Labor § 39:261**
attempts to compel termination of representative, interference by union with employer selection of representatives, **Labor § 29:9**
cessation of business, hot cargo agreements, **Labor § 38:160 to 38:225**
complete termination of operations, duty to bargain over decision, **Labor § 36:36**
contract, notice requirements, **Labor § 35:74, 35:78, 35:89, 35:95**
elimination, above
employment
discharge of employees, above
discrimination, **Labor § 30:129 to 30:205, 31:18 to 31:20**
expiration of contract ends waiver of right to information, refusal to provide information, **Labor § 35:25**
notice requirements, preliminaries to bargaining, **Labor § 35:77**
strike, imposition of conditions on agreement, **Labor § 37:26**
work assignment in dispute, **Labor § 39:65**

UNFAIR LABOR PRACTICES—Cont'd
Term of contract. Contracts or agreements, above
Terms and conditions of employment
availability of union membership under uniform terms and conditions, rail and airline industries, **Labor § 39:183**
change or changes, above
concerted activity, rights of employees, **Labor § 25:9**
discuss terms and conditions of employment, organizing activities, **Labor § 25:26**
good faith bargaining duty of employers and unions, generally, **Labor § 32:2**
payment of union dues or fees, state statutory regulation of conduct, **Labor § 40:19**
promises, state statutory regulation of conduct, **Labor § 40:17, 40:18**
right of union to representation at employer-employee meetings, federal employment, **Labor § 39:257**
scope of bargaining, federal employment, **Labor § 39:288**
Territorial jurisdiction of union, wage data on employees outside of, **Labor § 35:36**
Testimony. Witnesses, below
Tests and testing
drug testing, subjects of bargaining, **Labor § 34:24**
incidental effects test, secondary boycotts, **Labor § 38:5**
retaliatory lawsuits, test to determine whether suit is well-founded, **Labor § 26:251**
Third parties
awards, factors influencing NLRB determination on work assignment dispute, **Labor § 39:90**
determination of majority status, achieving recognition without election, **Labor § 33:16**
instigation, discrimination based on participation in NLRB processes, **Labor § 31:4**
subcontracting restricted to unionized third parties in nonconstruction industries, hot cargo clauses, **Labor § 38:199**
Thirty-day grace period, security arrangements, **Labor § 30:67**
Threats
ambulatory picketing, **Labor § 38:119**
discharge of employees, interference with employee rights by employer, **Labor § 26:197**
disruptive behavior as reason for discharge of employee, discrimination based on membership in union, **Labor § 30:182, 30:183**
enforcement of no-solicitation rules, interference with employee rights by employer, **Labor § 26:148**
file unfair labor practice charges, protected employee acts, **Labor § 31:7**
interference with employee rights, generally, **Labor § 26:39 to 26:56, 27:8 to 27:10**
obstructive acts by unions and employees, state statutory regulation of conduct, **Labor § 40:87**
picketing, **Labor § 38:81, 38:119**
practices of employer, state statutory regulation of conduct, **Labor § 40:9**
retaliatory lawsuits, interference with employee rights by employer, **Labor § 26:253**
secondary activities directed at others, **Labor § 38:153 to 38:157**
strikes, lockouts, **Labor § 26:231**
violence, below
wearing of union insignia, interference with employee rights by employer, **Labor § 26:163**

UNFAIR LABOR PRACTICES—Cont'd
Threats—Cont'd
work assignment disputes, **Labor § 39:74**
Time or date
active support of particular union during initial organizing campaign, **Labor § 28:62**
application of no-discrimination rule during organizing campaign, **Labor § 30:92**
bargaining with individuals, **Labor § 33:54, 33:55**
circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:32**
demand by union for information, duty of employer to provide information to union, **Labor § 35:7**
duration, above
effective date, above
expedited matters, above
expiration date of contract, notice requirements, **Labor § 35:81**
hours. Work hours, below
job information, timestudies, **Labor § 35:39, 35:40**
limitations, above
lockouts, **Labor § 26:233, 30:219, 37:2**
measuring date for determining successor employer status, parties to bargaining, **Labor § 33:5**
no-solicitation rules, interference with employee rights by employer, **Labor § 26:139, 26:140**
overtime, above
payment
lost time, discrimination based on participation in NLRB processes, **Labor § 31:23**
meeting with management on company time, contribution of financial support, **Labor § 28:51**
tender of payment of dues, security arrangements, **Labor § 30:87**
union business, contributions to employees, **Labor § 28:59**
periods of time, above
picketing as secondary boycott, **Labor § 38:79**
punching time cards, company rule violation as reason for discharge of employee, **Labor § 30:149**
refusal to meet at reasonable times, employer actions impeding agreement, **Labor § 37:9**
subcontracting during jurisdictional dispute, **Labor § 36:45**
temporary matters, above
tender of payment of dues, security arrangements, **Labor § 30:87**
unilateral changes, generally, **Labor § 26:174 to 26:180, 36:9, 36:18**
untimely matters, below
use of employer's time, interference with unions by employers, **Labor § 28:35 to 28:49**
withdrawal from multiemployer bargaining, **Labor § 29:17, 33:43, 33:48**
working during strike, discipline of union members, **Labor § 27:62, 29:21**
Topics, interrogation concerning union sympathies, **Labor § 26:87 to 26:95**
Totality of circumstances, interrogation concerning union sympathies, **Labor § 26:81**

UNFAIR LABOR PRACTICES—Cont'd
Trade or trades
hot cargo clauses reserving union right to refuse certain work, trade shop clauses, **Labor § 38:205**
refusal to provide information to union, trade secrets, **Labor § 35:17**
seven-day grace period in construction trades, security arrangements, **Labor § 30:68**
Traditional matters
factors influencing NLRB determination on work assignment dispute, **Labor § 39:93**
work traditionally performed by bargaining unit members, hot cargo clauses, **Labor § 38:181**
Transfer
employees
discrimination, **Labor § 30:118, 31:29**
subjects of bargaining, **Labor § 34:74**
ownership, duty of employer to provide information to union, **Labor § 35:67**
unit work. Bargaining unit, above
Traveler members of union
breach of duty of fair representation, **Labor § 27:43**
discipline of union members, **Labor § 27:47**
Triggering of bargaining duty, request by union to bargain, **Labor § 32:7**
Trucks
ambulatory picketing, **Labor § 38:120, 38:121**
loading and unloading bays, picketing at neutral employer's premises, **Labor § 38:90**
Trustees
benefit fund trustees, interference by union with employer selection of representatives, **Labor § 29:8**
liability of union for acts of trustees, unilateral changes by union, **Labor § 36:58**
Trust fund
failure to make trust fund payments, state statutory regulation of conduct, **Labor § 40:33**
information, duty of union to provide information to employer, **Labor § 35:72**
subjects of bargaining, **Labor § 34:84**
Truthful informational picketing, **Labor § 39:22**
Turnover of employees, evaluating majority status, **Labor § 33:19**
Twelve-month period, picketing after election, **Labor § 39:46 to 39:50**
Types
activities, work assignment disputes, **Labor § 39:71 to 39:75**
circumstantial evidence of intent, discrimination based on membership in union, **Labor § 30:24 to 30:33**
conduct by union, interference with employee rights by union, **Labor § 27:4 to 27:17**
discrimination, **Labor § 30:51 to 30:56, 31:13 to 31:41**
enforcement activities, hot cargo agreements, **Labor § 38:220 to 38:225**
hot cargo clauses, **Labor § 38:180 to 38:212**
recognitional and organizational picketing, **Labor § 39:41 to 39:60**
security arrangements, **Labor § 30:65 to 30:75**
statements, free speech right of employer limited by rights of employees, **Labor § 26:16 to 26:22**
struck work, secondary boycotts, **Labor § 38:52 to 38:58**

UNFAIR LABOR PRACTICES—Cont'd
Types—Cont'd
subcontracting restrictions, hot cargo clauses, **Labor § 38:188**
supervisors' participation in union matters, **Labor § 28:28 to 28:34**
Unaffiliated union, right of employees to join, **Labor § 25:44**
Unauthorized absences, poor attendance record as reason for discharge of employee, **Labor § 30:176, 30:177**
Unavailability. Availability or unavailability, above
Uncertified unions
secondary activities, forcing employer to recognize uncertified representative, **Labor § 38:228**
voluntary dues deductions, federal employment, **Labor § 39:262**
Unconditional offer to return to work, reinstatement of strikers, **Labor § 25:55, 25:56, 25:69, 25:70**
Undermining union, employer actions impeding agreement, **Labor § 37:18, 37:30, 37:31**
Unenclosed construction site, effectiveness of reserved gate, **Labor § 38:110**
Unenforced no-solicitation rules, interference with employee rights by employer, **Labor § 26:150**
Unequal treatment in processing grievances, breach of duty of fair representation, **Labor § 27:34 to 27:38**
Unfair labor practice strikes
discharge of strikers, interference with employee rights by employer, **Labor § 26:204, 26:205, 26:214**
health care industry, notice requirements, **Labor § 35:101**
notice requirements
health care industry, **Labor § 35:101**
preliminaries to bargaining, **Labor § 35:90, 35:101**
participation, threats of discharge, **Labor § 26:44**
reinstatement of strikers, above
retention of employee status under National LABOR Relations Act, **Labor § 5:15, 5:16**
rights of employees, **Labor § 25:65 to 25:74**
voter eligibility, **Labor § 22:126**
Uniforms, subjects of bargaining, **Labor § 34:76**
Unilateral changes
benefits, above
by employer
duty to bargain and refusal to bargain, **Labor § 36:8 to 36:55**
notice requirements, preliminaries to bargaining, **Labor § 35:87**
rail and airline industries, **Labor § 39:202 to 39:204**
terms and conditions of employment, interference with employee rights, **Labor § 26:166 to 26:184**
working conditions, **Labor § 36:28 to 36:33, 39:202 to 39:204**
by union
duty to bargain and refusal to bargain, **Labor § 36:56 to 36:58**
notice requirements, preliminaries to bargaining, **Labor § 35:88**
Unilateral matters
changes. Unilateral changes, above
insistence on unilateral control, intransigence, **Labor § 37:15**
withdrawal by union from multiemployer bargaining, **Labor § 29:14**

UNFAIR LABOR PRACTICES—Cont'd
Unions
access to employer's private property, **Labor § 25:35 to 25:40**
acquiescence of union in employer's withdrawal from multiemployer bargaining, **Labor § 33:52**
activity or activities, above
affiliated unions, above
agency shop, above
aiding particular union, lockouts, **Labor § 26:234**
anti-union, above
assessments, above
attitude related to union, unsatisfactory attitude as reason for discharge of employee, **Labor § 30:195**
avoid union, above
benefit fund, above
business
internal union business, official time use by federal employees, **Labor § 39:251**
payments for time spent on union business, contributions to employees, **Labor § 28:59**
bylaws of union
lack of bylaws, domination or interference by employer, **Labor § 28:15**
preparation of bylaws, domination or interference by employer, **Labor § 28:14**
unilateral changes by union, duty to bargain and refusal to bargain, **Labor § 36:57**
cards, above
certification, above
charter of union, above
closed shops, above
coercion, above
collective bargaining, above
company unions, above
constitution of union, above
control over union, federal employment, **Labor § 39:265**
deauthorization, above
decertification, above
discipline by union
federal employment, interference with employee rights by union, **Labor § 39:274**
furtherance of secondary boycotts, **Labor § 38:20**
interference with employee rights by union, generally, **Labor § 27:45 to 27:72**
members of union, below this group
picketing at neutral employer's premises, **Labor § 38:85**
secondary activities directed at union members, **Labor § 38:149, 38:150**
subjects of bargaining, **Labor § 34:79**
supervisor members of union, coercion of employers by unions, **Labor § 29:20 to 29:29**
discouragement, above
discrimination based on membership in union. Discrimination, above
domination of union by employer, above
dues, above
encouragement, above
fair representation duty, above
fees, above

UNFAIR LABOR PRACTICES—Cont'd
Unions—Cont'd
filing of unfair labor practice charges, generally, **Labor § 42:16**
hiring hall, above
hiring practices of employer union, discrimination based on membership in union, **Labor § 30:39**
incumbent union, above
information, above
instigation of union, discharge of employees, **Labor § 30:202 to 30:204**
interference, above
internal union matters, above
interrogation concerning union sympathies, **Labor § 26:79 to 26:109**
joint presence of unions, subjects of bargaining, **Labor § 34:36**
join union, above
jurisdictional disputes, above
liability, above
majority status, above
majority support, above
meeting or meetings, above
membership in union
discouragement, above
discrimination, above
employer's membership in employees' union, state statutory regulation of conduct, **Labor § 40:14**
encouragement, above
promises to refrain from union membership as condition of employment, state statutory regulation of conduct, **Labor § 40:17**
rail and airline industries, union security, **Labor § 39:183, 39:185**
requirement that union membership status be revealed, state statutory regulation of conduct, **Labor § 40:21**
supervisors' participation in union matters, interference with unions by employers, **Labor § 28:23 to 28:34**
members of union
coercion of rival's members, work assignment disputes, **Labor § 39:75**
compelling employer to hire only union members as supervisors, interference by union with employer selection of representatives, **Labor § 29:18**
discipline of union members
federal employment, interference with employee rights by union, **Labor § 39:274**
interference with employee rights by union, generally, **Labor § 27:45 to 27:72**
supervisor members, **Labor § 29:20 to 29:29**
work, below
evaluating majority status, members-only agreement, **Labor § 33:20**
fines of union members for use of labor-saving devices, state statutory regulation of conduct, **Labor § 40:64**
improper coercion or discipline of union members, federal employment, **Labor § 39:274**
liability of union for members' actions, work assignment disputes, **Labor § 39:69**
nonmembers, above
ratification by union membership required, reasons for refusal to execute agreement, **Labor § 37:58**

UNFAIR LABOR PRACTICES—Cont'd
Unions—Cont'd
members of union—Cont'd
recognition as agent only for union's members, recognitional and organizational picketing, **Labor § 39:15**
secondary activities directed at union members, **Labor § 38:145 to 38:150**
solicitation of potential members, use of employer's time or premises, **Labor § 28:39, 28:40**
submission of proposals to union membership, imposition of conditions on agreement, **Labor § 37:28**
supervisor members
conducting interrogation concerning union sympathies, **Labor § 26:103**
discipline, **Labor § 29:20 to 29:29**
discrimination, **Labor § 30:7**
participation in union matters, interference with unions by employers, **Labor § 28:23 to 28:34**
suspension, above
traveler members of union, above
minority union, above
necessary parties to unfair labor practice proceedings, **Labor § 42:135**
nonemployee
access to employer's private property, **Labor § 25:35 to 25:40**
organizers, **Labor § 26:69, 26:143**
nonmembers, above
no-solicitation rules, interference with employee rights by employer, **Labor § 26:136 to 26:151**
officers, above
officials of union, above
organizers, above
organizing, above
parties to bargaining, **Labor § 33:8 to 33:34**
polls concerning union sympathies, **Labor § 26:123 to 26:130**
practices, state statutory regulation of conduct, **Labor § 40:50 to 40:95**
presence of union not required, presentation of grievances, **Labor § 25:94**
pro-union matters, above
recognition of union, above
remedial orders, National LABOR Relations Board, **Labor § 43:122 to 43:139**
representatives, above
requests, above
response, above
rights of unions, above
rival unions, above
scope of bargaining duty, generally, **Labor § 32:1 to 32:19**
secondary matters, above
security. Union security, below
selection of union, rights of employees, **Labor § 25:41 to 25:45**
shops. Union shops, below
signatory clauses, hot cargo clauses, **Labor § 38:193 to 38:197**
standards, above
state statutory regulation of conduct, **Labor § 40:1 to 40:95**

UNFAIR LABOR PRACTICES—Cont'd
Unions—Cont'd
status, above
stewards, above
strategy
recognitional and organizational picketing, **Labor § 39:31, 39:32, 39:38 to 39:40**
work assignment disputes, **Labor § 39:130 to 39:135**
supervisors
compelling employer to hire only union members as supervisors, **Labor § 29:18**
members of union, above this group
participation in union matters, interference with unions by employers, **Labor § 28:23 to 28:34**
support of union, above
sympathies, above
trust fund, above
uncertified unions, above
unilateral changes, above
waiver of rights
bargaining rights, changes in business operations of employer, **Labor § 36:35**
employees' rights
representation at investigatory interview, **Labor § 26:120**
strikes, **Labor § 25:86 to 25:91**
wearing of union insignia, **Labor § 26:154**
fees, security arrangements, **Labor § 30:81**
information, refusal of employer to provide information, **Labor § 35:23 to 35:25**
wearing of union insignia, interference with employee rights by employer, **Labor § 26:152 to 26:165**
withdrawal from multiemployer bargaining, parties to bargaining, **Labor § 33:47**
withdrawal from union
discipline of supervisor members by union, **Labor § 29:25**
encouraging withdrawal, disparaging remarks about union by employer, **Labor § 26:35**
Union security
agency shop, above
agreements
complaint for unfair labor practices, National LABOR Relations Board, **Labor § 42:97**
discrimination, generally, **Labor § 27:4, 30:57 to 30:90**
interference with unions by employers, **Labor § 28:79 to 28:82**
refusal to abide by specific contract provisions, **Labor § 37:66**
seniority conditioned on compliance, **Labor § 30:124**
arrangements, above
rail and airline industries, **Labor § 39:181 to 39:211**
refusal to abide by specific contract provisions, **Labor § 37:66**
subjects of bargaining, **Labor § 34:83**
union shop, below
Union shops
agreements
discrimination based on membership in union, **Labor § 30:66**
rail and airline industries, **Labor § 39:181**

UNFAIR LABOR PRACTICES—Cont'd
Union shops—Cont'd
reimbursement of dues and fees, NLRB remedial order, **Labor § 43:123**
Unit. Bargaining unit, above
Unlawful matters. Illegal or unlawful matters, above
Unloading. Loading and unloading, above
Unmistakable. Clear and unmistakable waiver of rights, above
Unorganized work stoppages, rights of employees, **Labor § 25:84**
Unprotected individuals included in bargaining unit, appropriateness of bargaining unit, **Labor § 33:30**
Unreasonable period, picketing for, **Labor § 39:51 to 39:60**
Unsatisfactory matters
attitude, discharge of employees, **Labor § 30:192 to 30:195**
work
asserted justification, discrimination based on participation in NLRB processes, **Labor § 31:36**
discharge of employees, **Labor § 26:194, 30:156 to 30:166**
Unsolicited assistance and information, assisting in union's decertification or deauthorization, **Labor § 26:247**
Untimely matters
notice, preliminaries to bargaining, **Labor § 35:93**
unusual circumstances permit untimely withdrawal from multiemployer bargaining, **Labor § 33:48**
Unusual circumstances permit untimely withdrawal from multiemployer bargaining, **Labor § 33:48**
Unwanted work, featherbedding, **Labor § 29:34**
Urging noncompliance with NLRB, free speech right of employer limited by rights of employees, **Labor § 26:22**
Use
assignment lists, hiring hall operation, **Labor § 30:49**
clearances, hiring hall operation, **Labor § 30:50**
compelling use by employer of arbitration panel, interference by union with employer selection of representatives, **Labor § 29:16**
false union card used to obtain employment, state statutory regulation of conduct, **Labor § 40:57**
funds used by union for political purposes, rail and airline industries, **Labor § 39:186**
gas used in labor disputes, state statutory regulation of conduct, **Labor § 40:41, 40:88**
intoxicants, company rule violation as reason for discharge of employee, **Labor § 30:146**
labor-saving devices, state statutory regulation of conduct, **Labor § 40:63, 40:64**
mass media, nonpicketing appeals to public, **Labor § 38:144**
mediator, factors considered in determining bargaining impasse, **Labor § 36:7**
official time, rights of federal employees, **Labor § 39:250, 39:251**
private sector restrictions on union use of dues and fees in agency shops, security arrangements, **Labor § 30:70**
profanity, disruptive behavior as reason for discharge of employee, **Labor § 30:180**
regulation of vehicle use, company rule violation as reason for discharge of employee, **Labor § 30:152**
replacements for employees, lockouts, **Labor § 26:230, 30:218**

UNFAIR LABOR PRACTICES—Cont'd
Use—Cont'd
special agents, state statutory regulation of conduct, **Labor § 40:38**
strikebreakers, state statutory regulation of conduct, **Labor § 40:37**
time, premises or facilities of employer, interference with unions by employers, **Labor § 28:35 to 28:49**
Vacations
benefits for economic strikers, discrimination based on membership in union, **Labor § 30:105**
subjects of bargaining, **Labor § 34:85**
Vague matters
promises of benefit, interference with employee rights by employer, **Labor § 26:59**
threats, secondary activities directed at others, **Labor § 38:153**
Validity or invalidity
absence of valid procedure for resignation from union, discipline of union members, **Labor § 27:51**
assessments, security arrangements, **Labor § 30:90**
election, picketing within twelve months after election, **Labor § 39:48**
featherbedding provisions in collectively bargained agreement, **Labor § 29:32**
hiring hall, discrimination based on membership in union, **Labor § 30:43**
limitations
picketing as secondary boycott, **Labor § 38:82**
subcontracting restrictions, hot cargo clauses, **Labor § 38:187**
prohibitions
hot cargo agreements, **Labor § 38:162**
strikes, federal employment, **Labor § 39:254**
reasons for discharge of employees, **Labor § 26:188 to 26:199**
state right-to-work laws, security arrangements, **Labor § 30:60**
union signatory clauses, hot cargo clauses, **Labor § 38:193 to 38:196**
union standards clause, hot cargo clauses, **Labor § 38:189**
Value of recordkeeping, unsatisfactory work as reason for discharge of employee, **Labor § 30:157**
Vehicles
motor vehicles, above
regulation of vehicle use, company rule violation as reason for discharge of employee, **Labor § 30:152**
Vending machine proceeds, indirect contributions to unions, **Labor § 28:57**
Verification of majority support, recognition of minority union, **Labor § 28:67, 28:68**
Vessels. Ships or vessels, above
Victims of secondary boycotts, recourse available to, **Labor § 38:23 to 38:26**
Violations
general discussion, **Labor § 25:1 to 40:95**
collective bargaining agreements, above
company rules, above
no-strike clause, above
union's interpretation of collective bargaining agreement, discipline of supervisor members by union, **Labor § 29:27**

UNFAIR LABOR PRACTICES—Cont'd
Violence
discharge of employees, **Labor § 26:197**
interference with employee rights by union, **Labor § 27:7, 27:8**
threats of violence
interference with employee rights by union, **Labor § 27:8**
secondary activities directed at others, **Labor § 38:154**
Voluntary matters
dues deductions with uncertified unions, federal employment, **Labor § 39:262**
hiring hall, discrimination based on membership in union, **Labor § 30:42**
resolution of work assignment disputes, **Labor § 39:107 to 39:120**
Votes and voting
eligibility, unfair labor practice strikers and replacements, **Labor § 22:126**
intraunion election, supervisors' participation in union matters, **Labor § 28:31**
strike vote
influencing strike vote, state statutory regulation of conduct, **Labor § 40:36**
subjects of bargaining, **Labor § 34:69**
Wages
backpay, above
bargaining with individuals, **Labor § 33:58**
below contract wage employment, state statutory regulation of conduct, **Labor § 40:23**
excessive or discriminatory initiation fees, interference with employee rights by union, **Labor § 27:77**
financial information about employer, duty of employer to provide information to union, **Labor § 35:50 to 35:52**
good faith bargaining duty of employers and unions, generally, **Labor § 32:2**
increases in wages
changes in terms and conditions of employment based on preference for particular union, **Labor § 28:89**
claim of inability to grant raises, duty of employer to provide information to union, **Labor § 35:50**
discrimination based on membership in union, **Labor § 30:96**
merit increases, wage data, **Labor § 35:29**
withholding increases, **Labor § 26:181, 30:95**
information
discuss wage information, organizing activities, **Labor § 25:28**
duty of employer to provide information to union, **Labor § 35:27 to 35:36**
lost time, discrimination based on participation in NLRB processes, **Labor § 31:23**
meeting with management on company time, contribution of financial support, **Labor § 28:51**
reduction of wages
discrimination, **Labor § 30:94, 31:21**
need for wage cuts claimed by employer, duty of employer to provide information to union, **Labor § 35:51**
severance pay, above
subjects of bargaining, **Labor § 34:62, 34:86**

UNFAIR LABOR PRACTICES—Cont'd
Wages—Cont'd
threats, interference with employee rights by employer, **Labor § 26:53**
unilateral changes by employer, duty to bargain and refusal to bargain, **Labor § 36:20 to 36:22**
withholding
increases in wages, **Labor § 26:181, 30:95**
wages, discrimination based on membership in union, **Labor § 30:94**
Waiver
objections to errors in notice, modification of bargaining agreement, **Labor § 39:200**
rights
clear and unmistakable waiver of rights, above
collective bargaining, above
employees' rights. Rights of employees, above
unions, above
Warehouse sites, picketing at neutral employer's premises, **Labor § 38:89**
Warning absence, circumstantial evidence of intent of discrimination based on membership in union, **Labor § 30:28**
Wearing of union insignia, interference with employee rights by employer, **Labor § 26:152 to 26:165**
Welfare fund payments, refusal to abide by specific contract provisions, **Labor § 37:67**
Wildcat strikes
rail and airline industries, **Labor § 39:161**
rights of employees, **Labor § 25:82, 25:83**
Willingness
continuation of bargaining, factors considered in determining bargaining impasse, **Labor § 36:3**
cross picket line, interrogation, **Labor § 26:90**
Withdrawal
agreement for voluntary adjustment of work assignment disputes, **Labor § 39:111**
authorization for dues checkoff, interference with unions by employers, **Labor § 28:85**
benefits, changes in terms and conditions of employment based on preference for particular union, **Labor § 28:90**
election petition, picketing for unreasonable period, **Labor § 39:56**
multiemployer bargaining, **Labor § 29:14, 29:17, 33:42 to 33:52**
subsequently withdrawing employer association member, applicability of notice requirements to, **Labor § 35:86**
unions, above
Withholding
benefits, unilateral changes, **Labor § 26:181 to 26:184, 36:23**
wages, above
Witnesses
grievance processing, duty of employer to provide information to union, **Labor § 35:64**
protected employee acts, **Labor § 31:10, 31:12**
supervisor's testimony, wearing of union insignia, **Labor § 26:160**
Work
absences from work, above
areas, distribution of literature, **Labor § 26:141**
assignments. Work assignments, below
conditions. Working conditions, below

UNFAIR LABOR PRACTICES—Cont'd
Work—Cont'd
contracting out work, above
discipline of union members
violations of work rules, **Labor § 27:64 to 27:67**
working during strike, **Labor § 27:62, 29:21**
working with nonmembers or members not in good standing, **Labor § 27:55**
distribution of workplace-related literature, rights of employees, **Labor § 25:103**
done by others, featherbedding, **Labor § 29:35**
hot cargo clauses or agreements, **Labor § 38:160 to 38:225**
hours. Work hours, below
injuries that are work-related, subjects of bargaining, **Labor § 34:88**
interruptions, liability of union in rail and airline industries, **Labor § 39:167**
labor-saving device use, state statutory regulation of conduct, **Labor § 40:63**
leaving work station, above
nonworking matters, above
reassignment of work, above
refusal to work
in prescribed manner, insubordination as reason for discharge of employee, **Labor § 30:173**
insubordination as reason for discharge of employee, generally, **Labor § 30:168**
overtime, insubordination as reason for discharge of employee, **Labor § 30:171**
reserving union right to refuse certain work, hot cargo clauses, **Labor § 38:204 to 38:207**
with particular representatives, interference by union with employer selection of representatives, **Labor § 29:19**
return to work, above
rules
subjects of bargaining, **Labor § 34:89**
violations, discipline of union members, **Labor § 27:64 to 27:67**
schedules
preferences in schedule adjustments, work hours, **Labor § 30:113**
unilateral changes by employer, **Labor § 26:182, 36:27**
sites. Construction industry, above
stoppages. Work stoppages, below
struck work, above
subcontracting work, above
transfer of unit work. Bargaining unit, above
unsatisfactory matters, above
Work assignments
discrimination based on participation in NLRB processes, **Labor § 31:27**
disputes. Jurisdictional disputes, above
reassignment of work, above
scope of bargaining in federal employment, **Labor § 39:292**
subjects of bargaining, **Labor § 34:87**
Work hours
access by employees to fellow employees during working hours, rights of employees as to organizing activities, **Labor § 25:30**

UNFAIR LABOR PRACTICES—Cont'd
Work hours—Cont'd
data on hours worked, **Labor § 35:33**
discrimination, **Labor § 30:110 to 30:113, 31:24, 31:25**
good faith bargaining duty of employers and unions, generally, **Labor § 32:2**
no-solicitation rules, interference with employee rights by employer, **Labor § 26:139**
reduction
discrimination, **Labor § 30:110, 31:24**
threats, interference with employee rights by employer, **Labor § 26:50**
unilateral changes by employer, **Labor § 36:25**
subjects of bargaining, **Labor § 34:30**
unilateral changes by employer, **Labor § 36:25 to 36:27**
Working conditions
change or changes, above
creation of more onerous working conditions, threats, **Labor § 26:49**
discrimination based on membership in union, **Labor § 30:91 to 30:93, 30:110 to 30:128**
Work stoppages
participation, interference with employee rights by union in federal employment, **Labor § 39:278**
rights of employees, generally, **Labor § 25:46 to 25:91**
strikes, above
work assignment disputes, **Labor § 39:72, 39:73**
Written matters
execution of written agreement upon request, duty of employers and unions, **Labor § 32:4**
need for written records and procedures, hiring hall operation, **Labor § 30:48**
substitutions for written agreement, employer actions impeding execution of agreement, **Labor § 37:44**

UNFAIR MATTERS
Labor practices. **Unfair Labor Practices** (this index)
Unions and Union Practices (this index)

UNFORESEEABLE BUSINESS CIRCUMSTANCES
Worker Adjustment and Retraining Notification Act, exemption from full notice requirements, **Labor § 39:241**

UNFUNDED VESTED BENEFITS
Retirement and retirement plans, **Ben § 30:7.50**

UNIFORMED SERVICE MEMBERS
Veterans and Other Uniformed Service members (this index)

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
General discussion, **Emp P § 20:87, 34:2 to 34:5, 40:5 to 40:16**
Actions by employer constituting discrimination, **Emp P § 34:3**
Attorneys, representation by counsel, **Emp P § 97:56**
Attorney's fees, **Emp P § 77:10**
Avoidance of reemployment, **Emp P § 40:13**
Benefits. Compensation and benefits, below
Burden of proof regarding discrimination, **Emp P § 34:4**
Civil actions, **Emp P § 94:91, 94:92**
Compensation and benefits
general discussion, **Emp P § 44:249 to 44:254**
employee contributions for non-seniority based benefits, **Emp P § 44:252**

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT—Cont'd
Compensation and benefits—Cont'd
entitlement to benefits on reemployment, **Emp P § 44:249**
non-seniority based benefits, **Emp P § 44:251, 44:252**
overlapping benefits, **Emp P § 44:254**
seniority based benefits, **Emp P § 44:250**
waiver of benefit rights, **Emp P § 44:253**
Complaints, **Emp P § 101:31**
Cumulative length of absence, **Emp P § 40:7**
Disabled veteran, position to which entitled, **Emp P § 40:11**
Discipline, **Emp P § 64:2**
Discrimination on basis of uniformed service, prohibition of, **Emp P § 34:2**
Documentation required, **Emp P § 40:9**
Employ of any employer, returning veteran must have been in, **Emp P § 21:16**
Exhaustion of remedies, **Emp P § 95:68**
Federal government, reemployment by, **Emp P § 40:15, 40:16**
Honorable discharge, **Emp P § 21:15**
Independent contractors, **Emp P § 21:17**
Inference of discriminatory motivation of employer, **Emp P § 34:5**
Intelligence agencies, reemployment rights with, **Emp P § 40:16**
Joinder of parties, **Emp P § 97:40**
Jury and jury trial, **Emp P § 105:10**
Layoffs and recalls, **Emp P § 46:90**
Medical and health insurance, **Emp P § 46:11**
Multiple applicants for reemployment, position to which entitled, **Emp P § 40:12**
Non-seniority based benefits, **Emp P § 44:251, 44:252**
Notice requirement, **Emp P § 40:6**
Overlapping benefits, **Emp P § 44:254**
Parties, **Emp P § 97:21, 97:34**
Pension and retirement plans, **Emp P § 46:24**
Persons protected
general discussion, **Emp P § 21:13 to 21:17**
employ of any employer, returning veteran must have been in, **Emp P § 21:16**
honorable discharge, **Emp P § 21:15**
independent contractors, **Emp P § 21:17**
protected employee, defined, **Emp P § 21:13**
uniformed services covered, **Emp P § 21:14**
Position to which entitled, **Emp P § 40:10 to 40:12**
Presumptions and burden of proof, **Emp P § 107:40**
Protected employee, defined, **Emp P § 21:13**
Retaliation, **Emp P § 10:8**
Retention rights, **Emp P § 40:14**
Retirement and retirement plans, **Ben § 17:4.50; Emp P § 46:24**
Seniority based benefits, **Emp P § 44:250**
Severance pay, **Emp P § 46:90**
Statutes of limitation, **Emp P § 100:25**
Termination of employment, **Emp P § 64:2**
Timeliness of reporting or reapplying, **Emp P § 40:8**
Uniformed services covered, **Emp P § 21:14**
Venue, **Emp P § 96:12**
Waiver of benefit rights, **Emp P § 44:253**

UNIFORM INTERSTATE FAMILY SUPPORT ACT (UIFSA)
Support withholding, **Comp § 34:413**

UNIFORM MATTERS
Federal employment, scope of bargaining, **Labor § 39:294**
National LABOR Relations Act, standards determining preemption, **Labor § 12:5**
Railway LABOR Act, availability of union membership, **Labor § 39:183**

UNIFORMS
See also specific states
Benefits, **Ben § 15:137**
Collective bargaining agreement provisions, **Labor § 47:113, 47:114**
Fringe benefits, **Emp P § 46:101**
Minimum wages, **Comp § 17:50**
Unfair labor practices, subjects of bargaining, **Labor § 34:76**

UNION AFFILIATIONS AND OBLIGATIONS
Selection and Retention of Employees (this index)

UNION OF SOVIET SOCIALIST REPUBLICS
International employment, tax treaties, **Emp P § 41:271 to 41:273**

UNIONS AND UNION PRACTICES
General discussion, **Emp P § 66:1 et seq.**
Abandonment
- contract bar, abandoned contracts, **Labor § 18:173**
- multiemployer units, **Labor § 19:30, 19:31**
- voter eligibility of economic strikers who abandoned interest in struck job, **Labor § 22:124**

Absence. Lack or absence, below
Ac (amendment of certification). Certification, below
Acceptance by NLRB of disclaimers of interest, processing representation petition, **Labor § 18:122 et seq.**
Accretion
- appropriate bargaining units, **Labor § 19:19, 19:20**
- unfair labor practices, recognition of minority union, **Labor § 28:76**

Accusations of employer misconduct, election campaigns, **Labor § 22:53**
Acquiescence in employer discrimination, liability of union for, **Emp P § 66:92**
Actions and proceedings
- alteration of proceedings by NLRB, processing representation petition, **Labor § 18:120, 18:121**
- arbitration proceedings, NLRB authority in representation proceedings, **Labor § 18:10**
- control of proceedings, consent election agreements, **Labor § 20:12, 20:15**
- expedited representation proceedings, below
- federal district court actions, NLRB authority in representation proceedings, **Labor § 18:9**
- future injunction proceedings, unit clarification, **Labor § 23:226**
- pending grievance proceeding, voter eligibility of unlawfully discharged employees, **Labor § 22:121**
- related labor relations proceedings, voter eligibility of unlawfully discharged employees, **Labor § 22:120**
- representation, below

UNIONS AND UNION PRACTICES—Cont'd
Actions and proceedings—Cont'd
- unfair labor practice proceedings, generally, **Labor § 18:107, 23:146**
- unit clarification, generally, **Labor § 23:212 to 23:224**

Activity or activities
- National LABOR Relations Board, antitrust and union activities, **Labor § 11:5 to 11:21**
- participation in grievance activities, supervisor's job functions, **Labor § 19:56**
- pre-voting activities, elections, **Labor § 23:62 to 23:65**
- right to refrain from engaging in union activity, decertification of union, **Labor § 17:16**
- subsequent organizing activity, filing representation petition, **Labor § 18:134, 18:139**
- unlawful activities of union officials, campaign statements expressing disadvantages of unionism, **Labor § 16:50**

Act or acts
- initial employer actions in response to organizing campaign, **Labor § 16:37 to 16:40**
- initial union campaign actions, **Labor § 16:85 to 16:88**
- laying groundwork for decertification of union, **Labor § 17:10 to 17:14**
- liability for agents' actions, campaign tactics, **Labor § 16:33**
- perspective of union in deunionization, actions against employees, **Labor § 17:38**
- pro-union action by supervisor, election rules, **Labor § 22:14, 22:15**
- question of supervisor action as administrative issue, validity of showing of interest required for representation petition, **Labor § 18:88**
- voting, elections, **Labor § 23:69, 23:78**
- who may act as collective bargaining representative, **Labor § 18:20 et seq.**

Additional words or markings on election ballots, **Labor § 23:39**
Adjudication, NLRB authority in representation proceedings, **Labor § 18:5**
Administration
- privately administered elections, methods of selecting representative, **Labor § 18:18**
- supervisor's participation in labor relations administration, **Labor § 19:57**

Administration of contracts
- general discussion, **Emp P § 66:96 to 66:100**
- grievance processing, **Emp P § 66:96, 66:97**
- religious beliefs, accommodation of, **Emp P § 66:98, 66:99**
- seniority systems, **Emp P § 66:100**

Administrative issues, showing of interest required for representation petition, **Labor § 18:87, 18:88, 18:90**
Affidavits
- hearings on election objections and challenges, **Labor § 23:154**
- investigation affidavits, election objections and challenges, **Labor § 23:171**
- use of affidavit voting, voter eligibility lists, **Labor § 23:6**

Affiliates and affiliations
- communist-affiliated unions, qualifications of collective bargaining representative, **Labor § 18:33**
- guard unions and affiliates, qualifications of collective bargaining representative, **Labor § 18:31, 18:32**

UNIONS AND UNION PRACTICES—Cont'd
Affiliates and affiliations—Cont'd
Unfair Labor Practices (this index)
Afl-CIO, no-raiding agreements, **Labor § 18:128, 18:129**
Age Discrimination in Employment Act, **Emp P § 66:5, 92:24**
Agents
assembly of agents, pre-voting activities, **Labor § 23:62**
designation, NLRB's role in processing representation petition, **Labor § 18:97**
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:64**
liability for agents' actions, campaign tactics, **Labor § 16:33**
National LABOR Relations Act, **Labor § 8:36 to 8:57**
service on exclusive agents, NLRB's role in processing representation petition, **Labor § 18:101**
Age requirements, apprenticeship, **Emp P § 66:82**
Agreements. Contracts or agreements, below
Air carriers, transportation bargaining units, **Labor § 19:86**
Allegations
unfair labor practice allegations, representation hearings, **Labor § 20:39**
voting challenges, **Labor § 23:79**
Allow or permit
duty of NLRB to allow voting, challenges, **Labor § 23:81**
evidence allowable at hearings on election objections and challenges, **Labor § 23:149**
free speech permitted during election campaign, federal employment, **Labor § 24:42**
refusal of NLRB to permit voting challenges, **Labor § 23:72**
Alteration or alterations
authority of NLRB to alter proceedings, processing representation petition, **Labor § 18:120, 18:121**
bargaining unit determinations, **Labor § 19:10**
contract bar, altered agreements, **Labor § 18:160**
documents of NLRB, election campaigns, **Labor § 22:21, 22:22**
Alternative or alternatives
authorization cards, showing of interest required for representation petition, **Labor § 18:75**
filing objections to elections, **Labor § 23:124**
selection by NLRB of alternative sites for election, **Labor § 23:21**
Amendment, modification or change
alteration or alterations, above
certification, below
collective bargaining agreements, below
operations changes, contract bar, **Labor § 18:146, 18:177 et seq.**
payroll process changes, conduct of employer in election campaigns, **Labor § 22:81**
representation petition, **Labor § 18:49**
union status change that affect contract bar, **Labor § 18:174 et seq.**
Americans with Disabilities Act liability, **Emp P § 66:6**
Amount. Number or amount, below
Announcement or announcements
incorrect announcement of election hours, **Labor § 23:19**
pre-count announcements, determination of outcome of election, **Labor § 23:97**

UNIONS AND UNION PRACTICES—Cont'd
Answering briefs
post-hearing report, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:186, 23:187**
regional level post-hearing procedures, election objections and challenges, **Labor § 23:157**
review by NLRB of Regional Director's determination on election objections and challenges, generally, **Labor § 23:164, 23:165**
Anticipation of employee discontent, nonunion employer's guide to union organizing, **Labor § 16:12**
Anti-union matters
discrimination, conduct of employer in election campaigns, **Labor § 22:76**
National Labor Relations Board (this index)
showing of anti-union films, campaigns, **Labor § 16:56, 22:39**
Unfair Labor Practices (this index)
Appeal and review
judicial review of NLRB representation orders, **Labor § 18:8**
National Labor Relations Board, below
rulings on motions, representation hearings, **Labor § 20:42**
Appealing to persons
civil rights leaders, statements in election campaigns, **Labor § 22:70**
racial prejudice, statements in campaigns, **Labor § 16:72, 16:92, 22:66**
Appearance
polling place, elections, **Labor § 23:53 to 23:56**
representation hearings, **Labor § 20:31**
Appending documents to evidentiary record, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:174**
Application or applicability
blocking charge procedure, **Labor § 18:192, 18:193**
contract bar, **Labor § 18:148**
question regarding applicability of no-raiding agreement, NLRB's role in processing representation petition, **Labor § 18:130**
Application processing, membership, **Emp P § 66:62, 66:73**
Apprenticeship
general discussion, **Emp P § 66:76 to 66:86**
age requirements, **Emp P § 66:82**
education and experience requirements, **Emp P § 66:81**
evidence, **Emp P § 66:84**
judicial remedies for discriminatory apprenticeship practices, **Emp P § 66:86**
market demand, restriction of positions below, **Emp P § 66:77**
nepotism in apprentice selection, **Emp P § 66:79**
recruiting practices, **Emp P § 66:78**
segregated apprenticeship programs, maintenance of, **Emp P § 66:83**
statistical evidence of violations, **Emp P § 66:85**
testing requirements, **Emp P § 66:80**
Approach or approaches
flexible, balancing approach of NLRB, newly-found units, **Labor § 19:11**
functional approach, insurance bargaining units, **Labor § 19:117**

UNIONS AND UNION PRACTICES—Cont'd
Approach or approaches—Cont'd
tactical approach or approaches
organizing campaign, **Labor § 16:85**
representative selection process, **Labor § 16:1 to 17:39**
understanding union organizing approach, **Labor § 16:14 to 16:24**
Appropriate bargaining units
general discussion, **Labor § 19:1 to 19:128**
decertification elections, **Labor § 17:22**
federal employment, **Labor § 24:35 to 24:40**
parties to bargaining, unfair labor practices, **Labor § 33:27 to 33:30**
revocation of certification, **Labor § 23:207**
stipulations, consent election agreements, **Labor § 20:7**
Approval or denial
international union has not approved contract, contract bar, **Labor § 18:170**
Regional Director approval of consent election agreements, **Labor § 20:5**
request for withdrawal of petition, initial determinations by Regional Director, **Labor § 18:109**
right of NLRB to deny hearing, election objections and challenges, **Labor § 23:141**
union access to employees, conduct of employer in election campaigns, **Labor § 22:74**
voter eligibility, **Labor § 22:100**
Arbitration
bargaining unit determinations, authority of NLRB not constrained by arbitration, **Labor § 19:9**
proceedings, NLRB authority in representation proceedings, **Labor § 18:10**
reliance on arbitration, who may act as collective bargaining representative, **Labor § 18:40**
Arrangement of polling place, elections, **Labor § 23:54**
Arrest and conviction record disqualifications, membership, **Emp P § 66:66**
Arrival of voters
early voter arrival, pre-voting activities, **Labor § 23:65**
termination of voting, voters arriving after polls close, **Labor § 23:87**
Assembly of agents and observers, pre-voting activities, **Labor § 23:62**
Assessing target employer's vulnerability, nonunion employer's guide to union organizing, **Labor § 16:24**
Assessments
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:4, 64:16 to 64:20**
Unfair Labor Practices (this index)
unions, target employer's vulnerability, **Labor § 16:24**
Assistance
NLRB assistance in choosing proper representation petition, **Labor § 18:66 et seq.**
rendering assistance to employees seeking decertification of union, **Labor § 17:14**
Assisted unions
National LABOR Relations Board, remedial orders, **Labor § 43:111, 43:114**
unfair labor practices, generally, **Labor § 28:3, 28:35 to 28:94**
Association members' relatives, types of workers included in appropriate bargaining units, **Labor § 19:65**

UNIONS AND UNION PRACTICES—Cont'd
Attacks on character, election campaigns, **Labor § 22:25**
Attention drawn to nonunion pay, benefits and working conditions, decertification of union, **Labor § 17:12**
Attorneys
right to counsel notification, NLRB's role in processing representation petition, **Labor § 18:96**
service on counsel, NLRB's role in processing representation petition, **Labor § 18:100**
At-will employment, **Emp P § 58:5**
Authentication of representation petition, **Labor § 18:45**
Authority and authorization
bargaining representative, unit clarification, **Labor § 23:225**
cards. Authorization cards, below
deauthorization, below
General Counsel's authority to alter proceedings, processing representation petition, **Labor § 18:120**
investigation authority, processing representation petition, **Labor § 18:102**
National Labor Relations Board, below
Regional Directors, below
union, statements in election campaigns, **Labor § 22:58**
Authorization cards
initial union campaign actions, **Labor § 16:88**
National Labor Relations Board (this index)
Railway LABOR Act, selection of representative, **Labor § 24:7**
showing of interest required for representation petition, **Labor § 18:74**
Unfair Labor Practices (this index)
Automatic renewal clause, time for filing representation petition, **Labor § 18:185, 18:187**
Automotive service departments, bargaining units, **Labor § 19:112**
Availability
judicial protection for nonunion employees, **Labor § 16:71**
options, initial determinations by Regional Director, **Labor § 18:108**
Background information about target employer, obtaining, **Labor § 16:21**
Balancing approach of NLRB, newly-found units, **Labor § 19:11**
Ballot box
custody of NLRB, termination of voting, **Labor § 23:88**
sealing, pre-voting activities, **Labor § 23:64**
Ballots
box. Ballot box, above
challenged ballots, determination of outcome of election, **Labor § 23:90 to 23:93, 23:103 to 23:105**
determination of outcome of election, **Labor § 23:90 to 23:109**
distribution of sample ballots by employer, **Labor § 16:73**
election ballots, generally, **Labor § 23:31 to 23:44**
mail ballots, **Labor § 23:41 to 23:44, 23:80**
partisan use of NLRB ballot or facsimile, election campaigns, **Labor § 22:23**
reproductions of NLRB ballots, statements by employer in election campaigns, **Labor § 22:41**
rerun elections, **Labor § 23:116**
spoiled ballots, unchallenged voting, **Labor § 23:70**

UNIONS AND UNION PRACTICES—Cont'd
Ballots—Cont'd
use of simulated NLRB ballots, statements by union in election campaigns, **Labor § 22:54**
Banks, bargaining units, **Labor § 19:126**
Bar
certification bar, **Labor § 18:32, 18:134 et seq.**
contract bar, **Labor § 18:144 et seq.**
federal employment, **Labor § 24:34**
Bargaining, generally. Collective bargaining, below
Bargaining units
accretion, above
appropriate bargaining units, above
broad units, below
clarification
general discussion, **Labor § 23:212 to 23:226**
petitions, **Labor § 18:55, 18:62, 23:213**
unfair labor practices, discipline of union members for seeking clarification, **Labor § 27:70**
clericals, below
collective bargaining agreements, unit description clause, **Labor § 47:26**
composition disputes, showing of interest required for representation petition, **Labor § 18:83**
craft units, below
determinations
federal employment, **Labor § 24:35 to 24:40**
LABOR Management Relations Act, primary jurisdiction of NLRB in contract enforcement actions, **Labor § 53:15**
National LABOR Relations Board, judicial review/enforcement of NLRB decisions/orders, **Labor § 52:61, 52:62**
Personnel Manual (this index)
Railway LABOR Act, **Labor § 24:13 to 24:17**
selection of representatives, generally, **Labor § 19:1 to 19:128**
exclusions from units
confidential employees, **Labor § 19:49 to 19:54, 24:38**
federal employment, **Labor § 24:37 to 24:39**
professional employees, **Labor § 24:39**
related to management employees, **Labor § 19:62 to 19:67**
existing bargaining units
appropriate bargaining units, **Labor § 19:18 to 19:20**
consolidation, federal employment, **Labor § 24:40**
food, below
improper or inappropriate matters, below
maintenance units, below
multiemployer units, below
multi-facility units, below
National Labor Relations Board (this index)
offices, below
one-facility units, below
one-person units, below
production and maintenance units, below
separate units, below
size of unit
decertification of union, **Labor § 17:7**
distribution operations, **Labor § 19:91**
selection of target employer, **Labor § 16:26**

UNIONS AND UNION PRACTICES—Cont'd
Bargaining units—Cont'd
Unfair Labor Practices (this index)
voter eligibility, **Labor § 22:98 to 22:134**
Beginners, types of workers included in appropriate bargaining units, **Labor § 19:68**
Benefits
comparison of benefits, below
drawing attention to nonunion benefits, decertification of union, **Labor § 17:12**
fringe benefits, below
granting benefits during organizing campaign, **Labor § 16:84**
increases, conduct of employer in election campaigns, **Labor § 22:79, 22:80**
obtaining information about target employer's benefits, nonunion employer's guide to union organizing, **Labor § 16:22**
positive features of present benefits, consequences of union victory on employer's business, **Labor § 16:62**
promises of benefits after union defeat, nonunion employer's guide to union organizing, **Labor § 16:67 to 16:69**
strike benefits, statements by union in election campaigns, **Labor § 22:61**
Binding nature, consent election agreements, **Labor § 20:4**
Blocking charges
effect on validity of decertification petition, **Labor § 17:20**
impact of unfair labor practice charges, **Labor § 18:190 et seq.**
Bonds of contractors, **Comp § 43:80**
Boundaries of state, merchandising bargaining units, **Labor § 19:109**
Box. Ballot box, above
Breach of duty of fair representation
federal employment, unfair labor practices, **Labor § 39:279**
Labor Management Relations Act (this index)
National LABOR Relations Act, applicability of state law to matters covered by federal labor relations law, **Labor § 12:15**
National LABOR Relations Board, impact on NLRB's right to consider dispute, **Labor § 11:53**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Briefs
answering briefs, above
representation hearings, **Labor § 20:36**
review by NLRB of Regional Director's decision, **Labor § 21:13, 21:14**
Bringing community pressure to bear, initial union campaign actions, **Labor § 16:87**
Broad discretion of NLRB in supervising elections, **Labor § 22:4**
Broad units
food processing facilities, **Labor § 19:79**
merchandising, **Labor § 19:111**
Bulletins. Informational bulletins, below
Burden of proof, hearings on election objections and challenges, **Labor § 23:147, 23:148**
Bus companies, bargaining units, **Labor § 19:87**

UNIONS AND UNION PRACTICES—Cont'd
Business
bargaining units, **Labor § 19:75 to 19:128**
consequences of union victory on employer's business, nonunion employer's guide to union organizing, **Labor § 16:57 to 16:62**
effect of union on business, statements by employer in election campaigns, **Labor § 22:36**
loss of business, statements by union in election campaigns, **Labor § 22:51**
Bylaws of union
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:62**
Labor-Management Reporting and Disclosure Act (this index)
misrepresentation of bylaws, who may act as collective bargaining representative, **Labor § 18:39**
state statutes regulating internal union affairs, **Labor § 70:22**
Unfair Labor Practices (this index)
Campaigns
general discussion, **Labor § 22:19 to 22:97**
difference between initial organizing campaign and decertification, perspective of union, **Labor § 17:37**
employer campaigning after filing of petition, **Labor § 17:26**
federal employment, **Labor § 24:42**
LABOR-Management Reporting and Disclosure Act, **Labor § 66:32 to 66:40**
nonunion employer's guide, **Labor § 16:15, 16:16, 16:29 to 16:40, 16:48 to 16:98**
nonunion employer's guide to union organizing, **Labor § 16:85 to 16:88**
rerun elections, **Labor § 16:35**
threats, below
Captive audience speeches, delivery of statements in election campaigns, **Labor § 22:33**
Cards. Authorization cards, above
Carriers
air carriers, transportation bargaining units, **Labor § 19:86**
Railway Labor Act (this index)
Casual employees, types of workers included in appropriate bargaining units, **Labor § 19:69**
Cause
union-caused harm, statements by employer in election campaigns, **Labor § 22:35**
victory by union will cause serious harm, campaign statements expressing disadvantages of unionism, **Labor § 16:49**
Certification
general discussion, **Labor § 23:198 to 23:202, 23:203 to 23:211**
bar, **Labor § 18:32, 18:134 et seq.**
conduct of election, termination of voting, **Labor § 23:89**
consent election agreements, **Labor § 20:14, 20:15**
decertification, below
discrimination after certification, who may act as collective bargaining representative, **Labor § 18:38**
federal employment, **Labor § 24:45**
federal employment, exclusive representative, **Labor § 24:44, 24:45**

UNIONS AND UNION PRACTICES—Cont'd
Certification—Cont'd
impact of valid election and union certification, filing representation petition, **Labor § 18:134 et seq.**
issuance of certification, **Labor § 23:195**
multiple unions on ballot, tie votes, **Labor § 23:109**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:44**
National Labor Relations Board, below
petitions. Certification petitions, below
post-hearing procedures at regional level, election objections and challenges, **Labor § 23:160**
Railway LABOR Act, selection of representative, **Labor § 24:21**
selection of representatives, generally, **Labor § 23:189 to 23:211**
showing of interest required for representation petition, rules for selection of representative, **Labor § 18:77**
state certification, unit clarification, **Labor § 23:224**
uncertified unions, below
Certification petitions
general discussion, **Labor § 18:51, 18:52**
acceptance by NLRB of disclaimers of interest, **Labor § 18:123, 18:124**
contents, **Labor § 18:59, 18:60**
information requested of parties, **Labor § 18:95**
Challenges
ballots, determination of outcome of election, **Labor § 23:90 to 23:93, 23:103 to 23:105**
post-election procedures, effect of election challenges on certification, **Labor § 23:192**
unresolved election challenges, **Labor § 23:120 to 23:187**
voter eligibility, **Labor § 23:4**
voting challenges, **Labor § 23:71 to 23:83**
Challenges or contests, holding by employer during election campaigns, **Labor § 22:85**
Change. Amendment, modification or change, above
Character attacks, election campaigns, **Labor § 22:25**
Charges
blocking charges, above
discrimination charge against union, effect on certification, **Labor § 23:193**
individual charges, impact on filing representation petition, **Labor § 18:196 et seq.**
Chart campaign strategy, initial employer actions in response to organizing campaign, **Labor § 16:39**
Checkoffs
defective contract provision, contract bar, **Labor § 18:164**
National LABOR Relations Board, deference to arbitration awards, **Labor § 10:16**
state labor relations statutes enforced by courts, unauthorized checkoffs, **Labor § 62:46**
Unfair Labor Practices (this index)
Choice or option
available options, initial determinations by Regional Director, **Labor § 18:108**
deunionization, **Labor § 17:2, 17:3**
election ballots, **Labor § 23:32**
proper representation petition, **Labor § 18:42 et seq.**
Circulation of election campaign literature at last-minute, **Labor § 22:32**

UNIONS AND UNION PRACTICES—Cont'd
Civil rights leaders, appeals by third party in election campaigns, **Labor § 22:70**
Clarification
bargaining units, above
objectionable waiver of initiation fees, conduct of union in election campaigns, **Labor § 22:90**
Classifications, supervisor's job functions, **Labor § 19:61**
Clearances, challenged election ballots, **Labor § 23:91 to 23:93**
Clear intent of voter, election ballots, **Labor § 23:38**
Clericals
manufacturing, bargaining units, **Labor § 19:77, 19:78**
offices, below
Closing
plant closing, statements by employer in election campaigns, **Labor § 22:43**
polls
early poll closing, termination of voting, **Labor § 23:84**
late poll closing, termination of voting, **Labor § 23:85**
voters arriving after polls close, termination of voting, **Labor § 23:87**
resumption of operations after closing, contract bar, **Labor § 18:181**
Coercion
contract bar, **Labor § 18:161**
election rules, **Labor § 22:9**
Collective bargaining
agreements. Collective bargaining agreements, below
continuing duty of employer to bargain, decertification of union, **Labor § 17:23**
history of bargaining, newly-found units, **Labor § 19:13**
limitations on individual bargaining, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
orders, campaign tactics, **Labor § 16:36**
posture, statements by employer in election campaigns, **Labor § 22:46**
refusal to bargain
certification bar, **Labor § 18:137**
consequences of union victory on employer's business, **Labor § 16:61**
scratch, bargaining from, consequences of union victory on employer's business, **Labor § 16:60**
selection of bargaining representatives, **Labor § 16:1 to 24:73**
units. Bargaining units, above
Collective bargaining agreements
general discussion, **Labor § 47:1 to 47:124**
amendment. modification, below this group
confidential employee responsibility for contract interpretation, types of workers included in appropriate bargaining units, **Labor § 19:54**
description of unit clause, **Labor § 47:26**
drug and alcohol testing, **Labor § 47:85**
election date for deauthorization, **Labor § 23:15**
existing agreement
deauthorization, **Labor § 23:229**
impact on filing representation petition, **Labor § 18:144 et seq.**
unit clarification, **Labor § 23:221**
modification
clause, time for filing representation petition, **Labor § 18:186, 18:187**

UNIONS AND UNION PRACTICES—Cont'd
Collective bargaining agreements—Cont'd
modification—Cont'd
contract bar, agreements amended, **Labor § 18:160**
prehire agreements, below
security provisions
general discussion, **Labor § 47:27**
illegal clause, contract bar, **Labor § 18:162**
time for filing representation petition, **Labor § 18:183 et seq.**
Colleges and universities, bargaining units, **Labor § 19:121 to 19:125**
Combination of hearing with unfair labor practice proceedings, election objections and challenges, **Labor § 23:146**
Comments or remarks
propaganda statement comments in election campaigns, **Labor § 22:19 to 22:28**
unfair labor practices, disparaging remarks about union, **Labor § 26:31 to 26:35**
Commitment from employees, initial union campaign actions, **Labor § 16:88**
Communication or communications
effective communications, nonunion employer's guide to union organizing, **Labor § 16:4 to 16:6**
initial communications
NLRB's role in processing representation petition, **Labor § 18:92 et seq.**
organizing campaign actions of union, **Labor § 16:86**
sample written employer communications, nonunion employer's guide to union organizing, **Labor § 16:74, 16:75**
Communists
qualifications of collective bargaining representative, communist-affiliated unions, **Labor § 18:33**
unfair labor practices, disparaging remarks that union is infiltrated by communists, **Labor § 26:31**
Community of interest standard, newly-found units, **Labor § 19:12**
Community pressure, initial union campaign actions, **Labor § 16:87**
Comparison of benefits
decertification, statements of employer, **Labor § 17:29**
unfair labor practices, adverse effects of unionizing statements, **Labor § 26:30**
Competitive edge loss, consequences of union victory on employer's business, **Labor § 16:58**
Complete, legal contracts, contract bar, **Labor § 18:153 et seq.**
Compliance with timely filing requirements, election objections, **Labor § 23:129**
Components of positive employee relations program, nonunion employer's guide to union organizing, **Labor § 16:4 to 16:13**
Composition of bargaining unit disputes, showing of interest required for representation petition, **Labor § 18:83**
Conditions
interest in bargaining unit employment conditions, voter eligibility, **Labor § 22:99**
laboratory conditions, election rules, **Labor § 22:6, 22:7**
Conduct of persons
campaign conduct, nonunion employer's guide to union organizing, **Labor § 16:76 to 16:84, 16:94 to 16:98**
election rules, **Labor § 22:8 to 22:97**
misconduct, below

UNIONS AND UNION PRACTICES—Cont'd
Conduct or conducting
elections
certification of conduct of election, termination of voting, **Labor § 23:89**
objections, **Labor § 23:121**
rerun elections, **Labor § 23:119**
employee poll, organizing campaign conduct, **Labor § 16:82**
hearings
election objections and challenges, **Labor § 23:144, 23:145**
representation hearings, **Labor § 20:24 to 20:29, 20:43**
review by NLRB of Regional Director's determination, **Labor § 23:180**
review by NLRB of Regional Director's determination, **Labor § 23:176**
Confidential employees
federal employment, exclusion from appropriate bargaining unit, **Labor § 24:38**
types of workers included in appropriate bargaining units, **Labor § 19:49 to 19:54**
Conflict of interest, who may act as collective bargaining representative, **Labor § 18:34 et seq.**
Consent elections
agreements
general discussion, **Labor § 20:1 to 20:15**
acceptance by NLRB of disclaimers of interest, **Labor § 18:126**
hearings, **Labor § 18:126, 20:10, 23:142**
objections and challenges, **Labor § 23:142**
post-hearing procedures at regional level, **Labor § 23:159**
hours for election, **Labor § 23:17**
issuance of certification, **Labor § 23:194**
Consequences, nonunion employer's guide to union organizing, **Labor § 16:57 to 16:66**
Consolidation
existing bargaining units, federal employment, **Labor § 24:40**
operations, contract bar, **Labor § 18:180**
Constitution of union
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
misrepresentation of constitution, who may act as collective bargaining representative, **Labor § 18:39**
Unfair Labor Practices (this index)
Construction and interpretation
confidential employees' responsibility for contract interpretation, types of workers included in appropriate bargaining units, **Labor § 19:54**
NLRB interpretations, campaign tactics, **Labor § 16:30**
Construction industry
bargaining units, **Labor § 19:95 to 19:97**
exception, impact of voluntary recognition of union by employer, **Labor § 18:142**
prehire agreements, below
unusual employment patterns, voter eligibility, **Labor § 22:105**
Contents
certification petitions, **Labor § 18:59, 18:60**

UNIONS AND UNION PRACTICES—Cont'd
Contents—Cont'd
contract contents required to constitute contract bar, **Labor § 18:147**
deauthorization petitions, **Labor § 18:64**
decertification petitions, **Labor § 18:61**
election notices, **Labor § 23:23**
evidence, election objections, **Labor § 23:133**
expedited representation proceeding petitions, **Labor § 18:65**
record, review by NLRB of Regional Director's determination, **Labor § 23:170**
representation petitions, **Labor § 18:59 et seq.**
request for review by NLRB of Regional Director's decision, **Labor § 21:7**
Contests (games), holding by employer during election campaigns, **Labor § 22:85**
Context, statements by employer, **Labor § 16:43**
Continuances, representation hearings, **Labor § 20:34**
Continuing duty of employer to bargain, decertification of union, **Labor § 17:23**
Contracts or agreements
collective bargaining agreements, above
consent elections, above
electioneering at polling place, **Labor § 23:61**
encouragement of agreement by parties, challenged ballots, **Labor § 23:90**
nonemployees, types of workers included in appropriate bargaining units, **Labor § 19:36**
no-raiding agreements, below
not to represent certain employees, who may act as collective bargaining representative, **Labor § 18:41**
prehire agreements, below
settlement agreements, below
Control of proceedings, consent election agreements, **Labor § 20:12, 20:15**
Convenience of voters, election hours, **Labor § 23:16**
Conversations
minor conversations, delivery of statements in election campaigns, **Labor § 22:31**
parties and voters, polling place, **Labor § 23:59**
Copies of representation petition filed, **Labor § 18:46**
Corporations
management's relatives, types of workers included in appropriate bargaining units, **Labor § 19:64**
officers' relatives, types of workers included in appropriate bargaining units, **Labor § 19:63**
stockholders or shareholders, below
Corrections, certification, **Labor § 23:198**
Correct voter eligibility list, failure of employer to provide, **Labor § 23:5**
Corruption
federal employment, eligibility of union for recognition as exclusive representative, **Labor § 24:26**
qualifications of collective bargaining representative, **Labor § 18:28**
Costs of transportation, conduct of union in election campaigns, **Labor § 22:94**
Counsel. Attorneys, above
Counting. Tabulation, below

UNIONS AND UNION PRACTICES—Cont'd
Courts
availability of judicial protection for nonunion employees, **Labor § 16:71**
deference to NLRB authority in representation proceedings, **Labor § 18:7**
federal district court actions, NLRB authority in representation proceedings, **Labor § 18:9**
Coverage of agreements, contract bar, **Labor § 18:158, 18:159**
Craft units
general discussion, **Labor § 19:32 to 19:34**
Railway Labor Act (this index)
Creation. Establishment or creation, below
Creative fringe benefits, nonunion employer's guide to union organizing, **Labor § 16:10**
Critical period
campaign tactics, nonunion employer's guide to union organizing, **Labor § 16:31**
violation of standard of conduct, election rules, **Labor § 22:16**
Cross-examination of witnesses, hearings on election objections and challenges, **Labor § 23:155**
Cross-petitioners, showing of interest required for representation petition, **Labor § 18:76**
Culpability of union for third party conduct, election rules, **Labor § 22:13**
Curtailment of business, consequences of union victory on employer's business, **Labor § 16:59**
Custodial and maintenance units, schools, colleges and universities, **Labor § 19:121**
Custody of ballot box, termination of voting, **Labor § 23:88**
Data. Information, below
Date. Time or date, below
Deauthorization
elections
date of election, **Labor § 23:15**
pre-election hearings, **Labor § 20:23, 20:29**
protests of results, **Labor § 23:126**
petitions
general discussion, **Labor § 17:32, 17:33, 18:57**
contents, **Labor § 18:64**
contract bar, **Labor § 18:152**
investigations, **Labor § 18:106**
post-election procedures, generally, **Labor § 23:227 to 23:229**
Unfair Labor Practices (this index)
Decertification
general discussion, **Labor § 17:5 to 17:31, 17:37**
campaigns, above
elections, **Labor § 17:22**
petitions
general discussion, **Labor § 18:53, 18:54**
acceptance by NLRB of disclaimers of interest, **Labor § 18:125**
contents, **Labor § 18:61**
contract bar, **Labor § 18:151**
filing, **Labor § 17:15 to 17:31, 18:54**
statements of employer before and after filing of petition, **Labor § 17:15 to 17:31**
Unfair Labor Practices (this index)

UNIONS AND UNION PRACTICES—Cont'd
Decisions
failure to explain representation decisions, **Labor § 18:6**
NLRB decisions after review of Regional Director's decisions or determinations, **Labor § 21:18, 23:177**
Regional Directors, below
right to hearing on election objections and challenges, **Labor § 23:139**
votes needed for decision, determination of outcome of election, **Labor § 23:106, 23:107**
Defeat
promises of benefits, **Labor § 16:67 to 16:69**
unfair labor practices, secondary strikes at construction sites, **Labor § 38:68**
Defective checkoff provision in contract, contract bar, **Labor § 18:164**
Deference of courts, NLRB authority in representation proceedings, **Labor § 18:7**
Defunctness of union, contract bar, **Labor § 18:175**
Degree of guard union affiliation required to bar certification, **Labor § 18:32**
Delegation of matters. Regional Directors, below
Delinquent dues
LABOR-Management Reporting and Disclosure Act, voting rights of union members, **Labor § 66:47**
unfair labor practices, interference with employee rights by union, **Labor § 27:20**
Delivery
statements, election campaigns, **Labor § 22:29 to 22:33**
Demand for recognition, response of employer, **Labor § 16:38**
Denial. Approval or denial, above
Deportation threats, statements by union during campaign, **Labor § 16:93**
Description
collective bargaining agreements, unit description clause, **Labor § 47:26**
job description, professional employees, **Labor § 19:38**
Designation of agent, NLRB's role in processing representation petition, **Labor § 18:97**
Determinations
bargaining units, above
existence of representation question, NLRB assistance in choosing proper representation petition, **Labor § 18:66**
factors
choosing deunionization option, **Labor § 17:3**
geography, multi-facility single employer bargaining units, **Labor § 19:25**
outcome of election, **Labor § 23:90 to 23:119**
preferences of employees, unit clarification, **Labor § 23:215**
Regional Directors, below
target employer's labor history, nonunion employer's guide to union organizing, **Labor § 16:23**
Deunionization
deauthorization, above
decertification, above
guide for employers, **Labor § 17:1 to 17:39**
Difference between initial organizing campaign and decertification, perspective of union, **Labor § 17:37**
Different election ballots, distinguishing, **Labor § 23:36**

UNIONS AND UNION PRACTICES—Cont'd
Direction of election
decision of Regional Director, review by NLRB, **Labor § 23:168**
duty, **Labor § 22:2, 24:41**
federal employment, duty of agency, **Labor § 24:41**
issuance of certification, **Labor § 23:196**
post-hearing procedures at regional level, **Labor § 23:161**
Disadvantages of unionism, campaign statements, **Labor § 16:48 to 16:56**
Discharged employees
types of workers included in appropriate bargaining units, **Labor § 19:72**
voter eligibility, **Labor § 22:118 to 22:121**
Disclaimers of interest
acceptance by NLRB, **Labor § 18:122 et seq.**
contract bar, **Labor § 18:149**
Discontent of employees, anticipation by employer, **Labor § 16:12**
Discretion. National Labor Relations Board, below
Discrimination
anti-union discrimination, conduct of employer in election campaigns, **Labor § 22:76**
charge against union, effect on certification, **Labor § 23:193**
election observers from union, **Labor § 23:52**
racially discriminatory provision in contract, contract bar, **Labor § 18:165**
state labor relations statutes enforced by courts, **Labor § 62:40**
statements by union in election campaigns, **Labor § 22:65**
supporters of union, employer's organizing campaign conduct, **Labor § 16:80**
who may act as collective bargaining representative, **Labor § 18:37, 18:38**
Dismissal
individual charges, **Labor § 18:203, 18:204**
initial determinations by Regional Director, **Labor § 18:111 et seq., 18:117 et seq.**
Disparagement
election campaigns, statements by employer, **Labor § 22:37**
unfair labor practices, interference with employee rights by employer, **Labor § 26:31 to 26:35**
Disputes and resolution of disputes
absence of labor dispute, representation petition, **Labor § 18:50**
arbitration, above
bargaining unit composition, showing of interest required for representation petition, **Labor § 18:83**
federal employment, national consultation rights, **Labor § 24:48**
Jurisdictional Disputes (this index)
Railway LABOR Act, application for National Mediation Board investigation of representation disputes, **Labor § 24:4 to 24:12**
Disqualification or ineligibility
incorrect disqualifications on employer, who may act as collective bargaining representative, **Labor § 18:22**
revocation of certification, ineligibility of union, **Labor § 23:208**

UNIONS AND UNION PRACTICES—Cont'd
Disruption of plant operations through rules violations, campaign conduct, **Labor § 16:96**
Dissatisfaction of employees, employer elimination of sources, **Labor § 16:3**
Distinguishing different election ballots, **Labor § 23:36**
Distribution
election notices, **Labor § 23:30**
no-distribution rule enforcement, campaign conduct, **Labor § 16:79**
operations, bargaining units, **Labor § 19:91 to 19:94**
sample ballots, employer, **Labor § 16:73**
Documents
alterations of NLRB documents, election campaigns, **Labor § 22:21, 22:22**
appending documents to evidentiary record, review by NLRB of Regional Director's determination, **Labor § 23:174**
failure of party to submit documents, review by NLRB of Regional Director's determination, **Labor § 23:175**
filing documents, review by NLRB of Regional Director's determination, **Labor § 23:162, 23:164, 23:166, 23:167**
Domination of unions
National LABOR Relations Board, remedial orders, **Labor § 43:111 to 43:113**
qualifications of collective bargaining representative, **Labor § 18:29**
state labor relations statutes enforced by courts, **Labor § 62:24**
Unfair Labor Practices (this index)
Doubt
number of employees in doubt, showing of interest required for representation petition, **Labor § 18:82 et seq.**
unfair labor practices, evidence of good faith doubt of union's majority status, **Labor § 33:18**
Drawing attention to nonunion pay, benefits and working conditions, decertification of union, **Labor § 17:12**
Drivers. Truck drivers, below
Dual-function employees, types of workers included in appropriate bargaining units, **Labor § 19:45, 19:46**
Dues
checkoffs, above
delinquent dues, above
election campaign statements, **Labor § 22:38, 22:57**
federal employment, assignment of dues deductions to union representatives, **Labor § 39:259 to 39:262**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Board (this index)
price of union dues, statements of employer for decertification of union, **Labor § 17:28**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
withholding union dues, conduct of employer in election campaigns, **Labor § 22:83**
Dues and membership fees as employee benefit, **Ben § 15:121**
Duration
certification bar, **Labor § 18:136**
contract bar, **Labor § 18:148**

UNIONS AND UNION PRACTICES—Cont'd
Duties
confidential employees, types of workers included in appropriate bargaining units, **Labor § 19:53, 19:54**
continuing duty of employer to bargain, decertification of union, **Labor § 17:23**
direction of election, **Labor § 22:2, 24:41**
exclusive certification responsibility, NLRB authority in representation proceedings, **Labor § 18:2**
fairness duty, scope of selected representative's role, **Labor § 18:12**
fair representation duty, below
hearing officer, representation hearings, **Labor § 20:27**
National Labor Relations Board, below
Regional Director, investigation of election objections and unresolved challenges, **Labor § 23:134**
voter eligibility lists, **Labor § 23:2, 23:9**
Early matters
arrival of voters, pre-voting activities, **Labor § 23:65**
closing of polls, termination of voting, **Labor § 23:84**
membership encouragement, unfair labor practices, **Labor § 27:79**
Economic matters
rivalry with employer, potential conflict of interest relationships, **Labor § 18:36**
strikers
eligibility to vote, **Labor § 22:122 to 22:125**
right to vote as factor in setting election date, **Labor § 23:14**
Education and experience requirements, **Emp P § 66:65, 66:81**
Effective matters
communications, nonunion employer's guide to union organizing, **Labor § 16:4 to 16:6**
make effective use of supervisors, initial employer actions in response to organizing campaign, **Labor § 16:40**
Electioneering
conduct of third party, election campaigns, **Labor § 22:96**
election observers, **Labor § 23:50**
polling place, **Labor § 23:57 to 23:61**
Election or option. Choice or option, above
Elections
ballots, above
campaigns, above
certification elections, methods of selecting representative, **Labor § 18:15**
challenges, above
conduct or conducting, above
consent elections, above
date of election, **Labor § 22:102, 23:10 to 23:15**
deauthorization, above
decertification of union, **Labor § 17:22**
direction of election, above
electioneering, above
expedited elections
investigation of objections, **Labor § 23:136**
pre-election hearings, **Labor § 20:22, 20:28**
protests of election results, **Labor § 23:125**
review by NLRB of Regional Director's determination on objections and challenges, **Labor § 23:169**
voter eligibility list exception, **Labor § 23:8**
federal employment, selection of exclusive representative, **Labor § 24:31, 24:41 to 24:43**

UNIONS AND UNION PRACTICES—Cont'd
Elections—Cont'd
holding elections
general discussion, **Labor § 23:10 to 23:52**
rerun elections, **Labor § 23:117**
runoff elections, **Labor § 23:111**
impact of valid election, filing representation petition, **Labor § 18:134 et seq.**
Labor-Management Reporting and Disclosure Act (this index)
objections
general discussion, **Labor § 23:120 to 23:187**
effect on certification, **Labor § 23:192**
runoff elections, **Labor § 23:112**
observers for elections, below
outcome of election, below
post-election matters
individual charges, **Labor § 18:200**
procedures, generally, **Labor § 23:188 to 23:229**
prohibition against post-election eligibility challenges, **Labor § 23:122**
runoff elections, **Labor § 23:113**
pre-election matters
discrimination, who may act as collective bargaining representative, **Labor § 18:37**
representation hearings, **Labor § 20:16 to 20:47**
privately administered elections, methods of selecting representative, **Labor § 18:18**
procedures, generally, **Labor § 23:1 to 23:187**
Railway LABOR Act, selection of representative, **Labor § 24:6, 24:18 to 24:20**
rerun elections, below
rules, **Labor § 22:1 to 22:97**
runoff elections, below
second elections, below
selection of representatives, generally, **Labor § 22:1 to 23:187**
setting aside election, organizing campaign tactics, **Labor § 16:32**
votes, voters and voting, below
Eligibility of voters. Votes, voters and voting, below
Elimination
contests in local unions, LABOR-Management Reporting and Disclosure Act, **Labor § 66:27**
sources of employee dissatisfaction, nonunion employer's guide to union organizing, **Labor § 16:3**
work, consequences of union victory on employer's business, **Labor § 16:57**
Employee Retirement Income Security Act, **Ben § 2:71**
Employees of union
National LABOR Relations Act, coverage, **Labor § 5:10**
Employees of unions
Labor-Management Reporting and Disclosure Act (this index)
Employer, liability as, **Emp P § 20:3, 66:10**
Employment Practices (this index)
Encouragement
agreement by parties, challenged ballots, **Labor § 23:90**
mutual agreement of representation issues, consent election agreements, **Labor § 20:2**
Energy operations, bargaining units, **Labor § 19:98 to 19:100**

UNIONS AND UNION PRACTICES—Cont'd
Enforcement
no-distribution rules, campaign conduct, **Labor § 16:79**
no-solicitation rule enforcement, below
Enlargement attempts by union, unit clarification, **Labor § 23:220**
Entertainment, bargaining units, **Labor § 19:101 to 19:104**
Environment
creation of positive labor environment, nonunion employer's guide to union organizing, **Labor § 16:3, 16:10**
impact of industrial environment on NLRB's determination, craft units, **Labor § 19:34**
Equal Employment Opportunity Commission, **Emp P § 83:56**
Equal Pay Act liability, **Emp P § 66:7**
Errors
challenged ballots, erroneous challenge clearance, **Labor § 23:92**
election notices, **Labor § 23:26**
incorrect matters, below
NLRB error, conduct of third party in election campaigns, **Labor § 22:97**
Establishment or creation
craft units, duty of NLRB, **Labor § 19:33**
election standards, NLRB, **Labor § 22:3**
positive labor environment, nonunion employer's guide to union organizing, **Labor § 16:2, 16:3**
reasonable belief by employer that union has lost majority status, management petition for deunionization, **Labor § 17:35, 17:36**
Evaluation
election conduct evaluated on case-by-case basis, **Labor § 22:8**
racial propaganda in election campaigns, **Labor § 22:27**
Evidence
federal employment, evidence furnished by union to establish its freedom from illegal influences, **Labor § 24:27**
hearings
election objections and challenges, **Labor § 23:147 to 23:155**
representation hearings, **Labor § 20:32, 20:37 to 20:39**
objections to elections, **Labor § 23:131 to 23:133**
presumed majority status of incumbent union, contract bar, **Labor § 18:145**
record, review by NLRB of Regional Director's determination, **Labor § 23:170 to 23:175**
representation hearings, **Labor § 20:32, 20:37 to 20:39**
showing of interest required for representation petition, **Labor § 18:89, 18:90**
Evidence, apprenticeship, **Emp P § 66:84**
Exceptions to reports, election objections and challenges, **Labor § 23:156, 23:162, 23:163, 23:183 to 23:185**
Exclusions
bargaining units, above
certification bar, **Labor § 18:135**
construction industry exclusion, impact of voluntary recognition of union by employer, **Labor § 18:142**
election hours, **Labor § 23:17**
expedited election exclusion, voter eligibility lists, **Labor § 23:8**
Interlake exclusion for runoff elections, eligibility period, **Labor § 22:107**

UNIONS AND UNION PRACTICES—Cont'd
Exclusions—Cont'd
prior exclusion from voting, voting challenges, **Labor § 23:83**
unfair labor practice allegations, representation hearings, **Labor § 20:39**
Exclusive matters
bargaining relationship exclusivity, scope of selected representative's role, **Labor § 18:11**
certification responsibility, NLRB authority in representation proceedings, **Labor § 18:2**
service on exclusive agents, NLRB's role in processing representation petition, **Labor § 18:101**
Execution of contract, time for filing representation petition, **Labor § 18:188, 18:189**
Executive Order 11246 liability, **Emp P § 66:8**
Exemptions. Exclusions, above
Existence
no-raiding agreements, NLRB's role in processing representation petition, **Labor § 18:128 et seq.**
question of representation, **Labor § 18:66, 20:18**
voluntary units, multiemployer units, **Labor § 19:28**
Existing matters
bargaining units, above
collective bargaining agreements, above
Expectation of recall, voter eligibility of laid-off employees, **Labor § 22:117**
Expedited matters
elections, above
representation proceedings. Expedited representation proceedings, below
Expedited representation proceedings
dismissal of petition, initial determinations by Regional Director, **Labor § 18:113, 18:118**
petitions
general discussion, **Labor § 18:58**
contents, **Labor § 18:65**
dismissal of petition, initial determinations by Regional Director, **Labor § 18:113, 18:118**
investigations, **Labor § 18:107**
showing of interest required, **Labor § 18:77**
Expeditious handling of voting challenges, **Labor § 23:82**
Expired contracts, contract bar, **Labor § 18:172**
Explanation of bargaining unit determination required of NLRB, **Labor § 19:4**
Expression or expressions
employers, nonunion employer's guide to union organizing, **Labor § 16:41 to 16:56**
unfair labor practices, anti-union sentiment, **Labor § 26:82**
union statements during organizing campaign, **Labor § 16:89**
Extension of time for filing
documents, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:167**
evidence, election objections, **Labor § 23:132**
premature extension doctrine, representation petition, **Labor § 18:184**
Extent of prior union organization, newly-found units, **Labor § 19:14**
Facsimile of NLRB ballot, partisan use, **Labor § 22:23**

UNIONS AND UNION PRACTICES—Cont'd
Factors
appropriate bargaining units, federal employment, **Labor § 24:36**
decertification of union, **Labor § 17:7 to 17:9**
determinations, above
election date, **Labor § 23:13, 23:14**
geography and geographic factors, below
selecting target employer, nonunion employer's guide to union organizing, **Labor § 16:25 to 16:28**
Facts
NLRB assistance in choosing proper representation petition, factual information, **Labor § 18:67**
stipulations of fact, representation hearings, **Labor § 20:38**
substantial and material factual issues, hearings on election objections and challenges, **Labor § 23:140**
Faculty of schools, colleges and universities, bargaining units, **Labor § 19:124, 19:125**
Failure to begin promptly, election hours, **Labor § 23:18**
Failure to explain representation decisions, NLRB, **Labor § 18:6**
Failure to make timely showing of interest, representation petition, **Labor § 18:73**
Failure to post election notices, **Labor § 23:24**
Failure to provide
correct voter eligibility list, **Labor § 23:5**
information, dismissal by Regional Director, **Labor § 18:114**
Failure to submit documents, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:175**
Failure to transmit evidentiary record, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:173**
Fair Labor Standards Act and Similar State Laws (this index)
Fairness duty, scope of selected representative's role, **Labor § 18:12**
Fair representation duty
breach of duty of fair representation, above
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Family or relatives. Management, below
Federal district court actions, NLRB authority in representation proceedings, **Labor § 18:9**
Federal Employment (this index)
Fees
initiation fees
NLRB complaint, **Labor § 42:98**
Unfair Labor Practices (this index)
waiver, **Labor § 16:97, 22:88 to 22:90**
LABOR-Management Reporting and Disclosure Act, rights of union members, **Labor § 64:4, 64:16 to 64:20**
state statutes, regulation of internal union affairs in Florida, **Labor § 70:12**
Unfair Labor Practices (this index)
Filing
answering briefs, election objections and challenges, **Labor § 23:157, 23:164, 23:186**
briefs, review by NLRB of Regional Director's decision, **Labor § 21:13**
decertification petitions, **Labor § 17:15 to 17:31, 18:54**

UNIONS AND UNION PRACTICES—Cont'd
Filing—Cont'd
documents, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:162, 23:164, 23:166, 23:167**
evidence for objections to elections, **Labor § 23:131, 23:132**
exceptions to reports, election objections and challenges, **Labor § 23:156, 23:162, 23:183, 23:184**
extension of time for filing, above
individual charges, **Labor § 18:205**
objections to elections, **Labor § 23:124, 23:127 to 23:133**
representation petitions, below
request for review by NLRB of Regional Director's decision, **Labor § 21:2 to 21:5**
right to file
answering briefs, election objections and challenges, **Labor § 23:157, 23:164, 23:186**
exceptions to report, election objections and challenges, **Labor § 23:156, 23:162, 23:183**
statement opposing review by NLRB of Regional Director's decision, **Labor § 21:8**
time or date, below
unfair labor practices charges, perspective of union in deunionization, **Labor § 17:39**
untimely matters, below
voter eligibility list, consent election agreements, **Labor § 20:9**
Films. Movies, below
Financial obligations of union members, campaign statements expressing disadvantages of unionism, **Labor § 16:52**
Financing of pension plan, impact on deunionization, **Labor § 17:4**
Flexible, balancing approach of NLRB, newly-found units, **Labor § 19:11**
Fluctuating work force, showing of interest required for representation petition, **Labor § 18:82**
Focusing on vulnerable target employer, nonunion employer's guide to union organizing, **Labor § 16:19**
Food
processing facilities, bargaining units, **Labor § 19:79**
refreshments, below
restaurants, bargaining units, **Labor § 19:106**
wholesale grocery operations, bargaining units, **Labor § 19:94**
Foreign language
ballots for elections, **Labor § 23:37**
notices for elections, **Labor § 23:28**
Forgeries
election campaigns, **Labor § 22:20**
validity of showing of interest required for representation petition, **Labor § 18:86**
Formal matters
method for tabulation of unchallenged votes, determination of outcome of election, **Labor § 23:99**
necessity for formal recognition, impact of voluntary recognition of union by employer, **Labor § 18:140**
Former matters. Prior or previous matters, below
Form or format
certification, post-election procedures, **Labor § 23:190**
motions, representation hearings, **Labor § 20:41**

UNIONS AND UNION PRACTICES—Cont'd
Form or format—Cont'd
request for review by NLRB of Regional Director's decision, **Labor § 21:6**
Forms, representation petitions, **Labor § 18:44**
Fringe benefits
creative fringe benefits, nonunion employer's guide to union organizing, **Labor § 16:10**
improvements, promises by employer, **Labor § 16:68**
statements in election campaigns, **Labor § 22:45, 22:60**
Full consent agreements, **Labor § 20:13**
Full intervenors, showing of interest required for representation petition, **Labor § 18:78**
Full-time faculty, bargaining units in schools, colleges and universities, **Labor § 19:124**
Function or functions
construction industry, bargaining units, **Labor § 19:95**
dual-function employees, types of workers included in appropriate bargaining units, **Labor § 19:45, 19:46**
election observers, **Labor § 23:49**
insurance industry bargaining units, functional approach, **Labor § 19:117**
supervisor's job functions, types of workers included in appropriate bargaining units, **Labor § 19:55 to 19:61**
truck drivers performing other functions, types of workers included in appropriate bargaining units, **Labor § 19:48**
Futility
supporting union, organizing campaign statements expressing disadvantages of unionism, **Labor § 16:48**
unfair labor practices, disparaging remarks about union, **Labor § 26:33**
union as employee representative, statements by employer in election campaigns, **Labor § 22:34**
Future injunction proceedings, unit clarification, **Labor § 23:226**
General Counsel
authority to alter proceedings, processing representation petition, **Labor § 18:120**
filing of representation petition, **Labor § 18:48**
representation hearings, **Labor § 20:19**
Genetic Information Nondiscrimination Act liability, **Emp P § 66:9.50**
Geography and geographic factors
decertification of union, **Labor § 17:8**
multi-facility single employer, bargaining units, **Labor § 19:25**
selection of target employer, nonunion employer's guide to union organizing, **Labor § 16:28**
Gifts
election campaign conduct, **Labor § 22:82, 22:91**
nominal gifts, organizing campaign conduct, **Labor § 16:98**
Giving nonunion status a chance, statements of employer for decertification of union, **Labor § 17:30**
Government matters
misrepresentations concerning government policy, statements by union in election campaigns, **Labor § 22:55**
officials, statements in election campaigns, **Labor § 22:72**
Granting
benefits during organizing campaign, **Labor § 16:84**
review by NLRB of Regional Director's decision, **Labor § 21:11 to 21:18**

UNIONS AND UNION PRACTICES—Cont'd
Granting—Cont'd
wage and benefit increases, conduct of employer in election campaigns, **Labor § 22:79**
Grievances
implementation of written grievance procedure, **Labor § 16:8**
individual matters
limitations on individual grievance rights, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
presentation of grievance, scope of selected representative's role, **Labor § 18:13**
solicitation of grievance by employer, scope of selected representative's role, **Labor § 18:14**
limitations on individual grievance rights, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
participation in grievance activities, supervisor's job functions, **Labor § 19:56**
pending grievance proceeding, voter eligibility of unlawfully discharged employees, **Labor § 22:121**
solicitation of grievances
conduct of employer in election campaigns, **Labor § 22:87**
individual solicitation of grievance by employer, **Labor § 18:14**
promises of benefits after union defeat, **Labor § 16:69**
Grounds
granting review by NLRB of Regional Director's decision, **Labor § 21:11**
revocation of certification, **Labor § 23:206 to 23:211**
Guards
qualifications of collective bargaining representative, guard unions and affiliates, **Labor § 18:31, 18:32**
separation of guards from nonguards, unit clarification, **Labor § 23:223**
types of workers included in appropriate bargaining units, **Labor § 19:41, 19:42**
Guides for employers
deunionization, **Labor § 17:1 to 17:39**
nonunion employer's guide to union organizing, **Labor § 16:1 to 16:98**
Handling of voting challenges expeditiously, **Labor § 23:82**
Harassment of nonunion employees, **Emp P § 66:103**
Harm caused by union or union victory, statements by employer, **Labor § 16:49, 22:35**
Health care, bargaining units, **Labor § 19:118 to 19:120**
Hearings
conduct or conducting, above
consent election agreements, **Labor § 18:126, 20:10, 23:142**
election objections and challenges, **Labor § 23:137 to 23:161**
evidence, above
examiner, election objections and challenges, **Labor § 23:145, 23:156**
notice, below
officers, representation hearings, **Labor § 20:25 to 20:27, 20:45**
post-hearing matters, below
representation hearings, **Labor § 20:16 to 20:47**

UNIONS AND UNION PRACTICES—Cont'd
Hearings—Cont'd
review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:178 to 23:181**
rights, below
Hiring hall
collective bargaining agreement provisions establishing, **Labor § 47:28**
National LABOR Relations Board, remedial orders, **Labor § 43:126, 43:127, 43:139**
operation
potential conflict of interest relationships, **Labor § 18:35**
Unfair Labor Practices (this index)
Unfair Labor Practices (this index)
History
bargaining history, newly-found units, **Labor § 19:13**
determining target employer's labor history, nonunion employer's guide to union organizing, **Labor § 16:23**
past history, unit clarification, **Labor § 23:219**
Holding
elections, above
lotteries and contests, conduct of employer in election campaigns, **Labor § 22:85**
meetings with employees, conduct of employer in election campaigns, **Labor § 22:84**
Hot cargo clause in agreement, contract bar, **Labor § 18:163**
Hotels, bargaining units, **Labor § 19:105**
Hours, elections, **Labor § 23:16 to 23:19**
Identification
union, election ballots, **Labor § 23:33**
voters, **Labor § 23:40, 23:68**
Illegal or unlawful matters
aliens, voter eligibility, **Labor § 22:130**
discharged employees, voter eligibility, **Labor § 22:119 to 22:121**
provisions contained in contracts, contract bar, **Labor § 18:161 et seq.**
union officials' unlawful activities, campaign statements expressing disadvantages of unionism, **Labor § 16:50**
Immigration Act liability, **Emp P § 66:9**
Impact
existing bargaining agreement, filing representation petition, **Labor § 18:144 et seq.**
individual charges, filing representation petition, **Labor § 18:196 et seq.**
industrial environment, impact on craft unit determination, **Labor § 19:34**
pension plan financing, deunionization, **Labor § 17:4**
rules, nonunion employer's guide to union organizing, **Labor § 16:29, 16:53**
strikes on employees, campaign statements expressing disadvantages of unionism, **Labor § 16:54**
unfair labor practice charges, filing representation petition, **Labor § 18:190 et seq.**
valid election and union certification, filing representation petition, **Labor § 18:134 et seq.**
voluntary recognition of union by employer, filing representation petition, **Labor § 18:139 et seq.**
Implementation
other personnel policy initiatives, nonunion employer's guide to union organizing, **Labor § 16:13**

UNIONS AND UNION PRACTICES—Cont'd
Implementation—Cont'd
written employee manual, nonunion employer's guide to union organizing, **Labor § 16:7**
written grievance procedure, nonunion employer's guide to union organizing, **Labor § 16:8**
Implications of deauthorization petition, **Labor § 17:33**
Improper or inappropriate matters
bargaining units
agreements covering, contract bar, **Labor § 18:158**
response of NLRB to proposed inappropriate units, **Labor § 19:8**
recognition, impact of voluntary recognition of union by employer, **Labor § 18:143**
Improvement or improvements
employee morale and performance, nonunion employer's guide to union organizing, **Labor § 16:9**
fringe benefits, promises of benefits after union defeat, **Labor § 16:68**
Inaccessibility, election notices, **Labor § 23:27**
Inappropriate matters. Improper or inappropriate matters, above
Inclusions
bargaining unit, unfair labor practices, **Labor § 33:29, 33:30**
intent to challenge voter eligibility on inclusion of voter's name on voter eligibility list, **Labor § 23:4**
Incomplete contracts, contract bar, **Labor § 18:166 et seq.**
Inconvenience to employees as factor, election date, **Labor § 23:13**
Incorrect matters
announcement of election hours, **Labor § 23:19**
disqualifications on employer, who may act as collective bargaining representative, **Labor § 18:22**
Increases
benefits, conduct of employer in election campaigns, **Labor § 22:79, 22:80**
decertification of union, **Labor § 17:5**
special situations increasing employer vulnerability, nonunion employer's guide to union organizing, **Labor § 16:20**
wages
conduct of employer in election campaigns, **Labor § 22:79, 22:80**
promises of benefits after union defeat, **Labor § 16:67**
work force, contract bar, **Labor § 18:177**
Incumbent unions
contract bar, **Labor § 18:144 et seq.**
decertification, above
Unfair Labor Practices (this index)
Independence of union, statements by union in election campaigns, **Labor § 22:56**
Independent unions
National LABOR Relations Act, representatives, **Labor § 8:12**
qualifications of collective bargaining representative, **Labor § 18:25**
Indeterminate length contracts, contract bar, **Labor § 18:171**
Indications of employee interest, decertification of union, **Labor § 17:11**
Individual matters
charges, filing representation petition, **Labor § 18:196 et seq.**

UNIONS AND UNION PRACTICES—Cont'd
Individual matters—Cont'd
contracts with employees, contract bar, **Labor § 18:155**
grievances, above
Individuals
limitations on individual bargaining and grievance rights, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
placement of individuals in unit, unit clarification, **Labor § 23:218**
qualifications of collective bargaining representative, **Labor § 18:23**
Inducement of employer discrimination, liability of union for, **Emp P § 66:91**
Industry or industries
bargaining units, **Labor § 19:75 to 19:128**
construction industry, above
impact of industrial environment on NLRB's decision, craft units, **Labor § 19:34**
seasonal industries, election date, **Labor § 23:12**
type of industry
decertification of union, **Labor § 17:9**
factors in selection of target employer, nonunion employer's guide to union organizing, **Labor § 16:27**
Ineligibility. Disqualification or ineligibility, above
Informal matters
method, tabulation of unchallenged votes, **Labor § 23:98**
written agreements, contract bar, **Labor § 18:153**
Information
access to information, confidential employees, **Labor § 19:51**
bulletins. Informational bulletins, below
decertification of union, informing employees of their rights upon request, **Labor § 17:15**
factual information, NLRB assistance in choosing proper representation petition, **Labor § 18:67**
failure to provide information, initial determinations by Regional Director, **Labor § 18:114**
obtaining information about target employer, nonunion employer's guide to union organizing, **Labor § 16:21, 16:22**
particular union, nonunion employer's guide to union organizing, **Labor § 16:17**
preparation of data, confidential employees, **Labor § 19:52**
requested of parties, NLRB's role in processing representation petition, **Labor § 18:94, 18:95**
Informational bulletins
sample written employer communications, nonunion employer's guide to union organizing, **Labor § 16:74**
statements of employer, decertification of union, **Labor § 17:31**
Initial matters
communication or communications, above
determinations by Regional Director, role in processing representation petition, **Labor § 18:108 et seq.**
organizing campaigns. Campaigns, above
response of employer, nonunion employer's guide to union organizing, **Labor § 16:37 to 16:40**
Initiation
fees, above
representative selection process, **Labor § 18:1 et seq.**
In-line voters, termination of voting, **Labor § 23:86**

UNIONS AND UNION PRACTICES—Cont'd
Insignia of union
unfair labor practices, wearing, **Labor § 26:152 to 26:165**
Inspections by outside representatives, pre-voting activities, **Labor § 23:63**
Instruction concerning showing of interest, NLRB's role in processing representation petition, **Labor § 18:98**
Insurance, bargaining units, **Labor § 19:114 to 19:117**
Intent
ballots, voter's intent must be clear, **Labor § 23:38**
challenge voter eligibility on inclusion of voter's name on list, election procedures, **Labor § 23:4**
discrimination, statements by union in election campaigns, **Labor § 22:65**
prohibition against voter testimony regarding intent, hearings on election objections and challenges, **Labor § 23:152**
Interest
community of interest standard, newly-found units, **Labor § 19:12**
conditions of employment in bargaining unit employment, voter eligibility, **Labor § 22:99**
decertification of union, **Labor § 17:10, 17:11, 17:21**
disclaimers of interest, above
dual-function employees, types of workers included in appropriate bargaining units, **Labor § 19:46**
economic strikers who abandoned interest in struck job, voter eligibility, **Labor § 22:124**
employees. See lines throughout this group
parties, NLRB's role in processing representation petition, **Labor § 18:92, 18:93**
potential conflict of interest relationships, who may act as collective bargaining representative, **Labor § 18:34 et seq.**
separate interests of employees, bargaining units in schools, colleges and universities, **Labor § 19:122**
showing of interest
decertification petition, **Labor § 17:21**
intervene in election, Railway LABOR Act, **Labor § 24:6**
representation petition, **Labor § 18:70 et seq., 18:98**
unfair labor practices, threats of discharge, **Labor § 26:43**
Interlake exception for runoff elections, eligibility period for voters, **Labor § 22:107**
Internal union matters
LABOR Management Relations Act, internal union remedy exhaustion in contract enforcement actions, **Labor § 53:110 to 53:117, 53:150**
regulation
federal employment, **Labor § 69:1 to 69:10**
LABOR-Management Reporting and Disclosure Act, **Labor § 63:1 to 67:19**
state statutes, **Labor § 70:1 to 70:52**
Unfair Labor Practices (this index)
International unions
contract bar, **Labor § 18:170**
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)

UNIONS AND UNION PRACTICES—Cont'd
International unions—Cont'd
unfair labor practices, approval required as reason for refusal to execute agreement, **Labor § 37:57**
International union's liability for actions of local union, **Emp P § 66:2, 66:68, 66:93**
Interpretation. Construction and interpretation, above
Interrogation, conduct of employer in election campaigns, **Labor § 22:77**
Intervention
election, Railway LABOR Act, **Labor § 24:6**
representation hearings, **Labor § 20:31**
representation petitions, **Labor § 18:78 et seq., 24:32**
Intimidation of employees, organizing campaign conduct, **Labor § 16:95**
Intraplant units, single employer, **Labor § 19:23**
Intraunion matters. Internal union matters, above
Invalidity. Validity or invalidity, below
Investigations
affidavits, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:171**
NLRB's role in processing representation petition, **Labor § 18:102 et seq.**
objections and unresolved challenges to elections, **Labor § 23:134 to 23:136**
Isolated threats, statements by employer, **Labor § 16:44**
Issuance of certification, **Labor § 23:191, 23:194 to 23:197**
Issues
administrative issues, showing of interest required for representation petition, **Labor § 18:87, 18:88, 18:90**
mutual agreement of representation issues encouraged, consent election agreements, **Labor § 20:2**
race as positive issue, election campaigns, **Labor § 22:28**
representation hearings, **Labor § 20:30 to 20:39**
substantial and material factual issues, hearings on election objections and challenges, **Labor § 23:140**
Job description for professional employees, types of workers included in appropriate bargaining units, **Labor § 19:38**
Job titles for professional employees, types of workers included in appropriate bargaining units, **Labor § 19:40**
Joint liability of employer and union, **Emp P § 66:95**
Jurisdictional Disputes (this index)
Jurisdictionally limited unions, qualifications of collective bargaining representative, **Labor § 18:26**
Keeping. Maintaining or keeping, below
Key union campaign participants, nonunion employer's guide to union organizing, **Labor § 16:16**
Knowledge of employer, pro-union action by supervisor, **Labor § 22:15**
LABORatory conditions, election rules, **Labor § 22:6, 22:7**
LABOR consultants, conduct of employer in election campaigns, **Labor § 22:86**
Labor disputes. Disputes and resolution of disputes, above
Labor Management Relations Act (this index)
Labor-Management Reporting and Disclosure Act (this index)
Lack or absence
labor dispute or unfair labor practice, representation petition, **Labor § 18:50**
representation question, dismissal of representation petition, **Labor § 18:112**

UNIONS AND UNION PRACTICES—Cont'd
Lack or absence—Cont'd
union culpability for third party conduct, election rules, **Labor § 22:13**
Laid off employees
types of workers included in appropriate bargaining units, **Labor § 19:72**
Laid-off employees
voter eligibility, **Labor § 22:116, 22:117**
Language. Foreign language, above
Large polling place, elections, **Labor § 23:56**
Last-minute circulation of election campaign literature, **Labor § 22:32**
Late matters. Untimely matters, below
Law firms, bargaining units, **Labor § 19:127**
Lawful or legal matters
complete, legal contracts, contract bar, **Labor § 18:153 et seq.**
discharged employees, voter eligibility, **Labor § 22:118**
Lawyers. Attorneys, above
Lay and religious faculty separation, bargaining units in schools, colleges and universities, **Labor § 19:125**
Laying groundwork for decertification of union, **Labor § 17:10 to 17:14**
Leave, employees on
types of workers included in appropriate bargaining units, **Labor § 19:73**
voter eligibility, **Labor § 22:114, 22:115**
Legal costs of members, payment of, **Emp P § 66:105**
Legal matters. Lawful or legal matters, above
Letter to employees
decertification of union, **Labor § 17:25**
sample written employer communications, nonunion employer's guide to union organizing, **Labor § 16:75**
Liability
agents' actions, organizing campaign tactics of employer, **Labor § 16:33**
backpay liability, National LABOR Relations Board, **Labor § 43:83**
Licensee and licensor selling on same premises, bargaining units, **Labor § 19:113**
Limitations
discretion of NLRB. National Labor Relations Board, below
holding runoff elections, **Labor § 23:111**
individual bargaining and grievance rights, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
jurisdictionally limited unions, qualifications of collective bargaining representative, **Labor § 18:26**
right of NLRB to deny hearing on election objections and challenges, **Labor § 23:141**
scope of briefs, review by NLRB of Regional Director's decision, **Labor § 21:14**
Lists
maintenance of list of voters, conduct of union in election campaigns, **Labor § 22:93**
voter eligibility lists, **Labor § 20:9, 23:2 to 23:9**
Local unions
amendments to certification as attempts to substitute one local for another, **Labor § 23:200**
Labor Management Relations Act (this index)

UNIONS AND UNION PRACTICES—Cont'd
Local unions—Cont'd
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
personnel manual, sample federal equal employment opportunity reporting form, **Pers M § 1:79**
qualifications of collective bargaining representative, **Labor § 18:24**
unfair labor practices, picketing by council where locals are recognized, **Labor § 39:14**
Location or place
challenged ballot counting, **Labor § 23:103**
elections, **Labor § 23:20, 23:21**
geography and geographic factors, above
polls and polling, below
relocation, below
unchallenged vote counting, **Labor § 23:95**
Locked out employees, voter eligibility, **Labor § 22:129**
Loss
business, statements by union in election campaigns, **Labor § 22:51**
competitive edge, consequences of union victory on employer's business, **Labor § 16:58**
majority status, below
position, consequences of union support on employees, **Labor § 16:63**
threats of loss of employment, statements by employer in election campaigns, **Labor § 22:42**
work, consequences of union support on employees, **Labor § 16:64**
Lost mail ballots, elections, **Labor § 23:44**
Lotteries, conduct of employer in election campaigns, **Labor § 22:85**
Low voter turnout, votes needed for decision, **Labor § 23:107**
Lumbering, bargaining units, **Labor § 19:80, 19:81**
Mail ballots, **Labor § 23:41 to 23:44, 23:80**
Maintaining or keeping
list of voters, conduct of union in election campaigns, **Labor § 22:93**
local union, court enforcement of Kentucky labor relations statutes, **Labor § 62:80**
organizers and off-duty employees off company property, campaign conduct, **Labor § 16:77**
status quo, statements of employer for decertification of union, **Labor § 17:27**
Maintenance units
custodial and maintenance units, schools, colleges and universities, **Labor § 19:121**
manufacturing, **Labor § 19:76**
production and maintenance units, below
Majority
status. Majority status, below
support. Majority support, below
votes needed for decision, determination of outcome of election, **Labor § 23:106**
Majority status
collective bargaining agreements, validity, **Labor § 47:10**
loss of majority status
management petition, deunionization, **Labor § 17:34 to 17:36**
revocation of certification, **Labor § 23:211**

UNIONS AND UNION PRACTICES—Cont'd
Majority status—Cont'd
loss of majority status—Cont'd
Unfair Labor Practices (this index)
National Labor Relations Board (this index)
presumed majority status of incumbent union, contract bar, **Labor § 18:145**
Unfair Labor Practices (this index)
Majority support
impact of voluntary recognition of union by employer, **Labor § 18:139 et seq.**
Unfair Labor Practices (this index)
Make effective use of supervisors, initial employer actions in response to campaign, **Labor § 16:40**
Management
petition, deunionization, **Labor § 17:34 to 17:36**
relatives of management
types of workers included in appropriate bargaining units, **Labor § 19:62 to 19:67**
voter eligibility, **Labor § 22:131**
Mandatory NLRB voting challenges, elections, **Labor § 23:73**
Manual hotel employee bargaining units, **Labor § 19:105**
Manufacturing, bargaining units, **Labor § 19:75 to 19:78**
Maritime operations, bargaining units, **Labor § 19:90**
Market demand, **Emp P § 66:60, 66:77**
Markings on election ballots, **Labor § 23:39**
Mass assembly speeches, election campaigns, **Labor § 22:29, 22:30**
Master agreements, contract bar, **Labor § 18:154**
Material factual issues, hearings on election objections and challenges, **Labor § 23:140**
Maternity leave, voter eligibility of workers on, **Labor § 22:115**
Media campaigns, statements by third party in election campaigns, **Labor § 22:71**
Meetings
federal employment, union's right to representation at employer-employee meetings, **Labor § 39:256 to 39:258**
holding meetings with employees, conduct of employer in election campaigns, **Labor § 22:84**
Members
relatives of association members, types of workers included in appropriate bargaining units, **Labor § 19:65**
union members. Members of union, below
Membership
general discussion, **Emp P § 66:59 to 66:75**
application processing, **Emp P § 66:62, 66:73**
arrest and conviction record disqualifications, **Emp P § 66:66**
criteria for membership, judicial remedies for discriminatory, **Emp P § 66:72**
education and experience requirements, **Emp P § 66:65**
international union's liability for local union's discriminatory membership practices, **Emp P § 66:68**
judicial remedies, **Emp P § 66:72 to 66:75**
market demand, restriction of membership below, **Emp P § 66:60**
nepotism in member selection, **Emp P § 66:63**
nonstatistical evidence of violations, **Emp P § 66:71**
recruiting practices, **Emp P § 66:61**
segregated local unions, maintenance of, **Emp P § 66:67, 66:74**

UNIONS AND UNION PRACTICES—Cont'd
Membership—Cont'd
statistical evidence of violations, **Emp P § 66:69:66:70**
testing requirements, **Emp P § 66:64**
Members of union
collective bargaining agreements, arbitrability of issues regarding membership in union, **Labor § 49:56**
Federal Employment (this index)
financial obligations of union members, campaign statements expressing disadvantages of unionism, **Labor § 16:52**
LABOR Management Relations Act, individuals as parties in contract enforcement actions, **Labor § 53:62 to 53:64**
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Act, rank and file union members as agents of union, **Labor § 8:51 to 8:55**
National Labor Relations Board (this index)
nonmembers, below
Unfair Labor Practices (this index)
waiver of initiation fees, conduct of union in election campaigns, **Labor § 22:88 to 22:90**
Merchandising, bargaining units, **Labor § 19:107 to 19:113**
Merger
operations, contract bar, **Labor § 18:180**
unions. Merger of unions, below
Merger of unions
National LABOR Relations Board, remedial order, **Labor § 43:133**
unfair labor practices, parties to bargaining, **Labor § 33:32 to 33:34**
Method or methods
selecting representative, **Labor § 18:15 et seq.**
tabulation of unchallenged votes, determination of outcome of election, **Labor § 23:98, 23:99**
Mining, bargaining units, **Labor § 19:82, 19:83**
Minority shops, refusal to attempt to organize, **Emp P § 66:101**
Minority unions
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:47**
Unfair Labor Practices (this index)
Minor matters
conversations, delivery of statements in election campaigns, **Labor § 22:31**
inconvenience to employees, election date, **Labor § 23:13**
misconduct, election rules, **Labor § 22:10**
Mischaracterizations of law, statements by employer in election campaigns, **Labor § 22:40**
Misconduct
accusations of employer misconduct, statements by union in election campaigns, **Labor § 22:53**
LABOR Management Relations Act, futility exception to exhaustion of contractual grievance/arbitration procedures in contract enforcement actions, **Labor § 53:108**
representation hearings, **Labor § 20:33**
violations of standard of conduct, election rules, **Labor § 22:9 to 22:18**
Misrepresentations
constitution and bylaws, who may act as collective bargaining representative, **Labor § 18:39**

UNIONS AND UNION PRACTICES—Cont'd
Misrepresentations—Cont'd
employer statements, nonunion employer's guide to union organizing, **Labor § 16:47**
government policy, statements by union in election campaigns, **Labor § 22:55**
validity of showing of interest required for representation petition, **Labor § 18:85**
Misstatements, election campaigns, **Labor § 22:19**
Mistakes. Errors, above
Model polling place, elections, **Labor § 23:55, 23:56**
Modification. Amendment, modification or change, above
Morale improvement, nonunion employer's guide to union organizing, **Labor § 16:9**
Motion pictures. Movies, below
Motions, representation hearings, **Labor § 20:40 to 20:44**
Movies
showing anti-union films, campaigns, **Labor § 16:56, 22:39**
studios, bargaining units, **Labor § 19:102**
theaters, bargaining units, **Labor § 19:101**
Multi-district office bargaining units, insurance, **Labor § 19:115**
Multiemployer units
general discussion, **Labor § 19:28 to 19:31**
acceptance by NLRB of disclaimers of interest, **Labor § 18:127**
mining, **Labor § 19:83**
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:15**
unfair labor practices, dissipation permits withdrawal from multiemployer bargaining, **Labor § 33:50**
Multi-facility
health care institutions, one-facility units at, **Labor § 19:120**
units. Multi-facility units, below
Multi-facility units
construction industry, **Labor § 19:97**
single employer, **Labor § 19:24 to 19:26**
Mutual agreement of representation issues encouraged, consent election agreements, **Labor § 20:2**
Name
intent to challenge voter eligibility on inclusion of voter's name on voter eligibility list, **Labor § 23:4**
removal of union's name from election ballots, **Labor § 23:34**
National agreement, local union's liability for discriminatory, **Emp P § 66:94**
National Labor Relations Act (this index)
National Labor Relations Board
appeal. Review of Regional Director decision or determination, below this group
discretion
limitations on discretion, below this group
General Counsel, above
Regional Directors, below
National LABOR Relations Board
alterations of NLRB documents, election campaigns, **Labor § 22:21, 22:22**
antitrust and union activities, impact on NLRB's right to consider dispute, **Labor § 11:5 to 11:21**
assessments, complaint for unfair labor practices, **Labor § 42:98**

UNIONS AND UNION PRACTICES—Cont'd
National LABOR Relations Board—Cont'd
assistance in choosing proper representation petition, **Labor § 18:66 et seq.**
authority
alter proceedings, processing representation petition, **Labor § 18:120, 18:121**
election rules, **Labor § 22:2 to 22:5**
representation proceedings, **Labor § 18:2 et seq.**
unconstrained by arbitration, bargaining unit determinations, **Labor § 19:9**
backpay liability, **Labor § 43:83**
bargaining unit determinations, generally, **Labor § 19:1 to 19:128**
certification
general discussion, **Labor § 23:189 to 23:211**
elections, methods of selecting representative, **Labor § 18:15**
exclusive certification responsibility, NLRB authority in representation proceedings, **Labor § 18:2**
combinations of businesses representing individual entities, assertion of jurisdiction, **Labor § 3:53**
control of proceedings, stipulation for certification, **Labor § 20:15**
decisions after review of Regional Director's decisions or determinations, **Labor § 21:18, 23:177**
discharges procured by union, deference to arbitration awards, **Labor § 10:15**
discipline by union, deferral to contractual grievance-arbitration machinery, **Labor § 10:35**
discretion
application of blocking charge procedure, **Labor § 18:192**
bargaining unit determinations, **Labor § 19:5, 19:6**
date for election, **Labor § 23:10, 23:11**
scope of discretion, who may act as collective bargaining representative, **Labor § 18:21**
supervising elections, **Labor § 22:4**
voter eligibility, **Labor § 22:101**
duties
allow voting, voting challenges, **Labor § 23:81**
direction of election, **Labor § 22:2**
establish craft units, **Labor § 19:33**
neutrality, unchallenged voting in elections, **Labor § 23:67**
elections, generally, **Labor § 22:1 to 23:187**
error, conduct of third party in election campaign, **Labor § 22:97**
filing voter eligibility list with NLRB, consent election agreements, **Labor § 20:9**
limitations on discretion
bargaining unit determinations, **Labor § 19:6**
election date, **Labor § 23:11**
notices, remedial orders, **Labor § 43:13**
organizing campaign tactics, nonunion employer's guide to union organizing, **Labor § 16:30**
partisan use of NLRB ballot or facsimile, election campaigns, **Labor § 22:23**
representation hearings, **Labor § 20:16 to 20:47**
reproductions of NLRB ballots, statements by employer in election campaigns, **Labor § 22:41**

UNIONS AND UNION PRACTICES—Cont'd
National LABOR Relations Board—Cont'd
review of Regional Director decision or determination
general discussion, **Labor § 21:1 to 21:18**
election objections and challenges, **Labor § 23:162 to 23:187**
initial determination of Regional Director, **Labor § 18:116 et seq.**
revocation of certification, **Labor § 23:205**
selection of representatives, **Labor § 21:1 to 21:18**
unit clarification, **Labor § 23:217**
revocation of certification, post-election procedures, **Labor § 23:203 to 23:211**
rights
bargaining unit determinations, **Labor § 19:2, 19:7**
denial of hearing on election objections and challenges, **Labor § 23:141**
role in processing representation petition, **Labor § 18:91 et seq.**
scope of discretion, who may act as collective bargaining representative, **Labor § 18:21**
security agreements, complaint for unfair labor practices, **Labor § 42:97**
transfer of case to NLRB prior to decision of Regional Director, representation hearings, **Labor § 20:47**
unit clarification, generally, **Labor § 23:212 to 23:226**
use of simulated NLRB ballots, statements by union in election campaigns, **Labor § 22:54**
National unions
Labor Management Relations Act (this index)
Railway Labor Act (this index)
Nature
contract bar rule, **Labor § 18:144**
federal labor-management relations laws, **Labor § 1:5, 1:7**
violation of standard of conduct, election rules, **Labor § 22:9 to 22:15**
Necessity
existence of question of representation, representation hearings, **Labor § 20:18**
formal recognition, impact of voluntary recognition of union by employer, **Labor § 18:140**
grassroots employee interest, decertification of union, **Labor § 17:10**
speedy processing of representation petition, **Labor § 18:103**
Negotiation of contracts
general discussion, **Emp P § 66:90 to 66:95**
acquiescence in employer discrimination, liability of union for, **Emp P § 66:92**
inducement of employer discrimination, liability of union for, **Emp P § 66:91**
international union's liability for local's discriminatory agreement, **Emp P § 66:93**
joint liability of employer and union, **Emp P § 66:95**
national agreement, local union's liability for discriminatory, **Emp P § 66:94**
Negotiations, participation by supervisor, **Labor § 19:55**
Nepotism, **Emp P § 66:63, 66:79**
Neutrality
duty of NLRB, **Labor § 23:67**
unfair labor practices, picketing ships by neutral union, **Labor § 38:124**

UNIONS AND UNION PRACTICES—Cont'd
New facility
opening, contract bar, **Labor § 18:179**
unfair labor practices, recognition of minority union, **Labor § 28:75**
New list submission prior to second election, voter eligibility lists, **Labor § 23:7**
Newly-found units, appropriate bargaining units, **Labor § 19:11 to 19:17**
Newspaper
publisher, bargaining units, **Labor § 19:85**
union newspaper, election campaigns under LABOR-Management Reporting and Disclosure Act, **Labor § 66:38**
Next day, contract executed day after petition filed, **Labor § 18:189**
Nlrb. National Labor Relations Board, above
No absolute right, hearings on election objections and challenges, **Labor § 23:137**
No-distribution rule enforcement, campaign conduct, **Labor § 16:79**
Nominal gifts, campaign conduct, **Labor § 16:98**
Nonadversarial nature, representation hearings, **Labor § 20:24**
Nondiscrminatory waiver of initiation fees, conduct of union in election campaigns, **Labor § 22:89**
Nonemployees, types of workers included in appropriate bargaining units, **Labor § 19:35, 19:36**
Nonguards separated from guards, unit clarification, **Labor § 23:223**
Nonmembers
LABOR Management Relations Act, individuals as parties in contract enforcement actions, **Labor § 53:60, 53:61**
Labor-Management Reporting and Disclosure Act (this index)
personnel manual, discrimination in union referrals, **Pers M § 2:35**
Unfair Labor Practices (this index)
Nonparticipating unions' rights, election observers, **Labor § 23:47**
Nonparty charges, filing representation petition, **Labor § 18:197**
Nonproliferation mandate, health care bargaining units, **Labor § 19:118**
Nonselling and selling personnel in same bargaining unit, **Labor § 19:110**
Nonstatistical evidence of violations, membership, **Emp P § 66:71**
Nonunion matters
availability of judicial protection for nonunion employees, **Labor § 16:71**
comparison of union and nonunion benefits, statements of employer for decertification of union, **Labor § 17:29**
drawing attention to nonunion pay, benefits and working conditions, decertification of union, **Labor § 17:12**
duty of fair representation to nonunion members, Railway LABOR Act, **Labor § 39:175**
employer's guide to union organizing, **Labor § 16:1 to 16:98**
giving nonunion status a chance, statements of employer for decertification of union, **Labor § 17:30**
National LABOR Relations Act, nonunion groups of employees as representatives, **Labor § 8:15, 8:16**
Personnel Manual (this index)

UNIONS AND UNION PRACTICES—Cont'd
Nonunion matters—Cont'd
refusal to handle nonunion goods, nature of federal labor-management relations laws, **Labor § 1:14**
Unfair Labor Practices (this index)
unit delegates at convention elections, LABOR-Management Reporting and Disclosure Act, **Labor § 66:81**
No-raiding agreements
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:27**
role of NLRB in processing representation petition, **Labor § 18:128 et seq.**
No-solicitation rule enforcement
election campaign conduct, **Labor § 22:73**
organizing campaign conduct, **Labor § 16:78**
No-strike provisions, voter eligibility of strikers who are parties to, **Labor § 22:128**
Notations by NLRB, election challenges, **Labor § 23:77, 23:93**
Notice
election notices, **Labor § 23:22 to 23:30**
hearings
consent election agreements, **Labor § 20:10**
representation hearings, **Labor § 20:19**
modify clause, time for filing representation petition, **Labor § 18:186**
NLRB's role in processing representation petition, **Labor § 18:92, 18:96, 18:99**
remedial orders, National LABOR Relations Board, **Labor § 43:13**
Notice posting, **Emp P § 66:104**
Number or amount
additional words or markings on election ballots, **Labor § 23:39**
copies filed, representation petition, **Labor § 18:46**
degree of guard union affiliation required to bar certification, **Labor § 18:32**
expectation of recall, voter eligibility of laid-off employees, **Labor § 22:117**
extent of prior union organization, newly-found units, **Labor § 19:14**
federal employment, substantial number of employees for securing national consultation rights, **Labor § 24:47**
increases, above
majority, above
showing of interest required for representation petition, number of employees in doubt, **Labor § 18:82 et seq.**
size, below
Objections
conduct of representation hearing, **Labor § 20:43**
elections, above
waiver of initiation fees, conduct of union in election campaigns, **Labor § 22:90**
Objective matters
considerations
reasonable belief by employer that union has lost majority status, management petition for deunionization, **Labor § 17:35, 17:36**
showing of interest required for representation petition, **Labor § 18:89, 18:90**
evidence, hearings on election objections and challenges, **Labor § 23:150**

UNIONS AND UNION PRACTICES—Cont'd
Observers for elections
general discussion, **Labor § 23:45 to 23:52**
assembly of observers, pre-voting activities, **Labor § 23:62**
LABOR-Management Reporting and Disclosure Act, secret ballot elections, **Labor § 66:63**
voting challenges, **Labor § 23:75, 23:76**
Obtaining
commitment from employees, initial union campaign actions of employer, **Labor § 16:88**
information about target employer, nonunion employer's guide to union organizing, **Labor § 16:21, 16:22**
Off-duty employees, keeping off company property for organizing, **Labor § 16:77**
Office-holding requirements, **Emp P § 66:102**
Officers
corporate officers' relatives, types of workers included in appropriate bargaining units, **Labor § 19:63**
hearing officers, representation hearings, **Labor § 20:25 to 20:27, 20:45**
union officers. Officers of union, below
Officers of union
LABOR Management Relations Act, defendants in contract enforcement actions, **Labor § 53:64**
Labor-Management Reporting and Disclosure Act (this index)
Unfair Labor Practices (this index)
Offices
clericals
bargaining units, generally, **Labor § 19:94**
manufacturing, bargaining units, **Labor § 19:77, 19:78**
wholesale grocery operations, bargaining units, **Labor § 19:94**
insurance, bargaining units, **Labor § 19:114, 19:115**
Officials
government officials, statements in election campaigns, **Labor § 22:72**
union officials. Officials of union, below
Officials of union
disparagement of union officials, statements by employer in election campaigns, **Labor § 22:37**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
Unfair Labor Practices (this index)
unlawful activities, campaign statements expressing disadvantages of unionism, **Labor § 16:50**
Oil industry employers, bargaining units, **Labor § 19:98**
One-district office bargaining units, insurance, **Labor § 19:114**
One-facility units
construction industry, **Labor § 19:97**
distribution operations, one-plant units, **Labor § 19:92**
merchandising, one-store units, **Labor § 19:107**
multi-facility institutions, health care, **Labor § 19:120**
single employer, **Labor § 19:22**
One-function, multi-facility single employer units, **Labor § 19:26**
One-person units
single employer, **Labor § 19:21**
unfair labor practices, recognitional picketing for unreasonable period, **Labor § 39:60**

UNIONS AND UNION PRACTICES—Cont'd
One union on ballot, tie votes, **Labor § 23:108**
Opening
new facility, contract bar, **Labor § 18:179**
polls, unchallenged voting, **Labor § 23:66**
Operation
blocking charge procedure, **Labor § 18:194**
hiring hall, above
Operations
change of operations, contract bar, **Labor § 18:146, 18:177 et seq.**
disruption of plant operations through rules violations, organizing campaign conduct, **Labor § 16:96**
distribution operations, bargaining units, **Labor § 19:91 to 19:94**
energy operations, bargaining units, **Labor § 19:98 to 19:100**
maritime operations, bargaining units, **Labor § 19:90**
public utility operations, bargaining units, **Labor § 19:98 to 19:100**
trucking operations, bargaining units, **Labor § 19:89**
Opinions, right of employer to express views concerning unionization, **Labor § 16:41**
Opposition statement, review by NLRB of Regional Director's decision, **Labor § 21:8**
Option. Choice or option, above
Oral matters
agreements, contract bar, **Labor § 18:166**
argument, representation hearings, **Labor § 20:35**
Orders
bargaining orders, campaign tactics, **Labor § 16:36**
judicial review of NLRB representation orders, **Labor § 18:8**
Organizers
keeping organizers off company property, campaign conduct, **Labor § 16:77**
National LABOR Relations Act, employee coverage of union organizers, **Labor § 5:23**
state statutes regulating internal union affairs, licensing of organizers, **Labor § 70:44**
Unfair Labor Practices (this index)
Organizing
campaigns, above
extent of prior union organization, newly-found units, **Labor § 19:14**
National Labor Relations Act (this index)
National LABOR Relations Board, antitrust, **Labor § 11:12**
nature of federal labor-management relations laws, **Labor § 1:6**
nonunion employer's guide to union organizing, **Labor § 16:1 to 16:98**
Railway LABOR Act, protection of organizing rights in judicial actions, **Labor § 59:55, 59:71**
subsequent organizing activity, **Labor § 18:134, 18:139**
Unfair Labor Practices (this index)
Outcome of election
determination, **Labor § 23:90 to 23:119**
LABOR-Management Reporting and Disclosure Act, Secretary of LABOR actions to cure election irregularities, **Labor § 66:98**

UNIONS AND UNION PRACTICES—Cont'd
Outside matters
inspections by outside representatives, pre-voting activities, **Labor § 23:63**
salesman in distribution operations, bargaining units, **Labor § 19:93**
Paper unions, qualifications of collective bargaining representative, **Labor § 18:27**
Participation
intervenors, showing of interest required for representation petition, **Labor § 18:79**
key union campaign participants, nonunion employer's guide to union organizing, **Labor § 16:16**
supervisors, below
Parties
appending documents to evidentiary record, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:174**
conversations between parties and voters, polling place, **Labor § 23:59**
encouragement of agreement by parties, challenged ballots, **Labor § 23:90**
failure of party to submit documents, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:175**
hearings on election objections and challenges, **Labor § 23:138**
information requested of parties, NLRB's role in processing representation petition, **Labor § 18:94**
interested parties, NLRB's role in processing representation petition, **Labor § 18:92, 18:93**
intervention, above
NLRB voting challenges for parties, **Labor § 23:74**
placement of parties on election ballots, **Labor § 23:35**
representation of parties, tabulation of challenged ballots, **Labor § 23:104**
rights, election observers, **Labor § 23:45, 23:46**
showing required of parties seeking hearing, review by NLRB of Regional Director's determination, **Labor § 23:179**
strikers who are parties to no-strike provisions, voter eligibility, **Labor § 22:128**
Partisan use of NLRB ballot or facsimile, election campaigns, **Labor § 22:23**
Partners' relatives, types of workers included in appropriate bargaining units, **Labor § 19:66**
Part-time employees
regular part-time employees, below
supervisor's job functions, types of workers included in appropriate bargaining units, **Labor § 19:59**
unfair labor practices, nonunion employee discouragement, **Labor § 27:81**
Past matters. Prior or previous matters, below
Payment or payments
election observers, **Labor § 23:51**
state statutes regulating internal union affairs, payment of dues and fees by union members, **Labor § 70:12**
Payroll process changes, conduct of employer in election campaigns, **Labor § 22:81**
Pending grievance proceeding, voter eligibility of unlawfully discharged employees, **Labor § 22:121**
Pension plan financing, impact of deunionization, **Labor § 17:4**

UNIONS AND UNION PRACTICES—Cont'd
Performance
improvement of employee performance, nonunion employer's guide to union organizing, **Labor § 16:9**
truck drivers performing other functions, types of workers included in appropriate bargaining units, **Labor § 19:48**
Periods of time
critical period, above
eligibility period for voters, **Labor § 22:106 to 22:108**
filing objections to elections, **Labor § 23:128**
Permit or allow. Allow or permit, above
Personnel
implementation of other personnel policy initiatives, nonunion employer's guide to union organizing, **Labor § 16:13**
manual. **Personnel Manual** (this index)
obtaining information about target employer's personnel practices, nonunion employer's guide to union organizing, **Labor § 16:22**
staff personnel investigation, NLRB's role in processing representation petition, **Labor § 18:104**
Perspective of union, deunionization, **Labor § 17:37 to 17:39**
Petitions
amendment of certification petitions, **Labor § 18:56, 18:63**
certification petitions, above
deauthorization, above
decertification, above
expedited representation proceedings, above
management petition, deunionization, **Labor § 17:34 to 17:36**
representation petitions, below
uncertified incumbent union, contract bar, **Labor § 18:150**
unit clarification petitions, **Labor § 18:55, 18:62, 23:213**
Photographing employees, conduct of union in election campaigns, **Labor § 22:95**
Place. Location or place, above
Placement
distinction between objection and challenge placement, elections, **Labor § 23:123**
individuals in unit, unit clarification, **Labor § 23:218**
parties on election ballots, **Labor § 23:35**
Plants
clericals, bargaining units, **Labor § 19:77, 19:78**
closings, statements by employer in election campaigns, **Labor § 22:43**
disruption of plant operations through rules violations, campaign conduct, **Labor § 16:96**
Policy or policies
implementation of other personnel policy initiatives, nonunion employer's guide to union organizing, **Labor § 16:13**
misrepresentations concerning government policy, statements by union in election campaigns, **Labor § 22:55**
positive features of present policies, consequences of union victory on employer's business, **Labor § 16:62**
Polls and polling
closing, above
conducting employee poll, organizing campaign conduct of employer, **Labor § 16:82**
establishing reasonable belief by employer that union has lost majority status, polling employees, **Labor § 17:36**
opening of polls, unchallenged voting, **Labor § 23:66**

UNIONS AND UNION PRACTICES—Cont'd
Polls and polling—Cont'd
places
general discussion, **Labor § 23:53 to 23:61**
LABOR-Management Reporting and Disclosure Act, secret ballot elections, **Labor § 66:60, 66:62**
Pooled authorization cards, showing of interest required for representation petition, **Labor § 18:74**
Positive matters
components of positive employee relations program, nonunion employer's guide to union organizing, **Labor § 16:4 to 16:13**
create positive labor environment, nonunion employer's guide to union organizing, **Labor § 16:2, 16:3**
features of present benefits and policies, consequences of union victory on employer's business, **Labor § 16:62**
race as positive issue, election campaigns, **Labor § 22:28**
Post-election matters. Elections, above
Post-hearing matters
election objections and challenges, **Labor § 23:156 to 23:187**
reports, review by NLRB of Regional Director's determination, **Labor § 23:182 to 23:187**
representation hearings, **Labor § 20:36, 20:45 to 20:47**
Posting of election notices, **Labor § 23:22, 23:24, 23:25**
Postponement
blocking charges, **Labor § 18:190**
election, individual charges, **Labor § 18:207**
representation hearings, **Labor § 20:21, 20:34**
Potential conflict of interest relationships, who may act as collective bargaining representative, **Labor § 18:34 et seq.**
Practices
obtaining information about target employer's benefits and personnel practices, nonunion employer's guide to union organizing, **Labor § 16:22**
Unfair Labor Practices (this index)
Precedent, value of NLRB precedent on existing units, **Labor § 19:18**
Pre-count announcements, determination of outcome of election, **Labor § 23:97**
Predictions, statements by employer, **Labor § 16:42**
Pre-election matters. Elections, above
Preferences
employee preferences
craft units, **Labor § 19:32**
newly-found units, **Labor § 19:15**
unit clarification, **Labor § 23:215**
for one union, statements by employer during campaigns, **Labor § 16:51, 22:48**
objective evidence, hearings on election objections and challenges, **Labor § 23:150**
representation threats, statements by union during campaign, **Labor § 16:91**
Pre-hearing matters, representation hearings, **Labor § 20:17 to 20:23**
Prehire agreements
contract bar, **Labor § 18:156**
methods of selecting representative, **Labor § 18:19**
Premature matters
dismissal of case as premature, initial determinations by Regional Director, **Labor § 18:115**

UNIONS AND UNION PRACTICES—Cont'd
Premature matters—Cont'd
extension doctrine, time for filing representation petition, **Labor § 18:184**
Premises
employer's premises
collective bargaining agreements, access of union, **Labor § 47:29**
election location, **Labor § 23:20**
licensee and licensor selling on same premises, merchandising bargaining units, **Labor § 19:113**
Preparation
data preparation by confidential employees, types of workers included in appropriate bargaining units, **Labor § 19:52**
proper petition, NLRB assistance in choosing proper representation petition, **Labor § 18:68**
tally sheets, determination of outcome of election, **Labor § 23:101**
Pre-petition conduct considered, timing of violation of standard of conduct, **Labor § 22:17**
Presence
LABOR Management Relations Act, venue in contract enforcement actions based on presence of national union in district, **Labor § 53:143**
polling place, presence of union representative, **Labor § 23:58**
Presentation of grievance, scope of selected representative's role, **Labor § 18:13**
Presumed majority status of incumbent union, contract bar, **Labor § 18:145**
Prevention of employee vote, conduct of employer in election campaigns, **Labor § 22:75**
Preventive labor relations use, nonunion employer's guide to union organizing, **Labor § 16:2**
Previous matters. Prior or previous matters, below
Pre-voting activities, elections, **Labor § 23:62 to 23:65**
Price of union dues, statements of employer for decertification of union, **Labor § 17:28**
Prior or previous matters
extent of prior union organization, newly-found units, **Labor § 19:14**
individual charges previously withdrawn or dismissed, **Labor § 18:204**
unit clarification, past history, **Labor § 23:219**
voting challenges, prior exclusion from voting, **Labor § 23:83**
Privately administered elections, methods of selecting representative, **Labor § 18:18**
Probationary employees
types of workers included in appropriate bargaining units, **Labor § 19:68**
voter eligibility, **Labor § 22:109**
Procedure or procedures
decertification of union, **Labor § 17:17**
election procedures, generally, **Labor § 23:1 to 23:187**
hearings on election objections and challenges, **Labor § 23:144 to 23:161**
issues, representation hearings, **Labor § 20:31 to 20:37**
post-election procedures, generally, **Labor § 23:188 to 23:229**
unit clarification, generally, **Labor § 23:212 to 23:224**
Proceedings. Actions and proceedings, above

UNIONS AND UNION PRACTICES—Cont'd
Process or processing
federal employment, representation petitions, **Labor § 24:33**
food processing facilities, bargaining units, **Labor § 19:79**
NLRB's role in processing representation petition, **Labor § 18:91 et seq.**
payroll process changes, conduct of employer in election campaigns, **Labor § 22:81**
Production and maintenance units
lumbering, **Labor § 19:81**
manufacturing, **Labor § 19:75**
mining, **Labor § 19:82**
publishing, **Labor § 19:84**
Professional employees
federal employment, exclusion from unit, **Labor § 24:39**
types of workers included in appropriate bargaining units, **Labor § 19:37 to 19:40**
Profitability of employer, statements by union in election campaigns, **Labor § 22:52**
Programs
components of positive employee relations program, nonunion employer's guide to union organizing, **Labor § 16:4 to 16:13**
no-raiding programs, NLRB's role in processing representation petition, **Labor § 18:128 et seq.**
rehabilitative work program employees, types of workers included in appropriate bargaining units, **Labor § 19:74**
Prohibition
electioneering at polling place, **Labor § 23:57 to 23:61**
post-election eligibility challenges, **Labor § 23:122**
votes, voters and voting, below
Promises
benefits after union defeat, nonunion employer's guide to union organizing, **Labor § 16:67 to 16:69**
statements by employer, generally, **Labor § 16:42**
waiver of initiation fees, campaign conduct, **Labor § 16:97**
Proof. Evidence, above
Propaganda, election campaigns, **Labor § 22:19 to 22:72**
Proper matters
appropriate bargaining units, above
choosing and filing proper representation petition, **Labor § 18:42 et seq.**
training of supervisors, nonunion employer's guide to union organizing, **Labor § 16:11**
Property
keeping organizers and off-duty employees off company property, campaign conduct, **Labor § 16:77**
premises, above
real estate enterprises, bargaining units, **Labor § 19:128**
Proposed inappropriate units, response of NLRB, **Labor § 19:8**
Protection for nonunion employees, availability, **Labor § 16:71**
Protests
results of election, **Labor § 23:121 to 23:126**
review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:162 to 23:169**
Pro-union matters
action by supervisor, election rules, **Labor § 22:14, 22:15**
Unfair Labor Practices (this index)
Public utility operations, bargaining units, **Labor § 19:98 to 19:100**

UNIONS AND UNION PRACTICES—Cont'd
Publishing, bargaining units, **Labor § 19:84, 19:85**
Purpose
showing of interest required for representation petition, **Labor § 18:71**
unit clarification procedures, **Labor § 23:212**
Qualifications, collective bargaining representative, **Labor § 18:23 et seq.**
Questions and questioning
campaign conduct, nonunion employer's guide to union organizing, **Labor § 16:81**
election ballots, **Labor § 23:32**
interrogation, conduct of employer in election campaigns, **Labor § 22:77**
representation, below
Race and racial matters
appeals to racial prejudice, statements in campaigns, **Labor § 16:72, 16:92, 22:66**
discriminatory provision in contract, contract bar, **Labor § 18:165**
newly-found units, appropriate bargaining units, **Labor § 19:17**
positive issue in election campaigns, **Labor § 22:28**
propaganda, election campaigns, **Labor § 22:26, 22:27**
statements by employer in election campaigns, generally, **Labor § 22:47**
Radio, entertainment bargaining units, **Labor § 19:104**
Railway Labor Act (this index)
Rc/RM (certification petitions). Certification petitions, above
Rd (decertification). Decertification, above
Real estate enterprises, bargaining units, **Labor § 19:128**
Realities of organizing campaign, recognition by employer, **Labor § 16:37**
Reasonable belief by employer that union has lost majority status, management petition for deunionization, **Labor § 17:34 to 17:36**
Recall, voter eligibility of laid-off employees who have expectation of recall, **Labor § 22:117**
Recognition
collective bargaining agreement clause, **Labor § 47:26**
federal employment, eligibility of union subject to corrupt or undemocratic principles for recognition as exclusive representative, **Labor § 24:26**
impact of voluntary recognition of union by employer, filing representation petition, **Labor § 18:139 et seq.**
National Labor Relations Board (this index)
nature of federal labor-management relations laws, **Labor § 1:6**
Railway LABOR Act, mergers, **Labor § 39:208**
respond to initial union recognition demand, initial employer actions in response to campaign, **Labor § 16:38**
Unfair Labor Practices (this index)
Reconsideration motion, representation hearings, **Labor § 20:44**
Record
evidentiary record, review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:170 to 23:175**
review by NLRB of Regional Director's decision, **Labor § 21:15, 21:16**
Recruiting practices, **Emp P § 66:61, 66:78**

UNIONS AND UNION PRACTICES—Cont'd
Referral of case by Regional Director to General Counsel, representation hearings, **Labor § 20:20**
Referrals for jobs
general discussion, **Emp P § 66:87 to 66:89**
judicial remedies for discriminatory referral practices, **Emp P § 66:89**
Refreshments
polling place, elections, **Labor § 23:60**
serving refreshments, conduct of union in election campaigns, **Labor § 22:92**
Refusal
collective bargaining, above
employer refusal to join multiemployer unit, **Labor § 19:29**
NLRB refusal to permit voting challenges, **Labor § 23:72**
withdraw petition, dismissal by Regional Director, **Labor § 18:111**
Regional Directors
authority
alter proceedings, processing representation petition, **Labor § 18:121**
delegation of authority to Regional Directors, below this group
revocation of certification, **Labor § 23:204**
certification, generally, **Labor § 23:197**
consent election agreements, **Labor § 20:5, 20:12**
decisions and determinations
initial determinations, processing representation petition, **Labor § 18:108 et seq.**
post-hearing procedures at regional level, election objections and challenges, **Labor § 23:158 to 23:161**
representation hearings, **Labor § 20:46, 20:47**
review by NLRB. National Labor Relations Board, above
revocation of certification, **Labor § 23:205**
unit clarification, **Labor § 23:217**
delegation of authority to Regional Directors
bargaining unit determinations, **Labor § 19:3**
representation proceedings, **Labor § 18:3**
delegation of election supervision to Regional Directors, **Labor § 22:5**
initial determinations, processing representation petition, **Labor § 18:108 et seq.**
investigation of objections and unresolved challenges, elections, **Labor § 23:134**
objections and unresolved challenges to elections, **Labor § 23:120 to 23:187**
representation hearings, **Labor § 20:20, 20:46, 20:47**
review of Regional Director decision or determination. National Labor Relations Board, above
revocation of certification, post-election procedures, **Labor § 23:203 to 23:211**
unit clarification, generally, **Labor § 23:212 to 23:226**
Regional Office, filing of representation petition, **Labor § 18:47**
Regular part-time employees
types of workers included in appropriate bargaining units, **Labor § 19:70, 19:71**
voter eligibility, **Labor § 22:112**
Regulation
general discussion, **Labor § 63:1 to 70:52**
internal union matters, above

UNIONS AND UNION PRACTICES—Cont'd
Rehabilitative work program employees, types of workers included in appropriate bargaining units, **Labor § 19:74**
Rehearing motion, representation hearings, **Labor § 20:44**
Related labor relations proceedings, voter eligibility of unlawfully discharged employees, **Labor § 22:120**
Relatives. Management, above
Reliance on arbitration, who may act as collective bargaining representative, **Labor § 18:40**
Religious and lay faculty separation, bargaining units in schools, colleges and universities, **Labor § 19:125**
Relocation
operations, contract bar, **Labor § 18:178**
work, consequences of union victory on employer's business, **Labor § 16:57**
Remarks. Comments or remarks, above
Remedial charges, individual charges, **Labor § 18:206**
Removal of union's name from election ballots, **Labor § 23:34**
Rendering assistance to employees seeking decertification of union, **Labor § 17:14**
Reopening motion, representation hearings, **Labor § 20:44**
Replaced economic strikers
eligibility to vote, **Labor § 22:122**
right to vote as factor in setting election date, **Labor § 23:14**
Replacements for strikers, voter eligibility, **Labor § 22:125, 22:126**
Reports and reporting
exceptions to reports, election objections and challenges, **Labor § 23:156, 23:162, 23:163, 23:183 to 23:185**
hearing examiner, election objections and challenges, **Labor § 23:156**
Labor-Management Reporting and Disclosure Act (this index)
review by NLRB of Regional Director's determination on election objections and challenges, **Labor § 23:182 to 23:187**
Representation
actions and proceedings
expedited representation proceedings, above
NLRB authority in representation proceedings, **Labor § 18:2 et seq.**
expedited representation proceedings, above
fair representation duty, above
hearings, **Labor § 20:16 to 20:47**
mutual agreement of representation issues encouraged, consent election agreements, **Labor § 20:2**
petitions. Representation petitions, below
preferential representation threats, statements by union during campaign, **Labor § 16:91**
questions
applicability of no-raiding agreement, NLRB's role in processing representation petition, **Labor § 18:130**
existence of representation question, **Labor § 18:66, 20:18**
individual charges, **Labor § 18:198**
lack of representation question, dismissal by Regional Director, **Labor § 18:112**
supervisor action as administrative issue, validity of showing of interest required for representation petition, **Labor § 18:88**

UNIONS AND UNION PRACTICES—Cont'd
Representation—Cont'd
tabulation of challenged ballots, determination of outcome of election, **Labor § 23:104**
unfair representation, revocation of certification, **Labor § 23:206**
Representation petitions
general discussion, **Labor § 18:42 et seq.**
expedited representation proceedings, above
federal employment, **Labor § 24:28 to 24:34**
filing
general discussion, **Labor § 18:42 et seq., 18:81, 18:91 et seq.**
federal employment, **Labor § 24:28 to 24:30, 24:34**
intervention, **Labor § 18:78 et seq., 24:32**
Representatives
certification, above
inspections by outside representatives, pre-voting activities, **Labor § 23:63**
presence of union representative at polling place, elections, **Labor § 23:58**
selection of representatives, **Labor § 16:1 to 24:73**
service on representative, NLRB's role in processing representation petition, **Labor § 18:100**
Reproductions of NLRB ballots, statements by employer in election campaigns, **Labor § 22:41**
Repudiation of threats, statements by employer, **Labor § 16:45**
Requests
employee requests, bargaining units in insurance industry, **Labor § 19:116**
information requested of parties, NLRB's role in processing representation petition, **Labor § 18:94, 18:95**
informing employees of their rights upon request, decertification of union, **Labor § 17:15**
review by NLRB of Regional Director's decision, **Labor § 21:2 to 21:12**
withdrawal of petition, initial determinations by Regional Director, **Labor § 18:109, 18:110**
Rerun elections
general discussion, **Labor § 23:114 to 23:119**
campaign tactics, **Labor § 16:35**
notices, **Labor § 23:29**
voter eligibility period, **Labor § 22:108**
Resolution
amendments to certification as attempts to resolve union rivalries, **Labor § 23:201**
disputes and resolution of disputes, above
issuance of certification, resolution of all matters, **Labor § 23:191**
Response
NLRB response to proposed inappropriate bargaining units, **Labor § 19:8**
organizing campaign, initial employer response, **Labor § 16:37 to 16:40**
recognition demand from union, response of employer, **Labor § 16:38**
Responsibilities. Duties, above
Restaurants, bargaining units, **Labor § 19:106**
Restrictions. Limitations, above
Resumption of operations after closing, contract bar, **Labor § 18:181**
Retail or service establishment employees, **Comp § 12:134**

UNIONS AND UNION PRACTICES—Cont'd
Retaliation, **Emp P § 10:27, 66:106**
Retirement and Retirement Plans (this index)
Returning veterans, voter eligibility, **Labor § 22:132**
Return of mail ballots, elections, **Labor § 23:43**
Review. Appeal and review, above
Revised tallies of ballots, tabulation of challenged ballots, **Labor § 23:105**
Revocation. Certification, above
Rights
challenges, elections, **Labor § 23:71**
consent election agreements, **Labor § 20:6, 20:7**
counsel notification, NLRB's role in processing representation petition, **Labor § 18:96**
cross-examination of witnesses, hearings on election objections and challenges, **Labor § 23:155**
deauthorization, **Labor § 23:227**
decertification, **Labor § 17:15, 17:16**
election observers, **Labor § 23:45 to 23:47**
employee rights during organizing campaign, statements by employer, **Labor § 16:70**
employers
abandonment of multiemployer units, **Labor § 19:30**
express views concerning unionization, **Labor § 16:41 to 16:47**
filing, above
hearings
election objections and challenges, **Labor § 23:137 to 23:143, 23:155**
review by NLRB of Regional Director's determination, **Labor § 23:178**
introduce evidence, representation hearings, **Labor § 20:37**
limitations on individual bargaining and grievance rights, campaign statements expressing disadvantages of unionism, **Labor § 16:55**
National Labor Relations Board, above
objections to elections, **Labor § 23:121**
review by NLRB of Regional Director's decision or determination, **Labor § 21:9, 23:162 to 23:169**
union right to abandon multiemployer units, **Labor § 19:31**
voting rights
replaced economic strikers, factor in setting election date, **Labor § 23:14**
waiver of right
hearing on election objections and challenges, **Labor § 23:143**
review by NLRB of Regional Director's decision, **Labor § 21:9**
Rivalries
amendments to certification as attempts to resolve union rivalries, **Labor § 23:201**
economic rivalry with employer, potential conflict of interest relationships, **Labor § 18:36**
Rival unions
LABOR-Management Reporting and Disclosure Act, nonmembership as qualification of candidates for elections, **Labor § 66:16**
statements by union in election campaigns, **Labor § 22:50**
Unfair Labor Practices (this index)
Rm/RC (certification petitions). Certification petitions, above

UNIONS AND UNION PRACTICES—Cont'd
Role
hearing officer, representation hearings, **Labor § 20:45**
NLRB's role in processing representation petition, **Labor § 18:91 et seq.**
scope of selected representative's role, **Labor § 18:11 et seq.**
Rules
blocking charges, **Labor § 18:190**
campaign tactics, nonunion employer's guide to union organizing, **Labor § 16:29, 16:30**
certification, post-election procedures, **Labor § 23:191**
conduct rules, campaign conduct, **Labor § 16:76, 16:94**
confidential employees, types of workers included in appropriate bargaining units, **Labor § 19:49**
disruption of plant operations through rules violations, campaign conduct, **Labor § 16:96**
electioneering at polling place, **Labor § 23:57**
election rules, generally, **Labor § 22:1 to 22:97**
expression of views, **Labor § 16:41, 16:89**
hearings on election objections and challenges, **Labor § 23:137**
impact of rules, nonunion employer's guide to union organizing, **Labor § 16:29, 16:53**
location of election, **Labor § 23:20**
NLRB authority in representation proceedings, rulemaking, **Labor § 18:4**
no-distribution rule enforcement, campaign conduct, **Labor § 16:79**
nonemployees, types of workers included in appropriate bargaining units, **Labor § 19:35**
no-solicitation rule enforcement, above
selection of representative, **Labor § 18:1 to 18:207**
statements of employer, decertification of union, **Labor § 17:15, 17:26**
time for filing representation petition, **Labor § 18:183**
voter eligibility lists, election procedures, **Labor § 23:3**
Rulings
motions, representation hearings, **Labor § 20:41, 20:42**
tabulation of unchallenged votes, determination of outcome of election, **Labor § 23:100**
Rumors, statements by third party in election campaigns, **Labor § 22:69**
Runoff elections
general discussion, **Labor § 23:110 to 23:113**
federal employment, **Labor § 24:43**
LABOR-Management Reporting and Disclosure Act, notices, **Labor § 66:45**
unfair labor practices, unilateral changes in terms and conditions of employment before, **Labor § 26:177**
voter eligibility period, **Labor § 22:106, 22:107**
Sales
merchandising, bargaining units, **Labor § 19:107 to 19:113**
operations, contract bar, **Labor § 18:182**
outside salesman, distribution operation bargaining units, **Labor § 19:93**
wholesale grocery operations, bargaining units, **Labor § 19:94**
Same day, execution of contract and filing petition, **Labor § 18:188**

UNIONS AND UNION PRACTICES—Cont'd
Sample
ballots, distribution by employer, **Labor § 16:73**
written employer communications, nonunion employer's guide to union organizing, **Labor § 16:74, 16:75**
Schism in union, contract bar, **Labor § 18:174**
Schools, bargaining units, **Labor § 19:121 to 19:125**
Scope
briefs, review by NLRB of Regional Director's decision, **Labor § 21:14**
discretion of NLRB, who may act as collective bargaining representative, **Labor § 18:21**
investigation of objections and unresolved challenges, elections, **Labor § 23:135**
review by NLRB of Regional Director's decision, **Labor § 21:17**
selected representative's role, **Labor § 18:11 et seq.**
Sealing of ballot box, pre-voting activities, **Labor § 23:64**
Seasonal matters
employees, voter eligibility, **Labor § 22:111**
industries, election date, **Labor § 23:12**
Second elections
new voter eligibility list submission prior to second election, **Labor § 23:7**
other second elections, rerun elections following, **Labor § 23:118**
rerun elections, above
runoff elections, above
Secretaries, supervisor's job functions, **Labor § 19:58**
Secret ballot requirement, elections, **Labor § 23:31**
Security
collective bargaining agreements, above
National Labor Relations Board (this index)
nature of federal labor-management relations laws, **Labor § 1:7**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Segregated apprenticeship programs, maintenance of, **Emp P § 66:83**
Segregated local unions, maintenance of, **Emp P § 66:67, 66:74**
Selection
alternative sites for election, **Labor § 23:21**
date for election, **Labor § 23:10 to 23:15**
representatives, **Labor § 16:1 to 24:73**
target employer, nonunion employer's guide to union organizing, **Labor § 16:25 to 16:28**
Selection and Retention of Employees (this index)
Separate matters
interests of employees, bargaining units in schools, colleges and universities, **Labor § 19:122**
units. Separate units, below
Separate units
guards, **Labor § 19:41**
maintenance units, manufacturing, **Labor § 19:76**
professional employees, **Labor § 19:37**
technical employees, **Labor § 19:43**
truck drivers, **Labor § 19:47**
Separation
guards and nonguards, unit clarification, **Labor § 23:223**
religious and lay faculty, bargaining units in schools, colleges and universities, **Labor § 19:125**

UNIONS AND UNION PRACTICES—Cont'd
Serious harm will be caused by union victory, campaign statements expressing disadvantages of unionism, **Labor § 16:49**
Service
answering briefs, review by NLRB of Regional Director's determination, **Labor § 23:165, 23:187**
briefs, review by NLRB of Regional Director's decision, **Labor § 21:13**
exceptions to report, review by NLRB of Regional Director's determination, **Labor § 23:163, 23:185**
NLRB's role in processing representation petition, **Labor § 18:100, 18:101**
objections to elections, **Labor § 23:130**
statement opposing review by NLRB of Regional Director's decision, **Labor § 21:8**
tally sheets, determination of outcome of election, **Labor § 23:102**
Services
bargaining units, **Labor § 19:75 to 19:128**
conduct of union in election campaigns, **Labor § 22:92**
Setting aside election, campaign tactics, **Labor § 16:32**
Settlement agreements
strike settlement agreements, contract bar, **Labor § 18:157**
violations, election rules, **Labor § 22:18**
Settlement of case with Equal Employment Opportunity Commission, **Emp P § 66:11**
Sex, newly-found units, **Labor § 19:16**
Shareholders. Stockholders or shareholders, below
Shift of burden of proof, hearings on election objections and challenges, **Labor § 23:148**
Showing
anti-union films, campaigns, **Labor § 16:56, 22:39**
interest, above
parties seeking hearing, review by NLRB of Regional Director's determination, **Labor § 23:179**
support, below
Sick leave, voter eligibility of workers on, **Labor § 22:115**
Significance of certification, **Labor § 23:189**
Simulated NLRB ballots, use by union in election campaigns, **Labor § 22:54**
Single matters
also see lines beginning one
employer, bargaining units, **Labor § 19:21 to 19:27**
Size
bargaining units, above
company, factors in selection of target employer, **Labor § 16:25**
polling place, **Labor § 23:53**
Small polling place, elections, **Labor § 23:55**
Sole proprietors' relatives, types of workers included in appropriate bargaining units, **Labor § 19:67**
Solicitation
grievances, above
no-solicitation rule enforcement, above
Sources of employee dissatisfaction, elimination of, **Labor § 16:3**
Special situations increasing employer vulnerability, nonunion employer's guide to union organizing, **Labor § 16:20**
Special status, related to management employees, **Labor § 19:62 to 19:67**
Speeches, delivery of statements in election campaigns, **Labor § 22:29, 22:30, 22:33**

UNIONS AND UNION PRACTICES—Cont'd
Speedy processing of representation petition, necessity for, **Labor § 18:103**
Spoiled ballots, unchallenged voting, **Labor § 23:70**
Staff personnel investigation, NLRB's role in processing representation petition, **Labor § 18:104**
Standards
community of interest standard, newly-found units, **Labor § 19:12**
conduct of persons, election rules, **Labor § 22:8 to 22:97**
elections, generally, **Labor § 22:3**
Statements
decertification of union, **Labor § 17:15 to 17:31**
election campaigns, **Labor § 22:19 to 22:72**
opposition statement, review by NLRB of Regional Director's decision, **Labor § 21:8**
organizing campaign, **Labor § 16:41 to 16:73, 16:89 to 16:93**
threats, below
State of union movement, nonunion employer's guide to union organizing, **Labor § 16:14**
Statistical evidence of violations, **Emp P § 66:69:66:70, 66:85**
Statistical trend favoring decertification of union, **Labor § 17:6**
Status
changes in union status that affect contract bar, **Labor § 18:174 et seq.**
employee testimony regarding supervisory status, hearings on election objections and challenges, **Labor § 23:153**
giving nonunion status a chance, statements of employer for decertification of union, **Labor § 17:30**
majority status, above
professional employees, types of workers included in appropriate bargaining units, **Labor § 19:38 to 19:40**
related to management employees, types of workers included in appropriate bargaining units, **Labor § 19:62 to 19:67**
Status quo maintenance, statements of employer for decertification of union, **Labor § 17:27**
Stewards
National LABOR Relations Act, union officials as agents of union, **Labor § 8:48**
Unfair Labor Practices (this index)
Stipulations
appropriate bargaining unit, consent election agreements, **Labor § 20:7**
certification, above
fact stipulations, representation hearings, **Labor § 20:38**
hours for election, **Labor § 23:17**
unit clarification, **Labor § 23:216**
Stockholders or shareholders
relatives, types of workers included in appropriate bargaining units, **Labor § 19:63**
voter eligibility, **Labor § 22:133**
Stores, bargaining units, **Labor § 19:107 to 19:113**
Strategy, initial employer actions in response to campaign, **Labor § 16:39**
Strikes
benefits, statements by union in election campaigns, **Labor § 22:61**
economic matters, above
impact of strikes on employees, campaign statements expressing disadvantages of unionism, **Labor § 16:54**

UNIONS AND UNION PRACTICES—Cont'd
Strikes—Cont'd
National LABOR Relations Board, antitrust, **Labor § 11:13**
settlement agreements, contract bar, **Labor § 18:157**
showing of interest required for representation petition, **Labor § 18:84**
taking advantage of strike situations, decertification of union, **Labor § 17:13**
voter eligibility of strikers, **Labor § 22:122 to 22:128**
Students
bargaining units at schools, colleges and universities, **Labor § 19:123**
voter eligibility, **Labor § 22:113**
Subjective evidence, hearings on election objections and challenges, **Labor § 23:151**
Subjects to be communicated to employees, nonunion employer's guide to union organizing, **Labor § 16:6**
Submission
failure of party to submit documents, review by NLRB of Regional Director's determination, **Labor § 23:175**
new voter eligibility list submission prior to second election, **Labor § 23:7**
Subpoenas, representation hearings, **Labor § 20:32**
Subsequent organizing activity, filing representation petition, **Labor § 18:134, 18:139**
Substantial factual issues, hearings on election objections and challenges, **Labor § 23:140**
Substitution
amendments to certification as attempts to substitute one local for another, **Labor § 23:200**
hearing officer, representation hearings, **Labor § 20:26**
supervisor's job functions, substitute workers, **Labor § 19:60**
Successor employers, impact of voluntary recognition of union by employer, **Labor § 18:141**
Successor's liability for acts of predecessor, **Emp P § 66:3**
Successor unions
LABOR Management Relations Act, parties in contract enforcement actions, **Labor § 53:45**
National LABOR Relations Board, parties subject to binding remedial orders, **Labor § 43:17**
Supervision of elections, **Labor § 22:4, 22:5**
Supervisors
alleged supervisor voting, voting challenges, **Labor § 23:79**
employee testimony regarding supervisory status, hearings on election objections and challenges, **Labor § 23:153**
filing decertification petitions, **Labor § 18:54**
included in union, qualifications of collective bargaining representative, **Labor § 18:30**
job functions, types of workers included in appropriate bargaining units, **Labor § 19:55 to 19:61**
make effective use of supervisors, initial employer actions in response to campaign, **Labor § 16:40**
participation
election rules, participation on behalf of union, **Labor § 22:14, 22:15**
job functions, types of workers included in appropriate bargaining units, **Labor § 19:55 to 19:57**
proper training of supervisors, nonunion employer's guide to union organizing, **Labor § 16:11**

UNIONS AND UNION PRACTICES—Cont'd
Supervisors—Cont'd
question of supervisor action as administrative issue, validity of showing of interest required for representation petition, **Labor § 18:88**
voter eligibility, **Labor § 22:134**
Support
consequences of union support on employees, nonunion employer's guide to union organizing, **Labor § 16:63 to 16:66**
discriminating against union supporters, campaign conduct, **Labor § 16:80**
futility of supporting union, campaign statements expressing disadvantages of unionism, **Labor § 16:48**
LABOR-Management Reporting and Disclosure Act, employer support of employee suits against unions, **Labor § 64:24**
majority support, above
showing of support
election, federal employment, **Labor § 24:31**
representation petition, **Labor § 18:69 et seq.**
Unfair Labor Practices (this index)
Supporting evidence, objections to elections, **Labor § 23:131 to 23:133**
Surveillance
conduct of employer in election campaigns, **Labor § 22:78**
nonunion employer's guide to union organizing, **Labor § 16:83**
Suspension of representation petition, **Labor § 18:119**
Tabulation
challenged ballots, determination of outcome of election, **Labor § 23:103 to 23:105**
unchallenged votes, determination of outcome of election, **Labor § 23:94 to 23:100**
Tactics
approach or approaches, above
campaign tactics, nonunion employer's guide to union organizing, **Labor § 16:29 to 16:36**
Taking advantage of strike situations, decertification of union, **Labor § 17:13**
Tally sheets, determination of outcome of election, **Labor § 23:101, 23:102, 23:105**
Target employer, nonunion employer's guide to union organizing, **Labor § 16:19 to 16:28**
Taxicab companies, bargaining units, **Labor § 19:88**
Technical employees, types of workers included in appropriate bargaining units, **Labor § 19:43, 19:44**
Techniques for effective communications, nonunion employer's guide to union organizing, **Labor § 16:5**
Telephone
industry employers, bargaining units, **Labor § 19:100**
use of telephone for investigation, NLRB's role in processing representation petition, **Labor § 18:105**
Television, entertainment bargaining units, **Labor § 19:103**
Temporary employees
types of workers included in appropriate bargaining units, **Labor § 19:69**
voter eligibility, **Labor § 22:110**
Termination
statements by union in election campaigns, **Labor § 22:64**
voter eligibility of terminated employees, **Labor § 22:116 to 22:121**

UNIONS AND UNION PRACTICES—Cont'd
Termination—Cont'd
voting, elections, **Labor § 23:84 to 23:89**
Testing requirements, **Emp P § 66:64, 66:80**
Theory of union campaign, nonunion employer's guide to union organizing, **Labor § 16:15**
Third parties
conduct, elections, **Labor § 22:12, 22:13, 22:96, 22:97**
statements, election campaigns, **Labor § 22:68 to 22:72**
Thirty-percent requirement, showing of interest required for representation petition, **Labor § 18:70**
Threats
election campaigns, **Labor § 22:24, 22:42, 22:62, 22:63, 22:68**
organizing campaign
employer threats, **Labor § 16:42, 16:44, 16:45, 16:66**
union threats, **Labor § 16:90, 16:91, 16:93**
violence
revocation of certification, **Labor § 23:210**
statements during organizing campaign, **Labor § 16:66, 16:90**
Tie votes, determination of outcome of election, **Labor § 23:108, 23:109**
Time or date
counting unchallenged votes and challenged ballots, determination of outcome of election, **Labor § 23:94, 23:103**
critical period, above
duration, above
early matters, above
election date, **Labor § 22:102, 23:10 to 23:15**
eligibility date for voters, **Labor § 22:102, 22:103**
expedited matters, above
expeditious handling of voting challenges, **Labor § 23:82**
extension of time for filing, above
failure to make timely showing of interest required for representation petition, **Labor § 18:73**
filing
decertification petition, **Labor § 17:19**
exceptions to post-hearing report, review by NLRB of Regional Director's determination, **Labor § 23:184**
extension of time for filing, above
objections to elections, **Labor § 23:127 to 23:129**
representation petition, **Labor § 18:183 et seq.**
holding rerun elections, **Labor § 23:117**
hours, elections, **Labor § 23:16 to 23:19**
indeterminate length contracts, contract bar, **Labor § 18:171**
last-minute circulation of election campaign literature, **Labor § 22:32**
necessity for speedy processing of representation petition, **Labor § 18:103**
observers, voting challenges, **Labor § 23:76**
part-time employees, above
periods of time, above
postponement, above
premature matters, above
speeches, delivery of statements in election campaigns, **Labor § 22:29**
statements by employer, generally, **Labor § 16:46**
untimely matters, below
violation of standard of conduct, election rules, **Labor § 22:16 to 22:18**

UNIONS AND UNION PRACTICES—Cont'd
Title VII, **Emp P § 66:4, 92:8, 92:9**
Trainees, types of workers included in appropriate bargaining units, **Labor § 19:39, 19:68**
Training of supervisors, nonunion employer's guide to union organizing, **Labor § 16:11**
Transfer
case transferred to NLRB prior to decision of Regional Director, representation hearings, **Labor § 20:47**
consequences of union support on employees, transfer to less desirable job, **Labor § 16:65**
operations, contract bar, **Labor § 18:182**
Transmission of record, review by NLRB of Regional Director's decision or determination, **Labor § 21:16, 23:172, 23:173**
Transportation
bargaining units, **Labor § 19:86 to 19:90**
costs, conduct of union in election campaigns, **Labor § 22:94**
trucking, below
Trend favoring decertification of union, **Labor § 17:6**
Truck drivers
construction industry, bargaining units, **Labor § 19:96**
types of workers included in appropriate bargaining units, **Labor § 19:47, 19:48**
Trucking
drivers. Truck drivers, above
operations, bargaining units, **Labor § 19:89**
Turnout of voters, votes needed for decision, **Labor § 23:107**
Types
bargaining units, **Labor § 19:21 to 19:34**
consent election agreements, **Labor § 20:3, 20:11 to 20:15**
industry or industries, above
representation petitions, **Labor § 18:51 et seq.**
statements, election campaigns, **Labor § 22:34 to 22:72**
workers included in appropriate bargaining units, **Labor § 19:35 to 19:74**
Uc (unit clarification). Bargaining units, above
Ud (deauthorization). Deauthorization, above
Uncertified unions
collective bargaining agreements, validity, **Labor § 47:10**
federal employment, voluntary dues deductions, **Labor § 39:262**
petition by uncertified incumbent union, contract bar, **Labor § 18:150**
Unfair Labor Practices (this index)
Unchallenged votes and voting, elections, **Labor § 23:66 to 23:70, 23:94 to 23:100**
Undated agreements, contract bar, **Labor § 18:168**
Undermining union
majority status of union, National LABOR Relations Board bargaining orders, **Labor § 43:37**
unfair labor practices, employer actions impeding agreement, **Labor § 37:18, 37:30, 37:31**
Understanding union organizing approach, nonunion employer's guide to union organizing, **Labor § 16:14 to 16:24**
Unfair matters
labor practices. **Unfair Labor Practices** (this index)
representation, revocation of certification, **Labor § 23:206**
Units. Bargaining units, above
Universities and colleges, bargaining units, **Labor § 19:121 to 19:125**
Unlawful matters. Illegal or unlawful matters, above

UNIONS AND UNION PRACTICES—Cont'd
Unlisted voter clearance, challenged ballots, **Labor § 23:91**
Unratified agreements, contract bar, **Labor § 18:169**
Unreplaced economic strikers, voter eligibility, **Labor § 22:123**
Unresolved challenges, elections, **Labor § 23:120 to 23:187**
Unsigned agreements, contract bar, **Labor § 18:167**
Untimely matters
closing of polls, termination of voting, **Labor § 23:85**
filing
individual charges, **Labor § 18:205**
showing of interest required for representation petition, **Labor § 18:81**
posting of election notices, **Labor § 23:25**
Unusual employment patterns, voter eligibility, **Labor § 22:104, 22:105**
Use
accretion, appropriate bargaining units, **Labor § 19:20**
affidavits, **Labor § 23:6, 23:154**
consent election agreements, **Labor § 20:11**
labor consultants, conduct of employer in election campaigns, **Labor § 22:86**
mail ballots, elections, **Labor § 23:41**
make effective use of supervisors, initial employer actions in response to campaign, **Labor § 16:40**
partisan use of NLRB ballot or facsimile, election campaigns, **Labor § 22:23**
pooled authorization cards, showing of interest required for representation petition, **Labor § 18:74**
preventive labor relations, nonunion employer's guide to union organizing, **Labor § 16:2**
simulated NLRB ballots, statements by union in election campaigns, **Labor § 22:54**
stipulations, consent election agreements, **Labor § 20:14**
telephone for investigation, NLRB's role in processing representation petition, **Labor § 18:105**
Validity or invalidity
authorization cards, Railway LABOR Act, **Labor § 24:7**
blocking charge procedure, **Labor § 18:191**
decertification petition, blocking charges' effect on, **Labor § 17:20**
election, propaganda statement comments, **Labor § 22:19 to 22:28**
evidence, showing of interest required for representation petition, **Labor § 18:90**
impact of valid election and union certification, filing representation petition, **Labor § 18:134 et seq.**
laboratory conditions test, election rules, **Labor § 22:7**
rerun election, invalidation requiring, **Labor § 23:115**
rule, voter eligibility lists, **Labor § 23:3**
showing of interest required for representation petition, **Labor § 18:85 et seq.**
unit clarification procedures, **Labor § 23:214**
Value
NLRB precedent, existing units, **Labor § 19:18**
subjective evidence, hearings on election objections and challenges, **Labor § 23:151**
Victory by union, nonunion employer's guide to union organizing, **Labor § 16:34, 16:49, 16:57 to 16:62**
Views
expression in organizing campaign, **Labor § 16:41 to 16:47, 16:89**

UNIONS AND UNION PRACTICES—Cont'd
Views—Cont'd
federal employment, national consultation rights, **Labor § 39:302**
Violations
disruption of plant operations through rules violations, campaign conduct, **Labor § 16:96**
settlement agreement violation, election rules, **Labor § 22:18**
standard of conduct, election rules, **Labor § 22:9 to 22:18**
state statutes regulating internal union affairs, fiduciary duties, **Labor § 70:33**
strikers in violation of NLRA, voter eligibility, **Labor § 22:127**
Violence. Threats, above
Voluntary matters
federal employment, dues deductions with uncertified unions, **Labor § 39:262**
impact of voluntary recognition of union by employer, filing representation petition, **Labor § 18:139 et seq.**
leave of absence, voter eligibility, **Labor § 22:114**
multiemployer bargaining units, **Labor § 19:28**
Votes, voters and voting
arrival of voters, above
convenience of voters consideration, election hours, **Labor § 23:16**
conversations between parties and voters, polling place, **Labor § 23:59**
decertification of union, vote needed for, **Labor § 17:24**
determination of outcome of election, **Labor § 23:90 to 23:119**
eligibility of voters
consent election agreements, **Labor § 20:8, 20:9**
lists, **Labor § 20:9, 23:2 to 23:9**
prohibition against post-election eligibility challenges, **Labor § 23:122**
Railway LABOR Act, elections, **Labor § 24:18, 24:19**
selection of representatives, generally, **Labor § 22:98 to 22:134**
identification of voters, **Labor § 23:40, 23:68**
in-line voters, termination of voting, **Labor § 23:86**
intent of voter must be clear, election ballots, **Labor § 23:38**
low voter turnout, votes needed for decision, **Labor § 23:107**
maintenance of list of voters, conduct of union in election campaigns, **Labor § 22:93**
prevention of employee vote, conduct of employer in election campaigns, **Labor § 22:75**
procedures for voting, generally, **Labor § 23:62 to 23:89**
prohibition
post-election eligibility challenges, **Labor § 23:122**
testimony of voter regarding intent, hearings on election objections and challenges, **Labor § 23:152**
rights, above
tabulation of unchallenged votes, determination of outcome of election, **Labor § 23:94 to 23:100**
tie votes, **Labor § 23:108, 23:109**
unlisted voter clearance, challenged ballots, **Labor § 23:91**
use of affidavit voting, **Labor § 23:6**
Vulnerable target employer, nonunion employer's guide to union organizing, **Labor § 16:19, 16:20, 16:24**

UNIONS AND UNION PRACTICES—Cont'd
Wage and Hour Division of U.S. Department of Labor, **Comp § 38:23**
Wages
drawing attention to nonunion pay, decertification of union, **Labor § 17:12**
increases, above
statements in election campaigns, **Labor § 22:44, 22:59**
Waiver
blocking charge procedure, **Labor § 18:195**
election observers, **Labor § 23:46**
initiation fees, **Labor § 16:97, 22:88 to 22:90**
rights, above
Which unions organize which employers, nonunion employer's guide to union organizing, **Labor § 16:18**
Wholesale grocery operations, bargaining units, **Labor § 19:94**
Who may act as collective bargaining representative, **Labor § 18:20 et seq.**
Withdrawal
consent election agreements, **Labor § 20:6**
individual charges, **Labor § 18:202, 18:204**
representation petition, **Labor § 18:109 et seq.**
request for review by NLRB of Regional Director's decision, **Labor § 21:10**
Withholding
benefits during organizing campaign, **Labor § 16:84**
dues, conduct of employer in election campaigns, **Labor § 22:83**
wage and benefit increases, conduct of employer in election campaigns, **Labor § 22:80**
Witnesses, hearings on election objections and challenges, **Labor § 23:152 to 23:155**
Working conditions, decertification of union, **Labor § 17:12**
Writing or written
employee manual, implementation of, **Labor § 16:7**
grievance procedure, implementation of, **Labor § 16:8**
informal written agreements, contract bar, **Labor § 18:153**
representation petition, **Labor § 18:45**
sample written employer communications, nonunion employer's guide to union organizing, **Labor § 16:74, 16:75**

UNION SHOPS
Unfair Labor Practices (this index)

UNITED KINGDOM
International employment, tax treaties, **Emp P § 41:274, 41:275**

UNITED STATES
Chamber of Commerce. **Personnel Manual** (this index)
Federal Matters (this index)
National LABOR Relations Act, employer coverage of governmental bodies, **Labor § 4:34**

UNITED STATES EMPLOYMENT SERVICE
Department of Labor, **Emp P § 83:27**

UNIT OR UNITS
Personnel Manual (this index)
Unions and Union Practices (this index)

UNIVERSAL LIFE INSURANCE
Life Insurance (this index)

UNIVERSITIES
Colleges and Universities (this index)
Students in Institutions of Higher Education (this index)

UNLAWFUL EMPLOYMENT PRACTICES
Retaliation (this index)

UNSAFE CONDITIONS
Commuting-related transportation as employee benefit, **Ben § 15:171 et seq.**

UNSAFE WORK
Workplaceplace safety, employee's right to refrain from performing under California's plan for safety and health, **Work S § 4:275**

UPDATING JOB ANALYSIS
Personnel manual, compensation planning and design, **Pers M § 8:75**

UPGRADING
Personnel manual, promotions, **Pers M § 15:104**

URBAN DEVELOPMENT AGENCIES
National LABOR Relations Act, employer coverage, **Labor § 4:44**

USE IT OR LOSE IT RULE
Cafeteria plans, **Ben § 3:8**

USER MODIFICATIONS BANNED
Workplaceplace safety, OSHA safety and health standards for powered industrial trucks, **Work S § 3:182**

USERRA
Uniformed Services Employment and Reemployment Rights Act (this index)

USERRA
Public employers subject to discrimination laws, employment practices, **Emp P § 20:92.50**

USURY LAWS
Preemption, **Ben § 1:118**

UTAH
Administrative sanctions and remedies, **Emp P § 82:28, 82:75**
Administrative subpoena, enforcement of, **Emp P § 111:208**
Age discrimination, **Emp P § 8:14, 8:57, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:40**
Ancestry discrimination, **Emp P § 7:14, 7:57**
Annual reports, job discrimination agencies, **Emp P § 83:302**
Antiretaliation measures, compensation, **Comp § 39:116**
Appeals
payment of compensation, industrial commission order or award, **Comp § 42:430**
support withholding, agency decision, **Comp § 42:608**
Arbitration of contract disputes, **Labor § 49:212**
Assignments, conditions governing most, **Comp § 34:94**
At-will employment, exceptions to, **Emp P § 62:46**
Benefit plans, deductions from compensation for contributions to, **Comp § 32:199**

UTAH—Cont'd
Birth place, discrimination based on, **Emp P § 7:14, 7:57**
Blacklisting, **Emp P § 65:42, 65:66, 82:100, 82:237**
Bona fide occupational qualifications, **Emp P § 15:13, 15:50**
Cash shortages, deductions from compensation for charges for, **Comp § 32:204**
Certificates, child labor, **Comp § 26:59**
Child labor
- general discussion, **Comp § 25:91, 25:92**
- administrative procedures, **Comp § 28:123**
- certificates and permits, **Comp § 26:59**
- exemptions, **Comp § 25:91**
- minimum wages, **Comp § 18:244**
- prohibitions, **Comp § 25:92**
- sanctions and remedies, **Comp § 28:67**

Citizenship discrimination, **Emp P § 7:14, 7:57**
Coerced discrimination, **Emp P § 11:3, 11:45**
Color discrimination, **Emp P § 3:54**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:116**
- assignments, conditions governing most, **Comp § 34:94**
- child labor, above
- court proceedings, generally, **Comp § 42:84 to 42:86**
- criminal penalties for various violations, **Comp § 42:86**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:123**
- employee's suit for wages, costs and attorney's fees, **Comp § 42:84**
- exemptions, **Comp § 36:32**
- form of payment, below
- garnishment, below
- industrial commission's suit for wages, penalties, liens or bond redemption, **Comp § 42:85**
- minimum wages, below
- new-hire reporting, **Comp § 37:242**
- notices, **Comp § 37:175**
- obstruction of government officials, **Comp § 39:115**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:174**
- rules, **Comp § 39:113 to 39:116**
- support withholding, below

Complaint processing, job discrimination proceedings, **Emp P § 89:303**
Complicity in discrimination, **Emp P § 12:4, 12:35**
Conciliation, job discrimination proceedings, **Emp P § 89:306, 89:307**
Conditions governing most deductions from compensation, **Comp § 32:195**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Consumer loans, deductions from compensation for payment for, **Comp § 32:197**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:130**
Conversion privileges for health and life insurance, **Ben § 8:191**
Coordination of medical benefits, **Ben § 5:292**
Court enforcement of state labor relations statutes, **Labor § 62:217 to 62:221**

UTAH—Cont'd
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:206 to 111:208**
- administrative subpoena, enforcement of, **Emp P § 111:208**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- commission decisions, review and enforcement of, **Emp P § 111:209**
- fair employment practices statute, **Emp P § 111:208 et seq.**
- garnishment cases, **Emp P § 116:1, 116:26**
- privacy cases, **Emp P § 112:1, 112:25**
- private actions, **Emp P § 111:210**
- review of commission decisions, **Emp P § 111:209**

Coverage of state statutes affecting labor relations, **Labor § 15:47**
Credits, minimum wages, **Comp § 18:245**
Credit sales, deductions from compensation for payment for, **Comp § 32:197**
Creed discrimination, **Emp P § 4:18, 4:61**
Criminal conduct, deductions from compensation for charges for, **Comp § 32:203**
Criminal penalties
- compensation, **Comp § 42:86**
- employment practices, **Emp P § 82:100, 82:237**
- minimum wages, **Comp § 42:193**
- overtime pay, **Comp § 42:193**

Deductions from compensation
- general discussion, **Comp § 32:195 to 32:205**
- benefit plans, contributions to, **Comp § 32:199**
- cash shortages, charges for, **Comp § 32:204**
- conditions governing most deductions, **Comp § 32:195**
- consumer loans, payment for, **Comp § 32:197**
- credit sales, payment for, **Comp § 32:197**
- criminal conduct, charges for, **Comp § 32:203**
- equipment, charges for, **Comp § 32:205**
- goods, charges for, **Comp § 32:205**
- kickbacks prohibited, **Comp § 32:196**
- leases, payment for, **Comp § 32:197**
- loans, repayment of, **Comp § 32:202**
- negligence, charges for, **Comp § 32:203**
- physical exams, charges for, **Comp § 32:200**
- professional dues, **Comp § 32:198**
- purchases from employer, **Comp § 32:201**
- tools, charges for, **Comp § 32:205**
- union dues, **Comp § 32:198**

Direct deposit of compensation, **Comp § 33:76**
Disabilities discrimination, **Emp P § 9:76, 9:122**
Disclosure of drug or alcohol test results, **Emp P § 30:194**
Dispute, wages affected by, **Comp § 29:145**
Dress codes, **Emp P § 31:21**
Employment agencies, **Emp P § 20:215, 20:258, 67:16, 67:55**
Employment practices
- general discussion, **Emp P § 2:1, 2:46**
- administrative sanctions and remedies, **Emp P § 82:28, 82:75**
- age discrimination, **Emp P § 8:14, 8:57**
- at-will employment, exceptions to, **Emp P § 62:46**
- blacklisting, **Emp P § 65:42, 65:66**
- blacklisting statute, criminal sanctions, **Emp P § 82:100, 82:237**

UTAH—Cont'd
Employment practices—Cont'd
bona fide occupational qualifications, **Emp P § 15:13, 15:50**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:45**
complicity in discrimination, **Emp P § 12:4, 12:35**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:237**
disabilities discrimination, **Emp P § 9:76, 9:122**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:258**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:53**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:45**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:294**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:208**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:57**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:44**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:34**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:30**
persons protected, **Emp P § 21:18, 21:62**
privacy statute, proceedings under, **Emp P § 90:282**
private employers subject to discrimination laws, **Emp P § 20:28, 20:72**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:137**
race or color discrimination, **Emp P § 3:54**
reference check immunity, **Emp P § 65:14, 65:38**
religious or creed discrimination, **Emp P § 4:18, 4:61**
retaliation against opponents of discrimination, **Emp P § 10:86**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:56**
sexual or affectional orientation discrimination, **Emp P § 6:34**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Equipment, deductions from compensation for charges for, **Comp § 32:205**
Evidence, job discrimination proceedings, **Emp P § 89:309**
Exemptions
child labor, **Comp § 25:91**
compensation, **Comp § 36:32**
payment of compensation, **Comp § 14:31**
Federal contractors, form of payment of compensation, **Comp § 33:2**

UTAH—Cont'd
Federal preemption regarding vacation pay, **Comp § 31:2**
Fees of employer, garnishment, **Comp § 34:344**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:70, 33:73**
direct deposit, **Comp § 33:76**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
terminated employees, place for paying, **Comp § 33:77**
Fringe benefits, **Emp P § 44:138, 44:167**
Garnishment
general discussion, **Comp § 34:340 to 34:347, 42:463**
amount of earnings subject to garnishment, **Comp § 34:340**
earnings subject to garnishment, **Comp § 34:346**
employment practices, **Emp P § 63:7, 63:53, 116:1, 116:26**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
fees of employer, **Comp § 34:344**
interrogatory answers of employer and employee's or creditor's reply, **Comp § 34:343**
postjudgment writ, issuance of, **Comp § 34:341**
priority of garnishment writs, **Comp § 34:347**
retirement benefits, ban as to, **Comp § 34:342**
time to make payments, **Comp § 34:345**
Goods, deductions from compensation for charges for, **Comp § 32:205**
Handicapped persons, minimum wages, **Comp § 18:242**
Harassment, **Emp P § 51:84**
Hearing, job discrimination proceedings, **Emp P § 89:308**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:89**
Holidays, **Ben § 10:50; Comp § 31:99**
Interagency cooperation, job discrimination agencies, **Emp P § 83:300**
Interrogatory answers of employer and employee's or creditor's reply, garnishment, **Comp § 34:343**
Investigations, job discrimination proceedings, **Emp P § 89:305**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:298 to 83:302**
annual reports, **Emp P § 83:302**
basic organization, powers and duties, **Emp P § 83:298**
interagency cooperation, **Emp P § 83:300**
research and education projects, **Emp P § 83:301**
rule making, **Emp P § 83:299**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:303 to 89:311**
basic fair employment practices statute procedures, **Emp P § 89:303**
complaint processing, **Emp P § 89:303**
conciliation, **Emp P § 89:306, 89:307**
decision of commission, **Emp P § 89:310**
evidence, procurement of, **Emp P § 89:309**
hearing, **Emp P § 89:308**
investigations, **Emp P § 89:305**
orders upon failure of conciliation, **Emp P § 89:307**
recalcitrant workers, complaints against, **Emp P § 89:304**
secrecy of proceedings, **Emp P § 89:311**
Judicial remedies, employment practices, **Emp P § 80:45**
Jury duty, **Ben § 14:47**

UTAH—Cont'd
Kickbacks prohibited, deductions from compensation, **Comp § 32:196**
Labor disputes, payment of compensation, **Comp § 30:94**
Labor-management training committees, **Emp P § 20:268, 20:294, 67:67, 67:89**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:208**
Learners, minimum wages, **Comp § 18:243**
Leases, deductions from compensation for payment for, **Comp § 32:197**
Life insurance, **Ben § 8:130; Emp P § 8:191**
Loans, deductions from compensation for repayment of, **Comp § 32:202**
Mandatory retirement, **Emp P § 52:35, 52:68**
Meal breaks, **Emp P § 45:32, 45:62**
Medical benefits
  continuation of individual coverage in group insurance policies, **Ben § 8:130**
  conversion privileges, **Ben § 8:191**
  coordination of benefits, **Ben § 5:292**
  mandated provisions, **Ben § 5:235**
Medical examination charges, criminal penalties, **Comp § 42:433**
Minimum wages
  general discussion, **Comp § 18:1 et seq., 18:241 to 18:247, 39:113, 42:93, 42:190 to 42:192**
  contract, varying rules by, **Comp § 18:5**
  credits, **Comp § 18:245**
  criminal penalties, **Comp § 42:193**
  deductions not qualifying as credits against minimum wages, **Comp § 18:6**
  employee's suit for wages and costs, **Comp § 42:191**
  handicapped persons, **Comp § 18:242**
  learners, **Comp § 18:243**
  minors, **Comp § 18:244**
  most employees, **Comp § 18:241**
  time limit for filing suit, **Comp § 42:192**
National origin discrimination, **Emp P § 7:14, 7:57**
Nature of state statutes affecting labor relations, **Labor § 2:50**
Negligence, deductions from compensation for charges for, **Comp § 32:203**
New-hire reporting, compensation, **Comp § 37:242**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:44**
Notice
  compensation, **Comp § 37:175**
  support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:34**
Obstruction of government officials, compensation, **Comp § 39:115**
Older workers' benefits, **Emp P § 44:224, 44:240**
Overtime pay
  general discussion, **Comp § 21:1 et seq., 21:167, 42:93, 42:190 to 42:192**
  constitutionality, **Comp § 21:6**
  contract, variance of rules by, **Comp § 21:5**
  criminal penalties, **Comp § 42:193**
  employee's suit for wages and costs, **Comp § 42:191**
  time limit for filing suit, **Comp § 42:192**

UTAH—Cont'd
Payment of compensation
  general discussion, **Comp § 29:143 to 29:145, 30:92 to 30:94, 39:114, 42:432 to 42:436**
  appeal of an industrial commission order or award, **Comp § 42:430**
  commissioner upon discharge, **Comp § 30:93**
  deductions from compensation, above
  dispute, wages affected by, **Comp § 29:145**
  exemptions, **Comp § 14:31**
  federal preemption regarding vacation pay, **Comp § 31:2**
  filing of a final award with the district court, **Comp § 42:431**
  form of payment, above
  holiday pay as wages, **Comp § 31:99**
  labor disputes, **Comp § 30:94**
  medical examination charges, criminal penalties, **Comp § 42:433**
  semi-monthly wages for most employees, **Comp § 29:143**
  severance pay as wages, **Comp § 31:99**
  support withholding, below
  termination of employment, **Comp § 30:92, 42:432**
  untimely or insufficient payment, criminal penalties, **Comp § 42:432**
  vacation pay, **Comp § 31:2, 31:61**
  yearly salary, employees on, **Comp § 29:144**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:30**
Permits, child labor, **Comp § 26:59**
Persons protected, employment practices, **Emp P § 21:18, 21:62**
Physical exams, deductions from compensation for charges for, **Comp § 32:200**
Polygraph tests, **Emp P § 53:26, 53:52**
Pregnancy discrimination, **Emp P § 5:12, 5:56**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:89**
Priority of garnishment writs, **Comp § 34:347**
Privacy, employment practices, **Emp P § 90:282, 112:1, 112:25**
Private actions, **Emp P § 111:210**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:72**
Privileges of employment. Terms, conditions and privileges of employment, below
Professional dues, deductions from compensation, **Comp § 32:198**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:137**
Purchases from employer, deductions from compensation, **Comp § 32:201**
Race discrimination, **Emp P § 3:54**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:304**
Records and reports
  general discussion, **Comp § 42:645**
  compensation, **Comp § 37:174**
  criminal penalties, **Comp § 42:645**
  employment and consumer records, access to, **Emp P § 54:38.40**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:89**
Reference check immunity, **Emp P § 65:14, 65:38**

UTAH—Cont'd
Religious discrimination, **Emp P § 4:18, 4:61**
Remedies, child labor, **Comp § 28:67**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:301**
Rest breaks, **Emp P § 45:32, 45:62**
Retaliation against opponents of discrimination, **Emp P § 10:86**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment of, **Comp § 34:342**
Rule making, job discrimination agencies, **Emp P § 83:299**
Sanctions, child labor, **Comp § 28:67**
Secrecy of proceedings, job discrimination proceedings, **Emp P § 89:311**
Selection and retention of employees
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:89**
veterans and other uniformed service members, **Emp P § 40:81**
Selection of representative, **Labor § 24:68**
Semi-monthly wages for most employees, **Comp § 29:143**
Seniority systems, **Emp P § 43:78, 43:107**
Severance pay as wages, **Comp § 31:99**
Sex discrimination, **Emp P § 5:12, 5:56**
Sexual or affectional orientation discrimination, **Emp P § 6:34**
State statutes
arbitration of contract disputes, **Labor § 49:212**
court enforcement of state labor relations statutes, **Labor § 62:217 to 62:221**
coverage of state statutes affecting labor relations, **Labor § 15:47**
nature of state statutes affecting labor relations, **Labor § 2:50**
selection of representative, **Labor § 24:68**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:193, 30:194**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug or alcohol test results, **Emp P § 30:194**
use of drug or alcohol tests, **Emp P § 30:193**
Support withholding
general discussion, **Comp § 34:466, 42:504 to 42:507, 42:607 to 42:609**
appeal of agency's decision, **Comp § 42:608**
employer's liability, **Comp § 42:607**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:606**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:92, 33:73, 42:432**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:50**
employment and consumer records, access to, **Emp P § 54:38.40**
fringe benefits, **Emp P § 44:138, 44:167**
harassment, **Emp P § 51:84**
mandatory retirement, **Emp P § 52:35, 52:68**

UTAH—Cont'd
Terms, conditions and privileges of employment—Cont'd
older workers' benefits, **Emp P § 44:224, 44:240**
polygraph tests, **Emp P § 53:26, 53:52**
rest and meal breaks, **Emp P § 45:32, 45:62**
seniority systems, **Emp P § 43:78, 43:107**
wage and salary discrimination, **Emp P § 44:79, 44:123**
Tools, deductions from compensation for charges for, **Comp § 32:205**
Unemployment compensation, **Ben § 4:90**
Union dues, deductions from compensation, **Comp § 32:198**
Union practices, **Emp P § 66:12, 66:52**
Vacations, **Ben § 9:37; Comp § 31:2, 31:61**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:81**
Voting time off, **Ben § 13:30**
Witness duty, **Ben § 14:47**
Workplace Safety (this index)
Yearly salary, employees on, **Comp § 29:144**

UTILITIES
National LABOR Relations Act, employer coverage of utility districts, **Labor § 4:41**
National LABOR Relations Board, assertion of jurisdiction over utility service, **Labor § 3:31**
Public Utilities (this index)

VACANCIES
Collective bargaining agreements, arbitrability of issues, **Labor § 49:53**
Federal employment, administering agencies, **Labor § 45:5**
Railway Labor Act (this index)

VACATIONS
General discussion, **Ben § 9:1 et seq.; Emp P § 45:1 to 45:4**
Age discrimination, **Emp P § 45:4**
Arbitration award. **Labor Management Relations Act** (this index)
Cafeteria plans, **Ben § 3:21**
Citation, workplace safety, **Work S § 4:552**
Collective Bargaining Agreements (this index)
Employee Retirement Income Security Act, welfare benefits subject to, **Ben § 9:2**
International employment, **Emp P § 41:68**
Minimum wages, **Comp § 17:29**
Payment of compensation, **Comp § 31:1 to 31:65**
Personnel Manual (this index)
Preemptive effect of federal laws, **Ben § 9:3**
Temporary restraining orders, National LABOR Relations Board, **Labor § 50:39**
Unfair Labor Practices (this index)
Uniformed services, employees returning from, **Emp P § 45:2, 45:3**

VACCINATIONS
Workplaceplace safety, hepatitis B virus, **Work S § 5:99**

VAGUE MATTERS
Unfair Labor Practices (this index)

VALIDATION
Selection and Retention of Employees (this index)

VALUE AND VALUATION
Airplane Use as Employee Benefit (this index)
Dining room as employee benefit, **Ben § 15:97**
LABOR Management Relations Act, payments to employee representatives, **Labor § 39:141**
Retirement plans, assets, **Ben § 16:37, 25:56 to 25:58**
Unfair labor practices, recordkeeping, **Labor § 30:157**
Unions and Union Practices (this index)

VALVES
Workplaceplace safety, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**

VANPOOLING
General discussion, **Ben § 15:178 to 15:181, 15:259 to 15:262**
Checklist of legal considerations, **Ben § 15:179, 15:260**
Commuter highway vehicle, limited exclusion for transportation in, **Ben § 15:181, 15:262**
Fellow employees, expenses received from, **Ben § 15:180, 15:261**
Personnel manual, commuter assistance programs, **Pers M § 12:125**

VARIABLE BENEFIT PLANS
Retirement plans, **Ben § 16:28**

VARIABLE-HOUR EMPLOYEES
Family and Medical Leave Act, **Ben § 12:46**

VARIABLE OPTIONS
Stock Options (this index)

VARIANCES
Workplace Safety (this index)

VARIETY SHOPS
Retail or service establishment employees, **Comp § 12:208**

VDTs (VIDEO DISPLAY TERMINALS)
Workplace Safety (this index)

VEGETABLE TRANSPORTATION
Agricultural Employees (this index)

VEHICLES
Motor Vehicles (this index)
Unfair Labor Practices (this index)
Workplace Safety (this index)

VENDING MACHINE DEALERS AND OPERATORS
Retail or service establishment employees, **Comp § 12:209, 12:215**

VENDING MACHINE PROCEEDS
Unfair labor practices, indirect contributions to unions, **Labor § 28:57**

VENDORS
Personnel Manual (this index)

VENEER CUTTERS AND WRINGERS
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:269**

VENTILATION
Workplace Safety (this index)

VENUE
General discussion, **Emp P § 96:1 et seq.**
ADA, **Emp P § 96:10**
Age Discrimination in Employment Act, **Emp P § 96:9**
Agricultural employees, review by Department of Labor, **Emp P § 94:42**
Bonds of Contractors (this index)
Early civil rights acts, **Emp P § 96:8**
Employee Polygraph Protection Act, **Emp P § 96:16**
Equal Pay Act, **Emp P § 96:11**
Fair Labor Standards Act and Similar State Laws (this index)
Federal migrant farm workers' statute, **Emp P § 96:15**
Jury System Improvements Act, **Emp P § 96:14**
LABOR Management Relations Act, contract enforcement actions, **Labor § 53:142 to 53:145**
Labor-Management Reporting and Disclosure Act (this index)
National LABOR Relations Board, independent suits in federal district court against NLRB, **Labor § 51:8**
Rehabilitation Act of 1973, **Emp P § 96:10**
Retirement and Retirement Plans (this index)
State court proceedings, **Emp P § 115:13**
Title VII (this index)
Title VI of Civil Rights Act of 1964, **Emp P § 96:13**
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 96:12**
Workplaceplace safety, recovery of civil penalties, **Work S § 9:26**

VERIFICATION
Age Discrimination in Employment Act, charges and complaints, **Emp P § 87:11**
Aliens, unauthorized, **Emp P § 42:9 to 42:14**
Equal Access to Justice Act, Department of Labor proceedings, **Emp P § 77:131, 77:134**
Irca, **Emp P § 20:153 to 20:157**
LABOR-Management Reporting and Disclosure Act, maintenance of records to verify accuracy of reports, **Labor § 68:6**
National LABOR Relations Board, use of payroll lists to verify majority status, **Labor § 42:53**
Personnel Manual (this index)
Title VII (this index)
Unfair labor practices, majority support, **Labor § 28:67, 28:68**
Workplaceplace safety, abatement, **Work S § 7:15**

VERMONT
Absence of employee on payday, **Comp § 29:147**
Administrative sanctions and remedies, **Emp P § 82:88**
Affirmative action plans, **Emp P § 68:92, 68:128**
Age discrimination, **Emp P § 8:14, 8:58, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:41**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:33**
Ancestry discrimination, **Emp P § 7:14, 7:58**
Annual reports, job discrimination agencies, **Emp P § 83:306**
Antiretaliation measures, compensation, **Comp § 39:118**

VERMONT—Cont'd
Arbitration of contract disputes, **Labor § 49:213**
Assignments
general discussion, **Comp § 34:95 to 34:97, 42:498**
conditions, **Comp § 34:95**
employer, receipt by, **Comp § 34:97**
liability under assignment, **Comp § 42:493**
small loan companies, receipt by, **Comp § 34:96**
At-will employment, exceptions to, **Emp P § 62:47**
Birth place, discrimination based on, **Emp P § 7:14, 7:58**
Bona fide occupational qualifications, **Emp P § 15:13, 15:51**
Certificates, child labor, **Comp § 26:60**
Child labor
general discussion, **Comp § 25:93, 25:94**
certificates and permits, **Comp § 26:60**
exemptions, **Comp § 25:93**
notices, **Comp § 27:56**
prohibitions, **Comp § 25:94**
sanctions and remedies, **Comp § 28:68**
Citizenship discrimination, **Emp P § 7:14, 7:58**
Color discrimination, **Emp P § 3:55**
Compensation, **Emp P § 44:123.50**
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:118**
assignments, above
child labor, above
civil fines for violations as to pay, records or inspections, **Comp § 42:88**
court proceedings, generally, **Comp § 42:87**
deductions from compensation, below
employee's suit for wages, costs and attorney's fees, **Comp § 42:87**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:243**
notices, **Comp § 37:177**
overtime pay, below
payment of compensation, below
records, **Comp § 37:176**
rules, **Comp § 39:117, 39:118**
support withholding, below
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:131**
Conversion privileges for health and life insurance, **Ben § 8:192**
Coordination of medical benefits, **Ben § 5:293**
Court enforcement of state labor relations statutes, **Labor § 62:222 to 62:224**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:209 to 111:212**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
commission enforcement actions in state agency cases, **Emp P § 111:214**
discovery procedures, enforcement of, **Emp P § 111:211**
fair employment practices statute, **Emp P § 111:211 et seq.**
garnishment cases, **Emp P § 116:1, 116:27**
privacy cases, **Emp P § 112:1, 112:26**

VERMONT—Cont'd
Court proceedings—Cont'd
private actions, **Emp P § 111:213**
state actions to enjoin violations, **Emp P § 111:212**
veterans' reemployment cases, **Emp P § 114:1, 114:18**
Coverage of state statutes affecting labor relations, **Labor § 15:48**
Credits, minimum wages, **Comp § 18:251**
Creed discrimination, **Emp P § 4:18, 4:62**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:29.50**
Criminal sanctions
general discussion, **Emp P § 82:100, 82:238, 82:239**
employee privacy statute, **Emp P § 82:239**
fair employment practices statute, **Emp P § 82:238**
Deductions from compensation
general discussion, **Comp § 32:206 to 32:208**
medical exams, charges for, **Comp § 32:207**
Direct deposit of compensation, **Comp § 33:78**
Disabilities discrimination, **Emp P § 9:76, 9:123**
Disclosure of drug or alcohol test information, **Emp P § 30:199**
Discontinuance, job discrimination proceedings, **Emp P § 89:314**
Discovery procedures, enforcement of, **Emp P § 111:211**
Employee benefits, ban as to garnishment of compensation for loss of, **Comp § 34:351**
Employee privacy statute, **Emp P § 82:88, 82:239**
Employment agencies, **Emp P § 20:215, 20:259, 67:16, 67:56**
Employment practices
general discussion, **Emp P § 2:1, 2:47**
administrative sanctions and remedies, **Emp P § 82:88**
affirmative action plans, **Emp P § 68:92, 68:128**
age discrimination, **Emp P § 8:14, 8:58**
at-will employment, exceptions to, **Emp P § 62:47**
bona fide occupational qualifications, **Emp P § 15:13, 15:51**
checklist of state laws regulating employment practices, **Emp P § 2:54**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, above
disabilities discrimination, **Emp P § 9:76, 9:123**
employee privacy statute, administrative sanctions and remedies, **Emp P § 82:88**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:259**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:54**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:332**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:46**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:209**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:58**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:31**
persons protected, **Emp P § 21:18, 21:63**

VERMONT—Cont'd
Employment practices—Cont'd
private employers subject to discrimination laws, **Emp P § 20:28, 20:73**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:138**
race or color discrimination, **Emp P § 3:55**
religious or creed discrimination, **Emp P § 4:18, 4:62**
retaliation against opponents of discrimination, **Emp P § 10:87**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:57**
sexual or affectional orientation discrimination, **Emp P § 6:35**
substance abuse and testing, below
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:313**
Exemptions, child labor, **Comp § 25:93**
Family leave, **Ben § 12:107**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:72**
direct deposit, **Comp § 33:78**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Fringe benefits, **Emp P § 44:138, 44:168**
Future benefits, ban as to garnishment of compensation for loss of, **Comp § 34:351**
Garnishment
general discussion, **Comp § 34:348 to 34:351, 42:463, 42:498**
amount of earnings subject to garnishment, **Comp § 34:348**
employment practices, **Emp P § 63:7, 63:54, 116:1, 116:27**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
future earnings and employee benefits, ban as to compensation for loss of, **Comp § 34:351**
judgment, employee's neglect, and hearing as prerequisites, **Comp § 34:349**
liability under assignment, **Comp § 42:493**
relief recipients, protection of, **Comp § 34:350**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:332**
Handicapped persons, minimum wages, **Comp § 18:250**
Harassment, **Emp P § 51:85**
Health care employees, overtime pay, **Comp § 21:169**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:90**
Holidays, **Ben § 10:51**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:303 to 83:306**
annual reports, **Emp P § 83:306**
basic organization, powers and duties, **Emp P § 83:303**
research and education projects, **Emp P § 83:305**
rule making, **Emp P § 83:304**

VERMONT—Cont'd
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:312 to 89:315**
basic fair employment practices statute procedures, **Emp P § 89:312**
decision of commission, **Emp P § 89:315**
discontinuance, assurance of, **Emp P § 89:314**
evidence, procurement of, **Emp P § 89:313**
Judicial remedies, employment practices, **Emp P § 80:1, 80:46**
Jury duty, **Ben § 14:48**
Kickbacks, compensation, **Comp § 42:440**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:209**
Learners, minimum wages, **Comp § 18:249**
Life insurance, **Ben § 8:131; Emp P § 8:192**
Mandatory retirement, **Emp P § 52:35, 52:69**
Meal breaks, **Emp P § 45:32, 45:63**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:131**
conversion privileges, **Ben § 8:192**
coordination of benefits, **Ben § 5:293**
mandated provisions, **Ben § 5:236**
Medical examinations, deductions from compensation for charges for, **Comp § 32:207**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:246 to 18:251**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:251**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
handicapped persons, **Comp § 18:250**
learners in retail, wholesale and service establishments, **Comp § 18:249**
most employees, **Comp § 18:246**
retail, wholesale or service establishment employees, **Comp § 18:249**
training wage, **Comp § 18:248**
National origin discrimination, **Emp P § 7:14, 7:58**
Nature of state statutes affecting labor relations, **Labor § 2:51**
New-hire reporting, compensation, **Comp § 37:243**
Notice
child labor, **Comp § 27:56**
compensation, **Comp § 37:177**
support withholding, **Comp § 42:500**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:168, 21:169**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
health care employees, **Comp § 21:169**
maximum hours, **Comp § 21:168, 21:169**
most employees, **Comp § 21:168**
Parental leave, **Ben § 12:107**
Payment of compensation
general discussion, **Comp § 29:146 to 29:148, 42:437 to 42:440**
absence of employee on payday, **Comp § 29:147**
agreed upon benefits or wage supplements, liability for failure to pay, **Comp § 42:436**
benefits and wage supplements, **Comp § 29:148**
deductions from compensation, above

VERMONT—Cont'd
Payment of compensation—Cont'd
employee's suit for double wages, costs, and attorney's fees, **Comp § 42:434**
form of payment, above
kickbacks, criminal penalties for, **Comp § 42:437**
periodic wages for most employees, **Comp § 29:146**
support withholding, below
termination of employment, **Comp § 30:95**
untimely payment, criminal penalties, **Comp § 42:435**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:31**
Periodic wages for most employees, **Comp § 29:146**
Permits, child labor, **Comp § 26:60**
Persons protected, employment practices, **Emp P § 21:18, 21:63**
Polygraph tests, **Emp P § 53:26, 53:53**
Pregnancy discrimination, **Emp P § 5:12, 5:57**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:90**
Privacy, employment practices, **Emp P § 112:1, 112:26**
Private actions, **Emp P § 111:213**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:73**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:138**
Race discrimination, **Emp P § 3:55**
Records, compensation, **Comp § 37:176**
Records and reports
employment and consumer records, access to, **Emp P § 54:38.50**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:90**
Relief recipients, protection from garnishment, **Comp § 34:350**
Religious discrimination, **Emp P § 4:18, 4:62**
Remedies, child labor, **Comp § 28:68**
Research and education projects, job discrimination agencies, **Emp P § 83:305**
Rest breaks, **Emp P § 45:32, 45:63**
Retail establishment employees, minimum wages, **Comp § 18:249**
Retaliation against opponents of discrimination, **Emp P § 10:87**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:304**
Sanctions, child labor, **Comp § 28:68**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:33**
criminal arrests and convictions, **Emp P § 33:29.50**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:90**
veterans and other uniformed service members, **Emp P § 40:82**
Selection of representative, **Labor § 24:69**
Seniority systems, **Emp P § 43:78, 43:108**
Service establishment employees, minimum wages, **Comp § 18:249**
Sex discrimination, **Emp P § 5:12, 5:57**
Sexual or affectional orientation discrimination, **Emp P § 6:35**
Sick leave, **Ben § 11:34**

VERMONT—Cont'd
Small loan companies, receipt of assignment by, **Comp § 34:96**
State statutes
arbitration of contract disputes, **Labor § 49:213**
court enforcement of state labor relations statutes, **Labor § 62:222 to 62:224**
coverage of state statutes affecting labor relations, **Labor § 15:48**
nature of state statutes affecting labor relations, **Labor § 2:51**
selection of representative, **Labor § 24:69**
Substance abuse and testing
general discussion, **Emp P § 30:82, 30:195 to 30:200**
administration of drug or alcohol tests, **Emp P § 30:197**
applicants, use of drug or alcohol tests on, **Emp P § 30:195**
authority of employer, effect of drug and alcohol testing law, **Emp P § 30:200**
chart of state laws regulating substance abuse testing, **Emp P § 30:204**
disclosure of drug or alcohol test information, **Emp P § 30:199**
employees, use of drug or alcohol tests on, **Emp P § 30:196**
explanation, obtaining by employee or applicant, **Emp P § 30:198**
retest, obtaining by employee or applicant, **Emp P § 30:198**
Support withholding
general discussion, **Comp § 34:467, 42:504 to 42:507, 42:610, 42:611**
employer's liability, **Comp § 42:610**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:609**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Termination of employment, payment of compensation, **Comp § 30:95**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:51**
employment and consumer records, access to, **Emp P § 54:38.50**
fringe benefits, **Emp P § 44:138, 44:168**
harassment, **Emp P § 51:85**
mandatory retirement, **Emp P § 52:35, 52:69**
polygraph tests, **Emp P § 53:26, 53:53**
rest and meal breaks, **Emp P § 45:32, 45:63**
seniority systems, **Emp P § 43:78, 43:108**
Training wage, minimum wages, **Comp § 18:248**
Unemployment compensation, **Ben § 4:91**
Union practices, **Emp P § 66:12, 66:53**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:18**
selection and retention of employees, **Emp P § 40:82**
Wholesale establishment employees, minimum wages, **Comp § 18:249**
Witness duty, **Ben § 14:48**
Workplace Safety (this index)

VERTICAL CLEARANCE FOR LANDING
Workplaceplace safety, OSHA safety and health standards for manlifts, **Work S § 3:57**

VESSELS
Aliens, crewmembers (D-visa), **Emp P § 42:36**
Ships or Vessels (this index)

VESTING
Employee Retirement Income Security Act, **Ben § 2:74**
Retirement and Retirement Plans (this index)
Simple savings plans, **Ben § 23:214**

VETERANS ACT
Administrative sanctions and remedies, **Emp P § 82:4**
Civil actions, **Emp P § 94:87**
Evidence, order and burden of proof, **Emp P § 107:39**
Records and reports, **Emp P § 92:35 to 92:37**

VETERANS AND OTHER UNIFORMED SERVICE MEMBERS
General discussion, **Emp P § 40:1 et seq., 88:162 to 88:189**
Abolition of pre-service position, **Emp P § 40:37**
Actual service, benefits based on, **Emp P § 44:255**
Adequacy of reemployment application, **Emp P § 40:30**
Administrative exemptions
- general discussion, **Emp P § 91:12 to 91:15**
- affirmative action clause waivers, **Emp P § 91:12**
- contractors subject to noncompliance proceedings, waivers for, **Emp P § 91:13**
- national security exemptions, **Emp P § 91:15**
- withdrawal of waivers, **Emp P § 91:14**

Affirmative Action (this index)
Application of reemployment, **Emp P § 40:32**
Benefits. Compensation and benefits, below
Bonuses, reemployment rights, **Emp P § 46:77**
Changed circumstances defense to reemployment, **Emp P § 40:35**
Collective bargaining agreements
- general discussion, **Emp P § 40:42**
- benefit rights, effect on, **Emp P § 44:256**
- federal statute, effect of, **Emp P § 40:4**
- seniority rights, effect on, **Emp P § 44:260**

Compensation
- veterans, increased pay for, **Emp P § 44:26**

Compensation and benefits
- general discussion, **Emp P § 44:26, 44:244 et seq.**
- actual service, benefits based on, **Emp P § 44:255**
- collective bargaining provisions, effect on benefit rights, **Emp P § 44:256**
- escalator principle and reasonable certainty test, use of, **Emp P § 44:245**
- overtime pay, entitlement to, **Emp P § 44:248**
- seniority rights, below
- step increases, entitlement to, **Emp P § 44:247**
- third parties, effect of employer agreements with, **Emp P § 44:257**
- wages and salaries, entitlement to, **Emp P § 44:246**

Compliance reviews, **Emp P § 88:164**
Conciliation attempted where violation found, **Emp P § 88:180**
Confidentiality of contractor processing, **Emp P § 88:174**
Defenses, **Emp P § 40:41**

VETERANS AND OTHER UNIFORMED SERVICE MEMBERS—Cont'd
Disabilities, complaints of individuals with, **Emp P § 88:169**
Discipline, reemployment of, **Emp P § 64:1, 64:2**
Discrimination and veterans' reemployment laws, relationship between, **Emp P § 40:2**
Duty of contractor to provide information, **Emp P § 88:163**
Employment Practices (this index)
Equitable considerations, effect on seniority rights, **Emp P § 44:262**
Escalator principle and reasonable certainty test, use of, **Emp P § 44:245**
Evidence
- veteran's qualifications, **Emp P § 40:23**
- violations, **Emp P § 40:40**

Executive Order 11246 hearings, procedure similar to, **Emp P § 88:185**
Federal and state veterans' reemployment laws, relationship between, **Emp P § 40:3**
Federal employees, enforcement rights of, **Emp P § 90:6**
Federal intelligence agencies, enforcement rights of employees of, **Emp P § 90:7**
Filing complaint with Department of Labor, **Emp P § 90:3**
Hearing, right of contractor to, **Emp P § 88:183, 88:184**
Honorable Discharge (this index)
Individual complaints
- general discussion, **Emp P § 88:165 to 88:172**
- contents of complaints, **Emp P § 88:168**
- disabilities, complaints of individuals with, **Emp P § 88:169**
- failure to provide information, effect of, **Emp P § 88:171**
- overlap of jurisdiction of Office of Federal Contract Compliance Programs and Equal Employment Opportunity Commission, **Emp P § 88:172**
- persons who may file, **Emp P § 88:165**
- place to file, **Emp P § 88:167**
- time limits for filing, **Emp P § 88:166**
- veterans' complaints, **Emp P § 88:170**

Ineligibility list, **Emp P § 88:187**
Intent to enter service at time of leaving, **Emp P § 40:27, 40:28**
Investigation of complaints by Department of Labor, **Emp P § 90:4**
Investigations by contractors
- general discussion, **Emp P § 88:173 to 88:175**
- confidentiality of contractor processing, **Emp P § 88:174**
- referral of complaint to contractor, **Emp P § 88:173**
- resolution of complaint, **Emp P § 88:175**

Investigations by Office of Federal Contract Compliance Programs
- general discussion, **Emp P § 88:176 to 88:183**
- conciliation attempted where violation found, **Emp P § 88:180**
- duty to promptly investigate, **Emp P § 88:176**
- enforcement, **Emp P § 88:182**
- hearing, right of contractor to, **Emp P § 88:183**
- notice to complainant of final action where no violation found, **Emp P § 88:178**
- overlap of jurisdiction of OFCCP and Equal Employment Opportunity Commission, **Emp P § 88:181**
- record of case, **Emp P § 88:177**
- review, request by complainant for, **Emp P § 88:179**

VETERANS AND OTHER UNIFORMED SERVICE MEMBERS—Cont'd
Judicial branch, enforcement rights of employees of, **Emp P § 90:7**
Laches, **Emp P § 100:72**
Layoffs and recalls, **Emp P § 50:2**
Leave requirements, **Emp P § 45:6 to 45:8**
Legislative branch, enforcement rights of employees of, **Emp P § 90:7**
Loyalty to employer, **Emp P § 40:21**
Medical and Health Insurance (this index)
Medical benefits, recovery of cost of certain care and services, **Ben § 5:306**
Mental qualifications, **Emp P § 40:19**
National guard members, time off benefits, **Emp P § 45:8, 45:9**
National LABOR Relations Board, impact of veterans' benefits laws on right to consider dispute, **Labor § 11:32**
National security exemptions, **Emp P § 91:15**
Nature of business, effect of change in, **Emp P § 40:36**
Notice
enforcement, notice to contracting agencies, **Emp P § 88:186**
final action where no violation found, **Emp P § 88:178**
intent to leave for service, failure to give notice, **Emp P § 40:28**
Overtime pay, **Comp § 20:45**
Pay, position of like, **Emp P § 40:34**
Performance standards, ability to meet, **Emp P § 40:20**
Permanence of position, **Emp P § 40:24**
Personal habits and conduct, **Emp P § 40:22**
Personnel Manual (this index)
Physical qualifications, **Emp P § 40:18**
Place to file, individual complaints, **Emp P § 88:167**
Position to which veteran entitled, **Emp P § 40:33**
Pre-Uniformed Services Employment and Reemployment Rights Act law, **Emp P § 40:17 et seq.**
Probationary positions, **Emp P § 40:26**
Profit-sharing, reemployment rights, **Emp P § 46:77**
Promotions (this index)
Public contracts, overtime pay, **Comp § 22:13**
Qualifications of returning veterans, **Emp P § 40:17 et seq.**
Record of case, **Emp P § 88:177**
Reemployment
general discussion, **Emp P § 114:1 et seq.**
backpay, **Emp P § 72:15, 72:16**
disabilities discrimination, **Emp P § 9:18**
expedited trials, **Emp P § 105:20**
intervention, **Emp P § 97:50**
jurisdiction, prior state court decisions, **Emp P § 95:109**
laches, **Emp P § 100:72**
strike, motions to, **Emp P § 101:57**
summary judgment, **Emp P § 101:70**
Reemployment application, **Emp P § 40:32**
Referral of complaint to contractor, **Emp P § 88:173**
Reinstatement of contractor, **Emp P § 88:188, 88:189**
Replacement of veteran by another worker, **Emp P § 40:38**
Resolution of investigations, **Emp P § 90:5**
Retirement and Retirement Plans (this index)
Seniority rights
general discussion, **Emp P § 44:258 to 44:262**
collective bargaining agreements, effect of, **Emp P § 44:260**

VETERANS AND OTHER UNIFORMED SERVICE MEMBERS—Cont'd
Seniority rights—Cont'd
date of seniority entitlement for returning veteran, **Emp P § 44:261**
equitable considerations, effect of, **Emp P § 44:262**
position of like seniority, **Emp P § 40:34**
seniority, defined, **Emp P § 44:259**
Sick leave, **Emp P § 45:27**
Size of business, effect of change in, **Emp P § 40:36**
Status, position of like, **Emp P § 40:34**
Step increases, entitlement to, **Emp P § 44:247**
Temporary positions, **Emp P § 40:25**
Termination of employment prior to service commitment, **Emp P § 40:29**
Time limits for filing, individual complaints, **Emp P § 88:166**
Timeliness of reemployment application, **Emp P § 40:31**
Time off benefits
general discussion, **Emp P § 45:5 to 45:9**
application for membership in uniformed services, **Emp P § 45:6**
leave requirements, **Emp P § 45:6 to 45:8**
national guard members, **Emp P § 45:8, 45:9**
Transfers and job assignments, **Emp P § 49:5**
Uniformed Services Employment and Reemployment Rights Act (this index)
Veterans' complaints, **Emp P § 88:170**
Veterans' Employment and Training Administration (VETA), authority of, **Emp P § 90:2**
Waiver of right to job, **Emp P § 40:39**
Withdrawal of waivers, **Emp P § 91:14**

VETERANS' EMPLOYMENT AND TRAINING SERVICE
Department of Labor, **Emp P § 83:30, 83:31**

VETERANS' READJUSTMENT ACT
Office of Federal Contract Compliance Programs, powers and authority, **Emp P § 83:38**

VEXATIOUS PROCEEDINGS
Attorney's fees, **Emp P § 77:44**

VICTIMS OF SECONDARY BOYCOTTS
Unfair labor practices, recourse available to, **Labor § 38:23 to 38:26**

VICTORY BY UNION
Nonunion employer's guide to union organizing, **Labor § 16:34, 16:49, 16:57 to 16:62**

VIDEO DISPLAY TERMINALS
Workplace Safety (this index)

VIDEO SURVEILLANCE
Surveillance and monitoring of employees, **Emp P § 55:3**

VIDEOTAPES
Personnel manual, resources for AIDS in workplace, **Pers M § 18:21**
Workplaceplace safety, videotaped depositions in administrative proceedings, **Work S § 8:85**

VIETNAM-ERA VETERANS
Personnel Manual (this index)

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT
Disabilities discrimination, **Emp P § 9:17**
Government contractors, coverage requirements, **Emp P § 20:302**

VINYL CHLORIDE
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:302**

VIOLATIONS
Federal employment, ex parte communications with administering agencies, **Labor § 45:26**
Labor-Management Reporting and Disclosure Act (this index)
National Labor Relations Act (this index)
National Labor Relations Board (this index)
No-Strike Clause or Agreement (this index)
Personnel Manual (this index)
Railway Labor Act (this index)
Repeated Matters (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Worker Adjustment and Retraining Notification Act (this index)
Workplace Safety (this index)

VIOLENCE
National Labor Relations Act (this index)
Personnel manual, domestic violence prevention, **Pers M § 6:41**
Threats (this index)
Unfair Labor Practices (this index)
Workplaceplace safety, OSHA general duty clause, **Work S § 3:17**

VIRGINIA
Administrative sanctions and remedies, **Emp P § 82:28, 82:76**
Advisory committees, job discrimination agencies, **Emp P § 83:317**
Age discrimination, **Emp P § 8:14, 8:59, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:43**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:34**
Ancestry discrimination, **Emp P § 7:14, 7:59**
Answer of employer, garnishment, **Comp § 34:355**
Arbitration of contract disputes, **Labor § 49:214**
Assignments
- general discussion, **Comp § 34:98, 34:99**
- conditions, **Comp § 34:98**
- partial wage assignments prohibited, **Comp § 34:99**

At-will employment, exceptions to, **Emp P § 62:48**
Birth place, discrimination based on, **Emp P § 7:14, 7:59**
Blacklisting, **Emp P § 65:42, 65:67, 82:241**
Bona fide occupational qualifications, **Emp P § 15:13, 15:52**
Certificates, child labor, **Comp § 26:61**
Child labor
- general discussion, **Comp § 25:95, 25:96**
- certificates and permits, **Comp § 26:61**

VIRGINIA—Cont'd
Child labor—Cont'd
- exemptions, **Comp § 25:95**
- garnishment, **Comp § 34:353**
- prohibitions, **Comp § 25:96**
- records and reports, **Comp § 27:23**
- sanctions and remedies, **Comp § 28:69**

Citizenship discrimination, **Emp P § 7:14, 7:59**
Coerced discrimination, **Emp P § 11:3, 11:46**
Color discrimination, **Emp P § 3:56**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- assignments, above
- child labor, above
- court proceedings, generally, **Comp § 42:89**
- criminal penalties for violations as to investigation, **Comp § 42:89**
- discrimination, **Emp P § 44:79, 44:124**
- form of payment, below
- garnishment, below
- minimum wages, below
- new-hire reporting, **Comp § 37:244**
- notices, **Comp § 37:179**
- obstruction of government officials, **Comp § 39:121**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:178**
- refusal to testify, **Comp § 39:122**
- rules, **Comp § 39:119 to 39:121**
- support withholding, below

Complaints, job discrimination proceedings, **Emp P § 89:320 to 89:322**
Conciliation, job discrimination proceedings, **Emp P § 89:324**
Conditions of employment. Terms, conditions and privileges of employment, below
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:132**
Conversion privileges for health and life insurance, **Ben § 8:193**
Court enforcement of state labor relations statutes, **Labor § 62:229 to 62:234**
Court proceedings
- general discussion, **Emp P § 111:1, 111:2, 111:213 to 111:216**
- Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
- attorney general, actions by, **Emp P § 111:217**
- enforcing subpoena, **Emp P § 111:215**
- equal pay statute actions, **Emp P § 111:218**
- fair employment practices statute, **Emp P § 111:215, 111:216**
- issuing subpoena, **Emp P § 111:215**
- privacy cases, **Emp P § 112:1, 112:27**
- private actions, **Emp P § 111:216**
- subpoena, issuing and enforcing, **Emp P § 111:215**

Coverage of state statutes affecting labor relations, **Labor § 15:50**
Credits, minimum wages, **Comp § 18:253**
Creed discrimination, **Emp P § 4:18, 4:63**
Criminal arrests and convictions, selection and retention of employees, **Comp § 33:30; Emp P § 33:12, 33:30**
Criminal penalties
- general discussion, **Emp P § 82:100, 82:240 to 82:242**

VIRGINIA—Cont'd
Criminal penalties—Cont'd
blacklisting statute, **Emp P § 82:241**
fair employment practices statute, **Emp P § 82:240**
investigations, compensation, **Comp § 42:89**
payment of compensation, **Comp § 42:439**
time off statute, **Emp P § 82:242**
Death of employee, payment of compensation, **Comp § 30:97**
Deductions from compensation, conditions governing, **Comp § 32:208**
Direct deposit of compensation, **Comp § 33:79**
Disabilities discrimination, **Emp P § 9:76, 9:124**
Employment agencies, **Emp P § 20:215, 20:260, 67:16, 67:58**
Employment practices
general discussion, **Emp P § 2:1, 2:48**
administrative sanctions and remedies, **Emp P § 82:28, 82:76**
age discrimination, **Emp P § 8:14, 8:59**
at-will employment, exceptions to, **Emp P § 62:48**
blacklisting, **Emp P § 65:42, 65:67**
bona fide occupational qualifications, **Emp P § 15:13, 15:52**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:46**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, below
disabilities discrimination, **Emp P § 9:76, 9:124**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:260**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:56**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:333**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:47**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:295**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:59**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:45**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:32**
persons protected, **Emp P § 21:18, 21:64**
privacy statute, proceedings under, **Emp P § 90:283**
private employers subject to discrimination laws, **Emp P § 20:28, 20:74**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:139**
race or color discrimination, **Emp P § 3:56**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:358**
reference check immunity, **Emp P § 65:14, 65:39**
religious or creed discrimination, **Emp P § 4:18, 4:63**
retaliation against opponents of discrimination, **Emp P § 10:88**

VIRGINIA—Cont'd
Employment practices—Cont'd
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:58**
terms, conditions and privileges of employment, below
Enforcement of subpoenas, **Emp P § 111:215**
Equal pay statute actions, **Emp P § 111:218**
Evidence, job discrimination proceedings, **Emp P § 89:326**
Exemptions, child labor, **Comp § 25:95**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Fees of employer, garnishment, **Comp § 34:357**
Findings, job discrimination proceedings, **Emp P § 89:325**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:73**
direct deposit, **Comp § 33:79**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
Garnishment
general discussion, **Comp § 34:352 to 34:357**
adverse employment actions, **Emp P § 63:7, 63:56**
amount of earnings subject to garnishment, **Comp § 34:352**
answer of employer, **Comp § 34:355**
duration of lien, **Comp § 34:356**
fees of employer, **Comp § 34:357**
minor, ban as to earnings of, **Comp § 34:353**
notice and hearing as prerequisites, **Comp § 34:354**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:333**
Harassment, **Emp P § 51:86**
Health, selection and retention of employees, **Emp P § 28:31, 28:63**
Hearings, job discrimination proceedings, **Emp P § 89:327**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:92**
Holidays, **Ben § 10:53**
Inter-agency cooperation, job discrimination agencies, **Emp P § 83:313**
Investigations, job discrimination proceedings, **Emp P § 89:323**
Issuance of subpoenas, **Emp P § 111:215**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:311 to 83:317**
advisory committees, **Emp P § 83:317**
basic organization, powers and duties, **Emp P § 83:311**
inter-agency cooperation, **Emp P § 83:313**
local agencies, **Emp P § 83:316**
rule making, **Emp P § 83:312**
technical assistance, **Emp P § 83:314**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:320 to 89:327**
basic fair employment practices statute procedures, **Emp P § 89:322**
complaints, **Emp P § 89:320 to 89:322**
conciliation, **Emp P § 89:324**
evidence, procurement of, **Emp P § 89:326**
findings, **Emp P § 89:325**
hearings, **Emp P § 89:327**
investigations, **Emp P § 89:323**
recommendations, **Emp P § 89:325**

VIRGINIA—Cont'd
Judicial remedies, employment practices, **Emp P § 80:1, 80:47**
Jury duty, **Ben § 14:49**
Labor-management training committees, **Emp P § 20:268, 20:295, 67:67, 67:91**
Life insurance, **Ben § 8:132; Emp P § 8:193**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:34**
Meal breaks, **Emp P § 45:63.50**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:132**
conversion privileges, **Ben § 8:193**
mandated provisions, **Ben § 5:237**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:252, 18:253, 42:93, 42:193, 42:194**
civil fines for intentional violations, **Comp § 42:195**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:253**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, interest and attorney's fees, **Comp § 42:194**
most employees, **Comp § 18:252**
National origin discrimination, **Emp P § 7:14, 7:59**
Nature of state statutes affecting labor relations, **Labor § 2:53**
New-hire reporting, compensation, **Comp § 37:244**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:45**
Notice
compensation, **Comp § 37:179**
support withholding, **Comp § 42:500**
Obstruction of government officials, compensation, **Comp § 39:121**
Overtime pay
general discussion, **Comp § 42:95, 42:193, 42:194**
civil fines for intentional violations, **Comp § 42:195**
employee's suit for wages, interest and attorney's fees, **Comp § 42:194**
Partial wage assignments prohibited, **Comp § 34:99**
Payment of compensation
general discussion, **Comp § 29:149, 29:150, 30:96, 30:97, 39:120, 42:441, 42:442**
criminal penalties, **Comp § 42:439**
death of employee, **Comp § 30:97**
deductions from compensation, conditions governing, **Comp § 32:208**
form of payment, above
hourly employees, bi-weekly or semi-monthly wages for, **Comp § 29:149**
other employees, **Comp § 13:53**
salaried employees, monthly payment for, **Comp § 29:150**
support withholding, below
termination of employment, **Comp § 30:96**
untimely payment, liability for, **Comp § 42:438**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:32**
Permits, child labor, **Comp § 26:61**
Persons protected, employment practices, **Emp P § 21:18, 21:64**

VIRGINIA—Cont'd
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:63**
Polygraph tests, **Emp P § 53:26, 53:54**
Pregnancy benefits, **Emp P § 44:178, 44:207**
Pregnancy discrimination, **Emp P § 5:12, 5:58**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:92**
Privacy, employment practices, **Emp P § 90:283, 112:1, 112:27**
Private actions, **Emp P § 111:216**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:74**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:34**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:139**
Race discrimination, **Emp P § 3:56**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:358**
Recommendations, job discrimination proceedings, **Emp P § 89:325**
Records and reports
child labor, **Comp § 27:23**
compensation, **Comp § 37:178**
employment and consumer records, access to, **Emp P § 54:39**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:92**
Reference check immunity, **Emp P § 65:14, 65:39**
Religious discrimination, **Emp P § 4:18, 4:63**
Remedies, child labor, **Comp § 28:69**
Reports. Records and reports, above
Rest breaks, **Emp P § 45:63.50**
Retaliation against opponents of discrimination, **Emp P § 10:88**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:312**
Salaried employees, monthly payment for, **Comp § 29:150**
Sanctions, child labor, **Comp § 28:69**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:34**
criminal arrests and convictions, **Emp P § 33:12, 33:30**
health and physical fitness, **Emp P § 28:31, 28:63**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:92**
marital status, **Emp P § 32:10, 32:34**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:31**
veterans and other uniformed service members, **Emp P § 40:83**
Seniority systems, **Emp P § 43:78, 43:109**
Sex discrimination, **Emp P § 5:12, 5:58**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:31**
State statutes
arbitration of contract disputes, **Labor § 49:214**
court enforcement of state labor relations statutes, **Labor § 62:229 to 62:234**
coverage of state statutes affecting labor relations, **Labor § 15:50**

VIRGINIA—Cont'd
State statutes—Cont'd
nature of state statutes affecting labor relations, **Labor § 2:53**
Subpoena, issuing and enforcing, **Emp P § 111:215**
Support withholding
general discussion, **Comp § 34:468, 42:504 to 42:507, 42:612, 42:613**
employer's liability, **Comp § 42:612**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:611**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:314**
Termination of employment, payment of compensation, **Comp § 30:96**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:52**
employment and consumer records, access to, **Emp P § 54:39**
harassment, **Emp P § 51:86**
polygraph tests, **Emp P § 53:26, 53:54**
pregnancy benefits, **Emp P § 44:178, 44:207**
promotions, **Emp P § 47:23, 47:34**
rest and meal breaks, **Emp P § 45:63.50**
seniority systems, **Emp P § 43:78, 43:109**
training programs, **Emp P § 48:30, 48:59**
wage and salary discrimination, **Emp P § 44:79, 44:124**
Time off statute, criminal sanctions, **Emp P § 82:242**
Training programs, **Emp P § 48:30, 48:59**
Unemployment compensation, **Ben § 4:92**
Union practices, **Emp P § 66:12, 66:55**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:83**
Voting time off, **Ben § 13:31**
Witness duty, **Ben § 14:49**
Workplace Safety (this index)

VIRGIN ISLANDS
Administrative sanctions and remedies, **Emp P § 82:28, 82:77**
Age discrimination, **Emp P § 8:14, 8:60, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:42**
Ancestry discrimination, **Emp P § 7:14, 7:60**
Annual reports, job discrimination agencies, **Emp P § 83:310**
At-will employment, exceptions to, **Emp P § 62:48.50**
Birth place, discrimination based on, **Emp P § 7:14, 7:60**
Bona fide occupational qualifications, **Emp P § 15:13, 15:53**
Charging process, job discrimination proceedings, **Emp P § 89:316**
Citizenship discrimination, **Emp P § 7:14, 7:60**
Civil rights statute, **Emp P § 111:219 et seq.**
Coerced discrimination, **Emp P § 11:3, 11:47**
Color discrimination, **Emp P § 3:57**
Compensation
discrimination, **Emp P § 44:79, 44:125**
Complicity in discrimination, **Emp P § 12:4, 12:36**

VIRGIN ISLANDS—Cont'd
Conditions of employment. Terms, conditions and privileges of employment, below
Court enforcement of labor relations statutes, **Labor § 62:225 to 62:228**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:217 to 111:221**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
civil rights statute, **Emp P § 111:219 et seq.**
commission subpoena, enforcement of, **Emp P § 111:220**
employment discrimination statute actions, **Emp P § 111:223**
private rights, enforcement of, **Emp P § 111:222**
review of commission decision, **Emp P § 111:221**
temporary equitable relief, **Emp P § 111:219**
Coverage of statutes affecting labor relations, **Labor § 15:49**
Creed discrimination, **Emp P § 4:18, 4:64**
Criminal arrests and convictions, **Emp P § 33:30.30**
Criminal sanctions, employment practices, **Emp P § 82:100, 82:243**
Disabilities discrimination, **Emp P § 9:76, 9:125**
Employment agencies, **Emp P § 20:215, 20:261, 67:16, 67:57**
Employment discrimination statute actions, **Emp P § 111:223**
Employment practices
general discussion, **Emp P § 2:1, 2:49**
administrative sanctions and remedies, **Emp P § 82:28, 82:77**
age discrimination, **Emp P § 8:14, 8:60**
at-will employment, exceptions to, **Emp P § 62:48.50**
bona fide occupational qualifications, **Emp P § 15:13, 15:53**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:47**
complicity in discrimination, **Emp P § 12:4, 12:36**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal sanctions, **Emp P § 82:100, 82:243**
disabilities discrimination, **Emp P § 9:76, 9:125**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:261**
fair employment practices statute, criminal sanctions, **Emp P § 82:100, 82:243**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:55**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:48**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:296**
labor organizations subject to discrimination laws, **Emp P § 20:209.50**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:60**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:46**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:35**

VIRGIN ISLANDS—Cont'd
Employment practices—Cont'd
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:33**
persons protected, **Emp P § 21:18, 21:65**
private employers subject to discrimination laws, **Emp P § 20:28, 20:75**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:140**
race or color discrimination, **Emp P § 3:57**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:359**
religious or creed discrimination, **Emp P § 4:18, 4:64**
retaliation against opponents of discrimination, **Emp P § 10:89**
sex and pregnancy discrimination, **Emp P § 5:12, 5:59**
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:318**
Fair employment practices statute, criminal sanctions, **Emp P § 82:100, 82:243**
Fair Labor Standards Act
general discussion, **Comp § 1:150, 1:155, 1:156**
homeworkers, **Comp § 1:156**
special industry committees, **Comp § 1:159**
wage orders, **Comp § 1:159**
Garnishment, adverse employment actions based on, **Emp P § 63:7, 63:55**
Harassment, **Emp P § 51:86.50**
Hearings, job discrimination proceedings, **Emp P § 89:317**
Hiring practices, **Emp P § 39:45, 39:91**
Holidays, **Ben § 10:52**
Homeworkers, **Comp § 1:156**
International employment, Fair Labor Standards Act, **Emp P § 41:80**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:307 to 83:310**
annual reports, **Emp P § 83:310**
basic organization, powers and duties, **Emp P § 83:307**
research and education projects, **Emp P § 83:309**
rule making, **Emp P § 83:308**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:316 to 89:319**
basic civil rights statute procedures, **Emp P § 89:316**
basic employment discrimination statute procedures, **Emp P § 89:319**
charging process, **Emp P § 89:316**
evidence, procurement of, **Emp P § 89:318**
hearings, **Emp P § 89:317**
Judicial remedies, employment practices, **Emp P § 80:1, 80:48**
Jury or witness duty, **Ben § 14:50**
Labor-management training committees, **Emp P § 20:268, 20:296, 67:67, 67:90**
Labor organizations subject to discrimination laws, **Emp P § 20:209.50**
Mandatory retirement, **Emp P § 52:35, 52:70**
National origin discrimination, **Emp P § 7:14, 7:60**
Nature of statutes affecting labor relations, **Labor § 2:52**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:46**

VIRGIN ISLANDS—Cont'd
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:35**
Older workers' benefits, **Emp P § 44:224, 44:241**
Pension and retirement payments, **Emp P § 46:48, 46:71**
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:33**
Persons protected, employment practices, **Emp P § 21:18, 21:65**
Pregnancy benefits, **Emp P § 44:178, 44:208**
Pregnancy discrimination, **Emp P § 5:12, 5:59**
Preselection practices, **Emp P § 39:45, 39:91**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:75**
Private rights, enforcement of, **Emp P § 111:222**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:35**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:140**
Race discrimination, **Emp P § 3:57**
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:359**
Recruitment practices, **Emp P § 39:45, 39:91**
Religious discrimination, **Emp P § 4:18, 4:64**
Research and education projects, job discrimination agencies, **Emp P § 83:309**
Retaliation against opponents of discrimination, **Emp P § 10:89**
Rule making, job discrimination agencies, **Emp P § 83:308**
Selection and retention of employees, **Emp P § 39:45, 39:91**
criminal arrests and convictions, **Emp P § 33:30.30**
Selection of representative, **Labor § 24:70**
Sex discrimination, **Emp P § 5:12, 5:59**
Special industry committees, **Comp § 1:159**
Temporary equitable relief, **Emp P § 111:219**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:53**
harassment, **Emp P § 51:86.50**
mandatory retirement, **Emp P § 52:35, 52:70**
older workers' benefits, **Emp P § 44:224, 44:241**
pension and retirement payments, **Emp P § 46:48, 46:71**
pregnancy benefits, **Emp P § 44:178, 44:208**
promotions, **Emp P § 47:23, 47:35**
training programs, **Emp P § 48:30, 48:60**
wage and salary discrimination, **Emp P § 44:79, 44:125**
Training programs, **Emp P § 48:30, 48:60**
Union practices, **Emp P § 66:12, 66:54**
Wage orders, **Comp § 1:159**
White collar employees, minimum compensation for, **Comp § 3:10**
Workplaceplace safety, plan for safety and health, **Work S § 4:1014 to Work S § 4:1052**

VIRGIN ISLANDS
Unemployment compensation, **Ben § 4:91.50**

VIRUSES
Workplaceplace safety, exposure, **Work S § 5:85 to Work S § 5:110**

VISAS
Aliens (this index)

VISIBILITY PROTECTION
Workplaceplace safety, OSHA safety and health standards for helicopters, **Work S § 3:243**

VISION CARE
Medical benefits, **Ben § 5:45**

VISION TESTING
Personnel manual, wellness programs, **Pers M § 12:90**

VISITATORIAL CLAUSES
National LABOR Relations Board, use to gain compliance with remedial orders, **Labor § 43:24**

VISITING NURSE ASSOCIATIONS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:30**

VISITING UNION MEMBERS
LABOR-Management Reporting and Disclosure Act, voting rights, **Labor § 66:49**

VISITS
Workplace Safety (this index)

VOLTAGE CAPACITY REQUIREMENTS
Workplaceplace safety, OSHA safety and health standards for electrical protective equipment, **Work S § 3:104**

VOLUME OF BUSINESS
National LABOR Relations Board, discretionary standards for exercising jurisdiction, **Labor § 9:10**

VOLUME SUBMITTER PLANS
Retirement and Retirement Plans (this index)

VOLUNTARY COMPLIANCE
Title VI (this index)

VOLUNTARY CORRECTION WITH SERVICE APPROVAL (VCP)
Retirement plans, **Ben § 24:36**

VOLUNTARY FIDUCIARY CORRECTION (VFC) PROGRAM
Retirement plans, **Ben § 24:33**

VOLUNTARY MATTERS
National LABOR Relations Board, attempts to secure voluntary cessation of activity, **Labor § 50:9, 50:10**
Personnel Manual (this index)
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

VOLUNTARY RETIREMENT
Mandatory Retirement (this index)

VOLUNTEERS
Fair Labor Standards Act and Similar State Laws (this index)
Presidential and executive office employees, **Comp § 16:28**
State, Local or Interstate Agency Employees and Volunteers (this index)

VOTES, VOTERS AND VOTING
At-will employment, **Emp P § 58:42**
Labor-Management Reporting and Disclosure Act (this index)
Personnel manual, leave of absence for voting, **Pers M § 14:34 to 14:38**
Time off, **Ben § 13:1 et seq.**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

WAGE AND HOUR DIVISION OF U.S. DEPARTMENT OF LABOR
General discussion, **Comp § 38:1 et seq.**
Administrative responsibilities, **Comp § 38:3**
Amendment of regulations, **Comp § 38:10**
Annulment of certificates. Withdrawal or annulment of certificates, below
Appeal of investigative findings, **Comp § 38:33**
Apprentices (this index)
Back wages
- general discussion, **Comp § 38:48 to 38:62**
- advantages of immediate payment of back wages, **Comp § 38:58**
- bonuses, failure to include in regular rate in computing overtime pay, **Comp § 38:51**
- civil penalty for violations, **Comp § 38:62**
- conditions on payment, **Comp § 38:56**
- corporate officials or close relatives, violations involving, **Comp § 38:50**
- financial inability to pay, **Comp § 38:60**
- installments, payment in, **Comp § 38:54**
- less than the full amount, payment of, **Comp § 38:53**
- minor errors only, **Comp § 38:48**
- refusal by employee to accept back wages, **Comp § 38:61**
- refusal to pay, **Comp § 38:59**
- representation of government, **Comp § 38:52**
- third person, payment when employee is unavailable, **Comp § 38:57**
- verification of payment, **Comp § 38:55**
- violations found, but no back wages owed, **Comp § 38:48 to 38:51**
- voluntary correction of violations, **Comp § 38:49**

Belo contracts, approval of, **Comp § 38:80**
Bonuses, failure to include in regular rate in computing overtime pay, **Comp § 38:51**
Burden of showing unlawful inquiry, subpoenas, **Comp § 38:39**
Burdensomeness as defense to enforcement of subpoena, **Comp § 38:45**
Closed files, disclosure of material in, **Comp § 38:68**
Collective bargaining agreements, consideration of, **Comp § 38:74**
COMPENSATNlainant, disclosures to, **Comp § 38:65**
Conditions on payment of back wages, **Comp § 38:56**
Contract Work Hours and Safety Standards Act (this index)
Cooperation of employer with investigation, refusal to give, **Comp § 38:34**
Copeland Act (this index)
Davis-Bacon Act (this index)
Disclosure of investigatory records and information
- general discussion, **Comp § 38:63 to 38:68**
- closed files, disclosure of material in, **Comp § 38:68**
- complainant, disclosures to, **Comp § 38:65**

WAGE AND HOUR DIVISION OF U.S. DEPARTMENT OF LABOR—Cont'd
Disclosure of investigatory records and information—Cont'd
law enforcement authorities, disclosure to other, **Comp § 38:67**
litigation, disclosure during, **Comp § 38:66**
public interest, disclosures in furtherance of, **Comp § 38:64**
Disobedience of subpoena, consequences of, **Comp § 38:40**
Do-it-yourself option, **Comp § 38:72**
Enforcement philosophy, **Comp § 38:5**
Enforcement responsibilities, **Comp § 38:3**
Fair value petitions, contents of, **Comp § 38:76**
Forcible resistance by employer to investigation, **Comp § 38:35**
Good faith defense based on agency rulings, **Comp § 38:9**
Governmental agencies, contacts with other, **Comp § 38:22**
Homeworkers (this index)
Individual agency opinions, **Comp § 38:8**
Installments, payment of back wages in, **Comp § 38:54**
Interpretative bulletins, **Comp § 38:7**
Interviews with employees, investigations, **Ben § 38:31; Comp § 38:30**
Investigations
general discussion, **Comp § 38:25 to 38:35**
appeal of investigative findings, **Comp § 38:33**
cooperation of employer, refusal to give, **Comp § 38:34**
disclosure of investigatory records and information, above
final meeting with employer, **Comp § 38:32**
forcible resistance by employer, **Comp § 38:35**
initial interview with employer, **Comp § 38:26**
interviews with employees, **Ben § 38:31; Comp § 38:30**
leads, below
limits on investigations and inspections, below
notice of investigation, **Comp § 38:25**
preliminary information needed from employer, **Comp § 38:28**
records of establishment, examination of, **Comp § 38:29**
resistance by employer, **Comp § 38:34, 38:35**
restrictions on investigator's communications with employees, **Comp § 38:31**
subpoenas, below
tour of establishment, **Comp § 38:27**
Law enforcement authorities, disclosure to other, **Comp § 38:67**
Leads
defined, **Comp § 38:19 to 38:24**
governmental agencies, contacts with other, **Comp § 38:22**
newspapers and other publications, **Comp § 38:21**
observations made while traveling, **Comp § 38:20**
other organizations, contacts with, **Comp § 38:24**
unions and trade associations, contacts with, **Comp § 38:23**
Limits on investigations and inspections
general discussion, **Comp § 38:11 to 38:18**
lawful purposes, **Comp § 38:11**
leased departments, treatment of, **Comp § 38:17**
one establishment rule, **Comp § 38:16**
other laws, violations of, **Comp § 38:15**
probable cause, **Comp § 38:12**
scope of investigation, **Comp § 38:13**
state agencies conduct of FLSA investigations, **Comp § 38:14**
time period covered, **Comp § 38:18**

WAGE AND HOUR DIVISION OF U.S. DEPARTMENT OF LABOR—Cont'd
Litigation, disclosure during, **Comp § 38:66**
Local drivers or driver's helpers, exemptions for, **Comp § 38:82**
Locations, **Comp § 38:2**
Messengers (this index)
Minimum Wages (this index)
National Endowment for the Arts and Humanities Act (this index)
Newspapers and other publications, leads, **Comp § 38:21**
Notice of investigation, **Comp § 38:25**
One establishment rule, limits on investigations and inspections, **Comp § 38:16**
Powers, **Comp § 38:4**
Probable cause, limits on investigations and inspections, **Comp § 38:12**
Public interest, disclosures in furtherance of, **Comp § 38:64**
Reasonable cost petitions, contents of, **Comp § 38:75**
Records of establishment, examination of, **Comp § 38:29**
Regulations, **Comp § 38:6**
Resistance by employer to investigation, **Comp § 38:34, 38:35**
Retail, Service or Agricultural Full-Time Students (this index)
Retaliation. Antiretaliation provisions, above
Rulings by agency
general discussion, **Comp § 38:69 to 38:82**
administrator's decision, **Comp § 38:78**
applications for approval, **Comp § 38:77**
Belo contracts, approval of, **Comp § 38:80**
collective bargaining agreements, consideration of, **Comp § 38:74**
do-it-yourself option, **Comp § 38:72**
fair value petitions, contents of, **Comp § 38:76**
general determinations or regulations, use of, **Comp § 38:71**
local drivers or driver's helpers, exemptions for, **Comp § 38:82**
persons who may participate in determination, **Comp § 38:73**
reasonable cost petitions, contents of, **Comp § 38:75**
responsibility of employer to seek determination, **Comp § 38:70**
statutory provisions, **Comp § 38:69**
task basis of overtime payments, investigations as to, **Comp § 38:81**
tip credit determinations, **Comp § 38:79**
Service Contract Act (this index)
Specification of documents with particularity, subpoenas, **Comp § 38:43**
Student Learners (this index)
Students in Institutions of Higher Education (this index)
Student Workers (this index)
Subpoenas
general discussion, **Comp § 38:36 to 38:47**
burden of showing unlawful inquiry, **Comp § 38:39**
burdensomeness as defense to enforcement, **Comp § 38:45**
charge pending against employer, **Comp § 38:42**
coverage of employer by FLSA, **Comp § 38:41**
disobedience of subpoena, consequences of, **Comp § 38:40**
enforcement of subpoenas, **Comp § 38:38**
persons with authority to issue subpoenas, **Comp § 38:37**
scope of subpoena, **Comp § 38:47**

WAGE AND HOUR DIVISION OF U.S. DEPARTMENT OF LABOR—Cont'd
Subpoenas—Cont'd
specification of documents with particularity, **Comp § 38:43**
statutory authority, **Comp § 38:36**
unavailable of documents elsewhere, **Comp § 38:44**
warrant, need for, **Comp § 38:46**
Supplemental Industry Regulations (this index)
Task basis of overtime payments, investigations as to, **Comp § 38:81**
Tip credit determinations, **Comp § 38:79**
Tour of establishment, investigation, **Comp § 38:27**
Trade associations, contacts with, **Comp § 38:23**
Unions, contacts with, **Comp § 38:23**
Verification of payment, back wages, **Comp § 38:55**
Walsh-Healey Act (this index)
Warrant, subpoenas, **Comp § 38:46**

WAGE APPEALS BOARD
Davis-Bacon Act (this index)

WAGE DISCLOSURE
Maine, **Comp § 29:60.50**

WAGE INFORMATION
Terms, conditions and privileges of employment, **Emp P § 65:91**

WAGE POOLING AGREEMENTS
Overtime pay, **Comp § 20:126**

WAGES
Backpay (this index)
Collective Bargaining Agreements (this index)
Defined, **Emp P § 44:6**
Incentive Compensation and Pay (this index)
LABOR Management Relations Act, preemption of state law by contract enforcement provision, **Labor § 53:138**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:46**
Nature of federal labor-management relations laws, **Labor § 1:8**
Overtime Pay (this index)
Personnel Manual (this index)
Rate or Rates (this index)
Severance Pay (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

WAGNER ACT
National Labor Relations Act (this index)

WAITING PERIODS
Age Discrimination in Employment Act, statute of limitations, **Emp P § 100:18**
Disability benefits, **Ben § 6:14**
Overtime Pay (this index)
Retirement plans, **Ben § 17:22; Comp § 18:30, 18:41**

WAIVER OR ESTOPPEL
Age Discrimination in Employment Act, **Emp P § 87:9, 87:40**
Age Discrimination (this index)
Aliens, administrative law judge proceedings, **Emp P § 90:178**

WAIVER OR ESTOPPEL—Cont'd
Appeal and review, right to appeal award of attorney's fees, **Emp P § 110:16**
Attorney's fees, **Emp P § 77:87**
Bonds of contractors, court proceedings, **Comp § 43:90**
Bonds of Contractors (this index)
Child Labor (this index)
Cobra continuation coverage requirements, **Ben § 8:77**
Collective Bargaining Agreements (this index)
Compulsory arbitration, **Emp P § 95:72**
Fair Labor Standards Act and Similar State Laws (this index)
Group Insurance (this index)
International employment, taxation, **Emp P § 41:160**
LABOR Management Relations Act, right to appeal contract enforcement decisions, **Labor § 57:7**
Migrant and Seasonal Agricultural Worker Protection Act, **Emp P § 67:109**
Motions, defenses, **Emp P § 101:44**
National LABOR Relations Act, rights, **Labor § 1:47**
National Labor Relations Board (this index)
Personnel manual, ERISA opinion requirement for small plans, **Pers M § 22:194**
Polygraph tests, **Emp P § 53:11**
Railway Labor Act (this index)
Retirement and Retirement Plans (this index)
Settlements, Releases and Waivers of Claims (this index)
Title VI, hearings, **Emp P § 88:210**
Title VII (this index)
Unfair Labor Practices (this index)
Uniformed Services Employment and Reemployment Rights Act, **Emp P § 44:253**
Unions and Union Practices (this index)
Veterans and other uniformed service members, **Emp P § 40:39**
Workplaceplace safety, Occupational Safety and Health Review Commission proceedings, **Work S § 8:10**

WALKAROUND RIGHTS
Workplaceplace safety, inspections, **Work S § 6:46**

WALKING-WORKING SURFACES
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:20 to Work S § 3:41**

WALK-INS
Personnel manual, internal recruitment sources, **Pers M § 2:15**

WALL OPENINGS
Workplace Safety (this index)

WALSH-HEALEY ACT
General discussion, **Comp § 40:2 to 40:40**
Administrative Procedure Act, applicability of, **Comp § 40:8**
Administrative sanctions and remedies, **Emp P § 82:12**
Administrator of Workplace Standards, hearing before, **Comp § 40:34**
Administrator of Workplace Standards, review by, **Comp § 40:40**
Answer, **Comp § 40:26**
Any interested person under § 10(c) of act, suits by, **Comp § 43:10**

WALSH-HEALEY ACT—Cont'd
Any person adversely affected or aggrieved under § 10(b) of act, suits by
suits by, **Comp § 43:9**
Blacklisting, **Comp § 40:5**
Briefs and other written statements, **Comp § 40:37**
Burden of proof, **Comp § 40:38**
Cancellation of contract, **Comp § 40:4**
Child labor, **Comp § 24:26**
COMPENSATNlaint, issuance of, **Comp § 40:24**
Contractors or others, suits to challenge wage determinations, **Comp § 43:8**
Contract Work Hours and Safety Standards Act, exemption, **Comp § 15:42**
Court proceedings
general discussion, **Comp § 43:5 to 43:12**
any interested person under § 10(c) of act, suits by, **Comp § 43:10**
any person adversely affected or aggrieved under § 10(b) of act, suits by
suits by, **Comp § 43:9**
contractors or others, suits to challenge wage determinations, **Comp § 43:8**
employees, suits by, **Comp § 43:7**
liability for unpaid wages, **Comp § 43:5**
standard of review for facts found by DOL, **Comp § 43:11**
United States, suits by, **Comp § 43:6**
Delegation of authority, **Comp § 40:21**
Depositions, **Comp § 40:30, 40:32**
Determinations regarding violations
general discussion, **Comp § 40:22 to 40:40**
Administrator of Workplace Standards, hearing before, **Comp § 40:34**
Administrator of Workplace Standards, review by, **Comp § 40:40**
answer, **Comp § 40:26**
briefs and other written statements, **Comp § 40:37**
burden of proof, **Comp § 40:38**
complaint, issuance of, **Comp § 40:24**
decision of trial examiner, **Comp § 40:39**
depositions, **Comp § 40:30, 40:32**
evidence, **Comp § 40:35**
fees and expenses for witnesses and those who take depositions, **Comp § 40:30**
hearings, **Comp § 40:33, 40:34**
intervention, **Comp § 40:28**
motions, **Comp § 40:27**
notice of hearing, **Comp § 40:25**
objections to evidence, **Comp § 40:35**
prehearing conferences, **Comp § 40:31**
reports of violation, **Comp § 40:23**
review by Administrator of Workplace Standards, **Comp § 40:40**
Secretary of Labor, powers of, **Comp § 40:22**
subpoenas, **Comp § 40:29**
Trial Examiner, hearing before, **Comp § 40:33**
witnesses, **Comp § 40:30, 40:36**
Determinations regarding wages
general discussion, **Comp § 40:11 to 40:21**
coverage of determination, **Comp § 40:12**
decisions, **Comp § 40:19**
delegation of authority, **Comp § 40:21**

WALSH-HEALEY ACT—Cont'd
Determinations regarding wages—Cont'd
effective date of determinations, **Comp § 40:20**
evidence, **Comp § 40:16**
examination of witnesses, **Comp § 40:18**
hearings, **Comp § 40:11, 40:15**
industry panel meetings, **Comp § 40:14**
initiation of proceeding, **Comp § 40:13**
record and hearing, use of, **Comp § 40:11**
subpoenas and witness fees, **Comp § 40:17**
Evidence, **Comp § 40:16, 40:18, 40:30, 40:35, 40:36**
Examination of witnesses, **Comp § 40:18**
Exemption, method for obtaining, **Comp § 40:10**
Fees and expenses for witnesses and those who take depositions, **Comp § 40:30**
Hearings, **Comp § 40:11, 40:15, 40:33, 40:34**
Intervention, **Comp § 40:28**
Minimum wages
general discussion, **Comp § 19:2 to 19:4**
apprentices and trainees, exception for, **Comp § 19:4**
changes in the minimum wage, **Comp § 19:3**
Motions, **Comp § 40:27**
Notice of hearing, **Comp § 40:25**
Objections to evidence, **Comp § 40:35**
Official ruling and interpretation, method for obtaining, **Comp § 40:9**
Overtime pay, **Comp § 22:6**
Payment to employees, **Comp § 40:3**
Prehearing conferences, **Comp § 40:31**
Records and reports, **Comp § 37:190, 37:191, 40:23; Emp P § 92:40**
Review by Administrator of Workplace Standards, **Comp § 40:40**
Secretary of Labor, powers of, **Comp § 40:6**
Secretary of LABOR, powers of, **Labor § 40:22**
Service Contract Act, exemption, **Comp § 15:55**
Service contracts - compensation, **Comp § 15:55**
Standard of review for facts found by DOL, **Comp § 43:11**
Subpoenas, **Comp § 40:17, 40:29**
Supply contracts - compensation, **Comp § 15:5**
Suspension of representations and stipulations by president, **Comp § 40:7**
Trial Examiner, hearing before, **Comp § 40:33**
United States, suits by, **Comp § 43:6**
Withholding from amount due on contract, **Comp § 40:2**
Witnesses, **Comp § 40:30, 40:36**
Witness fees, **Comp § 40:17**

WALSH-HEALY ACT
Personnel manual, human resources planning, poster, **Pers M § 1:63**

WAREHOUSES
Child labor, **Comp § 24:68**
Compensation, discrimination, **Emp P § 44:77**
Equipment or supplies dealers, **Comp § 12:211**
Fair Labor Standards Act and similar state laws, individual employee coverage, **Comp § 1:183**
Personnel manual, occupational pay data for warehouse specialists, **Pers M § 10:212**
Retail or service establishment employees, **Comp § 12:121, 12:211**

WAREHOUSES—Cont'd
Unfair labor practices, picketing at neutral employer's premises, **Labor § 38:89**

WARN ACT
Worker Adjustment and Retraining Notification Act (this index)

WARNING OR WARNINGS
Personnel Manual (this index)
Unfair labor practices, circumstantial evidence of intent of discrimination based on membership in union, **Labor § 30:28**
Workplace Safety (this index)

WARRANTS
Wage and Hour Division of U.S. Department of Labor, subpoenas, **Comp § 38:46**
Workplace Safety (this index)

WASHING
Automobiles, retail or service establishment employees, **Comp § 12:53**
Overtime pay, **Comp § 20:209, 20:255**

WASHING FACILITIES
Workplace Safety (this index)

WASHINGTON
Administrative sanctions and remedies, **Emp P § 82:28, 82:78**
Administrative subpoena, enforcement of, **Emp P § 111:224**
Advisory committees, job discrimination agencies, **Emp P § 83:325**
Affirmative action plans, **Emp P § 68:92, 68:129**
Age discrimination, **Emp P § 8:14, 8:61, 111:2, 111:227**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:44**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:35**
Ancestry discrimination, **Emp P § 7:14, 7:61**
Annual reports, job discrimination agencies, **Emp P § 83:323**
Answer of employer, garnishment, **Comp § 34:361, 42:499**
Antiretaliation measures, compensation, **Comp § 39:124**
Appeals, employment practices, **Emp P § 111:227**
Apprentices, minimum wages, **Comp § 18:260**
Arbitration, support withholding, **Comp § 42:617**
Arbitration of contract disputes, **Labor § 49:215**
Assignments
- general discussion, **Comp § 42:494 to 42:496**
- answer to writ, liability for failure, **Comp § 42:494**
- conditions governing most assignments, **Comp § 34:100**
- costs and attorney's fees when employer's answer is controverted, **Comp § 42:495**
- felon's payroll deduction, liability regarding, **Comp § 42:496**

Attorney's fees
- assignments, **Comp § 42:495**
- garnishment, **Comp § 42:495**
- support withholding, **Comp § 42:615**

At-will employment, exceptions to, **Emp P § 62:49**
Bad checks, deductions from compensation for charges for, **Comp § 32:211**
Birth place, discrimination based on, **Emp P § 7:14, 7:61**

WASHINGTON—Cont'd
Blacklisting, **Emp P § 65:42, 65:68**
Bona fide occupational qualifications, **Emp P § 15:13, 15:54**
Breakage of equipment, deductions from compensation for charges for, **Comp § 32:211**
Bus drivers, overtime pay, **Comp § 21:176**
Cash shortages, deductions from compensation for charges for, **Comp § 32:211**
Certificates, child labor, **Comp § 26:62**
Child labor
- general discussion, **Comp § 25:97, 25:98**
- administrative procedures, **Comp § 28:124**
- certificates and permits, **Comp § 26:62**
- exemptions, **Comp § 25:97**
- minimum wages, **Comp § 18:259, 42:198 to 42:200**
- notices, **Comp § 27:57**
- overtime pay, **Comp § 42:199 to 42:201**
- prohibitions, **Comp § 25:98**
- records and reports, **Comp § 27:24**
- sanctions and remedies, **Comp § 28:70**

Citizenship discrimination, **Emp P § 7:14, 7:61**
Coerced discrimination, **Emp P § 11:3, 11:48**
Color discrimination, **Emp P § 3:58**
Commissions, minimum wages, **Comp § 18:264**
Compensation
- general discussion, **Comp § 37:78 to 37:80**
- antiretaliation measures, **Comp § 39:124**
- assignments, above
- child labor, above
- court-ordered bonding, **Comp § 42:92**
- court proceedings, generally, **Comp § 42:90 to 42:92**
- criminal penalties for violations as to inspections and reports, **Comp § 42:91**
- deductions from compensation, below
- discrimination, **Emp P § 44:79, 44:126**
- employee's suit for wages and attorney's fees, **Comp § 42:90**
- garnishment, below
- labor director's suit for wages and attorney's fees, **Comp § 42:90**
- minimum wages, below
- new-hire reporting, **Comp § 37:245**
- notices, **Comp § 37:181**
- overtime pay, below
- payment of compensation, below
- records, **Comp § 37:180**
- rules, **Comp § 39:123, 39:124**
- support withholding, below

Complaints, job discrimination proceedings, **Emp P § 89:328**
Complicity in discrimination, **Emp P § 12:4, 12:37**
Conciliation, job discrimination proceedings, **Emp P § 89:331**
Conditions governing most deductions from compensation, **Comp § 32:210**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:133**
Continuing lien, garnishment, **Comp § 34:364, 34:365**
Conversion privileges for health and life insurance, **Ben § 8:194**
Coordination of medical benefits, **Ben § 5:294**

WASHINGTON—Cont'd
Costs
assignments, **Comp § 42:495**
garnishment, **Comp § 42:495**
support withholding, **Comp § 42:615**
Court enforcement of state labor relations statutes, **Labor § 62:235 to 62:240**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:222 to 111:227**
administrative subpoena, enforcement of, **Emp P § 111:224**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
age discrimination statute, **Emp P § 111:229**
agency decisions, review and enforcement of, **Emp P § 111:225**
appeals, **Emp P § 111:227**
equal pay statute actions, **Emp P § 111:228**
fair employment practices statute, **Emp P § 111:224 et seq.**
private rights, enforcement of, **Emp P § 111:226**
review of agency decisions, **Emp P § 111:225**
veterans' reemployment cases, **Emp P § 114:1, 114:19**
Coverage of state statutes affecting labor relations, **Labor § 15:51**
Credits on gratuities, minimum wages, **Comp § 18:266**
Creed discrimination, **Emp P § 4:18, 4:65**
Criminal arrests and convictions, selection and retention of employees.50, **Emp P § 33:30**
Criminal penalties
general discussion, **Emp P § 82:100, 82:244 to 82:247**
employee privacy statutes, **Emp P § 82:246**
equal pay statute, **Emp P § 82:245**
fair employment practices statute, **Emp P § 82:244**
inspections and reports, violations as to, **Comp § 42:91**
minimum wages, **Comp § 42:197, 42:199**
overtime pay, **Comp § 42:197, 42:199**
time off statute, **Emp P § 82:247**
Customer walkouts, deductions from compensation for charges for, **Comp § 32:211**
Death of employee, payment of compensation, **Comp § 30:100**
Deductions from compensation
general discussion, **Comp § 32:209 to 32:212**
bad checks, charges for, **Comp § 32:211**
breakage of equipment, charges for, **Comp § 32:211**
cash shortages, charges for, **Comp § 32:211**
conditions governing most deductions, **Comp § 32:210**
customer walkouts, charges for, **Comp § 32:211**
kickbacks prohibited, **Comp § 32:209**
loss of equipment, charges for, **Comp § 32:211**
rail carrier employees, charges for medical exams or records of, **Comp § 32:212**
Disabilities discrimination, **Emp P § 9:76, 9:126**
Employee privacy statutes, criminal sanctions, **Emp P § 82:246**
Employment agencies, **Emp P § 20:215, 20:262, 67:16, 67:59**
Employment practices
general discussion, **Emp P § 2:1, 2:50**
administrative sanctions and remedies, **Emp P § 82:28, 82:78**
affirmative action plans, **Emp P § 68:92, 68:129**
age discrimination, **Emp P § 8:14, 8:61**
at-will employment, exceptions to, **Emp P § 62:49**

WASHINGTON—Cont'd
Employment practices—Cont'd
blacklisting, **Emp P § 65:42, 65:68**
bona fide occupational qualifications, **Emp P § 15:13, 15:54**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:48**
complicity in discrimination, **Emp P § 12:4, 12:37**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:126**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:262**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:57**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:49**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:210**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:61**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:47**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:36**
persons protected, **Emp P § 21:18, 21:66**
privacy statute, proceedings under, **Emp P § 90:284**
private employers subject to discrimination laws, **Emp P § 20:28, 20:76**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:141**
race or color discrimination, **Emp P § 3:58**
recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:360**
reliance on administrative guidance, **Comp § 18:12; Emp P § 18:8**
religious or creed discrimination, **Emp P § 4:18, 4:65**
retaliation against opponents of discrimination, **Emp P § 10:90**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
service letters, **Emp P § 65:71, 65:80**
sex and pregnancy discrimination, **Emp P § 5:12, 5:60**
sexual or affectional orientation discrimination, **Emp P § 6:36**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:245, 111:226**
Evidence, job discrimination proceedings, **Emp P § 89:333**
Exemptions, child labor, **Comp § 25:97**
Family leave, **Ben § 12:108**
Felons, compensation, **Comp § 34:370, 42:501**
Garnishment
general discussion, **Comp § 34:358 to 34:370, 42:463, 42:499 to 42:501**
administrative costs of employer, **Comp § 34:369**

WASHINGTON—Cont'd
Garnishment—Cont'd
adverse employment actions, **Emp P § 63:7, 63:57**
amount of earnings subject to withholding, **Comp § 34:359**
answer of employer, **Comp § 34:361, 42:499**
civil garnishment and criminal payroll deduction, **Comp § 34:358**
continuing lien, withholding under, **Comp § 34:364, 34:365**
costs and attorney's fees when employer's answer is controverted, **Comp § 42:495**
duration of notice of payroll deduction, **Comp § 34:368**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
felon, alternative method for withholding from, **Comp § 34:370**
felon's payroll deduction, liability regarding, **Comp § 42:496**
notice to employer and employee, **Comp § 34:360**
objections of employee and creditor and response of employer, **Comp § 34:362**
preference of liens, **Comp § 34:366**
renewal of continuing lien, **Comp § 34:365**
retirement benefits, ban as to, **Comp § 34:367**
time to withhold and forward payments, **Comp § 34:363**
Handicapped persons, minimum wages, **Comp § 18:261**
Harassment, **Emp P § 51:87**
Health insurance, **Emp P § 46:16, 46:22**
Hearings, job discrimination proceedings, **Emp P § 89:332**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:93**
Holidays, **Ben § 10:54**
Inter-agency cooperation, job discrimination agencies, **Emp P § 83:320**
Investigations, job discrimination proceedings, **Emp P § 89:330**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:318 to 83:325**
advisory committees, **Emp P § 83:325**
annual reports, **Emp P § 83:323**
basic organization, powers and duties, **Emp P § 83:318**
inter-agency cooperation, **Emp P § 83:320**
local agencies, **Emp P § 83:324**
research and education projects, **Emp P § 83:322**
rule making, **Emp P § 83:319**
technical assistance, **Emp P § 83:321**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:328 to 89:334**
basic fair employment practices statute procedures, **Emp P § 89:328**
complaints, **Emp P § 89:328**
conciliation, **Emp P § 89:331**
decision of commission, **Emp P § 89:334**
evidence, procurement of, **Emp P § 89:333**
hearings, **Emp P § 89:332**
investigations, **Emp P § 89:330**
recalcitrant workers, complaints against, **Emp P § 89:329**
Judicial remedies, employment practices, **Emp P § 80:1, 80:49**
Jury duty, **Ben § 14:51**
Kickbacks prohibited, deductions from compensation, **Comp § 32:209**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:210**

WASHINGTON—Cont'd
Learners, minimum wages, **Comp § 18:260, 18:261**
Life insurance, **Ben § 8:133; Emp P § 8:194**
Loss of equipment, deductions from compensation for charges for, **Comp § 32:211**
Mandatory retirement, **Emp P § 52:35, 52:71**
Marital status, selection and retention of employees, **Emp P § 32:10, 32:35**
Meal breaks, **Emp P § 45:32, 45:64**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:133**
conversion privileges, **Ben § 8:194**
coordination of benefits, **Ben § 5:294**
mandated provisions, **Ben § 5:238**
Medical insurance, **Emp P § 46:16, 46:22**
Messengers, minimum wages, **Comp § 18:260**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:258 to 18:266, 42:93, 42:195 to 42:200**
apprentices or messengers, **Comp § 18:260**
civil penalties for violations as to minors, **Comp § 42:201**
commissions and piecework, **Comp § 18:264**
contract, varying rules by, **Comp § 18:5**
credits on gratuities, ban on, **Comp § 18:266**
criminal penalties, **Comp § 42:197, 42:199**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs and attorney's fees, **Comp § 42:196**
handicapped persons, **Comp § 18:261**
industrial welfare committee's suit for wages, costs and attorney's fees, **Comp § 42:199**
labor director's award as evidence, **Comp § 42:198**
learners, **Comp § 18:260, 18:261**
minors, **Comp § 18:259, 42:198 to 42:200**
most employees, **Comp § 18:258**
nursing homes that contract with state, **Comp § 18:262**
other employees, **Comp § 18:265**
seasonal recreational camp employees, **Comp § 18:263**
trainees, **Comp § 18:261**
National origin discrimination, **Emp P § 7:14, 7:61**
Nature of state statutes affecting labor relations, **Labor § 2:54**
New-hire reporting, compensation, **Comp § 37:245**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:47**
Notice
child labor, **Comp § 27:57**
compensation, **Comp § 37:181**
garnishment, **Comp § 34:360**
support withholding, **Comp § 42:500**
Nursing homes that contract with state, minimum wages, **Comp § 18:262**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:36**
Older workers' benefits, **Emp P § 44:224, 44:242**
On-call employees, overtime pay, **Comp § 21:173**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:171 to 21:176, 42:93, 42:195 to 42:200**
civil penalties for violations as to minors, **Comp § 42:201**

WASHINGTON—Cont'd
Overtime pay—Cont'd
compensatory time off in lieu of overtime pay, **Comp § 21:174**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:197, 42:199**
employee's suit for wages, costs and attorney's fees, **Comp § 42:196**
industrial welfare committee's suit for wages, costs and attorney's fees, **Comp § 42:199**
labor director's award as evidence, **Comp § 42:198**
maximum hours, **Comp § 21:171 to 21:173**
minors, **Comp § 42:199 to 42:201**
motion picture projectionists covered by collective bargaining agreement, **Comp § 21:172**
on-call employees, **Comp § 21:173**
time worked, **Comp § 21:175**
truck and bus drivers, **Comp § 21:176**
Parental leave, **Ben § 12:108**
Payment of compensation
general discussion, **Comp § 29:151, 30:98 to 30:100, 42:443 to 42:445**
death of employee, **Comp § 30:100**
deductions from compensation, above
employee's suit for double rebated wages, costs and attorney's fees, **Comp § 42:440**
medical examination or record charges, criminal penalties for, **Comp § 42:441**
monthly wages, **Comp § 29:151**
other employees, **Comp § 13:54**
seasonal employees, termination of employment, **Comp § 30:99**
support withholding, below
termination of employment, **Comp § 30:98, 30:99**
untimely or insufficient payment, criminal penalties, **Comp § 42:442**
Pension and retirement payments, **Emp P § 46:48, 46:72**
Permits, child labor, **Comp § 26:62**
Persons protected, employment practices, **Emp P § 21:18, 21:66**
Piecework, minimum wages, **Comp § 18:265**
Polygraph tests, **Emp P § 53:26, 53:55**
Preference of liens, garnishment, **Comp § 34:366**
Pregnancy benefits, **Emp P § 44:178, 44:209**
Pregnancy discrimination, **Emp P § 5:12, 5:60**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:93**
Privacy, employment practices, **Emp P § 90:284**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:76**
Private rights, enforcement of, **Emp P § 111:226**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:141**
Race discrimination, **Emp P § 3:58**
Rail carrier employees, deductions from compensation for charges for medical exams or records of, **Comp § 32:212**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:329**

WASHINGTON—Cont'd
Recipients of government funds subject to discrimination laws, **Emp P § 20:342, 20:360**
Records and reports
child labor, **Comp § 27:24**
compensation, **Comp § 37:180**
employment and consumer records, access to, **Emp P § 54:40**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:93**
Reliance on administrative guidance, **Comp § 18:12; Emp P § 18:8**
Religious discrimination, **Emp P § 4:18, 4:65**
Remedies, child labor, **Comp § 28:70**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:322**
Rest breaks, **Emp P § 45:32, 45:64**
Retaliation against opponents of discrimination, **Emp P § 10:90**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment, **Comp § 34:367**
Rule making, job discrimination agencies, **Emp P § 83:319**
Sanctions, child labor, **Comp § 28:70**
Seasonal employees, compensation, **Comp § 18:263, 30:99**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:35**
criminal arrests and convictions, **Emp P § 33:30.50**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:93**
marital status, **Emp P § 32:10, 32:35**
substance abuse and testing, **Emp P § 30:82, 30:201, 30:204**
veterans and other uniformed service members, **Emp P § 40:84**
Selection of representative, **Labor § 24:71**
Service letters, **Emp P § 65:71, 65:80**
Sex discrimination, **Emp P § 5:12, 5:60**
Sexual or affectional orientation discrimination, **Emp P § 6:336**
Sick leave, **Ben § 11:35**
State statutes
arbitration of contract disputes, **Labor § 49:215**
court enforcement of state labor relations statutes, **Labor § 62:235 to 62:240**
coverage of state statutes affecting labor relations, **Labor § 15:51**
nature of state statutes affecting labor relations, **Labor § 2:54**
selection of representative, **Labor § 24:71**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:201, 30:204**
Support withholding
general discussion, **Comp § 34:469, 42:504 to 42:507, 42:614 to 42:618**
arbitration, **Comp § 42:617**
costs and attorney's fees, **Comp § 42:615**
employer's liability, **Comp § 42:613**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**

WASHINGTON—Cont'd
Support withholding—Cont'd
performance standard for disposition of cases, **Comp § 42:501**
recovery of payments made to other than support registry, action by employer for, **Comp § 42:614**
relief for employee subjected to support lien or order to withhold and deliver, **Comp § 42:616**
Technical assistance, job discrimination agencies, **Emp P § 83:321**
Termination of employment, payment of compensation, **Comp § 30:98, 30:99**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:54**
employment and consumer records, access to, **Emp P § 54:40**
harassment, **Emp P § 51:87**
mandatory retirement, **Emp P § 52:35, 52:71**
medical and health insurance, **Emp P § 46:16, 46:22**
older workers' benefits, **Emp P § 44:224, 44:242**
pension and retirement payments, **Emp P § 46:48, 46:72**
polygraph tests, **Emp P § 53:26, 53:55**
pregnancy benefits, **Emp P § 44:178, 44:209**
rest and meal breaks, **Emp P § 45:32, 45:64**
training programs, **Emp P § 48:30, 48:61**
wage and salary discrimination, **Emp P § 44:79, 44:126**
Time off statute, criminal sanctions, **Emp P § 82:247**
Trainees, minimum wages, **Comp § 18:261**
Training programs, **Emp P § 48:30, 48:61**
Truck drivers, overtime pay, **Comp § 21:176**
Unemployment compensation, **Ben § 4:93**
Union practices, **Emp P § 66:12, 66:56**
Veterans and other uniformed service members
reemployment cases, **Emp P § 114:1, 114:19**
selection and retention of employees, **Emp P § 40:84**
Witness duty, **Ben § 14:51**
Workplace Safety (this index)

WASTE
Workplace Safety (this index)

WASTE REMOVAL FIRMS
Retail or service establishment employees, **Comp § 12:213**

WATCH REPAIR ESTABLISHMENTS
Retail or service establishment employees, **Comp § 12:214**

WATER
National LABOR Relations Act, agricultural laborer coverage for maintaining water routes for farms, **Labor § 6:6**
Workplace Safety (this index)

WATER SUPPLY COMPANIES
Retail or service establishment employees, **Comp § 12:215**

WEARING OF UNION INSIGNIA
Unfair labor practices, interference with employee rights by employer, **Labor § 26:152 to 26:165**

WEATHER
Personnel manual, poor weather strategies for absenteeism, **Pers M § 6:40**

WEB SLINGS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:257**

WEEKENDS
Overtime pay, premiums for, **Comp § 20:54, 20:55**

WEEKLY RATE AGREEMENTS
Overtime Pay (this index)

WEIGHTED CHECKLISTS
Personnel manual, performance review systems, **Pers M § 15:23**

WEIGHT RATING SCALE
Personnel manual, performance appraisal, **Pers M § 15:42**

WEIGHT REDUCTION
Personnel manual, health improvement programs, **Pers M § 12:82**

WEIGHT REQUIREMENTS
Health and Physical Fitness (this index)

WELDING
Workplace Safety (this index)

WELFARE BENEFITS
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:48**

WELFARE FUND PAYMENTS
Unfair labor practices, refusal to abide by specific contract provisions, **Labor § 37:67**

WELFARE RECIPIENTS
Fair Labor Standards Act and similar state laws, **Comp § 1:60**

WELLNESS PROGRAMS
Medical benefits, **Ben § 5:47**
Personnel Manual (this index)

WELL-PLEADED COMPLAINT DOCTRINE
LABOR Management Relations Act, preemption of state law by contract enforcement provision, **Labor § 53:119**

WEST VIRGINIA
Administrative sanctions and remedies, **Emp P § 82:28, 82:79**
Advisory committees, job discrimination agencies, **Emp P § 83:332**
Affirmative action plans, **Emp P § 68:92, 68:130**
Age discrimination, **Emp P § 8:14, 8:62, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:45**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:36, 29:37**
Ancestry discrimination, **Emp P § 7:14, 7:62**
Annual reports, job discrimination agencies, **Emp P § 83:330**
Antiretaliation measures, compensation, **Comp § 39:127**
Appeals, employment practices, **Emp P § 111:234**
Arbitration of contract disputes, **Labor § 49:216**
Assignments
general discussion, **Comp § 34:101 to 34:105, 42:502 to 42:503**

WEST VIRGINIA—Cont'd
Assignments—Cont'd
conditions, **Comp § 34:101**
consumer creditors, receipt by, **Comp § 34:105**
deceased employees, wages of, **Comp § 34:103**
employee's suit for damages and penalties for assignments to supervised lender, **Comp § 42:497**
employer's liability for noncompliance, **Comp § 42:498**
future earnings, limit as to, **Comp § 34:102**
supervised lenders, receipt by, **Comp § 34:104**
At-will employment, exceptions to, **Emp P § 62:50**
Birth place, discrimination based on, **Emp P § 7:14, 7:62**
Blacklisting, **Emp P § 65:42, 65:69**
Bona fide occupational qualifications, **Emp P § 15:13, 15:55**
Certificates, child labor, **Comp § 26:63**
Child labor
general discussion, **Comp § 25:99, 25:100**
certificates and permits, **Comp § 26:63**
exemptions, **Comp § 25:99**
prohibitions, **Comp § 25:100**
sanctions and remedies, **Comp § 28:71**
Citizenship discrimination, **Emp P § 7:14, 7:62**
Coerced discrimination, **Emp P § 11:3, 11:49**
Color discrimination, **Emp P § 3:59**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:127**
assignments, above
child labor, above
deductions from compensation, below
discrimination, **Emp P § 44:79, 44:127**
form of payment, below
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:246**
notices, **Comp § 37:183**
overtime pay, below
payment of compensation, below
records, **Comp § 37:182**
rules, **Comp § 39:125 to 39:127**
support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:335**
Complicity in discrimination, **Emp P § 12:4, 12:38**
Conciliation, employment practices, **Emp P § 89:339, 111:230**
Conditions governing most deductions from compensation, **Comp § 32:213**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Consumer creditors, receipt of assignments by, **Comp § 34:105**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:134**
Conversion privileges for health and life insurance, **Ben § 8:195**
Coordination of medical benefits, **Ben § 5:295**
Court enforcement of state labor relations statutes, **Labor § 62:241 to 62:243**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:228 to 111:233**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
appeals, **Emp P § 111:234**

WEST VIRGINIA—Cont'd
Court proceedings—Cont'd
commission decisions, review and enforcement of, **Emp P § 111:229, 111:230**
conciliation agreements, enforcement of, **Emp P § 111:232**
equal pay statute actions, **Emp P § 111:235**
fair employment practices statute, **Emp P § 111:230 et seq.**
garnishment cases, **Emp P § 116:1, 116:28**
privacy cases, **Emp P § 112:1, 112:28**
private actions, **Emp P § 111:233**
review of commission decisions, **Emp P § 111:231**
Coverage of state statutes affecting labor relations, **Labor § 15:52**
Credits, minimum wages, **Comp § 18:269**
Creed discrimination, **Emp P § 4:18, 4:66**
Criminal penalties
general discussion, **Emp P § 82:100, 82:248 to 82:251**
employee privacy statute, **Emp P § 82:250**
equal pay statute, **Emp P § 82:249**
fair employment practices statute, **Emp P § 82:248**
minimum wages, **Comp § 42:204**
overtime pay, **Comp § 42:204**
support withholding, **Comp § 42:620**
time off statute, **Emp P § 82:251**
Death of employee
assignment of wages, **Comp § 34:103**
payment of compensation, **Comp § 30:103**
Deductions from compensation
general discussion, **Comp § 32:213 to 32:216**
conditions governing most deductions, **Comp § 32:213**
health care service subscriptions, **Comp § 32:214**
medical exams, charges for, **Comp § 32:216**
purchases of goods or supplies, **Comp § 32:215**
Direct deposit of compensation, **Comp § 33:80**
Disabilities discrimination, **Emp P § 9:76, 9:127**
Disclosures, employment practices, **Emp P § 92:83, 92:120**
Employee privacy statute, criminal sanctions, **Emp P § 82:250**
Employee Retirement Income Security Act preemption, payment of compensation, **Comp § 31:62, 31:100**
Employment agencies, **Emp P § 20:215, 20:263, 67:16, 67:60**
Employment practices
general discussion, **Emp P § 2:1, 2:51**
administrative sanctions and remedies, **Emp P § 82:28, 82:79**
affirmative action plans, **Emp P § 68:92, 68:130**
age discrimination, **Emp P § 8:14, 8:62**
at-will employment, exceptions to, **Emp P § 62:50**
blacklisting, **Emp P § 65:42, 65:69**
bona fide occupational qualifications, **Emp P § 15:13, 15:55**
checklist of state laws regulating employment practices, **Emp P § 2:54**
coerced discrimination, **Emp P § 11:3, 11:49**
complicity in discrimination, **Emp P § 12:4, 12:38**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:127**
disclosures, **Emp P § 92:83, 92:120**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:263**

WEST VIRGINIA—Cont'd
Employment practices—Cont'd
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:58**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:50**
labor-management training committees subject to discrimination laws, **Emp P § 20:268, 20:297**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:211**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:62**
notices, **Emp P § 92:83, 92:120**
obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:37**
performance and other exceptions related to qualifications, **Emp P § 16:5, 16:34**
persons protected, **Emp P § 21:18, 21:67**
private employers subject to discrimination laws, **Emp P § 20:28, 20:77**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:142**
race or color discrimination, **Emp P § 3:59**
records and reports, **Emp P § 92:45, 92:72**
religious or creed discrimination, **Emp P § 4:18, 4:66**
retaliation against opponents of discrimination, **Emp P § 10:91**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:61**
terms, conditions and privileges of employment, below
Equal pay
general discussion, **Emp P § 111:235**
criminal sanctions, **Emp P § 82:249**
job discrimination proceedings, **Emp P § 89:343**
Evidence, job discrimination proceedings, **Emp P § 89:341**
Exemptions, child labor, **Comp § 25:99**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Federal preemption, **Comp § 31:2, 31:62, 31:100**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:74, 33:75**
direct deposit, **Comp § 33:81**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
voluntary resignation, suspension or lay off, payment of employees following, **Comp § 33:81**
Fringe benefits, **Emp P § 44:138, 44:169**
Future earnings, limit as to assignment of, **Comp § 34:102**
Garnishment
general discussion, **Comp § 34:371 to 34:375, 42:463, 42:503**
amount of earnings subject to garnishment, **Comp § 34:371**
employer's liability for noncompliance, **Comp § 42:498**
employment practices, **Emp P § 63:7, 63:58, 116:1, 116:28**

WEST VIRGINIA—Cont'd
Garnishment—Cont'd
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
judgment as prerequisite for consumer credit garnishments, **Comp § 34:372**
notice to employer, **Comp § 34:373**
payments of employer to creditor, **Comp § 34:374**
preference of liens, **Comp § 34:375**
Harassment, **Emp P § 51:88**
Health, selection and retention of employees, **Emp P § 28:31, 28:64**
Health care service subscriptions, deductions from compensation, **Comp § 32:214**
Hearings, job discrimination proceedings, **Emp P § 89:340**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:94**
Holidays, **Ben § 10:55**
Interagency cooperation, job discrimination agencies, **Emp P § 83:328**
Investigations, job discrimination proceedings, **Emp P § 89:337**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:326 to 83:322**
advisory committees, **Emp P § 83:332**
annual reports, **Emp P § 83:330**
basic organization, powers and duties, **Emp P § 83:326**
interagency cooperation, **Emp P § 83:328**
local agencies, **Emp P § 83:331**
research and education projects, **Emp P § 83:329**
rule making, **Emp P § 83:327**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:335 to 89:343**
basic fair employment practices statute procedures, **Emp P § 89:335**
complaints, **Emp P § 89:335**
conciliation, **Emp P § 89:339**
decision of commission, **Emp P § 89:342**
equal pay proceedings, **Emp P § 89:343**
evidence, procurement of, **Emp P § 89:341**
hearings, **Emp P § 89:340**
investigations, **Emp P § 89:337**
probable cause determination, **Emp P § 89:338**
recalcitrant workers, complaints against, **Emp P § 89:336**
Judicial remedies, employment practices, **Emp P § 80:1, 80:50**
Jury duty, **Ben § 14:52**
Labor disputes, payment of compensation, **Comp § 30:102**
Labor-management training committees, **Emp P § 20:268, 20:297, 67:67, 67:92**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:211**
Layoffs, payment of compensation, **Comp § 30:102, 33:75**
Life insurance, **Ben § 8:134; Emp P § 8:195**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:134**
conversion privileges, **Ben § 8:195**
coordination of benefits, **Ben § 5:295**
mandated provisions, **Ben § 5:239**
Medical examinations, deductions from compensation for charges for, **Comp § 32:216**

WEST VIRGINIA—Cont'd
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:267 to 18:269, 39:125, 42:93, 42:201 to 42:203**
contract, varying rules by, **Comp § 18:5**
credits, **Comp § 18:269**
criminal penalties, **Comp § 42:204**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, costs and attorney's fees, **Comp § 42:202**
most employees, **Comp § 18:267**
time limit for filing suit, **Comp § 42:203**
trainees, **Comp § 18:268**
National origin discrimination, **Emp P § 7:14, 7:62**
Nature of state statutes affecting labor relations, **Labor § 2:55**
New-hire reporting, compensation, **Comp § 37:246**
Notice
compensation, **Comp § 37:183**
employment practices, **Emp P § 92:83, 92:120**
garnishment, **Comp § 34:373**
support withholding, **Comp § 42:500**
Obstruction of enforcement of discrimination statutes, **Emp P § 13:4, 13:37**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:177, 21:178, 39:125, 42:93, 42:201 to 42:203**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
criminal penalties, **Comp § 42:204**
employee's suit for wages, costs and attorney's fees, **Comp § 42:202**
maximum hours, **Comp § 21:177**
time limit for filing suit, **Comp § 42:203**
time worked, **Comp § 21:178**
Payment of compensation
general discussion, **Comp § 29:152 to 29:154, 30:101 to 30:103, 39:126, 42:446 to 42:448**
benefits and wage supplements, **Comp § 29:154**
death of employee, **Comp § 30:103**
deductions from compensation, above
Employee Retirement Income Security Act preemption, **Comp § 31:62, 31:100**
employee's suit for wages, liquidated damages, costs, attorney's fees and interest, **Comp § 42:443**
federal preemption regarding vacation pay, **Comp § 31:2**
form of payment, above
labor disputes, **Comp § 30:102**
layoffs, **Comp § 30:102**
medical examination charges, civil fine, **Comp § 42:444**
other employees, **Comp § 13:55**
periodic wages for most employees, **Comp § 29:152**
purchases of goods or supplies, criminal penalties for compulsion of, **Comp § 42:445**
railroad employees, **Comp § 29:153**
severance pay, unwritten practice not preempted by Employee Retirement Income Security Act, **Comp § 31:100**
support withholding, below
termination of employment, **Comp § 30:101**
vacation pay, **Comp § 31:2, 31:62**

WEST VIRGINIA—Cont'd
Performance and other exceptions related to qualifications, **Emp P § 16:5, 16:34**
Periodic wages for most employees, **Comp § 29:152**
Permits, child labor, **Comp § 26:63**
Persons protected, employment practices, **Emp P § 21:18, 21:67**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:64**
Polygraph tests, **Emp P § 53:26, 53:56**
Preference of liens, garnishment, **Comp § 34:375**
Pregnancy discrimination, **Emp P § 5:12, 5:61**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:94**
Privacy cases, **Emp P § 112:1, 112:28**
Private actions, **Emp P § 111:233**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:77**
Privileges of employment. Terms, conditions and privileges of employment, below
Probable cause determination, job discrimination proceedings, **Emp P § 89:338**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:142**
Purchases of goods or supplies, deductions from compensation, **Comp § 32:215**
Race discrimination, **Emp P § 3:59**
Railroad employees, payment of compensation, **Comp § 29:153**
Recalcitrant workers, job discrimination proceedings, **Emp P § 89:336**
Records and reports
compensation, **Comp § 37:182**
employment and consumer records, access to, **Emp P § 54:40.40**
employment practices, **Emp P § 92:45, 92:72**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:94**
Religious discrimination, **Emp P § 4:18, 4:66**
Remedies, child labor, **Comp § 28:71**
Research and education projects, job discrimination agencies, **Emp P § 83:329**
Resignation, payment of employees following, **Comp § 33:81**
Retaliation against opponents of discrimination, **Emp P § 10:91**
Retention of employees. Selection and retention of employees, below
Rule making, job discrimination agencies, **Emp P § 83:327**
Sanctions, child labor, **Comp § 28:71**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:36, 29:37**
health and physical fitness, **Emp P § 28:31, 28:64**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:94**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:32**
substance abuse and testing, **Emp P § 30:82, 30:202, 30:204**
veterans and other uniformed service members, **Emp P § 40:85**
Selection of representative, **Labor § 24:72**
Severance pay, unwritten practice not preempted by Employee Retirement Income Security Act, **Comp § 31:100**
Sex discrimination, **Emp P § 5:12, 5:61**

WEST VIRGINIA—Cont'd
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:32**
State statutes
arbitration of contract disputes, **Labor § 49:216**
court enforcement of state labor relations statutes, **Labor § 62:241 to 62:243**
coverage of state statutes affecting labor relations, **Labor § 15:52**
nature of state statutes affecting labor relations, **Labor § 2:55**
selection of representative, **Labor § 24:72**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:202, 30:204**
Supervised lenders, receipt of assignments by, **Comp § 34:104**
Support withholding
general discussion, **Comp § 34:470, 42:504 to 42:507, 42:619 to 42:621**
criminal penalty for failing to withhold, **Comp § 42:620**
employer's liability, **Comp § 42:619**
federal standard on expedited proceedings, **Comp § 42:499**
federal standards adopted, **Comp § 42:618**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Suspension, payment of employees following, **Comp § 33:81**
Termination of employment, payment of compensation, **Comp § 30:101**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:55**
employment and consumer records, access to, **Emp P § 54:40.40**
fringe benefits, **Emp P § 44:138, 44:169**
harassment, **Emp P § 51:88**
polygraph tests, **Emp P § 53:26, 53:56**
training programs, **Emp P § 48:30, 48:62**
wage and salary discrimination, **Emp P § 44:79, 44:127**
Time off statute, criminal sanctions, **Emp P § 82:251**
Trainees, minimum wages, **Comp § 18:268**
Training programs, **Emp P § 48:30, 48:62**
Unemployment compensation, **Ben § 4:94**
Union practices, **Emp P § 66:12, 66:57**
Vacations, **Ben § 9:38; Comp § 31:2, 31:62**
Veterans and other uniformed service members, selection and retention of employees, **Emp P § 40:85**
Voluntary resignation, payment of employees following, **Comp § 33:81**
Voting time off, **Ben § 13:32**
Witness duty, **Ben § 14:52**
Workplace Safety (this index)

WHEELS
Workplace Safety (this index)

WHISTLEBLOWING
Civil Service Reform Act, **Emp P § 58:77**
Dodd-Frank Wall Street Reform and Consumer Protection Act, **Emp P § 58:79**
False Claims Act, **Emp P § 58:75**

WHISTLEBLOWING—Cont'd
Financial Institutions Reform, Recovery, and Enforcement Act, **Emp P § 58:78**
Personnel manual, **Pers M § 7:54 to 7:59**
Retirement plans, **Ben § 45:22**
Sarbanes-Oxley Act, **Emp P § 58:76 et seq.**
Statutory protection
federal law, **Emp P § 58:73 et seq.**
general discussion, **Emp P § 58:73 et seq.**
state law, **Emp P § 58:80 et seq.**
Civil Service Reform Act, **Emp P § 58:77**
Dodd-Frank Wall Street Reform and Consumer Protection Act, **Emp P § 58:79**
Financial Institutions Reform, Recovery, and Enforcement Act, **Emp P § 58:78**
Sarbanes-Oxley Act, **Emp P § 58:76, 58:76 et seq.**
Whistleblower Protection Act, **Emp P § 58:74**
Whistleblower Protection Act, **Emp P § 58:74 et seq.**

WHITE COLLAR EMPLOYEES
General discussion, **Comp § 3:1 et seq.**
Accountants, **Comp § 3:56**
Activities of employee, significance of, **Comp § 3:3**
Actors, **Comp § 3:57**
Actuaries, **Comp § 3:58**
Administrative assistants, **Comp § 3:59**
Administrators
general discussion, **Comp § 3:24, 3:36 to 3:44**
administrative computer employees, **Comp § 3:49**
assisting proprietor, executive, or administrator, **Comp § 3:41**
discretion, exercise of, **Comp § 3:40**
executives, distinguished, **Comp § 3:24**
general business operations, work directly related to, **Comp § 3:38**
independent judgment, **Comp § 3:40**
management policies, work directly related to, **Comp § 3:38**
nonmanual work, **Comp § 3:37**
office work, **Comp § 3:37**
school administrators, **Comp § 3:39**
short and long tests, **Comp § 3:36**
Advertising personnel, **Comp § 3:60**
American Samoa, minimum compensation for employees in, **Comp § 3:10**
Announcers, **Comp § 3:61**
Architects, **Comp § 3:62**
Artistic professions, **Comp § 3:44, 3:63**
Athletic trainers, **Comp § 3:64**
Attorneys, **Comp § 3:46, 3:96**
Bank tellers and cashiers, **Comp § 3:65**
Bookkeepers, **Comp § 3:66**
Branch store managers, **Comp § 3:67**
Building superintendents, **Comp § 3:68**
Buyers, **Comp § 3:69**
Cashiers, **Comp § 3:65, 3:70**
Chefs, **Comp § 3:71**
Chemists, **Comp § 3:72**
Claims adjusters, **Comp § 3:73**
Clerical personnel, **Comp § 3:74**
Combining exemptions, **Comp § 3:5**
Commission sales employees, **Comp § 3:137**

WHITE COLLAR EMPLOYEES—Cont'd
COMPENSATNuter employees
generally, **Comp § 3:47 to 3:49**
administrative computer employees, **Comp § 3:49**
executive computer employees, **Comp § 3:49**
manufacture and repair of computers, **Comp § 3:48**
repair of computers, **Comp § 3:48**
COMPENSATNuter systems analysts and programmers, **Comp § 3:75**
Convenience store managers, **Comp § 3:67**
Correction of salary violations, **Comp § 3:19**
Craftsmen, executives, **Comp § 3:27**
Credit managers, **Comp § 3:76**
Deductions from salaries, **Comp § 3:16 to 3:20**
Dental hygienists, **Comp § 3:77**
Dentists, **Comp § 3:80**
Designers, **Comp § 3:78**
Discretion, exercise of, **Comp § 3:33, 3:40**
Dispatchers, **Comp § 3:79**
Doctors, **Comp § 3:80**
Emergency work, executives, **Comp § 3:7**
Engineers, **Comp § 3:81**
Escrow closers, **Comp § 3:82**
Estimators, **Comp § 3:83**
Executive assistants, **Comp § 3:59**
Executives
general discussion, **Comp § 3:24 et seq.**
administrators, distinguished, **Comp § 3:24**
assisting proprietor, executive, or administrator, **Comp § 3:41**
computer employees, **Comp § 3:49**
craftsmen, **Comp § 3:27**
department or subdivision, **Comp § 3:30**
discretion, exercise of, **Comp § 3:33**
emergency work, **Comp § 3:7**
firing of other employees, **Comp § 3:32**
highly compensated employees, **Comp § 3:26**
hiring of other employees, **Comp § 3:32**
independent operators, **Comp § 3:28, 3:35**
managerial duties, **Comp § 3:29**
occasional tasks, **Comp § 3:8**
percentage limits on nonexempt work, **Comp § 3:34**
promotion of other employees, **Comp § 3:32**
substantial owners, **Comp § 3:28, 3:35**
two or more employees, supervision of, **Comp § 3:31**
Exemptions from Fair Labor Relations Act and similar state laws, generally, **Comp § 3:1 et seq.**
Expediters, **Comp § 3:84**
Fair Labor Relations Act and similar state laws, exemptions, generally, **Comp § 3:1 et seq.**
Fee basis, defined, **Comp § 3:23**
Field representatives, **Comp § 3:85**
Financial consultants, **Comp § 3:86**
Firefighters, **Comp § 3:87**
Firing of other employees, executives, **Comp § 3:32**
Foremen, **Comp § 3:88, 3:89**
Free and clear, exclusion of compensation that is not, **Comp § 3:11**
Funeral directors and embalmers, **Comp § 3:90**
Game wardens, **Comp § 3:91**
Graders, **Comp § 3:92**
Highly compensated employees, **Comp § 3:26**

WHITE COLLAR EMPLOYEES—Cont'd
Hiring of other employees, executives, **Comp § 3:32**
Hourly rate basis, salaried employees on, **Comp § 3:13**
Independent judgment, administrators, **Comp § 3:40**
Independent operators, executives, **Comp § 3:28, 3:35**
Individual employee coverage, **Comp § 1:182**
Inspectors, **Comp § 3:93**
Insurance experts, **Comp § 3:58**
Journalists, **Comp § 3:94**
Labor relations personnel, **Comp § 3:95**
Lawyers, **Comp § 3:46, 3:96**
Learned professions, **Comp § 3:43**
Leave time for absences of less than a day, **Comp § 3:18**
Librarians, **Comp § 3:97**
Management consultants, **Comp § 3:98**
Managerial duties, **Comp § 3:29, 3:38**
Market researchers, **Comp § 3:99**
Medical technicians, **Comp § 3:100**
Minimum compensation, **Comp § 3:10**
Minimum wage exemption, **Comp § 3:2, 3:133, 3:134**
Motion picture production, **Comp § 3:101**
Musicians, **Comp § 3:102**
Nurses, **Comp § 3:103**
Occasional tasks, **Comp § 3:8**
Office managers, **Comp § 3:104**
Office work, administrators, **Comp § 3:37**
Outside salesmen
general discussion, **Comp § 3:50 et seq.**
list of criteria, **Comp § 3:50**
place of business of employer, work away from, **Comp § 3:51**
promotional work, **Comp § 3:54**
sales or obtaining orders or contracts, **Comp § 3:52**
work incident to outside sales work, **Comp § 3:53**
Overtime pay exemption, **Comp § 3:2, 3:133, 3:135**
Paralegals, **Comp § 3:104**
Paymasters, **Comp § 3:106**
Payments in addition to salary, **Comp § 3:22**
Personnel Manual (this index)
Pharmacists, **Comp § 3:107**
Photographers or photographic workers, **Comp § 3:108**
Physicians, **Comp § 3:46, 3:80**
Physicians assistants, **Comp § 3:103**
Pilots, **Comp § 3:109**
Planners, **Comp § 3:110**
Primary duty rule, **Comp § 3:6**
Probation officers, **Comp § 3:111**
Professionals
general discussion, **Comp § 3:42 et seq.**
artistic professions, **Comp § 3:44**
learned professions, **Comp § 3:43**
short and long tests, **Comp § 3:42**
teaching, **Comp § 3:45**
Programmers, computers, **Comp § 3:75**
Prohibition on nonexempt work, effect of, **Comp § 3:4**
Promotional work, outside salesmen, **Comp § 3:54**
Promotion employees, **Comp § 3:112**
Promotion of other employees, executives, **Comp § 3:32**
Psychologists, **Comp § 3:113**
Public contracts, **Comp § 15:23**
Public employees, deductions from salaries, **Comp § 3:21**

WHITE COLLAR EMPLOYEES—Cont'd
Puerto Rico, minimum compensation for employees in, **Comp § 3:10**
Reasonable relationship, defined, **Comp § 3:14**
Safe harbor for improper salary deductions, **Comp § 3:20**
Safety employees, **Comp § 3:114**
Salary basis, defined, **Comp § 3:12**
Salesmen
  employees who deliver or service the item sold, **Comp § 3:116**
  employees who do not deliver or service item sold, **Comp § 3:115**
  outside salesmen, above
School administrators, **Comp § 3:39**
School employees, **Comp § 3:118**
Securities brokers or dealers, **Comp § 3:117**
Security employees, **Comp § 3:119**
Shipping employees, **Comp § 3:120**
Social workers, **Comp § 3:121**
State law exemptions
  combined minimum wage and overtime pay exemption, **Comp § 3:133**
  commission sales employees, **Comp § 3:137**
  minimum wage exemption, **Comp § 3:133, 3:134**
  overtime pay exemption, **Comp § 3:133, 3:135**
  supervisors, **Comp § 3:136**
Statisticians, **Comp § 3:122**
Substantial owners, executives, **Comp § 3:28, 3:35**
Supervisors, **Comp § 3:123, 3:136**
Tax experts, **Comp § 3:124**
Teachers and teaching, **Comp § 3:45, 3:127**
Trainees, **Comp § 3:125, 3:126**
Trainers and training, **Comp § 3:127**
Troubleshooters, **Comp § 3:128**
Variable pay, **Comp § 3:15**
Virgin Islands, minimum compensation for employees in, **Comp § 3:10**
Wage and salary analysts, **Comp § 3:129**
Writers, **Comp § 3:130**

WHITE HOUSE
Personnel manual, ethical business conduct and behavior, **Pers M § 5:18, 5:45**

WHOLESALE GROCERY OPERATIONS
Unions, bargaining units, **Labor § 19:94**

WIFE AND HUSBAND
Husband and Wife (this index)
Spouses (this index)

WILDCAT STRIKES
National LABOR Relations Act, loss of employee status, **Labor § 5:17**
Unfair Labor Practices (this index)

WILLFUL MATTERS
LABOR-Management Reporting and Disclosure Act, disqualification from holding union office for willful violations, **Labor § 65:8**
National LABOR Relations Board, backpay amount where interim earnings are willfully concealed, **Labor § 43:76**
Railway LABOR Act, criminal penalties, **Labor § 59:94**

WILLFUL MATTERS—Cont'd
Workplaceplace safety, penalties, **Work S § 4:547, 7:27 to Work S § 7:29, 7:62**

WILLFULNESS
Age Discrimination in Employment Act, instructions to jury, **Emp P § 109:6**
Fair Labor Standards Act and similar state laws, statute of limitations, **Comp § 41:77 et seq.**
Liquidated damages, **Emp P § 76:4 to 76:6**

WIND INDICATORS
Workplaceplace safety, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:198**

WINDOW CLEANERS
Retail or service establishment employees, **Comp § 12:216**

WINDOW DISPLAY DEALERS
Retail or service establishment employees, **Comp § 12:217**

WIRE ROPE SLINGS
Workplaceplace safety, OSHA safety and health standards, **Work S § 3:254**

WIRETAPPING
Surveillance and Monitoring of Employees (this index)

WISCONSIN
Absence of employee on payday, **Comp § 29:157**
Administrative review, job discrimination proceedings, **Emp P § 89:350**
Administrative sanctions and remedies, **Emp P § 82:28, 82:80**
Affirmative action plans, **Emp P § 68:92, 68:131**
Age discrimination, **Emp P § 8:14, 8:63, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:46**
Agricultural employees, minimum wages, **Comp § 18:278, 18:279**
AIDS policies and testing, selection and retention of employees, **Emp P § 29:38**
Ancestry discrimination, **Emp P § 7:14, 7:63**
Answers, garnishment, **Comp § 34:378, 34:379**
Apprentices
  minimum wages, **Comp § 18:273**
  overtime pay, **Comp § 21:180**
Arbitration of contract disputes, **Labor § 49:217**
Assignments
  general discussion, **Comp § 34:106 to 34:109**
  conditions, **Comp § 34:106**
  future earnings, limit as to, **Comp § 34:107**
  revocability as to consumer transactions, **Comp § 34:109**
  wage claim collections, support payments, union or club dues, insurance premiums, purchase of bonds, payments to financial institutions, charitable contributions and repayment of employer loans, exclusion of, **Comp § 34:108**
At-will employment, exceptions to, **Emp P § 62:51**
Birth place, discrimination based on, **Emp P § 7:14, 7:63**
Blacklisting, **Emp P § 65:42, 65:70, 82:253**
Bond purchases, exclusion of assignments as to, **Comp § 34:108**

WISCONSIN—Cont'd
Camp employees
minimum wages, **Comp § 18:276**
records of compensation, **Comp § 37:185**
Certificates, child labor, **Comp § 26:64**
Charitable contributions, exclusion of assignments as to, **Comp § 34:108**
Child labor
general discussion, **Comp § 25:101, 25:102**
administrative procedures, **Comp § 28:125**
certificates and permits, **Comp § 26:64**
exemptions, **Comp § 25:101**
minimum wages, **Comp § 18:271**
prohibitions, **Comp § 25:102**
records and reports, **Comp § 27:25**
sanctions and remedies, **Comp § 28:72**
Citizenship discrimination, **Emp P § 7:14, 7:63**
Club dues, exclusion of assignments as to, **Comp § 34:108**
Collective bargaining agreement, receipt of vacation pay upon termination of, **Comp § 31:64**
Color discrimination, **Emp P § 3:60**
Compensation
notices, **Comp § 37:186**
Compensation
general discussion, **Comp § 37:78 to 37:80**
antiretaliation measures, **Comp § 39:130**
assignments, above
camp counselors paid on weekly basis, records not required for, **Comp § 37:185**
child labor, above
discrimination, **Emp P § 44:79, 44:128**
exemptions, **Comp § 36:33**
garnishment, below
minimum wages, below
new-hire reporting, **Comp § 37:247**
overtime pay, below
payment of compensation, below
records, **Comp § 37:184, 37:185**
rules, **Comp § 39:128 to 39:130**
support withholding, below
Complaint processing, job discrimination proceedings, **Emp P § 89:344**
Conciliation, job discrimination proceedings, **Emp P § 89:346**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:135**
Conversion privileges for health and life insurance, **Ben § 8:196**
Coordination of medical benefits, **Ben § 5:296**
Court enforcement of state labor relations statutes, **Labor § 62:244 to 62:247**
Court proceedings
general discussion, **Emp P § 111:1, 111:2, 111:234, 111:235**
Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
agency decisions, review and enforcement of, **Emp P § 111:236**
fair employment practices statute, **Emp P § 111:235, 111:236**
garnishment cases, **Emp P § 116:1, 116:29**

WISCONSIN—Cont'd
Court proceedings—Cont'd
private actions, **Emp P § 111:237**
review of agency decisions, **Emp P § 111:236**
Coverage of state statutes affecting labor relations, **Labor § 15:53**
Creed discrimination, **Emp P § 4:18, 4:67**
Criminal arrests and convictions, selection and retention of employees, **Emp P § 33:12, 33:31**
Criminal penalties
general discussion, **Emp P § 82:100, 82:252 to 82:254**
blacklisting statute, **Emp P § 82:253**
discounting wages, **Comp § 42:450**
employee privacy statute, **Emp P § 82:252**
time off statutes, **Emp P § 82:254**
Damaged property, deductions from compensation for, **Comp § 32:217**
Disabilities discrimination, **Emp P § 9:76, 9:128**
Disability benefits, ban as to garnishment, **Comp § 34:382**
Discounting wages, criminal penalties, **Comp § 42:450**
Discrimination, retaliation, **Emp P § 10:92**
Employee privacy statute, criminal sanctions, **Emp P § 82:252**
Employment agencies, **Emp P § 20:215, 20:264, 67:16, 67:61**
Employment practices
general discussion, **Emp P § 2:1, 2:52**
administrative sanctions and remedies, **Emp P § 82:28, 82:80**
affirmative action plans, **Emp P § 68:92, 68:131**
age discrimination, **Emp P § 8:14, 8:63**
at-will employment, exceptions to, **Emp P § 62:51**
blacklisting, **Emp P § 65:42, 65:70**
checklist of state laws regulating employment practices, **Emp P § 2:54**
conditions of employment. Terms, conditions and privileges of employment, below
court proceedings, above
criminal penalties, above
disabilities discrimination, **Emp P § 9:76, 9:128**
employment agencies subject to discrimination laws, **Emp P § 20:215, 20:264**
garnishment, adverse employment actions based on, **Emp P § 63:7, 63:59**
government contractors subject to discrimination laws, **Emp P § 20:306, 20:334**
job discrimination agencies, below
job discrimination proceedings, below
judicial remedies, **Emp P § 80:1, 80:51**
labor organizations subject to discrimination laws, **Emp P § 20:166, 20:212**
national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:63**
nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:48**
persons protected, **Emp P § 21:18, 21:68**
private employers subject to discrimination laws, **Emp P § 20:28, 20:78**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:143**
race or color discrimination, **Emp P § 3:60**
reference check immunity, **Emp P § 65:14, 65:40**

WISCONSIN—Cont'd
Employment practices—Cont'd
religious or creed discrimination, **Emp P § 4:18, 4:67**
retaliation against opponents of discrimination, **Emp P § 10:92**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:62**
sexual or affectional orientation discrimination, **Emp P § 6:38**
terms, conditions and privileges of employment, below
Evidence, job discrimination proceedings, **Emp P § 89:348**
Exemptions
child labor, **Comp § 25:101**
compensation, **Comp § 36:33**
payment of compensation, **Comp § 14:32**
Family leave, **Ben § 12:109**
Farm employees, quarterly wages for, **Comp § 29:156**
Federal preemption regarding vacation pay, **Comp § 31:2**
Financial institutions, exclusion of assignments as to payments to, **Comp § 34:108**
Forfeiture of wages for discharge of manufacturing employee without required notice, **Comp § 42:452**
Fringe benefits, **Emp P § 44:138, 44:170**
Garnishment
general discussion, **Comp § 34:376 to 34:383, 42:463**
amount of earnings subject to garnishment, **Comp § 34:376**
answer of debtor, **Comp § 34:379**
answer of employer, **Comp § 34:378**
employment practices, **Emp P § 63:7, 63:59, 116:1, 116:29**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
liability of employer, **Comp § 34:383**
payment to creditor, **Comp § 34:380**
retirement and disability benefits, ban as to, **Comp § 34:382**
savings bonds, ban as to salary used for, **Comp § 34:381**
starting proceedings, **Comp § 34:377**
Golf caddies, minimum wages, **Comp § 18:277**
Government contractors subject to discrimination laws, **Emp P § 20:306, 20:334**
Handicapped persons, minimum wages, **Comp § 18:272**
Harassment, **Emp P § 51:89**
Health, selection and retention of employees, **Emp P § 28:31, 28:65**
Hearings, job discrimination proceedings, **Emp P § 89:347**
Hiring practices, selection and retention of employees, **Emp P § 39:45, 39:95**
Holidays, **Ben § 10:56; Comp § 31:101**
Insurance premiums, exclusion of assignments as to, **Comp § 34:108**
Interagency cooperation, job discrimination agencies, **Emp P § 83:335, 83:340**
Investigations, job discrimination proceedings, **Emp P § 89:345**
Job discrimination agencies
general discussion, **Emp P § 83:61, 83:333 to 83:340**
basic organization, powers and duties, **Emp P § 83:333, 83:338**
interagency cooperation, **Emp P § 83:335, 83:340**

WISCONSIN—Cont'd
Job discrimination agencies—Cont'd
research and education projects, **Emp P § 83:337**
rule making, **Emp P § 83:334, 83:339**
technical assistance, **Emp P § 83:336**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:344 to 89:350**
administrative review, **Emp P § 89:350**
basic fair employment practices statute procedures, **Emp P § 89:344**
complaint processing, **Emp P § 89:344**
conciliation, **Emp P § 89:346**
decision of commission, **Emp P § 89:349**
evidence, procurement of, **Emp P § 89:348**
hearings, **Emp P § 89:347**
investigations, **Emp P § 89:345**
Judicial remedies, employment practices, **Emp P § 80:1, 80:51**
Jury duty, **Ben § 14:53**
Labor organizations subject to discrimination laws, **Emp P § 20:166, 20:212**
Life insurance, **Ben § 8:135; Emp P § 8:196**
Loans by employer, exclusion of assignments for repayment of, **Comp § 34:108**
Logging employees, quarterly wages for, **Comp § 29:156**
Marital status, selection and retention of employees, **Emp P § 32:36**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:135**
conversion privileges, **Ben § 8:196**
coordination of benefits, **Ben § 5:296**
mandated provisions, **Ben § 5:240**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:270 to 18:279, 39:128, 42:93, 42:204 to 42:207**
agricultural employees, **Comp § 18:278, 18:279**
apprentices, **Comp § 18:273**
camp employees, **Comp § 18:276**
civil fines, **Comp § 42:206**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
golf caddies, **Comp § 18:277**
handicapped persons, **Comp § 18:272**
minors, **Comp § 18:271**
most employees, **Comp § 18:270, 18:275**
retaliation, civil fines for, **Comp § 42:207**
review of administrative orders, **Comp § 42:208**
students, **Comp § 18:274**
suit by department of industry, labor, and human relations for wages, **Comp § 42:205**
National origin discrimination, **Emp P § 7:14, 7:63**
Nature of state statutes affecting labor relations, **Labor § 2:56**
New-hire reporting, compensation, **Comp § 37:247**
Nondiscriminatory preferences and conduct, **Emp P § 17:10, 17:48**
Notice
compensation, **Comp § 37:186**
support withholding, **Comp § 42:500**
Older workers' benefits, **Emp P § 44:224, 44:243**

WISCONSIN—Cont'd
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:179 to 21:181, 42:204 to 42:207**
apprentices, classroom instruction for, **Comp § 21:180**
civil fines, **Comp § 42:206**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
maximum hours, **Comp § 21:179**
most employees, **Comp § 21:179**
retaliation, civil fines for, **Comp § 42:207**
review of administrative orders, **Comp § 42:208**
suit by department of industry, labor, and human relations for wages, **Comp § 42:205**
time worked, **Comp § 21:181**
Parental leave, **Ben § 12:109**
Payment of compensation
general discussion, **Comp § 29:155 to 29:158, 30:104 to 30:106, 39:129, 42:449 to 42:455**
absence of employee on payday, **Comp § 29:157**
collective bargaining agreement, receipt of vacation pay upon termination of, **Comp § 31:64**
damaged property, deductions from compensation for, **Comp § 32:217**
defective workmanship, deductions from compensation for, **Comp § 32:217**
discounting wages, criminal penalties, **Comp § 42:450**
district attorney's suit for wages, **Comp § 42:448**
employee's suit for improper deductions and liquidated damages, **Comp § 42:447**
employee's suit for wages, liquidated damages, costs and attorney's fees, **Comp § 42:446**
exemptions, **Comp § 14:32**
federal preemption regarding vacation pay, **Comp § 31:2**
forfeiture of wages for discharge of manufacturing employee without required notice, **Comp § 42:452**
holiday pay as wages, **Comp § 31:101**
labor department's suit for wages, **Comp § 42:448**
logging and farm employees, quarterly wages for, **Comp § 29:156**
lost property, deductions from compensation for, **Comp § 32:217**
monthly wages for most employees, **Comp § 29:155**
retaliation claims under statute regulating payment of ongoing compensation and of wages upon separation from employment and statute restricting deductions from wages, **Comp § 42:451**
severance pay as wages, **Comp § 31:101**
stolen property, deductions from compensation for, **Comp § 32:217**
strike, receipt of vacation pay, **Comp § 31:65**
support withholding, below
termination of employment, **Comp § 30:104**
time limit for filing suit, **Comp § 42:449**
vacation pay, **Comp § 31:2, 31:63 to 31:65**
welfare funds, payments to, **Comp § 29:158**
Pension and retirement payments, **Emp P § 46:48, 46:73**
Permits, child labor, **Comp § 26:64**
Persons protected, employment practices, **Emp P § 21:18, 21:68**
Physical fitness, selection and retention of employees, **Emp P § 28:31, 28:65**

WISCONSIN—Cont'd
Polygraph tests, **Emp P § 53:26, 53:57**
Pregnancy benefits, **Emp P § 44:178, 44:210**
Pregnancy discrimination, **Emp P § 5:12, 5:62**
Preselection practices, selection and retention of employees, **Emp P § 39:45, 39:95**
Private actions, **Emp P § 111:237**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:78**
Privileges of employment. Terms, conditions and privileges of employment, below
Promotions, **Emp P § 47:23, 47:36**
Public employers subject to discrimination laws, **Emp P § 20:93, 20:143**
Race discrimination, **Emp P § 3:60**
Records and reports
child labor, **Comp § 27:25**
compensation, **Comp § 37:184, 37:185**
employment and consumer records, access to, **Emp P § 54:41**
Recruitment practices, selection and retention of employees, **Emp P § 39:45, 39:95**
Reference check immunity, **Emp P § 65:14, 65:40**
Religious discrimination, **Emp P § 4:18, 4:67**
Remedies, child labor, **Comp § 28:72**
Reports. Records and reports, above
Research and education projects, job discrimination agencies, **Emp P § 83:337**
Retaliation
compensation, generally, **Comp § 39:130**
discrimination, **Emp P § 10:92**
minimum wages, **Comp § 42:207**
overtime pay, **Comp § 42:207**
payment of ongoing compensation and of wages upon separation from employment and deductions from wages, **Comp § 42:451**
Retention of employees. Selection and retention of employees, below
Retirement benefits, ban as to garnishment, **Comp § 34:382**
Revocability of assignments as to consumer transactions, **Comp § 34:109**
Rule making, job discrimination agencies, **Emp P § 83:334, 83:339**
Sanctions, child labor, **Comp § 28:72**
Savings bonds, ban as to garnishment of salary used for, **Comp § 34:381**
Selection and retention of employees
AIDS policies and testing, **Emp P § 29:38**
criminal arrests and convictions, **Emp P § 33:12, 33:31**
health and physical fitness, **Emp P § 28:31, 28:65**
hiring, preselection and recruitment practices, **Emp P § 39:45, 39:95**
marital status, **Emp P § 32:36**
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:33**
Selection of representative, **Labor § 24:73**
Severance pay as wages, **Comp § 31:101**
Sex discrimination, **Emp P § 5:12, 5:62**
Sexual or affectional orientation discrimination, **Emp P § 6:38**
Sick leave, **Ben § 11:36**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:33**

WISCONSIN—Cont'd
State statutes
arbitration of contract disputes, **Labor § 49:217**
court enforcement of state labor relations statutes, **Labor § 62:244 to 62:247**
coverage of state statutes affecting labor relations, **Labor § 15:53**
nature of state statutes affecting labor relations, **Labor § 2:56**
selection of representative, **Labor § 24:73**
Stolen property, deductions from compensation for, **Comp § 32:217**
Strike, receipt of vacation pay, **Comp § 31:65**
Students, minimum wages, **Comp § 18:274**
Support payments, exclusion of assignments as to, **Comp § 34:108**
Support withholding
general discussion, **Comp § 34:471, 42:504 to 42:507, 42:622**
employer's liability, **Comp § 42:621**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
Technical assistance, job discrimination agencies, **Emp P § 83:336**
Termination of employment, payment of compensation, **Comp § 30:104**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:56**
employment and consumer records, access to, **Emp P § 54:41**
fringe benefits, **Emp P § 44:138, 44:170**
harassment, **Emp P § 51:89**
older workers' benefits, **Emp P § 44:224, 44:243**
pension and retirement payments, **Emp P § 46:48, 46:73**
polygraph tests, **Emp P § 53:26, 53:57**
pregnancy benefits, **Emp P § 44:178, 44:210**
promotions, **Emp P § 47:23, 47:36**
wage and salary discrimination, **Emp P § 44:79, 44:128**
Time off statutes, criminal sanctions, **Emp P § 82:254**
Unemployment compensation, **Ben § 4:95**
Union dues, exclusion of assignments as to, **Comp § 34:108**
Union practices, **Emp P § 66:58**
Vacations, **Ben § 9:39; Comp § 31:2, 31:63 to 31:65**
Voting time off, **Ben § 13:33**
Wage claim collections, exclusion of assignments as to, **Comp § 34:108**
Witness duty, **Ben § 14:53**
Workplace Safety (this index)

WITHDRAWAL OF CERTIFICATES
Wage and Hour Division of U.S. Department of Labor (this index)

WITHDRAWALS
Individual Retirement Accounts (this index)
LABOR Management Relations Act, breach of duty of fair representation suit against union, **Labor § 54:12**
National Labor Relations Board (this index)

WITHDRAWALS—Cont'd
Personnel Manual (this index)
Simplified employee pensions, **Ben § 23:125, 23:132**
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

WITHHOLDING
Death benefits, taxes, **Ben § 7:98**
Disability benefits, taxes, **Ben § 6:37 to 6:39**
LABOR Management Relations Act, judicial review of arbitration decisions under contract enforcement provision, **Labor § 53:271**
National LABOR Relations Act, preemption of matters regulated by state, **Labor § 12:43**
National Labor Relations Board (this index)
Retaliation, withholding wages, **Emp P § 10:28**
Sick leave, taxes, **Ben § 11:5 to 11:8**
Taxes. **Personnel Manual** (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)

WITNESSES
Collective Bargaining Agreements (this index)
Evidence (this index)
Examination of witnesses
collective bargaining agreements, arbitration hearing, **Labor § 49:94**
Cross-Examination of Witnesses (this index)
National Labor Relations Board (this index)
Walsh-Healey Act, **Comp § 40:18**
Federal employment, subpoenas of administering agencies, **Labor § 45:19**
National LABOR Relations Act, testimony proving supervisory status, **Labor § 5:40, 5:41**
National Labor Relations Board (this index)
Norris-LaGuardia Act, hearings, **Labor § 50:104 to 50:106**
Personnel manual, witness duty leave of absence, **Pers M § 14:22 to 14:33**
Unfair Labor Practices (this index)
Unions, hearings on election objections and challenges, **Labor § 23:152 to 23:155**
Walsh-Healey Act, **Comp § 40:18**
Workplace Safety (this index)

WOMEN
Medical benefits, **Ben § 5:15**
Personnel Manual (this index)

WOMEN'S APPAREL
General discussion, **Comp § 17:90**

WOMEN'S BUREAU
Department of Labor, **Emp P § 83:15:83:16**

WOODHEEL TURNING MACHINES
Workplaceplace safety, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**

WOOD LADDERS
Workplaceplace safety, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29**

WOODWORKING
Child labor, **Comp § 24:69**
Workplace Safety (this index)

WORD-OF-MOUTH RECRUITING
General discussion, **Emp P § 39:31**

WORD PROCESSORS
Personnel manual, occupational pay data, **Pers M § 10:191 to 10:197**

WORK ASSIGNMENTS
Collective bargaining agreements, arbitrability of issues, **Labor § 49:34 to 49:39**
Disputes. **Jurisdictional Disputes** (this index)
Federal employment, scope of bargaining, **Labor § 39:292**
Unfair Labor Practices (this index)

WORK DAY
Collective bargaining agreements, hours of work, **Labor § 47:36**

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT
General discussion, **Labor § 1:52, 1:53, 39:212 to 39:245**
Affected employees, notice to, **Labor § 39:223 to 39:225**
Aggrieved employees entitled to receive employer liability payments, enforcement of notice requirements, **Labor § 60:3**
Applicability of notice requirements, **Labor § 39:218, 39:219, 39:228**
Burden on employer to establish exemption from full notice requirements, **Labor § 39:239**
Calculation of employer liability and penalties, enforcement of notice requirements, **Labor § 60:6**
Civil penalties, enforcement of notice requirements, **Labor § 60:5 to 60:7**
Combining employment losses for two or more groups, **Labor § 39:238**
Completion of temporary projects, exemption from full notice requirements, **Labor § 39:243**
Compliance
  effect on determinations of violations of National LABOR Relations Act and Railway LABOR Act, **Labor § 39:230**
  reduction of liability or penalty for good faith compliance effort, enforcement of notice requirements, **Labor § 60:7**
Consolidation, effect on determination of loss of employment, **Labor § 39:236**
Contents of notices, **Labor § 39:215, 39:222, 39:224, 39:227**
Court enforcement of notice requirements, **Labor § 60:1 to 60:11**
Date. Time or date, below
Delivery of notice, **Labor § 39:216**
Determinations
  effect of compliance with notice requirements on determinations of violations of National LABOR Relations Act and Railway LABOR Act, **Labor § 39:230**
  loss of employment, **Labor § 39:235 to 39:237**
Effective date of notice, **Labor § 39:214**
Enforcement of notice requirements, **Labor § 60:1 to 60:11**
Events triggering notice requirements, **Labor § 39:231 to 39:238**

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT—Cont'd
Exclusivity of remedies, enforcement of notice requirements, **Labor § 60:8**
Exemptions from full notice requirements, **Labor § 39:239 to 39:245**
Extensions, effect of layoff extensions on determination of loss of employment, **Labor § 39:237**
Facilities
  plant closings, **Labor § 39:233**
  temporary facility closing, exemption from full notice requirements, **Labor § 39:243**
Faltering company, exemption from full notice requirements, **Labor § 39:240**
Form of notice, **Labor § 39:215**
Good faith compliance effort, reduction of liability or penalty, **Labor § 60:7**
Government units
  notice to, **Labor § 39:226, 39:227**
  penalties for failure to notify local governments, enforcement of notice requirements, **Labor § 60:5**
Independent contractor relationships, applicability of notice requirement to employers with, **Labor § 39:219**
Jury trial right, court enforcement of notice requirements, **Labor § 60:11**
Liability, enforcement of notice requirements, **Labor § 60:2 to 60:7**
Local governments not notified, penalties on enforcement of notice requirements, **Labor § 60:5**
Lockouts, exemption from full notice requirements, **Labor § 39:244**
Loss of employment, **Labor § 39:235 to 39:238**
Measurement of employment level, **Labor § 39:220**
National LABOR Relations Act, effect of compliance with notice requirements on determinations of violations of, **Labor § 39:230**
National LABOR Relations Board, impact on right to consider dispute, **Labor § 11:36**
Natural disasters, exemption from full notice requirements, **Labor § 39:242**
Offsets of employer liability, enforcement of notice requirements, **Labor § 60:4**
Operating units, plant closings, **Labor § 39:233**
Parent-subsidiary relationships, applicability of notice requirement to employers with, **Labor § 39:219**
Penalties, enforcement of notice requirements, **Labor § 60:5 to 60:7**
Postponement of planned plant closing or mass layoff, **Labor § 39:217**
Purpose, **Labor § 1:52**
Railway LABOR Act, effect of compliance with notice requirements on determinations of violations of, **Labor § 39:230**
Reduction of liability or penalty for good faith compliance effort, enforcement of notice requirements, **Labor § 60:7**
Relocation, effect on determination of loss of employment, **Labor § 39:236**
Remedies, enforcement of notice requirements, **Labor § 60:8**
Replacement of strikers, exemption from full notice requirements, **Labor § 39:245**
Representatives of employees, notice to, **Labor § 39:221, 39:222**
Right to jury trial, court enforcement of notice requirements, **Labor § 60:11**

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT—Cont'd
Sale of business, applicability of notice requirement, **Labor § 39:228**
Separate operations, applicability of notice requirement to employers with, **Labor § 39:219**
Single site of employment, plant closings, **Labor § 39:232**
Sixty-day notice requirement, **Labor § 39:212 to 39:245**
Statute of limitations in court proceedings, enforcement of notice requirements, **Labor § 60:10**
Strikes, exemption from full notice requirements, **Labor § 39:244, 39:245**
Temporary matters
closing of temporary facility, exemption from full notice requirements, **Labor § 39:243**
completion of temporary projects, exemption from full notice requirements, **Labor § 39:243**
Time or date
effective date of notice, **Labor § 39:214**
measurement of employment level, **Labor § 39:220**
statute of limitations in court proceedings, enforcement of notice requirements, **Labor § 60:10**
violation period used to calculate employer liability and penalties, enforcement of notice requirements, **Labor § 60:6**
Triggering of notice requirements, **Labor § 39:231 to 39:238**
Unforeseeable business circumstances, exemption from full notice requirements, **Labor § 39:241**
Violations
effect of compliance with notice requirements on determinations of violations of National LABOR Relations Act and Railway LABOR Act, **Labor § 39:230**
enforcement of notice requirements, **Labor § 60:1 to 60:11**

WORKERS' COMPENSATION
General discussion, **Ben § 4:97 to 4:106**
Administration, **Ben § 4:103**
Americans with Disabilities Act, **Ben § 4:106; Emp P § 85:8**
At-will employment, **Emp P § 58:37, 58:38**
Claims, **Ben § 4:103**
Disability Benefits (this index)
Disability laws, effect of, **Ben § 4:106**
Employee Retirement Income Security Act, exemption of plans maintained solely to comply with laws, **Ben § 2:14**
Exclusivity of remedy, **Ben § 4:104; Emp P § 115:36**
Fatal injuries, survivor benefits, **Ben § 4:102**
Harassment, **Emp P § 51:44**
International employment, **Emp P § 41:59**
Negligent hiring, supervision and retention of employees, **Emp P § 65:8**
Normal working hours, injuries outside of, **Ben § 4:105**
Notice to employer, **Ben § 4:103**
Off-premises injuries, **Ben § 4:105**
Permanent total disability, income benefits, **Ben § 4:100**
Personnel Manual (this index)
Preemption, **Ben § 1:125**
Private and public employment, coverage of, **Ben § 4:99**
Scheduled injuries, income benefits, **Ben § 4:101**
Survivor benefits for fatal injuries, **Ben § 4:102**
Temporary total disability, income benefits, **Ben § 4:100**
Types of laws, **Ben § 4:98**
Workplace Safety (this index)

WORK-FAMILY BENEFITS
Personnel manual, lifestyle benefits, **Pers M § 13:1 to 13:70**

WORK FLOW CHARTS
Personnel manual, job analysis, **Pers M § 8:87, 8:88**

WORKFORCE ANALYSIS
Affirmative action plans, nonconstruction contractors, **Emp P § 68:37**

WORK HOURS
Collective Bargaining Agreements (this index)
National LABOR Relations Board, backpay amount, **Labor § 43:71**
Nature of federal labor-management relations laws, **Labor § 1:8**
Overtime (this index)
Unfair Labor Practices (this index)

WORKING AT THE TRADE
LABOR-Management Reporting and Disclosure Act, qualifications of candidates for elections, **Labor § 66:14**

WORKING CONDITIONS
National LABOR Relations Act, representatives, **Labor § 8:6**
National LABOR Relations Board, assertion of jurisdiction, **Labor § 3:4**
Nature of federal labor-management relations laws, **Labor § 1:8**
Personnel manual, job descriptions, **Pers M § 8:101**
Railway Labor Act (this index)
Unfair Labor Practices (this index)
Unions, decertification, **Labor § 17:12**

WORKMANSHIP REQUIREMENTS
Workplaceplace safety, OSHA safety and health standards for electrical protective equipment, **Work S § 3:105**

WORK OPPORTUNITY TAX CREDIT
General discussion, **Emp P § 42:64 to 42:66**
Amount of work opportunity tax credit, **Emp P § 42:66**
Replacement of targeted jobs tax credit, **Emp P § 42:64**
Targeted groups, **Emp P § 42:65**
Targeted Jobs Tax Credit (this index)

WORKPLACE SAFETY
General discussion, **Pers M § 6:36; Work S § 1:1 et seq.**
Abrasive wheels
construction industry, **Work S § 2:39**
machinery, OSHA safety and health standards, **Work S § 3:272 to Work S § 3:274**
portable tools and equipment, OSHA safety and health standards, **Work S § 3:280**
Absence. Lack, below
Abuse of discretion standard of review, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:15**
Access
bloodborne pathogen exposure, accessibility of personal protective equipment, **Work S § 5:93**
determinations, hazard communication program, **Work S § 5:247**
exits, OSHA safety and health standards, **Work S § 3:42**
exposure records, **Work S § 5:28 to Work S § 5:42**

WORKPLACE SAFETY—Cont'd
Access—Cont'd
information
medical information, Michigan's plan for safety and health, **Work S § 4:491**
safety and health information, California's plan for safety and health, **Work S § 4:126**
logs of injuries and illnesses, **Work S § 5:4**
material safety data sheet, hazard communication program, **Work S § 5:259**
medical information, reporting and recordkeeping under Michigan's plan for safety and health, **Work S § 4:491**
medical records, **Work S § 5:28 to Work S § 5:42**
moving parts, guarding requirements for equipment in agricultural industry, **Work S § 2:87, 2:89**
public access to proceedings and records of Occupational Safety and Health Review Commission, **Work S § 8:14**
records
exposure records, **Work S § 5:28 to Work S § 5:42**
medical records, **Work S § 5:28 to Work S § 5:42**
Nevada's plan for safety and health, **Work S § 4:628**
Occupational Safety and Health Review Commission, **Work S § 8:14**
safety and health information, California's plan for safety and health, **Work S § 4:126**
Accidents
investigations, California's plan for safety and health, **Work S § 4:200**
prevention signs and tags, OSHA safety and health standards, **Work S § 3:120 to Work S § 3:126**
railroad maximum hour safety restrictions, **Work S § 5:122**
recordkeeping and reporting, **Work S § 4:483, 5:16**
serious accidents, below
Accompanying inspector on inspection. Participation, below
Accuracy of material safety data sheet, hazard communication program, **Work S § 5:256**
Accusations, California's plan for safety and health, **Work S § 4:239**
Acetylene, OSHA safety and health standards, **Work S § 3:66**
Acrylonitrile, OSHA safety and health standards, **Work S § 3:310**
Actions and proceedings
administrative proceedings, generally, **Work S § 8:1 to Work S § 8:191**
anticipation of litigation, exemptions from access to medical and exposure records, **Work S § 5:37**
conduct of proceedings, below
contempt proceedings, below
court proceedings, generally, **Work S § 1:1 et seq.**
discrimination against employees, **Work S § 5:44 to Work S § 5:46, 5:53 to Work S § 5:66**
hearings, below
nondiscrimination violations, **Work S § 5:53 to Work S § 5:66**
private right of action, below
railroad maximum hour safety restrictions, **Work S § 5:126**
recovery of civil penalties, **Work S § 9:25 to 9:32**
statute of limitations, below
stays, below

WORKPLACE SAFETY—Cont'd
Acts of God, railroad maximum hour safety restrictions, **Work S § 5:122**
Adequacy. Sufficiency or insufficiency, below
Administration of state plans for safety and health, **Work S § 4:1 to Work S § 4:1140**
Administrative law judges
Arizona's plan for safety and health, hearings on appeals, **Work S § 4:112**
conventional proceedings before judges, **Work S § 8:42 to Work S § 8:149**
decisions
hearings, **Work S § 8:141, 8:146, 8:149**
review, administrative proceedings, **Work S § 8:173 to Work S § 8:191**
simplified administrative proceedings, **Work S § 8:163**
hearings, generally, **Work S § 8:117 to Work S § 8:149**
interlocutory review, administrative proceedings, **Work S § 8:169**
powers, administrative proceedings, **Work S § 8:4, 8:117**
simplified administrative proceedings, **Work S § 8:160 to Work S § 8:163**
Administrative matters
agencies, below
determinations, nondiscrimination violations, **Work S § 5:57**
exhaustion of administrative remedies, below
judges. Administrative law judges, above
Michigan's plan for safety and health, state Administrative Procedure Act, **Work S § 4:496**
proceedings, generally, **Work S § 8:1 to Work S § 8:191**
reasonable administrative standard, inspection warrants, **Work S § 6:30**
Admissions requests, administrative proceedings, **Work S § 8:79 to Work S § 8:81**
Adverse driving conditions, motor carrier maximum hour safety restrictions, **Work S § 5:145**
Advice and advisory matters
committees, promulgation standards, **Work S § 3:12, 4:498**
council, North Carolina's plan for safety and health, **Work S § 4:703**
notices, Arizona's plan for safety and health, **Work S § 4:102**
Occupational Safety and Health Advisory Board, Maryland's plan for safety and health, **Work S § 4:437**
physician's advice, limitations on access to medical and exposure records, **Work S § 5:33**
Affidavits, California's plan for safety and health, **Work S § 4:237**
Affirmative defenses, answers in administrative proceedings, **Work S § 8:58**
Affixation of safety label to powered industrial trucks, OSHA safety and health standards, **Work S § 3:181**
Agencies
administration of state plans for safety and health, generally, **Work S § 4:13**
boards, below
California's plan for safety and health, **Work S § 4:115 to Work S § 4:122, 4:135 to Work S § 4:148**
citations, defending against, employer subject to regulation by federal agency other than OSHA, **Work S § 7:73**

WORKPLACE SAFETY—Cont'd
Agencies—Cont'd
commissions, below
enforcement
Alaska's plan for safety and health, **Work S § 4:30**
Michigan's plan for safety and health, **Work S § 4:468**
Oregon's plan for safety and health, **Work S § 4:743**
state plans for safety and health, generally, **Work S § 4:16**
inspections
Alaska's plan for safety and health, **Work S § 4:56 to Work S § 4:68**
Arizona's plan for safety and health, **Work S § 4:96 to Work S § 4:108**
Occupational Safety and Health Administration, below
Oregon's plan for safety and health, **Work S § 4:743, 4:756**
preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:7 to Work S § 1:10**
proceedings, generally, **Work S § 8:1 to Work S § 8:191**
role, below
state plans for safety and health, **Work S § 4:1 to Work S § 4:1140**
Agreements. Contracts or agreements, below
Agriculture
coverage by safety and health regulation, **Work S § 2:71 to Work S § 2:100**
federal workplace safety law, generally, **Work S § 1:35**
small agricultural employers, inspection exemption under Oregon's plan for safety and health, **Work S § 4:776**
Air
compressed air, below
contaminants, OSHA safety and health standards, **Work S § 3:290**
exemption for one hundred air-mile radius driver, motor carrier maximum hour safety restrictions, **Work S § 5:142**
monitoring requirement, OSHA safety and health standards, **Work S § 3:88**
Aisles, OSHA safety and health standards for walking-working surfaces, **Work S § 3:21**
Alabama
maximum hour safety restrictions, **Work S § 5:149**
right-to-know statutes, **Work S § 5:271**
Alarm systems, OSHA safety and health standards for fire protection, **Work S § 3:138**
Alaska
maximum hour safety restrictions, **Work S § 5:150**
motor carrier maximum hour safety restrictions, **Work S § 5:136**
plan for safety and health, **Work S § 4:28 to Work S § 4:74**
right-to-know statutes, **Work S § 5:272**
smoking restrictions, **Work S § 5:198**
Alaska's plan for safety and health, **Work S § 4:32, 4:38, 4:39, 4:42, 4:44, 4:72**
Aljs. Administrative law judges, above
Allegations
amending allegations through complaint, administrative proceedings, **Work S § 8:56**
inspection warrants, **Work S § 6:25**

WORKPLACE SAFETY—Cont'd
Allegations—Cont'd
violations, Maryland's plan for safety and health, **Work S § 4:451**
Allow or allowing
reasonable use of facilities, agricultural industry field sanitation requirements, **Work S § 2:99**
size for floor openings, OSHA safety and health standards for manlifts, **Work S § 3:56**
Alloy steel chain slings, OSHA safety and health standards, **Work S § 3:253**
Ambiguous notice of contest, administrative proceedings, **Work S § 8:21**
Amendment. Modification of abatement period or requirements, below this group
Amendment or modification
accusations, California's plan for safety and health, **Work S § 4:239**
allegations amended through complaint, administrative proceedings, **Work S § 8:56**
ban against user modifications, OSHA safety and health standards for powered industrial trucks, **Work S § 3:182**
citations, below
hearings, below
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:197**
ownership change, recordkeeping, **Work S § 5:10**
proposed OSHA safety and health standards, **Work S § 3:5**
rules of procedure, Occupational Safety and Health Review Commission proceedings, **Work S § 8:11**
subpoenas, administrative proceedings, **Work S § 8:98**
variances from standards, below
American National Standards Institute standards
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:219**
manlifts, OSHA safety and health standards, **Work S § 3:53**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:196**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:180**
Anhydrous ammonia, OSHA safety and health standards, **Work S § 3:76**
Annual summaries, **Work S § 4:482, 5:6**
Ansi. American National Standards Institute standards, above
Answers
administrative proceedings, generally, **Work S § 8:57, 8:58**
stay of answer, simplified administrative proceedings, **Work S § 8:154**
Anticipation of litigation, exemptions from access to medical and exposure records, **Work S § 5:37**
Antidiscrimination. Discrimination prohibited, below
Appeal and review
Alaska's plan for safety and health, **Work S § 4:69 to Work S § 4:74**
Arizona's plan for safety and health, **Work S § 4:109 to Work S § 4:114**
California's plan for safety and health, **Work S § 4:186, 4:212, 4:242 to Work S § 4:268**
challenges or contests, below
conduct of proceedings, below
decisions, below

WORKPLACE SAFETY—Cont'd
Appeal and review—Cont'd
disclosure, hazard communication program, **Work S § 5:268**
Hawaii's plan for safety and health, **Work S § 4:313 to Work S § 4:321**
hearings, below
imminent dangers, California's plan for safety and health, **Work S § 4:212**
Indiana's plan for safety and health, **Work S § 4:350 to Work S § 4:353**
inspection determinations, **Work S § 6:18**
interlocutory appeal or review, below
Iowa's plan for safety and health, **Work S § 4:385 to Work S § 4:388**
judicial review, below
Kentucky's plan for safety and health, **Work S § 4:419 to Work S § 4:422**
mandatory settlement, administrative proceedings, **Work S § 8:116**
Maryland's plan for safety and health, **Work S § 4:460 to Work S § 4:463**
members of boards, below
Michigan's plan for safety and health, **Work S § 4:549 to Work S § 4:578, 4:581**
Minnesota's plan for safety and health, **Work S § 4:618 to Work S § 4:623**
Nevada's plan for safety and health, **Work S § 4:654 to Work S § 4:658**
New Mexico's plan for safety and health, **Work S § 4:694 to Work S § 4:699**
North Carolina's plan for safety and health, **Work S § 4:735 to Work S § 4:739**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:242 to Work S § 4:264**
Occupational Safety and Health Review Board, below
Occupational Safety and Health Review Commission, below
orders, below
Oregon's plan for safety and health, **Work S § 4:757, 4:784 to Work S § 4:790**
parties, below
permits, California's plan for safety and health, **Work S § 4:186**
privilege claim, hearings, **Work S § 8:133**
Puerto Rico's plan for safety and health, **Work S § 4:827 to Work S § 4:833**
reconsideration, below
rights, below
scope of review, below
simplified administrative proceedings, **Work S § 8:164, 8:165**
South Carolina's plan for safety and health, **Work S § 4:860 to Work S § 4:866**
Utah's plan for safety and health, **Work S § 4:924, 4:938 to Work S § 4:941**
Vermont's plan for safety and health, **Work S § 4:966, 4:970 to Work S § 4:974**
Virginia's plan for safety and health, **Work S § 4:995, 4:1010 to Work S § 4:1013**
Virgin Islands' plan for safety and health, **Work S § 4:1047 to Work S § 4:1052**
Washington's plan for safety and health, **Work S § 4:1074, 4:1099 to Work S § 4:1105**
Wyoming's plan for safety and health, **Work S § 4:1137 to Work S § 4:1140**
Appearances
failure to appear at hearing, below
Michigan's plan for safety and health, **Work S § 4:562, 4:565**
representatives, administrative proceedings, **Work S § 8:75**
Application or applicability
Administrative Procedure Act, promulgation of standards under Michigan's plan for safety and health, **Work S § 4:496**
criminal penalties, Puerto Rico's plan for safety and health, **Work S § 4:826**
enforcement guidelines, tuberculosis exposure, **Work S § 5:77**
federal workplace safety law, **Work S § 1:3**
hazard communication program, **Work S § 5:242**
informant's privilege, discovery in administrative proceedings, **Work S § 8:96**
load handling, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:230**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:205 to Work S § 3:208, 3:210**
reporting and recordkeeping, Michigan's plan for safety and health, **Work S § 4:473, 4:484**
rules, below
standards, below
transportation on railroad cars, OSHA safety and health standards for powered industrial trucks, **Work S § 3:189**
work levels, manually propelled mobile ladder stands and towers, **Work S § 3:38**
Applications
contents of applications
modification or revocation of variances from OSHA safety and health standards, **Work S § 3:330**
variances from OSHA safety and health standards, **Work S § 3:322 to Work S § 3:325**
extensions of time to correct violations, Oregon's plan for safety and health, **Work S § 4:785**
interim orders, variances from OSHA safety and health standards, **Work S § 3:328, 3:329**
modification or revocation of variances from OSHA safety and health standards, **Work S § 3:330**
permanent variances from standards
Alaska's plan for safety and health, **Work S § 4:53**
Hawaii's plan for safety and health, **Work S § 4:299, 4:300**
Iowa's plan for safety and health, **Work S § 4:372**
Kentucky's plan for safety and health, **Work S § 4:404**
Maryland's plan for safety and health, **Work S § 4:447**
Michigan's plan for safety and health, **Work S § 4:521**
North Carolina's plan for safety and health, **Work S § 4:721**
Oregon's plan for safety and health, **Work S § 4:762, 4:765**
Puerto Rico's plan for safety and health, **Work S § 4:809**

WORKPLACE SAFETY—Cont'd
Applications—Cont'd
permanent variances from standards—Cont'd
South Carolina's plan for safety and health, **Work S § 4:847**
Tennessee's plan for safety and health, **Work S § 4:884**
Virgin Islands' plan for safety and health, **Work S § 4:1034**
permits, California's plan for safety and health, **Work S § 4:181**
temporary variances from standards
Alaska's plan for safety and health, **Work S § 4:50**
Arizona's plan for safety and health, **Work S § 4:92**
California's plan for safety and health, **Work S § 4:188**
Hawaii's plan for safety and health, **Work S § 4:298**
Iowa's plan for safety and health, **Work S § 4:370**
Kentucky's plan for safety and health, **Work S § 4:402**
Maryland's plan for safety and health, **Work S § 4:445**
Michigan's plan for safety and health, **Work S § 4:515**
Minnesota's plan for safety and health, **Work S § 4:597**
Nevada's plan for safety and health, **Work S § 4:639**
New Mexico's plan for safety and health, **Work S § 4:674**
North Carolina's plan for safety and health, **Work S § 4:719**
Oregon's plan for safety and health, **Work S § 4:762, 4:765**
Puerto Rico's plan for safety and health, **Work S § 4:806**
South Carolina's plan for safety and health, **Work S § 4:845**
Tennessee's plan for safety and health, **Work S § 4:882**
Virginia's plan for safety and health, **Work S § 4:993**
Virgin Islands' plan for safety and health, **Work S § 4:1032**
Washington's plan for safety and health, **Work S § 4:1078 to Work S § 4:1080**
variances from standards
OSHA safety and health standards, **Work S § 3:318 to Work S § 3:327, 3:333 to Work S § 3:335**
permanent variances from standards, above this group
temporary variances from standards, above this group
writs of mandate, judicial review under California's plan for safety and health, **Work S § 4:265**
Appointment of hearing officer, California's plan for safety and health, **Work S § 4:244**
Approval or denial
disclosure request, hazard communication program, **Work S § 5:267**
interlocutory review, administrative proceedings, **Work S § 8:167, 8:171**
petitions
discretionary review of administrative law judge decision, administrative proceedings, **Work S § 8:180**
modification of abatement date, administrative proceedings, **Work S § 8:40**
settlements, administrative proceedings, **Work S § 8:104**
state plans for safety and health, **Work S § 3:318, 3:327, 4:5 to Work S § 4:1140**

WORKPLACE SAFETY—Cont'd
Approval or denial—Cont'd
variances from standards
California's plan for safety and health, **Work S § 4:191, 4:195**
OSHA safety and health standards, **Work S § 3:334, 3:335**
Virginia's plan for safety and health, **Work S § 4:995**
Washington's plan for safety and health, **Work S § 4:1080**
Arbitrary failure to act against imminent danger, California's plan for safety and health, **Work S § 4:213**
Arbitration agreements, nondiscrimination violations, **Work S § 5:66**
Arc welding and cutting, OSHA safety and health standards, **Work S § 3:287**
Area OSHA offices' location, inspections, **Work S § 6:11**
Arguments
Michigan's plan for safety and health, **Work S § 4:570**
oral arguments
administrative law judge decision review, administrative proceedings, **Work S § 8:185**
hearings, administrative proceedings, **Work S § 8:139**
simplified administrative proceedings, **Work S § 8:162**
Arizona
maximum hour safety restrictions, **Work S § 5:151**
plan for safety and health, **Work S § 4:75 to Work S § 4:114**
Arizona's plan for safety and health, **Work S § 4:80, 4:83, 4:84, 4:87, 4:88, 4:97, 4:103 to Work S § 4:105, 4:108, 4:110**
Arkansas, maximum hour safety restrictions, **Work S § 5:152**
Arsenic, OSHA safety and health standards, **Work S § 3:303**
Asbestos
construction industry, **Work S § 2:13 to Work S § 2:18**
OSHA safety and health standards, **Work S § 3:291**
Assaulting OSHA representative, criminal penalties, **Work S § 7:65**
Assessment. Penalties, below
Assignment
case, simplified administrative proceedings, **Work S § 8:152**
settlement judges, administrative proceedings, **Work S § 8:114**
Assistant secretary of labor, decision on variances from OSHA safety and health standards, **Work S § 3:355**
Atomic energy, scope of federal workplace safety law, **Work S § 1:11**
Attachments, OSHA safety and health standards for powered industrial trucks, **Work S § 3:183**
Attendant duties, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:152**
Attorney General enforcement
Kentucky's plan for safety and health, **Work S § 4:406**
Maryland's plan for safety and health, **Work S § 4:426**
Attorneys
federal workplace safety law, **Work S § 1:38**
fees, administrative proceedings, **Work S § 8:191**
Authority or power. Powers, below
Automatic sprinkler systems, OSHA safety and health standards for fire protection, **Work S § 3:132**

WORKPLACE SAFETY—Cont'd
Availability or unavailability
consultation services, Washington's plan for safety and health, **Work S § 4:1059**
declaratory rulings on standards, Washington's plan for safety and health, **Work S § 4:1073**
hazard communication program, **Work S § 5:249**
interim orders, variances from standards under Oregon's plan for safety and health, **Work S § 4:766**
interlocutory appeals, hearings on variances from OSHA safety and health standards, **Work S § 3:345**
judicial review
Alaska's plan for safety and health, **Work S § 4:73**
Hawaii's plan for safety and health, **Work S § 4:318**
hearings on variances from OSHA safety and health standards, **Work S § 3:356**
jury trial, recovery of civil penalties, **Work S § 9:27**
on-site consultation services, **Work S § 6:62**
permanent variances from standards, California's plan for safety and health, **Work S § 4:194**
prejudgment interest, recovery of civil penalties, **Work S § 9:29**
private right of action, nondiscrimination violations, **Work S § 5:53**
settlements, administrative proceedings, **Work S § 8:100**
variances from OSHA safety and health standards, **Work S § 3:317**
Aviation
compliance with Federal Aviation Administration regulations, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**
scope of federal workplace safety law, **Work S § 1:12**
Ban. Prohibition or ban, below
Band saws and band resaws, OSHA safety and health standards for woodworking machinery, **Work S § 3:261**
Belts
safety belts, construction industry, **Work S § 2:23**
seat belt requirements, agricultural tractor operator protection, **Work S § 2:74**
Belt sanding machines, OSHA safety and health standards, **Work S § 3:279**
Benzene, OSHA safety and health standards, **Work S § 3:306**
Blasting agents, OSHA safety and health standards for hazardous materials, **Work S § 3:73, 3:74**
Bloodborne pathogen exposure
general discussion, **Work S § 5:85 to Work S § 5:110**
personnel manual, health care industry, **Pers M § 22:32**
Boards
members of boards, below
National Labor Relations Board, coordination of activities regarding nondiscrimination violations with OSHA, **Work S § 5:65**
Occupational Safety and Health Advisory Board, Maryland's plan for safety and health, **Work S § 4:437**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:242 to Work S § 4:264**
Occupational Safety and Health Review Board, below
Occupational Safety and Health Standards Board, below
Safety and Health Review Board, North Carolina's plan for safety and health, **Work S § 4:737 to Work S § 4:739**

WORKPLACE SAFETY—Cont'd
Boards—Cont'd
Safety Review Board, Indiana's plan for safety and health, **Work S § 4:351 to Work S § 4:353**
South Carolina's plan for safety and health, appeal and review, **Work S § 4:862 to Work S § 4:864**
Bonding of electrical equipment, construction industry, **Work S § 2:44**
Boring machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:264**
Borrowed employees, citations in multiemployer situations, **Work S § 7:24**
Brakes, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:203**
Brazing, OSHA safety and health standards, **Work S § 3:283 to Work S § 3:288**
Briefings, OSHA safety and health standards for helicopters, **Work S § 3:236**
Briefs
administrative law judge decision review, administrative proceedings, **Work S § 8:182 to Work S § 8:184**
filing, below
hearings, administrative proceedings, **Work S § 8:140**
interlocutory review, administrative proceedings, **Work S § 8:170**
Building and construction. Construction and building, below
Buildings
demolition of buildings, California's plan for safety and health, **Work S § 4:128**
exterior building maintenance, OSHA safety and health standards for powered platforms, **Work S § 3:50**
Bumpers, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**
Burden of persuasion, administrative proceedings, **Work S § 8:51**
Burden of proof
hearings, administrative proceedings, **Work S § 8:127**
nondiscrimination actions, **Work S § 5:60**
Bureau of Labor Statistics surveys, participation, **Work S § 5:17**
Business
affecting commerce
citations, defending against, **Work S § 7:74**
federal workplace safety law, **Work S § 1:27**
owners and ownership, below
termination of business, transfer of medical and exposure records, **Work S § 5:26**
Cabs of overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:200**
Cadmium, OSHA safety and health standards, **Work S § 3:305**
Cages for fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:35**
California
maximum hour safety restrictions, **Work S § 5:153**
plan for safety and health, **Work S § 4:115 to Work S § 4:276**
right-to-know statutes, **Work S § 5:273**
smoking restrictions, **Work S § 5:199**
California's plan for safety and health, **Work S § 4:123 to Work S § 4:129, 4:132, 4:203, 4:215, 4:226, 4:269, 4:272**

WORKPLACE SAFETY—Cont'd
Capacity
electrical and voltage capacity requirements for electrical protective equipment, OSHA safety and health standards, **Work S § 3:104**
exits, OSHA safety and health standards, **Work S § 3:46**
Captions of pleadings, administrative proceedings, **Work S § 8:49**
Carbon monoxide control, OSHA safety and health standards for powered industrial trucks, **Work S § 3:188**
Carcinogens
California's plan for safety and health, **Work S § 4:161**
OSHA safety and health standards, **Work S § 3:292, 3:301**
Care
health care professionals, bloodborne pathogen exposure, **Work S § 5:101, 5:102**
in-service care requirements, OSHA safety and health standards for electrical protective equipment, **Work S § 3:106**
Cargo hooks, OSHA safety and health standards for helicopters, **Work S § 3:238**
Carriers
motor carriers, maximum hour safety restrictions, **Work S § 5:112 to Work S § 5:148**
railroads, below
Cars of railroads, OSHA safety and health standards, **Work S § 3:171, 3:189**
Casters on mobile work platforms, OSHA safety and health standards for walking-working surfaces, **Work S § 3:39**
Casualties, railroad maximum hour safety restrictions, **Work S § 5:122**
Catastrophes, Oregon's plan for safety and health, **Work S § 4:751**
Cause
death
general duty clause, OSHA safety and health standards, **Work S § 3:18**
willful violation, criminal penalties, **Work S § 7:62**
serious physical harm
general duty clause
OSHA safety and health standards, **Work S § 3:18**
serious violation, civil penalties, **Work S § 7:38**
Cease operation orders, Michigan's plan for safety and health, **Work S § 4:540**
Challenges or contests
administrative law judge decision review, administrative proceedings, **Work S § 8:187, 8:188**
administrative proceedings, generally, **Work S § 8:5, 8:6**
appeal and review
administrative law judge decision review, administrative proceedings, **Work S § 8:187, 8:188**
cases contested, judicial review under Oregon's plan for safety and health, **Work S § 4:786 to Work S § 4:790**
Hawaii's plan for safety and health, **Work S § 4:315, 4:316**
New Mexico's plan for safety and health, **Work S § 4:696**
North Carolina's plan for safety and health, **Work S § 4:736**
Oregon's plan for safety and health, **Work S § 4:786 to Work S § 4:790**

WORKPLACE SAFETY—Cont'd
Challenges or contests—Cont'd
cases contested, judicial review under Oregon's plan for safety and health, **Work S § 4:786 to Work S § 4:790**
citations, below
expedited hearing on challenged petition for modification of abatement date, administrative proceedings, **Work S § 8:41**
hearing on contested abatement period, administrative proceedings, **Work S § 8:6**
inspection warrants, **Work S § 6:33**
Minnesota's plan for safety and health, posting of notice of intent to contest, **Work S § 4:610**
notice of contest
administrative proceedings, generally, **Work S § 8:17 to Work S § 8:33**
citation amendment prior or subsequent to filing, **Work S § 7:11, 7:12**
filing, below
service and posting, administrative proceedings, **Work S § 8:65, 8:67**
notice of contest, administrative proceedings, **Work S § 8:22**
OSHA standards, challenging prior to enforcement, **Work S § 9:41 et seq.**
pleadings, administrative proceedings, **Work S § 8:59**
right to challenge
standards, state plans for safety and health, **Work S § 4:601, 4:723, 4:1031**
validity of standards, state plans for safety and health, **Work S § 4:89, 4:334**
variances from standards, state plans for safety and health, **Work S § 4:601, 4:723**
settlement agreements, administrative proceedings, **Work S § 8:106**
standards
Minnesota's plan for safety and health, **Work S § 4:601**
North Carolina's plan for safety and health, **Work S § 4:723**
Tennessee's plan for safety and health, **Work S § 4:887**
validity of standards, below this group
variances from standards, below this group
Virgin Islands' plan for safety and health, **Work S § 4:1031**
uncontested matters, below
validity of standards
Arizona's plan for safety and health, **Work S § 4:89**
Indiana's plan for safety and health, **Work S § 4:334**
Iowa's plan for safety and health, **Work S § 4:369**
Puerto Rico's plan for safety and health, **Work S § 4:827**
Utah's plan for safety and health, **Work S § 4:916**
Washington's plan for safety and health, **Work S § 4:1072**
variances from standards
Minnesota's plan for safety and health, **Work S § 4:601**
North Carolina's plan for safety and health, **Work S § 4:723**
Puerto Rico's plan for safety and health, **Work S § 4:827**
Tennessee's plan for safety and health, **Work S § 4:887**

WORKPLACE SAFETY—Cont'd
Change or modification. Amendment or modification, above
Change rooms, OSHA safety and health standards for sanitation, **Work S § 3:111**
Charitable organizations, federal workplace safety law, **Work S § 1:36**
Chart, states with approved plans for safety and health, **Work S § 4:26**
Checklists, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:146 to Work S § 3:155, 3:159**
Chemicals
carcinogens, OSHA safety and health standards, **Work S § 3:292**
dry chemical extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:134**
hazard communication, below
Churches, federal workplace safety law, **Work S § 1:37**
Circuit courts
Hawaii's plan for safety and health, judicial review, **Work S § 4:320**
Kentucky's plan for safety and health, judicial review, **Work S § 4:421**
Virginia's plan for safety and health, judicial review, **Work S § 4:1012**
Circular saws, OSHA safety and health standards, **Work S § 3:277**
Citations, **Work S § 7:14, 7:15**
general discussion, **Work S § 7:1 to Work S § 7:25**
Alaska's plan for safety and health, **Work S § 4:64, 4:70**
amendment
general discussion, **Work S § 7:10 to Work S § 7:12**
Oregon's plan for safety and health, **Work S § 4:780**
Arizona's plan for safety and health, **Work S § 4:101, 4:110**
California's plan for safety and health, **Work S § 4:214 to Work S § 4:219**
contest
amendment of citation prior or subsequent to filing notice of contest, **Work S § 7:11, 7:12**
hearing on contested citations, administrative proceedings, **Work S § 8:5**
uncontested citations, below this group
date. Time or date, below this group
defending against citations, **Work S § 7:67 to Work S § 7:76**
Hawaii's plan for safety and health, **Work S § 4:308, 4:309, 4:313**
Iowa's plan for safety and health, **Work S § 4:378, 4:386**
issuance, below
Kentucky's plan for safety and health, **Work S § 4:412**
Maryland's plan for safety and health, **Work S § 4:452, 4:460**
Michigan's plan for safety and health, **Work S § 4:541 to Work S § 4:543, 4:552**
Minnesota's plan for safety and health, **Work S § 4:607, 4:619**
Nevada's plan for safety and health, **Work S § 4:648, 4:654**
New Mexico's plan for safety and health, **Work S § 4:684, 4:696, 4:697**

WORKPLACE SAFETY—Cont'd
Citations, **Work S § 7:14, 7:15**—Cont'd
North Carolina's plan for safety and health, **Work S § 4:729, 4:736**
notice
amendment of citation prior or subsequent to filing notice of contest, **Work S § 7:11, 7:12**
lack of fair notice, defending against citations, **Work S § 7:75**
Oregon's plan for safety and health, **Work S § 4:777, 4:779, 4:780**
penalties, below
personnel manual, Occupational Safety and Health Review Commission, **Pers M § 17:46**
posting, below
Puerto Rico's plan for safety and health, **Work S § 4:817, 4:829**
separately citing violations of standard, civil penalty assessment, **Work S § 7:51**
South Carolina's plan for safety and health, **Work S § 4:854, 4:861**
Tennessee's plan for safety and health, **Work S § 4:894, 4:901**
time or date
amendment of citation, **Work S § 7:10 to Work S § 7:12**
failure to report injuries, effect on time period for issuance of citation, **Work S § 7:9**
tuberculosis exposure, **Work S § 5:76, 5:78**
uncontested citations
defending failure to abate charge, **Work S § 7:48**
finality of uncontested citations, administrative proceedings, **Work S § 8:7**
repeated violations, civil penalties, **Work S § 7:32**
Utah's plan for safety and health, **Work S § 4:930, 4:939**
variances from OSHA safety and health standards, refusal of OSHA to entertain application where citation pending against employer, **Work S § 3:333**
Vermont's plan for safety and health, **Work S § 4:962, 4:971**
Virginia's plan for safety and health, **Work S § 4:1003, 4:1010**
Virgin Islands' plan for safety and health, **Work S § 4:1039, 4:1048, 4:1049**
Washington's plan for safety and health, **Work S § 4:1092**
withdrawal
general discussion, **Work S § 7:19**
Oregon's plan for safety and health, **Work S § 4:780**
Wyoming's plan for safety and health, **Work S § 4:1138**
Citing decisions format, administrative hearings, **Work S § 8:141**
Civil penalties
general discussion, **Work S § 7:26 to Work S § 7:60**
Alaska's plan for safety and health, **Work S § 4:66, 4:67**
Arizona's plan for safety and health, **Work S § 4:106**
assessment, generally, **Work S § 7:50 to Work S § 7:60**
California's plan for safety and health, **Work S § 4:227 to Work S § 4:231**
Hawaii's plan for safety and health, **Work S § 4:310, 4:311**
Indiana's plan for safety and health, **Work S § 4:349**
Iowa's plan for safety and health, **Work S § 4:383**

WORKPLACE SAFETY—Cont'd
Civil penalties—Cont'd
Kentucky's plan for safety and health, **Work S § 4:416**
Maryland's plan for safety and health, **Work S § 4:457, 4:458**
Michigan's plan for safety and health, **Work S § 4:548**
Minnesota's plan for safety and health, **Work S § 4:615, 4:616**
Nevada's plan for safety and health, **Work S § 4:652**
New Mexico's plan for safety and health, **Work S § 4:690 to Work S § 4:692**
North Carolina's plan for safety and health, **Work S § 4:733**
Oregon's plan for safety and health, **Work S § 4:781**
Puerto Rico's plan for safety and health, **Work S § 4:823, 4:824**
recovery of civil penalties, judicial proceedings, **Work S § 9:25 to 9:32**
South Carolina's plan for safety and health, **Work S § 4:858**
Tennessee's plan for safety and health, **Work S § 4:898**
Utah's plan for safety and health, **Work S § 4:935, 4:936**
Vermont's plan for safety and health, **Work S § 4:967, 4:968**
Virginia's plan for safety and health, **Work S § 4:1006, 4:1007**
Virgin Islands' plan for safety and health, **Work S § 4:1044, 4:1045**
Washington's plan for safety and health, **Work S § 4:1094 to Work S § 4:1096**
Wyoming's plan for safety and health, **Work S § 4:1134, 4:1135**
Claims
privilege, administrative hearings, **Work S § 8:132 to Work S § 8:135**
smoking restrictions, **Work S § 5:192, 5:195 to Work S § 5:197**
Classification
carcinogens, OSHA safety and health standards, **Work S § 3:301**
exemption, recordkeeping and reporting under Oregon's plan for safety and health, **Work S § 4:750**
Cleaning with compressed air, OSHA safety and health standards for portable tools and equipment, **Work S § 3:276**
Clean worksite
bloodborne pathogen exposure, **Work S § 5:95**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:20**
Clearances
fixed ladders on walking-working surfaces, OSHA safety and health standards, **Work S § 3:33**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:199**
signs for materials handling and storage, OSHA safety and health standards, **Work S § 3:170**
vertical clearance for landing of manlift, OSHA safety and health standards, **Work S § 3:57**
Cleats on fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:34**
Closing conference, inspections, **Work S § 6:49**
Clothes and clothing
bloodborne pathogen exposure, **Work S § 5:94**
OSHA safety and health standards, **Work S § 3:101.50**

WORKPLACE SAFETY—Cont'd
Clothes and clothing—Cont'd
reflective clothing, OSHA safety and health standards, **Work S § 3:101.50**
Coating and dripping operations, OSHA safety and health standards for hazardous materials, **Work S § 3:72**
Coke oven emissions, OSHA safety and health standards, **Work S § 3:307**
Collective bargaining
agreements. **Collective Bargaining Agreements** (this index)
railroad maximum hour safety restrictions, **Work S § 5:124**
video display terminals, **Work S § 5:84**
Colorado
maximum hour safety restrictions, **Work S § 5:154**
smoking restrictions, **Work S § 5:200**
Color code for marking physical hazards, OSHA safety and health standards, **Work S § 3:119**
Combustible liquids
fire protection and prevention, construction industry, **Work S § 2:28**
hazardous materials, OSHA safety and health standards, **Work S § 3:70, 3:71**
Combustion engines, California's plan for safety and health, **Work S § 4:159**
Commerce. Business, above
Commingled service, railroad maximum hour safety restrictions, **Work S § 5:121**
Commissions
General Industry Safety Standards Commission, Michigan's plan for safety and health, **Work S § 4:492**
Occupational Health Standards Commission, Michigan's plan for safety and health, **Work S § 4:494**
Occupational Safety and Health Review Commission, below
Committees
advisory committees, promulgation of standards, **Work S § 3:12, 4:498**
safety committees, North Carolina's plan for safety and health, **Work S § 4:713, 4:714**
Common law claims, smoking restrictions, **Work S § 5:196, 5:197**
Communication or communications
ex parte communications, Occupational Safety and Health Review Commission proceedings, **Work S § 8:13**
hazard communication, below
helicopters, OSHA safety and health standards, **Work S § 3:248**
initial communication by inspector, Michigan's plan for safety and health, **Work S § 4:529**
inspections, **Work S § 6:43**
Compel
discovery, California's plan for safety and health, **Work S § 4:249**
payment of civil penalties, California's plan for safety and health, **Work S § 4:231**
Compiling annual summary of injuries and illnesses, **Work S § 5:6**
Complaints
administration of state plans for safety and health, **Work S § 4:23**

WORKPLACE SAFETY—Cont'd
Complaints—Cont'd
administrative proceedings, generally, **Work S § 8:53 to Work S § 8:56**
discrimination against employees, **Work S § 4:276, 5:46, 5:54 to Work S § 5:56**
filing, below
inspections
general discussion, **Work S § 6:16, 6:19**
Hawaii's plan for safety and health, **Work S § 4:302**
Oregon's plan for safety and health, **Work S § 4:768**
Virginia's plan for safety and health, **Work S § 4:1000**
warrants, **Work S § 6:26 to Work S § 6:28**
Washington's plan for safety and health, **Work S § 4:1087**
investigations, California's plan for safety and health, **Work S § 4:197**
nondiscrimination violations, generally, **Work S § 5:54 to Work S § 5:56**
stay of complaint, simplified administrative proceedings, **Work S § 8:154**
submission, below
Complex mixtures, hazard communication program, **Work S § 5:255**
Compliance or noncompliance
citation's terms, Michigan's plan for safety and health, **Work S § 4:543**
FAA regulations, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**
federal reporting requirements, state plans for safety and health, **Work S § 4:19**
hazard communication program, **Work S § 5:239**
infeasibility of compliance defense, citations, **Work S § 7:69**
inspections, compliance officers, **Work S § 6:40**
order, hearings before Division of Occupational Safety and Health under California's plan for safety and health, **Work S § 4:236**
plan requirements, Alaska's plan for safety and health, **Work S § 4:40**
rules, below
voluntary compliance program for small employers, inspections under California's plan for safety and health, **Work S § 4:208**
Components
guarding requirements for equipment, agricultural industry, **Work S § 2:86, 2:88, 2:91**
inspection of wheel components, OSHA safety and health standards, **Work S § 3:176**
Compressed air
cleaning portable tools and equipment with compressed air, OSHA safety and health standards, **Work S § 3:276**
equipment, OSHA safety and health standards, **Work S § 3:163 to Work S § 3:166**
Compressed gases
air. Compressed air, above
cylinders, welding and cutting in construction industry, **Work S § 2:41**
equipment, OSHA safety and health standards, **Work S § 3:163 to Work S § 3:166**
hazardous materials, OSHA safety and health standards, **Work S § 3:65 to Work S § 3:69**

WORKPLACE SAFETY—Cont'd
Computing time periods, administrative hearings, **Work S § 8:124**
Concrete and concrete forms, excavations, trenching and shoring in construction industry, **Work S § 2:68**
Conditions precedent
inspection warrant as prerequisite to interviews of employees, **Work S § 6:31**
nondiscrimination actions, **Work S § 5:58**
Conduct
inspections. Conduct of inspections, below
maintenance and decontamination, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:294**
on-site consultation visits, **Work S § 6:57**
persons. Conduct of persons, below
proceedings. Conduct of proceedings, below
Conduct of inspections
general discussion, **Work S § 6:35 to Work S § 6:50**
Maryland's plan for safety and health, **Work S § 4:449**
Oregon's plan for safety and health, **Work S § 4:769**
Conduct of persons
compliance officers, inspections, **Work S § 6:40**
misconduct, below
standards of conduct
compliance officers, inspections, **Work S § 6:40**
Occupational Safety and Health Review Commission proceedings, **Work S § 8:12**
Conduct of proceedings
appeals
Alaska's plan for safety and health, **Work S § 4:71**
California's plan for safety and health, **Work S § 4:266**
Indiana's plan for safety and health, **Work S § 4:352**
Kentucky's plan for safety and health, **Work S § 4:420**
Maryland's plan for safety and health, **Work S § 4:461**
New Mexico's plan for safety and health, **Work S § 4:697**
South Carolina's plan for safety and health, **Work S § 4:866**
Virgin Islands' plan for safety and health, **Work S § 4:1049**
Wyoming's plan for safety and health, **Work S § 4:1139**
hearings
administrative proceedings, generally, **Work S § 8:117 to Work S § 8:149**
Arizona's plan for safety and health, **Work S § 4:112**
California's plan for safety and health, **Work S § 4:234**
Michigan's plan for safety and health, **Work S § 4:566**
Minnesota's plan for safety and health, **Work S § 4:621**
Nevada's plan for safety and health, **Work S § 4:657**
North Carolina's plan for safety and health, **Work S § 4:738**
simplified administrative proceedings, **Work S § 8:160**
variances from OSHA safety and health standards, **Work S § 3:349**
imminent danger proceedings, **Work S § 9:38**
mandate proceeding, California's plan for safety and health, **Work S § 4:266**
Conductors, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:208**

WORKPLACE SAFETY—Cont'd
Conferences
administrative proceedings, generally, **Work S § 8:76, 8:77**
inspections
general discussion, **Work S § 6:49, 6:50**
Michigan's plan for safety and health, **Work S § 4:532**
Oregon's plan for safety and health, **Work S § 4:771**
mandatory settlement, administrative proceedings, **Work S § 8:115**
pre-hearing conferences, below
settlement judges, administrative proceedings, **Work S § 8:110, 8:115**
Confidentiality
agreement, hazard communication program, **Work S § 5:265**
information gathered, California's plan for safety and health, **Work S § 4:119**
medical and exposure records, **Work S § 5:35**
trade secrets
Alaska's plan for safety and health, **Work S § 4:31**
Arizona's plan for safety and health, **Work S § 4:79**
Hawaii's plan for safety and health, **Work S § 4:280**
Indiana's plan for safety and health, **Work S § 4:338**
Iowa's plan for safety and health, **Work S § 4:357**
Kentucky's plan for safety and health, **Work S § 4:407**
Maryland's plan for safety and health, **Work S § 4:427**
Minnesota's plan for safety and health, **Work S § 4:585**
New Mexico's plan for safety and health, **Work S § 4:678**
North Carolina's plan for safety and health, **Work S § 4:704**
Oregon's plan for safety and health, **Work S § 4:744**
Puerto Rico's plan for safety and health, **Work S § 4:811**
South Carolina's plan for safety and health, **Work S § 4:849**
Tennessee's plan for safety and health, **Work S § 4:870**
Utah's plan for safety and health, **Work S § 4:925**
Vermont's plan for safety and health, **Work S § 4:956**
Virginia's plan for safety and health, **Work S § 4:978**
Virgin Islands' plan for safety and health, **Work S § 4:1017**
Washington's plan for safety and health, **Work S § 4:1058**
Wyoming's plan for safety and health, **Work S § 4:1109**
Confined spaces
Maryland's plan for safety and health, **Work S § 4:432, 4:433**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:139 to Work S § 3:162**
Conflicts, special variances from standards under Iowa's plan for safety and health, **Work S § 4:373**
Congressional limitations, civil penalty assessment, **Work S § 7:60**
Connecticut
maximum hour safety restrictions, **Work S § 5:155**
right-to-know statutes, **Work S § 5:274**
smoking restrictions, **Work S § 5:201**
Consent
agreements, hearings on variances from OSHA safety and health standards, **Work S § 3:351**

WORKPLACE SAFETY—Cont'd
Consent—Cont'd
leave to intervene, hearings under Michigan's plan for safety and health, **Work S § 4:561**
Conservation of hearing program, OSHA safety and health standards, **Work S § 3:62**
Consolidation of cases, administrative hearings, **Work S § 8:125**
Constitutional considerations
administrative law judge decision review, administrative proceedings, **Work S § 8:187**
citation procedures, **Work S § 7:2**
smoking restrictions, federal constitutional claims, **Work S § 5:192**
Construction and building
coverage by safety and health regulation, construction industry, **Work S § 2:1 to Work S § 2:70**
federal workplace safety law, construction firms, **Work S § 1:33**
full-time inspectors when tunnel being built, Michigan's plan for safety and health, **Work S § 4:535**
scaffolds, **Work S § 2:49**
standards
California's plan for safety and health, **Work S § 4:155 to Work S § 4:157**
Hawaii's plan for safety and health, **Work S § 4:295**
Michigan's plan for safety and health, Construction Safety Standards Commission, **Work S § 4:493**
warning signs, **Work S § 2:31**
Construction and interpretation
deference, standard of judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:14**
unreasonable interpretation of standard, defending against citations, **Work S § 7:76**
Consultation
on-site consultation visits, **Work S § 6:51 to Work S § 6:62**
services
California's plan for safety and health, **Work S § 4:273**
on-site consultation services, **Work S § 6:51 to Work S § 6:62**
Washington's plan for safety and health, **Work S § 4:1059, 4:1060**
Container handling, OSHA safety and health standards for hazardous waste operations, **Work S § 3:90**
Contamination
decontamination, below
laundry, bloodborne pathogen exposure, **Work S § 5:98**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:290, 3:294, 3:297**
Contempt proceedings
civil penalty assessment, **Work S § 9:30**
enforcement of court's decree on judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:19**
Contents
applications, above
citations, **Work S § 7:5, 7:6, 7:14**
complaints, administrative proceedings, **Work S § 8:55**
confidentiality agreement, hazard communication program, **Work S § 5:265**

WORKPLACE SAFETY—Cont'd
Contents—Cont'd
material safety data sheets, **Work S § 4:169, 5:254**
motions, administrative proceedings, **Work S § 8:48**
notice of contest, administrative proceedings, **Work S § 8:20**
petitions, below
pleadings, administrative proceedings, **Work S § 8:48**
settlement agreements, administrative proceedings, **Work S § 8:102**
standards, California's plan for safety and health, **Work S § 4:150**
Contests. Challenges or contests, above
Contests. Challenges or contests, above this group
Continuing federal evaluation of state enforcement, state plans for safety and health, **Work S § 4:21**
Contractors, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:149, 3:150**
Contracts or agreements
arbitration agreements, nondiscrimination violations, **Work S § 5:66**
Collective Bargaining Agreements (this index)
confidentiality agreement, hazard communication program, **Work S § 5:265**
consent agreements, hearings on variances from OSHA safety and health standards, **Work S § 3:351**
on-site consultation services, **Work S § 6:53**
settlement agreements, administrative proceedings, **Work S § 8:101 to Work S § 8:106**
Controllers, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:205**
Control or controls
bloodborne pathogen exposure, **Work S § 5:90, 5:91**
bloodborne pathogen exposure determination, **Work S § 5:88**
carbon monoxide control, OSHA safety and health standards for powered industrial trucks, **Work S § 3:188**
contamination, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:297**
engineering controls, below
environmental matters, below
fire protection and prevention, construction industry, **Work S § 2:28 to Work S § 2:30**
hazardous conditions, citations in multiemployer situations, **Work S § 7:22, 7:23**
hazardous energy sources, OSHA safety and health standards, **Work S § 3:127**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:82, 3:86**
health controls
construction industry, **Work S § 2:6 to Work S § 2:12**
OSHA safety and health standards, **Work S § 3:60 to Work S § 3:64**
portable power tools, OSHA safety and health standards, **Work S § 3:278**
traffic controls, construction industry, **Work S § 2:32**
work practice controls
bloodborne pathogen exposure, **Work S § 5:90, 5:91**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:86**
Coordination of activities between OSHA and NLRB, nondiscrimination violations, **Work S § 5:65**

WORKPLACE SAFETY—Cont'd
Correction
errors in record, administrative hearings, **Work S § 8:147**
failure to correct, below
hazardous conditions, Tennessee's plan for safety and health, **Work S § 4:897, 4:900**
imminent dangers
Iowa's plan for safety and health, **Work S § 4:381**
Minnesota's plan for safety and health, **Work S § 4:613**
New Mexico's plan for safety and health, **Work S § 4:688**
North Carolina's plan for safety and health, **Work S § 4:731**
Puerto Rico's plan for safety and health, **Work S § 4:820, 4:821**
South Carolina's plan for safety and health, **Work S § 4:856**
Tennessee's plan for safety and health, **Work S § 4:895**
Utah's plan for safety and health, **Work S § 4:933**
Vermont's plan for safety and health, **Work S § 4:965**
Virgin Islands' plan for safety and health, **Work S § 4:1042**
Wyoming's plan for safety and health, **Work S § 4:1132**
violations
citations, specification of abatement period, **Work S § 7:14**
failure to correct, below
Minnesota's plan for safety and health, **Work S § 4:612**
Oregon's plan for safety and health, **Work S § 4:785**
proposed civil penalties, effect of employer's corrective action, **Work S § 7:52**
when period for correcting violation begins to run, **Work S § 7:47**
Costs of action, administrative law judge decision review, **Work S § 8:191**
Cotton
dust, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:308**
ginning equipment, agricultural industry, **Work S § 2:91, 2:92**
Counsel. Attorneys, above
Court of appeals, judicial review under Tennessee's plan for safety and health, **Work S § 4:904**
Courts
challenging OSHA standards prior to enforcement, **Work S § 9:41 et seq.**
circuit courts, above
district courts, below
enforcement of orders of Occupational Safety and Health Review Commission, **Work S § 9:20 to 9:25**
imminent dangers
proceedings, generally, **Work S § 9:32 et seq.**
Puerto Rico's plan for safety and health, **Work S § 4:821**
Washington's plan for safety and health, **Work S § 4:1090**
judicial review, below
jurisdiction, Arizona's plan for safety and health, **Work S § 4:78**
proceedings, generally, **Work S § 1:1 et seq.**
supreme courts, below

WORKPLACE SAFETY—Cont'd
Coverage
general discussion, **Work S § 1:1 to Work S § 2:100**
Indiana's plan for safety and health, **Work S § 4:322 to Work S § 4:336**
Kentucky's plan for safety and health, **Work S § 4:389 to Work S § 4:404**
Puerto Rico's plan for safety and health, **Work S § 4:791 to Work S § 4:809**
South Carolina's plan for safety and health, **Work S § 4:834 to Work S § 4:847**
Utah's plan for safety and health, **Work S § 4:905 to Work S § 4:922**
Vermont's plan for safety and health, **Work S § 4:942 to Work S § 4:954**
Covers, OSHA safety and health standards for walking-working surfaces, **Work S § 3:22**
COVID-19 Requirements, **Work S § 3:289.50**
Cranes
crawler cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
gantry cranes, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**
helicopters, OSHA safety and health standards, **Work S § 3:235**
locomotive cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
maintenance and repairs, below
mechanized equipment, construction industry, **Work S § 2:57, 2:58**
overhead cranes, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**
truck cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
Crawler cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
Criminal penalties, **Work S § 7:63**
general discussion, **Work S § 7:61 to Work S § 7:66**
Alaska's plan for safety and health, **Work S § 4:68**
Arizona's plan for safety and health, **Work S § 4:107**
California's plan for safety and health, **Work S § 4:220 to Work S § 4:226**
false statements, **Work S § 4:225, 7:64**
Hawaii's plan for safety and health, **Work S § 4:312**
Iowa's plan for safety and health, **Work S § 4:384**
Kentucky's plan for safety and health, **Work S § 4:417**
Maryland's plan for safety and health, **Work S § 4:459**
Minnesota's plan for safety and health, **Work S § 4:617**
Nevada's plan for safety and health, **Work S § 4:653**
New Mexico's plan for safety and health, **Work S § 4:693**
North Carolina's plan for safety and health, **Work S § 4:734**
Oregon's plan for safety and health, **Work S § 4:782, 4:783**
Puerto Rico's plan for safety and health, **Work S § 4:825, 4:826**
South Carolina's plan for safety and health, **Work S § 4:859**
Tennessee's plan for safety and health, **Work S § 4:899**
Utah's plan for safety and health, **Work S § 4:937**
Vermont's plan for safety and health, **Work S § 4:969**

WORKPLACE SAFETY—Cont'd
Criminal penalties, **Work S § 7:63**—Cont'd
Virginia's plan for safety and health, **Work S § 4:1008, 4:1009**
Virgin Islands' plan for safety and health, **Work S § 4:1046**
Washington's plan for safety and health, **Work S § 4:1097, 4:1098**
Wyoming's plan for safety and health, **Work S § 4:1136**
Cross-examination of witnesses, administrative hearings, **Work S § 8:129**
Cross-petitions, discretionary review of administrative law judge decision, **Work S § 8:178**
Cure of deficiencies in citations, **Work S § 7:7**
Cutting
construction industry, **Work S § 2:42**
OSHA safety and health standards, **Work S § 3:283 to Work S § 3:288**
veneer cutter guarding, OSHA safety and health standards for woodworking machinery, **Work S § 3:269**
Date. Time or date, below
Dbcp (dibromochloropropane), OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:309**
Dead heading, railroad maximum hour safety restrictions, **Work S § 5:116**
Deadlines
appeals, Michigan's plan for safety and health, **Work S § 4:555, 4:556**
citations and notices, California's plan for safety and health, **Work S § 4:219**
decisions, California's plan for safety and health, **Work S § 4:254, 4:260**
Death
California's plan for safety and health, **Work S § 4:200**
cause, above
criminal penalties, **Work S § 7:62**
Hawaii's plan for safety and health, **Work S § 4:306**
Michigan's plan for safety and health, **Work S § 4:483**
Oregon's plan for safety and health, **Work S § 4:751**
recordkeeping and reporting, **Work S § 5:16**
Washington's plan for safety and health, **Work S § 4:1064**
Decisions
administrative law judges, above
applications for interim orders, variances from OSHA safety and health standards, **Work S § 3:329**
Arizona's plan for safety and health, **Work S § 4:114**
assistant secretary of labor, variances from OSHA safety and health standards, **Work S § 3:355**
California's plan for safety and health, **Work S § 4:140, 4:251 to Work S § 4:255, 4:260, 4:263**
determinations, below
hearing examiner, variances from OSHA safety and health standards, **Work S § 3:353, 3:354**
Indiana's plan for safety and health, **Work S § 4:353**
Iowa's plan for safety and health, **Work S § 4:388**
Kentucky's plan for safety and health, **Work S § 4:421, 4:422**
Michigan's plan for safety and health, **Work S § 4:551**
Minnesota's plan for safety and health, **Work S § 4:622, 4:623**
North Carolina's plan for safety and health, **Work S § 4:739**

WORKPLACE SAFETY—Cont'd
Decisions—Cont'd
reconsideration, California's plan for safety and health, **Work S § 4:260, 4:263**
summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:343 to Work S § 3:346**
temporary variances from standards, California's plan for safety and health, **Work S § 4:193**
Utah's plan for safety and health, **Work S § 4:941**
Declaratory rulings on standards
Michigan's plan for safety and health, **Work S § 4:506**
validity of standards
Alaska's plan for safety and health, **Work S § 4:46**
California's plan for safety and health, **Work S § 4:147**
Hawaii's plan for safety and health, **Work S § 4:292**
Virginia's plan for safety and health, **Work S § 4:990**
Washington's plan for safety and health, **Work S § 4:1073, 4:1074**
Decontamination
bloodborne pathogen exposure, **Work S § 5:96**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:91**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:294**
Decrees. Judgments and decrees, below
Defending
citations, defending against, **Work S § 7:67 to Work S § 7:76**
failure to abate charge, **Work S § 7:48**
Defense, national. National defense, below
Defenses
affirmative defenses, answers in administrative proceedings, **Work S § 8:58**
citations, **Work S § 7:68 to Work S § 7:71**
Deferral or deference
OSHA deferral to alternative proceedings, nondiscrimination violations, **Work S § 5:64**
standard of judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:14**
Deficiencies in citations, **Work S § 7:7**
Definition of establishment, **Work S § 5:8**
Delaware
right-to-know statutes, **Work S § 5:275**
smoking restrictions, **Work S § 5:202**
Delays in discovery, administrative proceedings, **Work S § 8:91**
Delegation of authority, inspections, **Work S § 6:3**
Deletions from medical and exposure records, **Work S § 5:35, 5:36**
De minimis violation
civil penalties, **Work S § 7:45**
notice
general discussion, **Work S § 7:20**
Maryland's plan for safety and health, **Work S § 4:453**
Michigan's plan for safety and health, **Work S § 4:544**
New Mexico's plan for safety and health, **Work S § 4:685**
Puerto Rico's plan for safety and health, **Work S § 4:818**
Utah's plan for safety and health, **Work S § 4:931**
Vermont's plan for safety and health, **Work S § 4:963**

WORKPLACE SAFETY—Cont'd
Demolition of buildings, California's plan for safety and health, **Work S § 4:128**
Denial. Approval or denial, above
Depositions
administrative proceedings, generally, **Work S § 8:83 to Work S § 8:85**
California's plan for safety and health, **Work S § 4:247**
hearings
general discussion, **Work S § 8:145**
variances from OSHA safety and health standards, **Work S § 3:348**
Derricks, mechanized equipment in construction industry, **Work S § 2:57**
Description of violation with particularity, citations, **Work S § 7:6**
Design
accident prevention signs, OSHA safety and health standards, **Work S § 3:123**
safety guards, OSHA safety and health standards for abrasive wheel machinery, **Work S § 3:273**
scaffolds, construction industry, **Work S § 2:49**
Designation
powered industrial trucks, OSHA safety and health standards, **Work S § 3:184**
representative, access to medical and exposure records, **Work S § 5:32**
state agency for administering plan for safety and health, **Work S § 4:13**
terminal, railroad maximum hour safety restrictions, **Work S § 5:115**
Determinations
administrative determinations, nondiscrimination violations, **Work S § 5:57**
bloodborne pathogen exposure determination, **Work S § 5:88**
decisions, above
hazard communication program, **Work S § 5:245, 5:247**
Influenza pandemic, **Work S § 5:88.50**
inspections, **Work S § 6:17, 6:18**
Development
decontamination procedure, OSHA safety and health standards for hazardous waste operations, **Work S § 3:91**
informational program, OSHA safety and health standards for hazardous waste operations, **Work S § 3:89**
site control program, OSHA safety and health standards for hazardous waste operations, **Work S § 3:82**
standards
Maryland's plan for safety and health, **Work S § 4:438**
state plans for safety and health, generally, **Work S § 4:14**
Utah's plan for safety and health, **Work S § 4:914**
Devices
California's plan for safety and health, **Work S § 4:118**
fire prevention devices, construction industry, **Work S § 2:27**
personal sampling devices, inspections, **Work S § 6:42**
temporary heating devices, fire protection and prevention in construction industry, **Work S § 2:30**
warning device
cotton ginning equipment, agricultural industry, **Work S § 2:92**

WORKPLACE SAFETY—Cont'd
Devices—Cont'd
warning device—Cont'd
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:212**
Dibromochloropropane (DBCP), OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:309**
Directional lighting, OSHA safety and health standards for powered industrial trucks, **Work S § 3:187**
Directives of OSHA inspector, discovery in administrative proceedings, **Work S § 8:95**
Directory of officials who administer state approved plans for safety and health, **Work S § 4:27**
Disability claims, smoking restrictions, **Work S § 5:195**
Disaster relief, motor carrier maximum hour safety restrictions, **Work S § 5:147**
Disclosure
hazard communication program, **Work S § 5:263 to Work S § 5:269**
hazardous substances, California's plan for safety and health, **Work S § 4:177**
simplified administrative proceedings, **Work S § 8:156**
Discontinuance, simplified administrative proceedings, **Work S § 8:155**
Discovery
administrative proceedings, generally, **Work S § 8:78 to Work S § 8:96**
California's plan for safety and health, **Work S § 4:247 to Work S § 4:252**
depositions, above
hearings
depositions, above
variances from OSHA safety and health standards, **Work S § 3:347, 3:348**
nondiscrimination actions, **Work S § 5:61**
simplified administrative proceedings, **Work S § 8:158**
use, below
Discretionary matters
abuse of discretion standard of review, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:15**
review of administrative law judge decision, **Work S § 8:175 to Work S § 8:180**
Discrimination prohibited
Alaska's plan for safety and health, **Work S § 4:41**
Arizona's plan for safety and health, **Work S § 4:86**
California's plan for safety and health, **Work S § 4:179, 4:274 to Work S § 4:276**
employees
general discussion, **Work S § 5:43 to Work S § 5:66**
California's plan for safety and health, **Work S § 4:274 to Work S § 4:276**
Michigan's plan for safety and health, **Work S § 4:579 to Work S § 4:581**
protection, below
Hawaii's plan for safety and health, **Work S § 4:287**
hazardous substances, California's plan for safety and health, **Work S § 4:179**
Indiana's plan for safety and health, **Work S § 4:330**
Iowa's plan for safety and health, **Work S § 4:364**
Kentucky's plan for safety and health, **Work S § 4:396**
Maryland's plan for safety and health, **Work S § 4:436**

WORKPLACE SAFETY—Cont'd
Discrimination prohibited—Cont'd
Minnesota's plan for safety and health, **Work S § 4:592**
Nevada's plan for safety and health, **Work S § 4:635**
New Mexico's plan for safety and health, **Work S § 4:667**
North Carolina's plan for safety and health, **Work S § 4:711**
Oregon's plan for safety and health, **Work S § 4:753**
protection, below
Puerto Rico's plan for safety and health, **Work S § 4:799**
South Carolina's plan for safety and health, **Work S § 4:840**
Tennessee's plan for safety and health, **Work S § 4:877**
Utah's plan for safety and health, **Work S § 4:913**
Vermont's plan for safety and health, **Work S § 4:950**
Virginia's plan for safety and health, **Work S § 4:985**
Virgin Islands' plan for safety and health, **Work S § 4:1026**
Washington's plan for safety and health, **Work S § 4:1066**
Wyoming's plan for safety and health, **Work S § 4:1116**
Diseases
bloodborne pathogen exposure, **Work S § 5:85 to Work S § 5:110**
tuberculosis exposure, **Work S § 5:74 to Work S § 5:80**
Dismissal of proceedings, administrative hearings, **Work S § 8:142**
Dispatchers, railroad maximum hour safety restrictions, **Work S § 5:118, 5:128**
Dispersed location employers, recordkeeping, **Work S § 5:9**
Disposal
materials disposal, construction industry, **Work S § 2:33 to Work S § 2:35**
medical and exposure records, **Work S § 5:27**
waste, below
Disqualification
administrative law judges, hearings, **Work S § 8:118**
hearing examiners, variances from OSHA safety and health standards, **Work S § 3:340**
Dissemination of information, education and training under California's plan for safety and health, **Work S § 4:270**
Distributors of chemicals, hazard communication program, **Work S § 5:250, 5:257**
District courts
imminent danger proceedings, **Work S § 9:37**
Minnesota's plan for safety and health, judicial review, **Work S § 4:622**
New Mexico's plan for safety and health, judicial review, **Work S § 4:698**
Virginia's plan for safety and health, judicial review, **Work S § 4:1011**
Virgin Islands' plan for safety and health, judicial review, **Work S § 4:1052**
District of Columbia, smoking restrictions, **Work S § 5:203**
Dockboards, OSHA safety and health standards for walking-working surfaces, **Work S § 3:40**
Docketing of ALJ's report, administrative hearings, **Work S § 8:148**
Doctors. Physicians, below
Documents
administrative proceedings, generally, **Work S § 8:43 to Work S § 8:68**
California's plan for safety and health, **Work S § 4:253**

WORKPLACE SAFETY—Cont'd
Documents—Cont'd
criminal penalties, knowingly making false statements in OSHA document, **Work S § 7:64**
discovery inspections, administrative proceedings, **Work S § 8:92**
filing, below
form or format, below
Michigan's plan for safety and health, **Work S § 4:557**
service, below
Domestics
federal workplace safety law, **Work S § 1:34**
Michigan's plan for safety and health, domestic employment exclusion, **Work S § 4:466**
Drains, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**
Drinking water
agricultural industry, field sanitation requirements, **Work S § 2:95**
construction industry, health and environmental controls, **Work S § 2:7**
Dripping and coating operations, OSHA safety and health standards for hazardous materials, **Work S § 3:72**
Drivers and driving, motor carrier maximum hour safety restrictions, **Work S § 5:131 to Work S § 5:148**
Drum handling, OSHA safety and health standards for hazardous waste operations, **Work S § 3:90**
Dry chemical extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:134**
Duration
order, imminent dangers under California's plan for safety and health, **Work S § 4:211**
posting of citations, **Work S § 5:72**
Dust
cotton dust, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:308**
exposure, health and environmental controls in construction industry, **Work S § 2:10**
Education
Alaska's plan for safety and health, **Work S § 4:38**
California's plan for safety and health, **Work S § 4:269 to Work S § 4:273**
construction industry, **Work S § 2:3, 2:14**
programs, asbestos, **Work S § 2:14**
Effective date
California's plan for safety and health, **Work S § 4:115**
hazard communication program, **Work S § 5:244**
permanent standards
Alaska's plan for safety and health, **Work S § 4:43**
Hawaii's plan for safety and health, **Work S § 4:289**
Maryland's plan for safety and health, **Work S § 4:440**
New Mexico's plan for safety and health, **Work S § 4:670**
Virginia's plan for safety and health, **Work S § 4:988**
Washington's plan for safety and health, **Work S § 4:1069**
Effective or effectiveness
date. Effective date, above
measures, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:144**
periods of release, railroad maximum hour safety restrictions, **Work S § 5:120**

WORKPLACE SAFETY—Cont'd
Effective or effectiveness—Cont'd
standards, Michigan's plan for safety and health, **Work S § 4:503**
Egress, means of, OSHA safety and health standards, **Work S § 3:42 to Work S § 3:49**
Election. Options, below
Electrical
construction industry requirements, **Work S § 2:43, 2:44**
disconnection requirements for farmstead equipment, agricultural industry, **Work S § 2:90**
equipment
construction industry, **Work S § 2:44**
OSHA safety and health standards, generally, **Work S § 3:289**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:204 to Work S § 3:208**
protective equipment, OSHA safety and health standards, **Work S § 3:102 to Work S § 3:106**
installation, OSHA safety and health standards, **Work S § 3:289**
Elevating work platforms mounted on vehicle, OSHA safety and health standards, **Work S § 3:51**
Eligibility. Qualification or eligibility, below
Emergency or emergencies
conditions, motor carrier maximum hour safety restrictions, **Work S § 5:146**
disclosure of chemical identities, hazard communication program, **Work S § 5:263**
landings, OSHA safety and health standards for manlifts, **Work S § 3:58**
response operations, OSHA safety and health standards for hazardous waste operations, **Work S § 3:92**
services, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:154, 3:155**
standards. Emergency standards, below
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:295**
Emergency standards
Alaska's plan for safety and health, **Work S § 4:44**
California's plan for safety and health, **Work S § 4:146**
Hawaii's plan for safety and health, **Work S § 4:291**
Maryland's plan for safety and health, **Work S § 4:441**
Michigan's plan for safety and health, **Work S § 4:504**
Oregon's plan for safety and health, **Work S § 4:755**
South Carolina's plan for safety and health, **Work S § 4:842**
temporary standards. Emergency temporary standards, below
Virginia's plan for safety and health, **Work S § 4:989**
Washington's plan for safety and health, **Work S § 4:1070**
Emergency temporary standards
Arizona's plan for safety and health, **Work S § 4:88**
Indiana's plan for safety and health, **Work S § 4:333**
Iowa's plan for safety and health, **Work S § 4:368**
Minnesota's plan for safety and health, **Work S § 4:594**
New Mexico's plan for safety and health, **Work S § 4:671**
North Carolina's plan for safety and health, **Work S § 4:718**
promulgation of OSHA safety and health standards, **Work S § 3:7**
Puerto Rico's plan for safety and health, **Work S § 4:802**

WORKPLACE SAFETY—Cont'd
Emergency temporary standards—Cont'd
Tennessee's plan for safety and health, **Work S § 4:879**
Utah's plan for safety and health, **Work S § 4:915**
Virgin Islands' plan for safety and health, **Work S § 4:1028**
Wyoming's plan for safety and health, **Work S § 4:1118**
Emissions from coke ovens, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:307**
Employer requirements, generally, **Work S § 3:1 to Work S § 5:314**
Enabling legislation
Alaska's plan for safety and health, **Work S § 4:29**
Arizona's plan for safety and health, **Work S § 4:76**
California's plan for safety and health, **Work S § 4:116**
Hawaii's plan for safety and health, **Work S § 4:278**
Indiana's plan for safety and health, **Work S § 4:323**
Iowa's plan for safety and health, **Work S § 4:355**
Kentucky's plan for safety and health, **Work S § 4:390**
Maryland's plan for safety and health, **Work S § 4:424**
Michigan's plan for safety and health, **Work S § 4:465**
Minnesota's plan for safety and health, **Work S § 4:583**
Nevada's plan for safety and health, **Work S § 4:625**
New Mexico's plan for safety and health, **Work S § 4:660**
North Carolina's plan for safety and health, **Work S § 4:701**
Oregon's plan for safety and health, **Work S § 4:742**
Puerto Rico's plan for safety and health, **Work S § 4:792**
scope of enabling legislation
Arizona's plan for safety and health, **Work S § 4:76**
Kentucky's plan for safety and health, **Work S § 4:390**
Michigan's plan for safety and health, **Work S § 4:465**
Minnesota's plan for safety and health, **Work S § 4:583**
New Mexico's plan for safety and health, **Work S § 4:660**
North Carolina's plan for safety and health, **Work S § 4:701**
Utah's plan for safety and health, **Work S § 4:906**
Wyoming's plan for safety and health, **Work S § 4:1107**
South Carolina's plan for safety and health, **Work S § 4:835**
Tennessee's plan for safety and health, **Work S § 4:868**
Utah's plan for safety and health, **Work S § 4:906**
Vermont's plan for safety and health, **Work S § 4:943**
Virginia's plan for safety and health, **Work S § 4:976**
Virgin Islands' plan for safety and health, **Work S § 4:1015**
Washington's plan for safety and health, **Work S § 4:1054**
Wyoming's plan for safety and health, **Work S § 4:1107**
Enclosures
cages for fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:35**
test and performance requirements for protective enclosures for wheel-type agricultural tractors, **Work S § 2:81**
Energy
atomic energy, scope of federal workplace safety law, **Work S § 1:11**
hazardous energy source control, OSHA safety and health standards, **Work S § 3:127**
Enforcement
agencies, above
Alaska's plan for safety and health, **Work S § 4:30**
Arizona's plan for safety and health, **Work S § 4:77**

WORKPLACE SAFETY—Cont'd
Enforcement—Cont'd
Attorney General enforcement, above
California's plan for safety and health, **Work S § 4:145**
challenging OSHA standards prior to enforcement, **Work S § 9:41 et seq.**
decree of court, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:19**
guidelines, tuberculosis exposure, **Work S § 5:76, 5:77**
Hawaii's plan for safety and health, **Work S § 4:279**
Indiana's plan for safety and health, **Work S § 4:337, 4:346**
inspection warrants, **Work S § 6:32**
Iowa's plan for safety and health, **Work S § 4:356**
Kentucky's plan for safety and health, **Work S § 4:405, 4:406**
level of enforcement, below
Maryland's plan for safety and health, **Work S § 4:425, 4:426, 4:449 to Work S § 4:463**
Michigan's plan for safety and health, **Work S § 4:468**
Minnesota's plan for safety and health, **Work S § 4:584, 4:602 to Work S § 4:623**
Nevada's plan for safety and health, **Work S § 4:627, 4:643 to Work S § 4:658**
New Mexico's plan for safety and health, **Work S § 4:677 to Work S § 4:699**
nondiscrimination requirements, **Work S § 5:53 to Work S § 5:66**
North Carolina's plan for safety and health, **Work S § 4:702, 4:724 to Work S § 4:740**
on-site consultation visits, effect on OSHA enforcement activity, **Work S § 6:59**
orders, below
Oregon's plan for safety and health, **Work S § 4:743**
pleading rules, administrative proceedings, **Work S § 8:52**
powers, below
Puerto Rico's plan for safety and health, **Work S § 4:810 to Work S § 4:833**
settlement's effect on later enforcement actions, administrative proceedings, **Work S § 8:107**
South Carolina's plan for safety and health, **Work S § 4:848 to Work S § 4:866**
state plans for safety and health, generally, **Work S § 4:16, 4:21**
subpoenas, administrative proceedings, **Work S § 8:99**
Tennessee's plan for safety and health, **Work S § 4:869, 4:888 to Work S § 4:904**
Utah's plan for safety and health, **Work S § 4:923 to Work S § 4:941**
Vermont's plan for safety and health, **Work S § 4:955 to Work S § 4:974**
Virginia's plan for safety and health, **Work S § 4:977**
Virgin Islands' plan for safety and health, **Work S § 4:1016, 4:1035 to Work S § 4:1052**
Washington's plan for safety and health, **Work S § 4:1057, 4:1060, 4:1105**
Wyoming's plan for safety and health, **Work S § 4:1108, 4:1124 to Work S § 4:1140**
Engineering controls
asbestos, construction industry, **Work S § 2:15**
bloodborne pathogen exposure, **Work S § 5:90, 5:91**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:86**

WORKPLACE SAFETY—Cont'd
Engine service employees, railroad maximum hour safety restrictions, **Work S § 5:114**
English, conduct of hearings under California's plan for safety and health, **Work S § 4:234**
Entry
decree, enforcement of orders of Occupational Safety and Health Review Commission, **Work S § 9:24**
discovery inspections, administrative proceedings, **Work S § 8:92**
imminent dangers, California's plan for safety and health, **Work S § 4:210**
inspections, Michigan's plan for safety and health, **Work S § 4:528, 4:538**
monitoring during site entry, OSHA safety and health standards for hazardous waste operations, **Work S § 3:80**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:139 to Work S § 3:162**
prohibition or ban, below
right of entry into workplace, state plans for safety and health, **Work S § 4:15**
Environmental matters
controls
construction industry, **Work S § 2:6 to Work S § 2:12**
OSHA safety and health standards, **Work S § 3:60 to Work S § 3:64, 3:107 to Work S § 3:315**
impact statement, promulgation of OSHA safety and health standards, **Work S § 3:11**
Equipment
compressed gas and compressed air equipment, OSHA safety and health standards, **Work S § 3:163 to Work S § 3:166**
confined spaces standard, **Work S § 2:5.50**
electrical, above
guarding requirements for equipment in agricultural industry, **Work S § 2:82 to Work S § 2:92**
hoists and hoisting equipment, below
lifesaving equipment, construction industry, **Work S § 2:5, 2:19 to Work S § 2:25**
mechanical equipment
construction industry, **Work S § 2:57 to Work S § 2:61**
materials handling and storage, OSHA safety and health standards, **Work S § 3:167**
oil field equipment transportation, motor carrier maximum hour safety restrictions, **Work S § 5:135**
personal protective equipment, below
portable equipment, OSHA safety and health standards, **Work S § 3:275 to Work S § 3:282**
protective equipment
bloodborne pathogen exposure, **Work S § 5:89 to Work S § 5:98**
electrical protective equipment, OSHA safety and health standards, **Work S § 3:102 to Work S § 3:106**
personal protective equipment, below
rigging equipment for materials handling, construction industry, **Work S § 2:34**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:175**
tagging of equipment, Michigan's plan for safety and health, **Work S § 4:539**

WORKPLACE SAFETY—Cont'd
Equivalent standard exists under state plan, applications for variances from OSHA safety and health standards, **Work S § 3:327**
Erection. Construction and building, above
Ergonomics
general discussion, **Work S § 4:162, 5:301**
musculoskeletal disorder
personnel manual, **Pers M § 17:82 to 17:84, 17:93, 17:96, 17:100 to 17:105**
personnel manual, **Pers M § 17:80 to 17:105, 17:112, 17:113**
Errors in record, administrative hearings, **Work S § 8:147**
Establishment
civil penalties, Occupational Safety and Health Review Commission, **Work S § 7:53, 7:54**
fire brigades, OSHA safety and health standards, **Work S § 3:129**
fire protection program, construction industry, **Work S § 2:26**
fixed location employers, recordkeeping, **Work S § 5:8**
regulated area, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:293**
safety and health standards, Occupational Safety and Health Administration, **Work S § 3:1 to Work S § 3:356**
written hazard communication program, **Work S § 5:248**
Ethylene oxide, OSHA safety and health standards, **Work S § 3:311**
Evaluation or evaluations
applications for temporary variances from standards, Washington's plan for safety and health, **Work S § 4:1079**
hazard communication program, **Work S § 5:246**
post-exposure evaluation, bloodborne pathogen exposure, **Work S § 5:100**
Evidence
burden of proof, above
California's plan for safety and health, hearings before Division of Occupational Safety and Health, **Work S § 4:232, 4:233, 4:235**
discovery, above
exclusion of evidence
hearings, administrative proceedings, **Work S § 8:131**
violation of walkaround rights, inspections, **Work S § 6:46**
hearings, generally, **Work S § 8:127 to Work S § 8:131**
judicial review, below
rules of evidence, hearings, **Work S § 4:232, 8:130**
service of pleadings and documents, administrative proceedings, **Work S § 8:68**
simplified administrative proceedings, **Work S § 8:161**
subpoenas, below
substantial evidence standard of judicial review, below
variances from standards, Oregon's plan for safety and health, **Work S § 4:763**
witnesses, below
Examination
hearing examiners, below
medical examination standards
Michigan's plan for safety and health, **Work S § 4:508**

WORKPLACE SAFETY—Cont'd
Examination—Cont'd
medical examination standards—Cont'd
Puerto Rico's plan for safety and health, **Work S § 4:803**
witnesses, administrative hearings, **Work S § 8:129**
Excavations
California's plan for safety and health, **Work S § 4:160**
construction industry, **Work S § 2:65 to Work S § 2:68**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:95**
Exceptions
decision of hearing examiner, variances from OSHA safety and health standards, **Work S § 3:354**
motion for summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:346**
Excess service monthly reports, railroad maximum hour safety restrictions, **Work S § 5:129**
Exclusions or exemptions
access to medical and exposure records, **Work S § 5:37**
coverage, federal workplace safety law, **Work S § 1:30, 1:31**
evidence, above
general duty clause, OSHA safety and health standards, **Work S § 3:15**
inspections
evidence excluded for violation of walkaround rights, **Work S § 6:46**
on-site consultation visits, **Work S § 6:61**
Oregon's plan for safety and health, **Work S § 4:776**
plain view exception to warrant requirement, **Work S § 6:34**
programmed inspections, **Work S § 6:7**
labeling requirements, hazard communication program, **Work S § 5:252**
material safety data sheet for hazardous substances, California's plan for safety and health, **Work S § 4:172**
Michigan's plan for safety and health, **Work S § 4:466, 4:467, 4:485, 4:486**
motor carrier maximum hour safety restrictions, **Work S § 5:142 to Work S § 5:144**
programmed inspections, **Work S § 6:7**
public employers, below
recordkeeping and reporting
general discussion, **Work S § 5:11, 5:12**
Michigan's plan for safety and health, **Work S § 4:485, 4:486**
reporting and recordkeeping
Oregon's plan for safety and health, **Work S § 4:750**
roll-over protective structures for agricultural tractors, **Work S § 2:75**
Exculpatory clauses, settlement agreements in administrative proceedings, **Work S § 8:105**
Excusal of untimely filing of notice of contest, administrative proceedings, **Work S § 8:26, 8:27**
Execution of inspection warrants, Oregon's plan for safety and health, **Work S § 4:775**
Exemptions. Exclusions or exemptions, above
Exercise of authority by agency, preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:9**
Exhaustion of administrative remedies
inspection warrant challenge, **Work S § 6:33**

WORKPLACE SAFETY—Cont'd
Exhaustion of administrative remedies—Cont'd
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:6**
Exhibits, administrative hearings, **Work S § 8:137**
Exits, OSHA safety and health standards, **Work S § 3:42 to Work S § 3:49**
Ex parte matters
communications, Occupational Safety and Health Review Commission proceedings, **Work S § 8:13**
inspection warrants, **Work S § 6:23**
Expedited hearing on challenged petition for modification of abatement date, administrative proceedings, **Work S § 8:41**
Expedited hearings, **Work S § 8:41, 8:126**
Experimental variances from standards
Arizona's plan for safety and health, **Work S § 4:95**
California's plan for safety and health, **Work S § 4:189, 4:196**
Maryland's plan for safety and health, **Work S § 4:448**
Michigan's plan for safety and health, **Work S § 4:516**
Minnesota's plan for safety and health, **Work S § 4:600**
Nevada's plan for safety and health, **Work S § 4:642**
North Carolina's plan for safety and health, **Work S § 4:722**
Puerto Rico's plan for safety and health, **Work S § 4:808**
Tennessee's plan for safety and health, **Work S § 4:885**
Utah's plan for safety and health, **Work S § 4:922**
Washington's plan for safety and health, **Work S § 4:1082**
Explosives
construction industry, **Work S § 2:69, 2:70**
hazardous materials, OSHA safety and health standards, **Work S § 3:73, 3:74**
scope of federal workplace safety law, **Work S § 1:14**
storage
construction industry, **Work S § 2:70**
OSHA safety and health standards, hazardous materials, **Work S § 3:73**
Exposure
asbestos, construction industry, **Work S § 2:13**
bloodborne pathogen exposure, above
harmful substances
Iowa's plan for safety and health, **Work S § 4:361**
Kentucky's plan for safety and health, **Work S § 4:393**
Minnesota's plan for safety and health, **Work S § 4:589**
New Mexico's plan for safety and health, **Work S § 4:687**
Utah's plan for safety and health, **Work S § 4:910**
Virginia's plan for safety and health, **Work S § 4:981**
hazardous conditions, citations in multiemployer situations, **Work S § 7:22, 7:23**
hazardous substances
California's plan for safety and health, **Work S § 4:171**
Nevada's plan for safety and health, **Work S § 4:632**
New Mexico's plan for safety and health, **Work S § 4:664**
Puerto Rico's plan for safety and health, **Work S § 4:796**
South Carolina's plan for safety and health, **Work S § 4:838**
Tennessee's plan for safety and health, **Work S § 4:874**
Vermont's plan for safety and health, **Work S § 4:947**

WORKPLACE SAFETY—Cont'd
Exposure—Cont'd
hazardous substances—Cont'd
Virgin Islands' plan for safety and health, **Work S § 4:1021**
Wyoming's plan for safety and health, **Work S § 4:1113**
hepatitis B virus, **Work S § 5:85 to Work S § 5:110**
human immunodeficiency virus, **Work S § 5:85 to Work S § 5:110**
ionizing and nonionizing radiation, construction industry, **Work S § 2:9**
noise, OSHA safety and health standards, **Work S § 3:61**
records
access, **Work S § 5:28 to Work S § 5:42**
preservation, **Work S § 5:19 to Work S § 5:27**
reporting and recordkeeping
Michigan's plan for safety and health, **Work S § 4:489, 4:490**
Washington's plan for safety and health, **Work S § 4:1063**
toxic substances
construction industry, health and environmental controls, **Work S § 2:10**
Michigan's plan for safety and health, **Work S § 4:490**
treating medical facility with information about substance exposure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:157 to Work S § 3:159**
tuberculosis, **Work S § 5:74 to Work S § 5:80**
Extension lamps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:209**
Extensions of time
applications for extensions of time to correct violations, Oregon's plan for safety and health, **Work S § 4:785**
filing
briefs, administrative law judge decision review, **Work S § 8:184**
pleadings, administrative proceedings, **Work S § 8:47**
hearings, administrative proceedings, **Work S § 8:124**
Exterior building maintenance, OSHA safety and health standards for powered platforms, **Work S § 3:50**
Extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:133 to Work S § 3:136**
Extraordinary circumstances, expanding scope of judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:11**
Eye protection, personal protective equipment, **Work S § 2:21, 3:98**
Faa regulations, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**
Face protection, personal protective equipment, **Work S § 2:21, 3:98**
Facilities
HIV/HBV production facilities, **Work S § 5:108 to Work S § 5:110**
laundry facilities, OSHA safety and health standards for temporary labor camps, **Work S § 3:117**
toilet facilities, below
treating medical facility with information about substance exposure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:157 to Work S § 3:159**

WORKPLACE SAFETY—Cont'd
Facilities—Cont'd
tuberculosis exposure, **Work S § 5:74 to Work S § 5:80**
washing facilities, below
Facsimiles, posting of informational notices, **Work S § 5:69**
Failure of parties to reach full settlement, administrative proceedings, **Work S § 8:112**
Failure to abate
Arizona's plan for safety and health, **Work S § 4:103, 4:110**
defending charge, **Work S § 7:48**
Indiana's plan for safety and health, **Work S § 4:345, 4:350**
Iowa's plan for safety and health, **Work S § 4:380**
Minnesota's plan for safety and health, **Work S § 4:609**
New Mexico's plan for safety and health, **Work S § 4:686, 4:696, 4:697**
North Carolina's plan for safety and health, **Work S § 4:730**
Puerto Rico's plan for safety and health, **Work S § 4:819, 4:829**
Utah's plan for safety and health, **Work S § 4:932**
Vermont's plan for safety and health, **Work S § 4:964**
Virgin Islands' plan for safety and health, **Work S § 4:1041**
Failure to abate, below
Failure to act against imminent danger
Alaska's plan for safety and health, **Work S § 4:63**
California's plan for safety and health, **Work S § 4:213**
OSHA, imminent danger proceedings, **Work S § 9:40**
Failure to appear at hearing
administrative proceedings, **Work S § 8:123**
California's plan for safety and health, **Work S § 4:246**
Michigan's plan for safety and health, **Work S § 4:565**
Failure to comply. Compliance or noncompliance, above
Failure to cooperate with discovery, administrative proceedings, **Work S § 8:90**
Failure to correct
modification of abatement period, Michigan's plan for safety and health, **Work S § 4:575**
violations
civil penalties, generally, **Work S § 7:46, 7:49**
notice of additional penalties, **Work S § 7:18**
Failure to file petition, discretionary review of administrative law judge decision, **Work S § 8:176**
Failure to obey rules of procedure, Occupational Safety and Health Review Commission proceedings, **Work S § 8:9**
Failure to report injuries, effect on time period for issuance of citation, **Work S § 7:9**
Failure to seek
judicial review, orders of Occupational Safety and Health Review Commission, **Work S § 9:5, 9:23**
proper remedies for imminent dangers, Washington's plan for safety and health, **Work S § 4:1091**
Failure to submit required report, penalties under California's plan for safety and health, **Work S § 4:222**
Fair notice lacking, defending against citations, **Work S § 7:75**
Fall protection requirements, personal protective and lifesaving equipment in construction industry, **Work S § 2:23, 2:24**
False statements, criminal penalties, **Work S § 4:225, 7:64**
Farmers and farming, federal workplace safety law, **Work S § 1:15, 1:35**

WORKPLACE SAFETY—Cont'd
Farm field equipment, agricultural industry, **Work S § 2:82, 2:86, 2:87**
Farmstead equipment, agricultural industry, **Work S § 2:88 to Work S § 2:90**
Fatalities. Death, above
Feasibility of standard, promulgation of OSHA safety and health standards, **Work S § 3:9**
Federal matters
approval of state plans for safety and health, **Work S § 4:10 to Work S § 4:24**
citations, defending against, employer subject to regulation by federal agency other than OSHA, **Work S § 7:73**
compliance with federal reporting requirements, state plans for safety and health, **Work S § 4:19**
constitutional claims, smoking restrictions, **Work S § 5:192**
continuing federal evaluation of state enforcement, state plans for safety and health, **Work S § 4:21**
enforcement, state plans for safety and health, **Work S § 4:7, 4:8**
exclusion of federal government from employer coverage, federal workplace safety law, **Work S § 1:30**
maximum hour safety restrictions, federal rules applicable to railroads and motor carriers, **Work S § 5:112 to Work S § 5:148**
national defense, below
Occupational Safety and Health Administration, below
preemption, below
rules
Federal Rules of Civil Procedure, administrative proceedings, **Work S § 8:27, 8:142**
maximum hour safety restrictions, federal rules applicable to railroads and motor carriers, **Work S § 5:112 to Work S § 5:148**
standards. Federal standards, below
statutes or laws
Resource Conservation and Recovery Act, OSHA safety and health standards for hazardous waste operations, **Work S § 3:96**
state plans for safety and health, **Work S § 4:2**
workplace safety law, **Work S § 1:1 to Work S § 1:40**
Federal Rules of Civil Procedure, administrative proceedings, **Work S § 8:27, 8:142**
Federal standards
California's plan for safety and health, **Work S § 4:153, 4:155 to Work S § 4:157**
Indiana's plan for safety and health, **Work S § 4:332**
Kentucky's plan for safety and health, **Work S § 4:399**
lack of federal standards
California's plan for safety and health, **Work S § 4:157**
jurisdiction of state to regulate workplace safety, **Work S § 4:4**
Maryland's plan for safety and health, **Work S § 4:444**
Nevada's plan for safety and health, **Work S § 4:637**
New Mexico's plan for safety and health, **Work S § 4:669**
North Carolina's plan for safety and health, **Work S § 4:715**
Oregon's plan for safety and health, **Work S § 4:759**
Puerto Rico's plan for safety and health, **Work S § 4:800**
Virginia's plan for safety and health, **Work S § 4:992**
Washington's plan for safety and health, **Work S § 4:1077**

WORKPLACE SAFETY—Cont'd
Fees
attorney's fees, administrative law judge decision review, **Work S § 8:191**
witnesses and persons taking depositions, administrative hearings, **Work S § 8:145**
Field
farm field equipment, agricultural industry, **Work S § 2:82, 2:86, 2:87**
sanitation requirements, agricultural industry, **Work S § 2:93 to Work S § 2:100**
Filing
briefs
administrative law judge decision review administrative proceedings, **Work S § 8:182 to Work S § 8:184**
hearings, **Work S § 8:140**
complaints
administrative proceedings, **Work S § 8:54**
discrimination against employees, **Work S § 4:276, 5:46**
nondiscrimination violations, **Work S § 5:54, 5:55**
documents
administrative proceedings, **Work S § 8:46**
Michigan's plan for safety and health, **Work S § 4:557**
exceptions to motion for summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:346**
extensions of time, above
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:3, 9:4**
location, below
motion for summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:343**
notice of contest
administrative proceedings, **Work S § 8:23 to Work S § 8:28, 8:31**
citation amendment prior or subsequent to filing, **Work S § 7:11, 7:12**
petitions
discretionary review of administrative law judge decision, **Work S § 8:175, 8:176**
interlocutory review, administrative proceedings, **Work S § 8:168**
judicial review of OSHA standards prior to enforcement, **Work S § 9:43, 9:44**
modification of abatement date, administrative proceedings, **Work S § 8:35**
reconsideration, California's plan for safety and health, **Work S § 4:256 to Work S § 4:258**
pleadings
administrative proceedings, **Work S § 8:46, 8:47**
complaints, above this group
proposed findings, administrative hearings, **Work S § 8:140**
record, judicial review under Michigan's plan for safety and health, **Work S § 4:577**
reports, state plans for safety and health, **Work S § 4:20, 4:130**
settlement agreements, administrative proceedings, **Work S § 8:101**
time or date, below
Final approval, state plans for safety and health, **Work S § 4:8**

WORKPLACE SAFETY—Cont'd
Finality
court's judgment and decree, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:18**
decision of administrative law judge, hearings, **Work S § 8:149**
requirement for judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:7**
uncontested citations and penalties, administrative proceedings, **Work S § 8:7**
Final order enforcement, Minnesota's plan for safety and health, **Work S § 4:611**
Finish or finishing
electrical protective equipment, OSHA safety and health standards, **Work S § 3:105**
use of spray booths for spray finishing with flammable and combustible liquids, OSHA safety and health standards for hazardous materials, **Work S § 3:71**
Fire
extinguishers, OSHA safety and health standards, **Work S § 3:130, 3:232**
prevention
construction industry, **Work S § 2:26 to Work S § 2:30**
welding, cutting and brazing, OSHA safety and health standards, **Work S § 3:283**
prohibition against fires, OSHA safety and health standards for helicopters, **Work S § 3:247**
protection
construction industry, **Work S § 2:26 to Work S § 2:30**
means of egress, OSHA safety and health standards, **Work S § 3:49**
OSHA safety and health standards, generally, **Work S § 3:129 to Work S § 3:138**
First aid
construction industry, **Work S § 2:6**
OSHA safety and health standards, **Work S § 3:128**
personnel manual, programs, **Pers M § 17:59**
First time violations, civil penalties under California's plan for safety and health, **Work S § 4:230**
Fishing, recreational, **Work S § 1:39**
Fixed matters
extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:133**
industrial stairs, OSHA safety and health standards for walking-working surfaces, **Work S § 3:27, 3:28**
ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:32 to Work S § 3:36**
recordkeeping for fixed location employers, **Work S § 5:8**
Flagmen, construction industry, **Work S § 2:32**
Flammable liquids
fire protection and prevention, construction industry, **Work S § 2:28**
hazardous materials, OSHA safety and health standards, **Work S § 3:70, 3:71**
Floor openings
construction industry, **Work S § 2:53 to Work S § 2:56**
manlifts, OSHA safety and health standards, **Work S § 3:56**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:24, 3:26**

WORKPLACE SAFETY—Cont'd
Floors
construction industry, **Work S § 2:53 to Work S § 2:56, 2:62, 2:63**
openings. Floor openings, above
open-sided floors, below
walking-working surfaces, OSHA safety and health standards, **Work S § 3:23, 3:24, 3:26**
Florida
maximum hour safety restrictions, **Work S § 5:156**
right-to-know statutes, **Work S § 5:276**
smoking restrictions, **Work S § 5:204**
Foam extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:136**
Follow-up post-exposure, bloodborne pathogens, **Work S § 5:100**
Food
handling, OSHA safety and health standards for sanitation, **Work S § 3:112**
processing, scope of federal workplace safety law, **Work S § 1:16**
Foot protection, OSHA safety and health standards, **Work S § 3:101**
Footwalks, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:201**
Forging machine area, OSHA safety and health standards for walking-working surfaces, **Work S § 3:41**
Formal adoption of standards, Michigan's plan for safety and health, **Work S § 4:501**
Formaldehyde, OSHA safety and health standards, **Work S § 3:312**
Former matters. Prior or previous matters, below
Form or format
citing decisions, hearings, **Work S § 8:141**
documents
administrative proceedings, **Work S § 8:43**
variances from OSHA safety and health standards, **Work S § 3:321**
material safety data sheet, hazard communication program, **Work S § 5:258**
notice
contest, administrative proceedings, **Work S § 8:18**
inspection request, **Work S § 6:13**
petition for modification of abatement date, administrative proceedings, **Work S § 8:36**
settlement agreements, administrative proceedings, **Work S § 8:103**
Forms
California's plan for safety and health, **Work S § 4:132**
concrete forms, excavations, trenching and shoring in construction industry, **Work S § 2:68**
Michigan's plan for safety and health, **Work S § 4:481**
Fuel
handling and storage, OSHA safety and health standards for powered industrial trucks, **Work S § 3:186**
refueling procedure for crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:233**
welding and cutting OSHA safety and health standards, fuel-gas, **Work S § 3:286**
Full-time inspectors, Michigan's plan for safety and health, **Work S § 4:535**

WORKPLACE SAFETY—Cont'd
Fumes exposure, construction industry, **Work S § 2:10**
Funding, state plans for safety and health, **Work S § 4:17**
Gantry cranes, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**
Gaps in transcripts, administrative hearings, **Work S § 8:144**
Gas
fuel-gas, welding and cutting OSHA safety and health standards, **Work S § 3:286**
natural gas, scope of federal workplace safety law, **Work S § 1:22**
Gases
carbon monoxide control, OSHA safety and health standards for powered industrial trucks, **Work S § 3:188**
compressed gases, above
exposure to toxic gases, construction industry, **Work S § 2:10**
extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:135**
liquified petroleum gas, below
oxygen, below
Gauges, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**
General duty clause, OSHA, **Work S § 3:13 to Work S § 3:18, 5:78**
General environmental controls, OSHA safety and health standards, **Work S § 3:107 to Work S § 3:315**
General Industry Safety Standards Commission, Michigan's plan for safety and health, **Work S § 4:492**
General industry standards
Arizona's plan for safety and health, **Work S § 4:90**
California's plan for safety and health, **Work S § 4:154**
Hawaii's plan for safety and health, **Work S § 4:294**
Indiana's plan for safety and health, **Work S § 4:332**
Iowa's plan for safety and health, **Work S § 4:366**
Kentucky's plan for safety and health, **Work S § 4:399, 4:400**
New Mexico's plan for safety and health, **Work S § 4:672**
OSHA safety and health standards, **Work S § 3:19 to Work S § 3:315**
South Carolina's plan for safety and health, **Work S § 4:843**
Utah's plan for safety and health, **Work S § 4:917**
Washington's plan for safety and health, **Work S § 4:1075**
General practices, HIV/HBV laboratories and production facilities, **Work S § 5:108**
General training requirements, HIV/HBV laboratories and production facilities, **Work S § 5:110**
Georgia, maximum hour safety restrictions, **Work S § 5:157**
Gloves, bloodborne pathogen exposure, **Work S § 5:94**
Goals, citations, **Work S § 7:3**
God, acts of, railroad maximum hour safety restrictions, **Work S § 5:122**
Good faith, civil penalties, **Work S § 7:28, 7:57**
Government and governmental matters
civil penalties under California's plan for safety and health, government entities, **Work S § 4:230**
federal matters, above
scope of federal workplace safety law, government contracting, **Work S § 1:13, 1:17**
states, below
Gowns, bloodborne pathogen exposure, **Work S § 5:94**

WORKPLACE SAFETY—Cont'd
Grants to states, state plans for safety and health, **Work S § 4:9**
Gravity of violation, civil penalty factor, **Work S § 7:56**
Greater hazard defense, citations, **Work S § 7:71**
Grounding of electrical equipment, construction industry, **Work S § 2:44**
Ground lines, OSHA safety and health standards for helicopters, **Work S § 3:242**
Grouping of nonserious violations, civil penalties, **Work S § 7:39**
Guarding machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**
Guards and guarding
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:231**
equipment, agricultural industry, **Work S § 2:82 to Work S § 2:92**
guardrails, OSHA safety and health standards, **Work S § 3:22, 3:59**
machine guarding, below
materials handling and storage, OSHA safety and health standards, **Work S § 3:172**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:202**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:185**
use of guards
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:231**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:202**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:185**
Guidelines, tuberculosis exposure, **Work S § 5:76, 5:77**
Hand-labor operations, agricultural industry field sanitation requirements, **Work S § 2:94**
Handling
contaminated laundry, bloodborne pathogen exposure, **Work S § 5:98**
drums and containers, OSHA safety and health standards for hazardous waste operations, **Work S § 3:90**
food, OSHA safety and health standards for sanitation, **Work S § 3:112**
fuel, OSHA safety and health standards for powered industrial trucks, **Work S § 3:186**
loads, below
materials
construction industry, **Work S § 2:33 to Work S § 2:35**
OSHA safety and health standards, **Work S § 3:167 to Work S § 3:172**
regulated waste, bloodborne pathogen exposure, **Work S § 5:97**
Hand tools
construction industry, **Work S § 2:36 to Work S § 2:40**
portable tools, OSHA safety and health standards, **Work S § 3:275 to Work S § 3:282**
Handwashing facilities, agricultural industry field sanitation requirements, **Work S § 2:97**
Harm
harmful substances, below
serious harm, below

WORKPLACE SAFETY—Cont'd
Harmful substances
Arizona's plan for safety and health, **Work S § 4:83**
exposure, above
Iowa's plan for safety and health, **Work S § 4:361**
Kentucky's plan for safety and health, **Work S § 4:393**
Minnesota's plan for safety and health, **Work S § 4:589**
New Mexico's plan for safety and health, **Work S § 4:687**
preservation of medical and exposure records, harmful physical agents, **Work S § 5:23**
Utah's plan for safety and health, **Work S § 4:910**
Virginia's plan for safety and health, **Work S § 4:981**
Hatchways, floor and wall openings in construction industry, **Work S § 2:56**
Hawaii
maximum hour safety restrictions, **Work S § 5:158**
motor carrier maximum hour safety restrictions, **Work S § 5:144**
plan for safety and health, **Work S § 4:277 to Work S § 4:321**
smoking restrictions, **Work S § 5:205**
Hawaii's plan for safety and health, **Work S § 4:281, 4:284, 4:285, 4:288, 4:291, 4:304, 4:309, 4:313 to Work S § 4:315**
Hazard and hazards
color code for marking physical hazards, OSHA safety and health standards, **Work S § 3:119**
communication. Hazard communication, below
greater hazard defense, citations, **Work S § 7:71**
hazardous, below
health hazards
field sanitation requirements, agricultural industry, **Work S § 2:100**
video display terminals, **Work S § 5:82**
personnel manual, **Pers M § 17:1 to 17:22, 17:67 to 17:72, 17:117, 17:118**
recognized hazard, OSHA safety and health standards, **Work S § 3:16 to Work S § 3:18**
voluntary elimination of hazard, imminent danger proceedings, **Work S § 9:35**
Hazard communication
general discussion, **Work S § 5:238 to Work S § 5:269**
bloodborne pathogen exposure, **Work S § 5:105 to Work S § 5:107**
construction industry, health and environmental controls, **Work S § 2:12**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:81**
Hazardous
conditions. Hazardous conditions, below
energy source control, OSHA safety and health standards, **Work S § 3:127**
materials, below
substances. Hazardous substances, below
waste operations, OSHA safety and health standards, **Work S § 3:77 to Work S § 3:96**
Hazardous conditions
citations in multiemployer situations, **Work S § 7:22, 7:23**
inspection warrants, **Work S § 6:26**
stop orders to correct hazardous conditions, Tennessee's plan for safety and health, **Work S § 4:897, 4:900**

WORKPLACE SAFETY—Cont'd
Hazardous substances
Alaska's plan for safety and health, **Work S § 4:35, 4:36, 4:38**
California's plan for safety and health, **Work S § 4:163 to Work S § 4:179**
exposure, above
Indiana's plan for safety and health, **Work S § 4:327**
Maryland's plan for safety and health, **Work S § 4:431**
Nevada's plan for safety and health, **Work S § 4:632**
New Mexico's plan for safety and health, **Work S § 4:664**
North Carolina's plan for safety and health, **Work S § 4:708**
OSHA safety and health standards, **Work S § 3:290 to Work S § 3:315**
Puerto Rico's plan for safety and health, **Work S § 4:796**
South Carolina's plan for safety and health, **Work S § 4:838**
Tennessee's plan for safety and health, **Work S § 4:874**
Vermont's plan for safety and health, **Work S § 4:947**
Virgin Islands' plan for safety and health, **Work S § 4:1021**
Wyoming's plan for safety and health, **Work S § 4:1113**
Hbv (hepatitis B virus), exposure, **Work S § 5:85 to Work S § 5:110**
Head protection, personal protective equipment, **Work S § 2:19, 3:100**
Health, **Work S § 1:1 et seq.**
Health and Safety Compliance and Appeals Board, Michigan's plan for safety and health, **Work S § 4:553 to Work S § 4:571**
Healthcare, **Work S § 1:26.50**
Hearing
conservation program, OSHA safety and health standards, **Work S § 3:62**
protection, construction industry, **Work S § 2:20**
Hearing examiners
Minnesota's plan for safety and health, **Work S § 4:621**
North Carolina's plan for safety and health, **Work S § 4:738**
variances from OSHA safety and health standards, **Work S § 3:339 to Work S § 3:354**
Hearing officers
California's plan for safety and health, **Work S § 4:238, 4:244, 4:245**
Indiana's plan for safety and health, **Work S § 4:352**
Michigan's plan for safety and health, **Work S § 4:566, 4:568, 4:569**
Hearings
administrative proceedings, generally, **Work S § 8:6, 8:41, 8:117 to Work S § 8:149**
amendment or modification
abatement period, Michigan's plan for safety and health, **Work S § 4:574**
variances from OSHA safety and health standards, **Work S § 3:332**
appeals
Arizona's plan for safety and health, **Work S § 4:111, 4:112**
California's plan for safety and health, **Work S § 4:242 to Work S § 4:264**
Michigan's plan for safety and health, **Work S § 4:559 to Work S § 4:570**

WORKPLACE SAFETY—Cont'd
Hearings—Cont'd
appeals—Cont'd
Minnesota's plan for safety and health, **Work S § 4:621**
Nevada's plan for safety and health, **Work S § 4:657**
North Carolina's plan for safety and health, **Work S § 4:738**
South Carolina's plan for safety and health, **Work S § 4:862**
variances from OSHA safety and health standards, **Work S § 3:345, 3:355, 3:356**
California's plan for safety and health, **Work S § 4:139 to Work S § 4:142, 4:232 to Work S § 4:264**
conduct of proceedings, above
contested matters, administrative proceedings, **Work S § 8:5, 8:6**
depositions, above
discovery, above
discrimination against employees, Michigan's plan for safety and health, **Work S § 4:580**
examiners. Hearing examiners, above
failure to appear at hearing, above
imminent dangers, California's plan for safety and health, **Work S § 4:212**
modification of abatement period, Michigan's plan for safety and health, **Work S § 4:574**
motions, below
notice
administrative proceedings, generally, **Work S § 8:119**
service and posting, **Work S § 8:66**
variances from OSHA safety and health standards, **Work S § 3:338**
objections, below
officers. Hearing officers, above
orders, below
pre-hearing matters, below
promulgation of OSHA safety and health standards, **Work S § 3:4**
proposed standards, Michigan's plan for safety and health, **Work S § 4:499**
reports, below
requests, below
revocation of variances from OSHA safety and health standards, **Work S § 3:332**
simplified administrative proceedings, **Work S § 8:160**
temporary variances from standards, Michigan's plan for safety and health, **Work S § 4:517, 4:518**
variances from standards
OSHA safety and health standards, **Work S § 3:332, 3:336 to Work S § 3:356**
temporary variances, Michigan's plan for safety and health, **Work S § 4:517, 4:518**
witnesses, below
Heating, construction industry, **Work S § 2:30, 2:42**
Heavy machinery, construction industry, **Work S § 2:59**
Helicopters, OSHA safety and health standards, **Work S § 3:235 to Work S § 3:249**
Hepatitis B virus, exposure, **Work S § 5:85 to Work S § 5:110**
High risk facilities, tuberculosis exposure, **Work S § 5:79, 5:80**
History of violations
civil penalty factor, **Work S § 7:58**
inspection warrants, **Work S § 6:29**

WORKPLACE SAFETY—Cont'd
Hiv (human immunodeficiency virus), exposure, **Work S § 5:85 to Work S § 5:110**
Hoists and hoisting equipment
construction industry, **Work S § 2:61**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:210, 3:211**
Holiday deliveries, motor carrier maximum hour safety restrictions, **Work S § 5:134**
Hooks for cargo, OSHA safety and health standards for helicopters, **Work S § 3:238**
Hose and standpipe systems, OSHA safety and health standards for fire protection, **Work S § 3:131**
Hours. Maximum, below
Housekeeping
construction industry, **Work S § 2:4**
materials storage, OSHA safety and health standards, **Work S § 3:169**
sanitation, OSHA safety and health standards, **Work S § 3:107**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:20**
Human immunodeficiency virus, exposure, **Work S § 5:85 to Work S § 5:110**
Hunting, recreational, **Work S § 1:39**
Hydrogen, OSHA safety and health standards for hazardous materials, **Work S § 3:67**
Hygiene facilities and practices, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:296**
Idaho, maximum hour safety restrictions, **Work S § 5:159**
Identification
attachments, OSHA safety and health standards for powered industrial trucks, **Work S § 3:183**
carcinogens, OSHA safety and health standards, **Work S § 3:301**
color, OSHA safety and health standards for color code for marking physical hazards, **Work S § 3:119**
hazardous substances, California's plan for safety and health, **Work S § 4:170**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:143, 3:148**
Identities
chemicals, hazard communication program, **Work S § 5:262 to Work S § 5:264**
witnesses, California's plan for safety and health, **Work S § 4:248**
Illegally obtained evidence, administrative hearings, **Work S § 8:131**
Illinois
maximum hour safety restrictions, **Work S § 5:160**
right-to-know statutes, **Work S § 5:277**
smoking restrictions, **Work S § 5:206**
Illnesses
reporting and recordkeeping
general discussion, **Work S § 5:1 to Work S § 5:18**
California's plan for safety and health, **Work S § 4:130 to Work S § 4:134**
Michigan's plan for safety and health, **Work S § 4:472 to Work S § 4:491**
Washington's plan for safety and health, **Work S § 4:1064**
serious injuries or illnesses, below

WORKPLACE SAFETY—Cont'd
Illumination requirements, OSHA safety and health standards for hazardous waste operations, **Work S § 3:93**
Imminent dangers
Alaska's plan for safety and health, **Work S § 4:60 to Work S § 4:63**
Arizona's plan for safety and health, **Work S § 4:104, 4:105**
California's plan for safety and health, **Work S § 4:209 to Work S § 4:213, 4:221**
correction, above
courts, above
failure to act against imminent danger, above
Hawaii's plan for safety and health, **Work S § 4:307**
Indiana's plan for safety and health, **Work S § 4:347, 4:348**
injunctions, below
Iowa's plan for safety and health, **Work S § 4:381, 4:382**
Kentucky's plan for safety and health, **Work S § 4:413, 4:414**
Maryland's plan for safety and health, **Work S § 4:456**
Michigan's plan for safety and health, **Work S § 4:536, 4:537**
Minnesota's plan for safety and health, **Work S § 4:613, 4:614**
Nevada's plan for safety and health, **Work S § 4:650, 4:651**
New Mexico's plan for safety and health, **Work S § 4:688, 4:689**
North Carolina's plan for safety and health, **Work S § 4:731, 4:732**
notice, inspections, **Work S § 6:48**
orders, below
Puerto Rico's plan for safety and health, **Work S § 4:820 to Work S § 4:822**
remedies or relief, below
South Carolina's plan for safety and health, **Work S § 4:856, 4:857**
Tennessee's plan for safety and health, **Work S § 4:895, 4:896**
Utah's plan for safety and health, **Work S § 4:933, 4:934**
Vermont's plan for safety and health, **Work S § 4:965, 4:966**
Virginia's plan for safety and health, **Work S § 4:1004, 4:1005**
Virgin Islands' plan for safety and health, **Work S § 4:1042, 4:1043**
Washington's plan for safety and health, **Work S § 4:1088 to Work S § 4:1091**
Wyoming's plan for safety and health, **Work S § 4:1132, 4:1133**
Impeding OSHA representative, criminal penalties, **Work S § 7:65**
Implementation of program
hazardous waste operations, OSHA safety and health standards, **Work S § 3:78, 3:84**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:145**
Importers of chemicals, hazard communication program, **Work S § 5:250, 5:257**
Inadequacy. Sufficiency or insufficiency, below

WORKPLACE SAFETY—Cont'd
Incidents
bloodborne pathogen exposure, **Work S § 5:100 to Work S § 5:102**
Incorporation of standards
California's plan for safety and health, incorporation by reference of federal standards, **Work S § 4:153**
national consensus standards, establishment of OSHA safety and health standards, **Work S § 3:6**
Indiana
maximum hour safety restrictions, **Work S § 5:161**
plan for safety and health, **Work S § 4:322 to Work S § 4:353**
right-to-know statutes, **Work S § 5:278**
smoking restrictions, **Work S § 5:207**
Indiana's plan for safety and health, **Work S § 4:324, 4:327, 4:332, 4:340, 4:345, 4:347, 4:348, 4:350**
Industrial Insurance Appeals Board, Washington's plan for safety and health, **Work S § 4:1102**
Infeasibility of compliance defense, citations, **Work S § 7:69**
Influenza pandemic, determinations, **Work S § 5:88.50**
Informal matters
post-inspection informal conferences, **Work S § 6:50**
rules of evidence, hearings under California's plan for safety and health, **Work S § 4:232**
Informant's privilege, discovery in administrative proceedings, **Work S § 8:96**
Information
access, above
Alaska's plan for safety and health, toxic and hazardous substances and physical agents, **Work S § 4:35 to Work S § 4:37**
bloodborne pathogen exposure, **Work S § 5:101**
confidentiality of information gathered, California's plan for safety and health, **Work S § 4:119**
disclosure, simplified administrative proceedings, **Work S § 8:156**
dissemination of information, California's plan for safety and health, **Work S § 4:270**
hazard communication program, **Work S § 5:260, 5:266**
hazardous substances, California's plan for safety and health, **Work S § 4:163 to Work S § 4:179**
material safety data sheet, below
posting informational notices, **Work S § 5:68 to Work S § 5:70**
program, OSHA safety and health standards for hazardous waste operations, **Work S § 3:89**
sufficiency or insufficiency, below
treating medical facility with information about substance exposure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:157 to Work S § 3:159**
Initial matters
approval of state plans for safety and health, **Work S § 4:6, 4:7**
communication by inspector, Michigan's plan for safety and health, **Work S § 4:529**
pleadings
Nevada's plan for safety and health, **Work S § 4:656**
Utah's plan for safety and health, **Work S § 4:940**

WORKPLACE SAFETY—Cont'd
Injunctions
imminent dangers
California's plan for safety and health, **Work S § 4:209**
proceedings, **Work S § 9:36, 9:39**
smoking restrictions, **Work S § 5:197**
substantially dangerous conditions, Kentucky's plan for safety and health, **Work S § 4:415**
violations
California's plan for safety and health, **Work S § 4:187**
Wyoming's plan for safety and health, **Work S § 4:1131**
Injuries
harm, above
reporting and recordkeeping
general discussion, **Work S § 5:1 to Work S § 5:18**
California's plan for safety and health, **Work S § 4:130 to Work S § 4:134**
failure to report injuries, effect on time period for issuance of citation, **Work S § 7:9**
Michigan's plan for safety and health, **Work S § 4:472 to Work S § 4:491**
Washington's plan for safety and health, **Work S § 4:1064**
serious injuries or illnesses, below
Inorganic arsenic, OSHA safety and health standards, **Work S § 3:303**
In-service care and use requirements, OSHA safety and health standards for electrical protective equipment, **Work S § 3:106**
Inspections, **Work S § 6:37**
general discussion, **Work S § 6:1 to Work S § 6:62**
abrasive wheels, OSHA safety and health standards, **Work S § 3:274, 3:280**
advance notice of inspection, above
agencies, above
Alaska's plan for safety and health, **Work S § 4:56 to Work S § 4:68**
Arizona's plan for safety and health, **Work S § 4:96 to Work S § 4:108**
California's plan for safety and health, **Work S § 4:197 to Work S § 4:208, 4:214, 4:217, 4:226**
citations, above
complaints, above
conduct of inspections, above
conferences, above
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:221, 3:224, 3:228**
discovery inspections, administrative proceedings, **Work S § 8:92 to Work S § 8:96**
excavations, trenching and shoring, construction industry, **Work S § 2:67**
exclusions or exemptions, above
Hawaii's plan for safety and health, **Work S § 4:301 to Work S § 4:312**
Indiana's plan for safety and health, **Work S § 4:339 to Work S § 4:349**
Iowa's plan for safety and health, **Work S § 4:374 to Work S § 4:384**
Kentucky's plan for safety and health, **Work S § 4:408 to Work S § 4:417**
liability of inspectors
Arizona's plan for safety and health, **Work S § 4:100**

WORKPLACE SAFETY—Cont'd
Inspections, **Work S § 6:37**—Cont'd
liability of inspectors—Cont'd
Michigan's plan for safety and health, **Work S § 4:533**
manlifts, OSHA safety and health standards, **Work S § 3:55**
Maryland's plan for safety and health, **Work S § 4:449 to Work S § 4:459**
Michigan's plan for safety and health, **Work S § 4:523 to Work S § 4:540**
Minnesota's plan for safety and health, **Work S § 4:602 to Work S § 4:617**
Nevada's plan for safety and health, **Work S § 4:643 to Work S § 4:653**
New Mexico's plan for safety and health, **Work S § 4:677 to Work S § 4:693**
North Carolina's plan for safety and health, **Work S § 4:724 to Work S § 4:734**
notice
advance notice of inspection, above
imminent dangers, **Work S § 6:48**
request for inspection, **Work S § 6:13, 6:14**
Occupational Safety and Health Administration, generally, **Work S § 6:1 to Work S § 6:62**
orders, below
Oregon's plan for safety and health, **Work S § 4:768 to Work S § 4:783**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:213, 3:216**
participation, below
parties, below
powers, below
Puerto Rico's plan for safety and health, **Work S § 4:812 to Work S § 4:826**
requests, below
rights, below
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:176**
slings, OSHA safety and health standards, **Work S § 3:252**
South Carolina's plan for safety and health, **Work S § 4:850 to Work S § 4:859**
Tennessee's plan for safety and health, **Work S § 4:888 to Work S § 4:899**
tuberculosis exposure, **Work S § 5:75**
Utah's plan for safety and health, **Work S § 4:926 to Work S § 4:937**
Vermont's plan for safety and health, **Work S § 4:957 to Work S § 4:969**
violations
general discussion, **Work S § 6:1 to Work S § 6:50**
history of past violations, warrants, **Work S § 6:29**
notices, **Work S § 6:44**
walkaround rights, **Work S § 6:46**
Virginia's plan for safety and health, **Work S § 4:999 to Work S § 4:1009**
Virgin Islands' plan for safety and health, **Work S § 4:1035 to Work S § 4:1046**
warrants
general discussion, **Work S § 6:20 to Work S § 6:34**
California's plan for safety and health, **Work S § 4:205**
Hawaii's plan for safety and health, **Work S § 4:305**

WORKPLACE SAFETY—Cont'd
Inspections, **Work S § 6:37**—Cont'd
warrants—Cont'd
Oregon's plan for safety and health, **Work S § 4:774, 4:775**
South Carolina's plan for safety and health, **Work S § 4:853**
Tennessee's plan for safety and health, **Work S § 4:889**
Washington's plan for safety and health, **Work S § 4:1085 to Work S § 4:1098**
woodworking machinery, OSHA safety and health standards, **Work S § 3:271**
Wyoming's plan for safety and health, **Work S § 4:1124 to Work S § 4:1136**
Installation
air receivers for compressed gas and compressed air equipment, OSHA safety and health standards, **Work S § 3:164**
electrical installation, OSHA safety and health standards, **Work S § 3:289**
permanent or temporary floors, steel erection in construction industry, **Work S § 2:62, 2:63**
warning devices in cotton ginning equipment, agricultural industry, **Work S § 2:92**
Instructions
operation
equipment, agricultural industry, **Work S § 2:83**
tractors, agricultural industry, **Work S § 2:79**
signal systems instruction for helicopters, OSHA safety and health standards, **Work S § 3:244**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:298**
Insufficiency. Sufficiency or insufficiency, below
Intent
posting of notice of intent to contest, Minnesota's plan for safety and health, **Work S § 4:610**
repeated violations, civil penalties, **Work S § 7:31**
Interested parties' right to propose standards, **Work S § 4:45, 4:290**
Interference with health and safety
California's plan for safety and health, **Work S § 4:129**
Indiana's plan for safety and health, **Work S § 4:328**
Oregon's plan for safety and health, **Work S § 4:752**
Interim orders on variances from standards
California's plan for safety and health, **Work S § 4:190**
Hawaii's plan for safety and health, **Work S § 4:300**
Michigan's plan for safety and health, **Work S § 4:518**
Oregon's plan for safety and health, **Work S § 4:766**
OSHA safety and health standards, **Work S § 3:328, 3:329**
Tennessee's plan for safety and health, **Work S § 4:886**
Virginia's plan for safety and health, **Work S § 4:994**
Interlocutory appeal or review
administrative proceedings, generally, **Work S § 8:165 to Work S § 8:172**
hearings on variances from OSHA safety and health standards, **Work S § 3:345**
simplified administrative proceedings, **Work S § 8:165**
Interpretation. Construction and interpretation, above
Interrogatories, administrative proceedings, **Work S § 8:82**
Intervention
administrative proceedings, generally, **Work S § 8:69 to Work S § 8:75**

WORKPLACE SAFETY—Cont'd
Intervention—Cont'd
Michigan's plan for safety and health, hearings before Health and Safety Compliance and Appeals Board, **Work S § 4:561**
Interviews of employees, inspection warrant as prerequisite, **Work S § 6:31**
Investigations
Alaska's plan for safety and health, **Work S § 4:61**
California's plan for safety and health, **Work S § 4:197 to Work S § 4:208, 4:214**
Michigan's plan for safety and health, **Work S § 4:523 to Work S § 4:540**
nondiscrimination violations, **Work S § 5:58**
orders, below
Wyoming's plan for safety and health, **Work S § 4:1130**
Ionizing radiation, **Work S § 2:9, 3:63**
Iowa
maximum hour safety restrictions, **Work S § 5:162**
plan for safety and health, **Work S § 4:354 to Work S § 4:388**
right-to-know statutes, **Work S § 5:279**
smoking restrictions, **Work S § 5:208**
Iowa's plan for safety and health, **Work S § 4:358, 4:361, 4:362, 4:365, 4:368, 4:380, 4:385, 4:386**
Issuance
citations
general discussion, **Work S § 7:8**
Alaska's plan for safety and health, **Work S § 4:64**
Arizona's plan for safety and health, **Work S § 4:101**
California's plan for safety and health, **Work S § 4:214**
failure to report injuries, effect on time period for issuance, **Work S § 7:9**
Hawaii's plan for safety and health, **Work S § 4:308**
Iowa's plan for safety and health, **Work S § 4:378**
Kentucky's plan for safety and health, **Work S § 4:412**
Maryland's plan for safety and health, **Work S § 4:452**
Michigan's plan for safety and health, **Work S § 4:541**
Minnesota's plan for safety and health, **Work S § 4:607**
Nevada's plan for safety and health, **Work S § 4:648**
New Mexico's plan for safety and health, **Work S § 4:684**
North Carolina's plan for safety and health, **Work S § 4:729**
Oregon's plan for safety and health, **Work S § 4:777**
Puerto Rico's plan for safety and health, **Work S § 4:817**
South Carolina's plan for safety and health, **Work S § 4:854**
statute of limitations, effect for issuance on amendments, **Work S § 7:13**
Tennessee's plan for safety and health, **Work S § 4:894**
Utah's plan for safety and health, **Work S § 4:930**
Vermont's plan for safety and health, **Work S § 4:962**
Virginia's plan for safety and health, **Work S § 4:1003**
Virgin Islands' plan for safety and health, **Work S § 4:1039**
decision of ALJ, simplified administrative proceedings, **Work S § 8:163**
inspection warrants, **Work S § 6:24, 6:28, 6:29**

WORKPLACE SAFETY—Cont'd
Issuance—Cont'd
interim orders on variances from standards, Tennessee's plan for safety and health, **Work S § 4:886**
notices
Alaska's plan for safety and health, **Work S § 4:65**
Arizona's plan for safety and health, **Work S § 4:102**
California's plan for safety and health, **Work S § 4:218**
Indiana's plan for safety and health, **Work S § 4:344, 4:345**
Iowa's plan for safety and health, **Work S § 4:379, 4:380**
Maryland's plan for safety and health, **Work S § 4:453, 4:454**
Minnesota's plan for safety and health, **Work S § 4:608, 4:609**
Nevada's plan for safety and health, **Work S § 4:649**
New Mexico's plan for safety and health, **Work S § 4:685, 4:686**
North Carolina's plan for safety and health, **Work S § 4:729, 4:730**
Oregon's plan for safety and health, **Work S § 4:778**
Puerto Rico's plan for safety and health, **Work S § 4:818, 4:819**
South Carolina's plan for safety and health, **Work S § 4:855**
Utah's plan for safety and health, **Work S § 4:931, 4:932**
Vermont's plan for safety and health, **Work S § 4:963, 4:964**
Virgin Islands' plan for safety and health, **Work S § 4:1040, 4:1041**
Wyoming's plan for safety and health, **Work S § 4:1129**
permits, California's plan for safety and health, **Work S § 4:183**
proposed penalties
Iowa's plan for safety and health, **Work S § 4:378**
Minnesota's plan for safety and health, **Work S § 4:607**
New Mexico's plan for safety and health, **Work S § 4:684**
Puerto Rico's plan for safety and health, **Work S § 4:817**
Utah's plan for safety and health, **Work S § 4:930**
Virgin Islands' plan for safety and health, **Work S § 4:1039**
safety orders, Indiana's plan for safety and health, **Work S § 4:343, 4:344**
stays, judicial review of OSHA standards prior to enforcement, **Work S § 9:45**
subpoenas, California's plan for safety and health, **Work S § 4:235**
Jacks, OSHA safety and health standards for portable tools and equipment, **Work S § 3:282**
Jointers, OSHA safety and health standards for woodworking machinery, **Work S § 3:262**
Joint ventures, citations in multiemployer situations, **Work S § 7:25**
Judges
administrative law judges, above
settlement judges, administrative proceedings, **Work S § 8:108 to Work S § 8:116**

WORKPLACE SAFETY—Cont'd
Judgments and decrees
declaratory judgments regarding standards, Michigan's plan for safety and health, **Work S § 4:506**
enforcement of orders of Occupational Safety and Health Review Commission, **Work S § 9:24**
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:18, 9:19**
Judicial review
additional evidence
orders of Occupational Safety and Health Review Commission, **Work S § 9:16**
Washington's plan for safety and health, **Work S § 4:1104**
Alaska's plan for safety and health, **Work S § 4:73**
Arizona's plan for safety and health, **Work S § 4:114**
availability or unavailability, above
California's plan for safety and health, **Work S § 4:251, 4:252, 4:265 to Work S § 4:268**
circuit courts, above
discrimination against employees, Michigan's plan for safety and health, **Work S § 4:581**
district courts, above
evidence
additional evidence, above this group
substantial evidence standard of judicial review, below
Washington's plan for safety and health, **Work S § 4:1104**
Hawaii's plan for safety and health, **Work S § 4:318 to Work S § 4:321**
Indiana's plan for safety and health, **Work S § 4:353**
Iowa's plan for safety and health, **Work S § 4:388**
Kentucky's plan for safety and health, **Work S § 4:421, 4:422**
Maryland's plan for safety and health, **Work S § 4:442, 4:463**
Michigan's plan for safety and health, **Work S § 4:576 to Work S § 4:578, 4:581**
Minnesota's plan for safety and health, **Work S § 4:622, 4:623**
New Mexico's plan for safety and health, **Work S § 4:698, 4:699**
North Carolina's plan for safety and health, **Work S § 4:739**
Occupational Safety and Health Review Commission, **Work S § 1:1 et seq.**
orders, below
Oregon's plan for safety and health, **Work S § 4:786 to Work S § 4:790**
OSHA standards, challenging prior to enforcement, **Work S § 9:41 et seq.**
Puerto Rico's plan for safety and health, **Work S § 4:831 to Work S § 4:833**
scope of review, below
South Carolina's plan for safety and health, **Work S § 4:865, 4:866**
standard of review
orders of Occupational Safety and Health Review Commission, **Work S § 9:13 to 9:16**
OSHA standards prior to enforcement, **Work S § 9:47**
substantial evidence standard of judicial review, below
supreme courts, below

WORKPLACE SAFETY—Cont'd
Judicial review—Cont'd
Tennessee's plan for safety and health, **Work S § 4:903, 4:904**
Vermont's plan for safety and health, **Work S § 4:973, 4:974**
Virginia's plan for safety and health, **Work S § 4:1011 to Work S § 4:1013**
Virgin Islands' plan for safety and health, **Work S § 4:1050 to Work S § 4:1052**
Washington's plan for safety and health, **Work S § 4:1103, 4:1104**
Wyoming's plan for safety and health, **Work S § 4:1140**
Jurisdiction
appeals, Washington's plan for safety and health, **Work S § 4:1100**
Arizona's plan for safety and health, **Work S § 4:78**
district courts, imminent danger proceedings, **Work S § 9:37**
Safety Review Board, Indiana's plan for safety and health, **Work S § 4:351**
state regulation of workplace safety, **Work S § 4:1 to Work S § 4:24**
Jury trial, recovery of civil penalties, **Work S § 9:27**
Kansas
smoking restrictions, **Work S § 5:208.50**
Kansas, maximum hour safety restrictions, **Work S § 5:163**
Keeping. Maintaining or keeping, below
Kentucky
maximum hour safety restrictions, **Work S § 5:164**
plan for safety and health, **Work S § 4:389 to Work S § 4:422**
smoking restrictions, **Work S § 5:209**
Kentucky's plan for safety and health, **Work S § 4:391, 4:393, 4:394, 4:397, 4:397 to Work S § 4:399, 4:409**
Knowledge
criminal penalties, knowingly making false statements in OSHA document, **Work S § 7:64**
cure of deficiencies in citations, **Work S § 7:7**
nonserious violations, civil penalties, **Work S § 7:43**
right-to-know, **Work S § 5:238, 5:270 to Work S § 5:300**
serious violations, civil penalties, **Work S § 7:37**
Labels and labeling
affixation of safety label to powered industrial trucks, OSHA safety and health standards, **Work S § 3:181**
bloodborne pathogen exposure, communication of hazards, **Work S § 5:105**
hazard communication program, **Work S § 5:250 to Work S § 5:252**
Michigan's plan for safety and health, standards, **Work S § 4:509**
roll-over protective structures, agricultural tractors, **Work S § 2:78**
Laboratories
hazard communication program, **Work S § 5:242**
HIV/HBV laboratories, **Work S § 5:108 to Work S § 5:110**
Lack
fair notice, defending against citations, **Work S § 7:75**
federal standards, above
Ladders
construction industry, **Work S § 2:45 to Work S § 2:48**

WORKPLACE SAFETY—Cont'd
Ladders—Cont'd
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:201**
use of ladders
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:201**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:31**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:24, 3:29 to Work S § 3:36, 3:38**
Lamps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:209**
Landing platforms for fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:32**
Landings, OSHA safety and health standards for manlifts, **Work S § 3:57, 3:58**
Lasers, health and environmental controls in construction industry, **Work S § 2:9**
Late notice. Untimely notice, below
Lathes, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**
Laundry
facilities, OSHA safety and health standards for temporary labor camps, **Work S § 3:117**
handling contaminated laundry, bloodborne pathogen exposure, **Work S § 5:98**
Lawnmowers, OSHA safety and health standards, **Work S § 3:281**
Laws. Statutes, below
Lawyers. Attorneys, above
Lead, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:304**
Lead, where exits must lead, OSHA safety and health standards, **Work S § 3:48**
Leasing of employee companies, federal workplace safety law, **Work S § 1:40**
Leave to intervene, hearings under Michigan's plan for safety and health, **Work S § 4:561**
Length for portable ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29, 3:30**
Level of enforcement
federal enforcement, state plans for safety and health, **Work S § 4:7, 4:8**
preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:10**
Liability
inspections, above
successor corporations, civil penalties for repeated violations, **Work S § 7:33**
Liens, Kentucky's plan for safety and health, **Work S § 4:418**
Lifesaving equipment, construction industry, **Work S § 2:5, 2:19 to Work S § 2:25**
Lighting
construction industry, health and environmental controls, **Work S § 2:11**
directional lighting, OSHA safety and health standards for powered industrial trucks, **Work S § 3:187**
illumination requirements, OSHA safety and health standards for hazardous waste operations, **Work S § 3:93**
temporary labor camps, OSHA safety and health standards, **Work S § 3:118**

WORKPLACE SAFETY—Cont'd
Light vehicles, motor carrier maximum hour safety restrictions, **Work S § 5:133, 5:143**
Limitations or restrictions
access to medical and exposure records, **Work S § 5:33**
asbestos exposure limit, construction industry, **Work S § 2:13**
authority of Occupational Safety and Health Review Commission to hear constitutional challenges, **Work S § 8:187**
civil penalty assessment, **Work S § 7:60**
enforcement authority, inspections, **Work S § 6:9**
explosives, construction industry employees who may use, **Work S § 2:69**
hazardous substances, California's plan for safety and health, **Work S § 4:167**
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:10**
liability of inspectors, Michigan's plan for safety and health, **Work S § 4:533**
maximum hour safety restrictions, **Work S § 5:111 to Work S § 5:190**
monitoring visits by OSHA, state plans for safety and health, **Work S § 4:22**
simplified administrative proceedings, **Work S § 8:158, 8:159**
smoking restrictions, **Work S § 5:191 to Work S § 5:237**
statute of limitations, below
Liquified petroleum gas
fire protection and prevention, construction industry, **Work S § 2:29**
hazardous materials, OSHA safety and health standards, **Work S § 3:75**
Lists of hazardous substances, California's plan for safety and health, **Work S § 4:164**
Loading
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:225**
explosives, construction industry, **Work S § 2:70**
floor loading requirements for walking-working surfaces, OSHA safety and health standards, **Work S § 3:23**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:193**
Loads
handling of load
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:230**
helicopters, OSHA safety and health standards, **Work S § 3:241**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:217**
ratings, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:220**
Local matters
jurisdiction of local government, Arizona's plan for safety and health, **Work S § 4:78**
participation of local agency, California's plan for safety and health, **Work S § 4:122**
setting standards by local agency, California's plan for safety and health, **Work S § 4:151**

WORKPLACE SAFETY—Cont'd
Location
applications for variances from OSHA safety and health standards, **Work S § 3:320**
civil penalties, location of employer's worksite as affecting repeated violations, **Work S § 7:34**
filing
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:4**
petitions, judicial review of OSHA standards prior to enforcement, **Work S § 9:44**
maintaining records, **Work S § 5:8, 5:9**
OSHA offices, inspections, **Work S § 6:10, 6:11**
posting of informational notices, **Work S § 5:70**
Locked exits banned, OSHA safety and health standards, **Work S § 3:44**
Lockout/tagout requirements, OSHA safety and health standards for hazardous energy sources, **Work S § 3:127**
Locomotive cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
Logs
injuries and illnesses, generally, **Work S § 5:2, 5:4**
Michigan's plan for safety and health, **Work S § 4:474**
Longshoring, scope of federal workplace safety law, **Work S § 1:18**
Loose gear protection, OSHA safety and health standards for helicopters, **Work S § 3:240**
Lost workday, reporting and recordkeeping under Michigan's plan for safety and health, **Work S § 4:479**
Louisiana, smoking restrictions, **Work S § 5:210**
Low hazard industries, recordkeeping and reporting exemptions, **Work S § 5:12**
Machine guarding
abrasive wheel machinery, OSHA safety and health standards, **Work S § 3:272, 3:273**
belt sanding machines, OSHA safety and health standards, **Work S § 3:279**
circular saws, OSHA safety and health standards, **Work S § 3:277**
hand and power tools, construction industry, **Work S § 2:36**
OSHA safety and health standards, generally, **Work S § 3:258 to Work S § 3:260**
woodworking machinery, OSHA safety and health standards, **Work S § 3:261 to Work S § 3:270**
Machines and machinery
abrasive wheel machinery, OSHA safety and health standards, **Work S § 3:272 to Work S § 3:274**
belt sanding machines, OSHA safety and health standards, **Work S § 3:279**
forging machine area, OSHA safety and health standards for walking-working surfaces, **Work S § 3:41**
guarding. Machine guarding, above
prohibition against use of machinery, Maryland's plan for safety and health, **Work S § 4:454**
sanding machines, below
woodworking machinery, OSHA safety and health standards, **Work S § 3:261 to Work S § 3:271**
Mail, service by, hearings under California's plan for safety and health, **Work S § 4:241**
Maine
right-to-know statutes, **Work S § 5:280**

WORKPLACE SAFETY—Cont'd
Maine—Cont'd
smoking restrictions, **Work S § 5:211**
Maintaining or keeping
clean and sanitary worksite, bloodborne pathogen exposure, **Work S § 5:95**
healthful and safe employment
Kentucky's plan for safety and health, **Work S § 4:391**
Nevada's plan for safety and health, **Work S § 4:629**
housekeeping, above
recordkeeping, below
safe worksites, construction industry, **Work S § 2:3**
Maintenance and repairs
aisles and passageways, OSHA safety and health standards for walking-working surfaces, **Work S § 3:21**
cranes
construction industry, **Work S § 2:57**
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:223, 3:227**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:215**
derricks, construction industry, **Work S § 2:57**
exits, OSHA safety and health standards, **Work S § 3:47**
exterior building maintenance, OSHA safety and health standards for powered platforms, **Work S § 3:50**
facilities, agricultural industry field sanitation requirements, **Work S § 2:98**
fixed metal ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:36**
guarding requirements for agricultural equipment, **Work S § 2:85**
heavy machinery, construction industry, **Work S § 2:59**
motor vehicles, construction industry, **Work S § 2:59**
personal protective equipment, bloodborne pathogen exposure, **Work S § 5:93**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:194**
servicing, below
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:294**
water supply, OSHA safety and health standards for sanitation, **Work S § 3:109**
woodworking machinery, OSHA safety and health standards, **Work S § 3:271**
Mandate proceeding, judicial review under California's plan for safety and health, **Work S § 4:265 to Work S § 4:268**
Mandatory settlement, administrative proceedings, **Work S § 8:113 to Work S § 8:116**
Manlifts, OSHA safety and health standards, **Work S § 3:50 to Work S § 3:59**
Manually propelled mobile ladder stands and towers, OSHA safety and health standards for walking-working surfaces, **Work S § 3:38**
Manufacturers and manufacturing
chemicals, hazard communication program, **Work S § 5:250, 5:257**
electrical protective equipment, OSHA safety and health standards, **Work S § 3:103**
hazardous substances, California's plan for safety and health, **Work S § 4:168**
scope of federal workplace safety law, **Work S § 1:19**
Maritime, scope of federal workplace safety law, **Work S § 1:20**

WORKPLACE SAFETY—Cont'd
Marking
color code for marking physical hazards, OSHA safety and health standards, **Work S § 3:119**
electrical protective equipment, OSHA safety and health standards, **Work S § 3:103**
Maryland
maximum hour safety restrictions, **Work S § 5:165**
plan for safety and health, **Work S § 4:423 to Work S § 4:463**
right-to-know statutes, **Work S § 5:281**
smoking restrictions, **Work S § 5:212**
Maryland's plan for safety and health, **Work S § 4:428, 4:431, 4:432, 4:434, 4:439, 4:441, 4:444, 4:460, 4:462**
Masks, bloodborne pathogen exposure, **Work S § 5:94**
Massachusetts
maximum hour safety restrictions, **Work S § 5:166**
right-to-know statutes, **Work S § 5:282**
Matching machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**
Materials
disposal, construction industry, **Work S § 2:33 to Work S § 2:35**
handling, above
hazardous materials
Hawaii's plan for safety and health, **Work S § 4:284**
OSHA safety and health standards, **Work S § 3:65 to Work S § 3:76**
preservation of materials for inspections, California's plan for safety and health, **Work S § 4:206**
safety data sheet. Material safety data sheet, below
storage
construction industry, **Work S § 2:33 to Work S § 2:35**
OSHA safety and health standards, **Work S § 3:167 to Work S § 3:172**
toxic materials
California's plan for safety and health, **Work S § 4:148**
Hawaii's plan for safety and health, **Work S § 4:284**
Material safety data sheet
California's plan for safety and health, hazardous substances, **Work S § 4:168 to Work S § 4:174**
hazard communication program, **Work S § 5:253 to Work S § 5:259**
Maximum
hours
personnel manual, workplace safety for motor carriers, **Pers M § 22:136**
safety restrictions, **Work S § 5:111 to Work S § 5:190**
length for portable ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29, 3:30**
Means of egress, OSHA safety and health standards, **Work S § 3:42 to Work S § 3:49**
Mechanical equipment. Equipment, above
Medical matters
access to medical information, Michigan's plan for safety and health, **Work S § 4:491**
examination, above
physicians, below
records
access, **Work S § 5:28 to Work S § 5:42**
bloodborne pathogen exposure, **Work S § 5:103**

WORKPLACE SAFETY—Cont'd
Medical matters—Cont'd
records—Cont'd
preservation, **Work S § 5:19 to Work S § 5:27**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:300**
services
construction industry, health and environmental controls, **Work S § 2:6**
OSHA safety and health standards, **Work S § 3:128**
surveillance
asbestos, construction industry, **Work S § 2:18**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:84**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:300**
treatment
facility with information about substance exposure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:157 to Work S § 3:159**
reporting and recordkeeping under Michigan's plan for safety and health, **Work S § 4:478**
Meetings, California's plan for safety and health, **Work S § 4:137**
Members of boards
Indiana's plan for safety and health, appeal and review, **Work S § 4:352**
Minnesota's plan for safety and health, appeal and review, **Work S § 4:621**
South Carolina's plan for safety and health, appeal and review, **Work S § 4:862**
Metal
ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:30, 3:36**
mesh slings, OSHA safety and health standards, **Work S § 3:255**
steel, below
Methods of discovery, administrative proceedings, **Work S § 8:78**
Methylene chloride, OSHA safety and health standards, **Work S § 3:315**
Methylenedianiline, OSHA safety and health standards, **Work S § 3:313**
Michigan
maximum hour safety restrictions, **Work S § 5:167**
plan for safety and health, **Work S § 4:464 to Work S § 4:581**
right-to-know statutes, **Work S § 5:283**
Michigan's plan for safety and health, **Work S § 4:468, 4:469, 4:471, 4:472, 4:501, 4:527, 4:572 to Work S § 4:575**
Mines and mining
Michigan's plan for safety and health, **Work S § 4:467**
scope of federal workplace safety law, **Work S § 1:21**
Minnesota
maximum hour safety restrictions, **Work S § 5:168**
plan for safety and health, **Work S § 4:582 to Work S § 4:623**
right-to-know statutes, **Work S § 5:284**
smoking restrictions, **Work S § 5:213**
Minnesota's plan for safety and health, **Work S § 4:586, 4:589, 4:590, 4:593, 4:594, 4:603, 4:609, 4:619**

WORKPLACE SAFETY—Cont'd
Misconduct
discrimination against employees prohibited, **Work S § 5:51**
unpreventable employee misconduct defense, citations, **Work S § 7:70**
Misdemeanors, criminal penalties under California's plan for safety and health, **Work S § 4:220**
Mississippi, smoking restrictions, **Work S § 5:214**
Missouri
maximum hour safety restrictions, **Work S § 5:169**
smoking restrictions, **Work S § 5:215**
Mixtures
chemicals, hazard communication program, **Work S § 5:246, 5:255, 5:269**
hazardous substances, California's plan for safety and health, **Work S § 4:165, 4:166**
Mobile
ladder stands and towers, OSHA safety and health standards for walking-working surfaces, **Work S § 3:38**
work platforms, OSHA safety and health standards for walking-working surfaces, **Work S § 3:39**
Modification. Amendment or modification, above
Modification of abatement period or requirements
Arizona's plan for safety and health, **Work S § 4:108**
Hawaii's plan for safety and health, **Work S § 4:314**
Iowa's plan for safety and health, **Work S § 4:385**
Maryland's plan for safety and health, **Work S § 4:462**
Michigan's plan for safety and health, **Work S § 4:572 to Work S § 4:575**
Nevada's plan for safety and health, **Work S § 4:658**
New Mexico's plan for safety and health, **Work S § 4:695**
North Carolina's plan for safety and health, **Work S § 4:735**
petitions for modification of abatement period or requirements, below this group
Puerto Rico's plan for safety and health, **Work S § 4:828**
South Carolina's plan for safety and health, **Work S § 4:860**
Utah's plan for safety and health, **Work S § 4:938**
Virgin Islands' plan for safety and health, **Work S § 4:1047**
Washington's plan for safety and health, **Work S § 4:1101**
Molding machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**
Monitoring
asbestos, construction industry, **Work S § 2:17**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:80, 3:88**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:160**
visits by OSHA, state plans for safety and health, **Work S § 4:22**
Montana
maximum hour safety restrictions, **Work S § 5:170**
right-to-know statutes, **Work S § 5:285**
smoking restrictions, **Work S § 5:216**
Monthly reports of excess service, railroad maximum hour safety restrictions, **Work S § 5:129**
Mortising machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:264**

WORKPLACE SAFETY—Cont'd
Motions
administrative proceedings, generally, **Work S § 8:43 to Work S § 8:52, 8:62**
hearings
general discussion, **Work S § 8:142**
variances from OSHA safety and health standards, **Work S § 3:343 to Work S § 3:346**
simplified administrative proceedings, **Work S § 8:155, 8:158**
summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:343 to Work S § 3:346**
Motor carriers, maximum hour safety restrictions, **Work S § 5:131 to Work S § 5:148**
Motor vehicles
mechanized equipment, construction industry, **Work S § 2:59**
tractor operator protection, agricultural industry, **Work S § 2:73 to Work S § 2:81**
trucks, below
Mounting
abrasive wheels, OSHA safety and health standards, **Work S § 3:274, 3:280**
vehicle-mounted elevating and rotating work platforms, OSHA safety and health standards, **Work S § 3:51**
Moving parts access, guarding requirements for agricultural equipment, **Work S § 2:87, 2:89**
Msd (musculoskeletal disorder). Ergonomics, above
Msds. Material safety data sheet, above
Multiemployer worksites, citations, **Work S § 7:21 to Work S § 7:25, 7:72**
Multi-piece rim wheels, OSHA safety and health standards for servicing, **Work S § 3:173 to Work S § 3:178**
Multiple exits, OSHA safety and health standards, **Work S § 3:43**
Multiple hospitalization accidents, reporting, **Work S § 5:16**
Musculoskeletal disorder. Ergonomics, above
National consensus standards, establishment of OSHA safety and health standards, **Work S § 3:2, 3:6**
National defense
scope of federal workplace safety law, defense contracting, **Work S § 1:13**
variances from OSHA safety and health standards, **Work S § 3:325, 3:326**
National Labor Relations Board, coordination of activities regarding nondiscrimination violations with OSHA, **Work S § 5:65**
Natural fiber rope slings, OSHA safety and health standards, **Work S § 3:256**
Natural gas, scope of federal workplace safety law, **Work S § 1:22**
Nebraska
maximum hour safety restrictions, **Work S § 5:171**
smoking restrictions, **Work S § 5:217**
Necessity
exhaustion of administrative remedies, inspection warrant challenge, **Work S § 6:33**
inspection warrants, Oregon's plan for safety and health, **Work S § 4:774**
Negligence claims, smoking restrictions, **Work S § 5:196**

WORKPLACE SAFETY—Cont'd
Nevada
maximum hour safety restrictions, **Work S § 5:172**
plan for safety and health, **Work S § 4:624 to Work S § 4:658**
smoking restrictions, **Work S § 5:218**
Nevada's plan for safety and health, **Work S § 4:629, 4:632, 4:633, 4:636, 4:637, 4:644, 4:650, 4:654, 4:658**
New Hampshire
maximum hour safety restrictions, **Work S § 5:173**
right-to-know statutes, **Work S § 5:286**
smoking restrictions, **Work S § 5:219**
New Jersey
maximum hour safety restrictions, **Work S § 5:174**
right-to-know statutes, **Work S § 5:287**
smoking restrictions, **Work S § 5:220**
New Mexico
maximum hour safety restrictions, **Work S § 5:175**
plan for safety and health, **Work S § 4:659 to Work S § 4:699**
right-to-know statutes, **Work S § 5:288**
smoking restrictions, **Work S § 5:221**
New Mexico's plan for safety and health, **Work S § 4:661, 4:664, 4:665, 4:668, 4:669, 4:671, 4:680, 4:686, 4:695 to Work S § 4:697**
New ownership of business, recordkeeping under Michigan's plan for safety and health, **Work S § 4:488**
New York
maximum hour safety restrictions, **Work S § 5:176**
right-to-know statutes, **Work S § 5:289**
smoking restrictions, **Work S § 5:222**
Nitrous oxide, OSHA safety and health standards, **Work S § 3:69**
Noise exposure, OSHA safety and health standards, **Work S § 3:61**
Noncompliance. Compliance or noncompliance, above
Nondiscrimination. Discrimination prohibited, above
Nondiscrimination violations, **Work S § 5:63, 5:64**
Nonemergency situations, disclosure of chemical identities under hazard communication program, **Work S § 5:264**
Nonentry rescue, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:156**
Nonionizing radiation, **Work S § 2:9, 3:64**
Nonprofit organizations, federal workplace safety law, **Work S § 1:36**
Nonserious violations, civil penalties, **Work S § 7:39, 7:42 to Work S § 7:44**
North Carolina
maximum hour safety restrictions, **Work S § 5:177**
plan for safety and health, **Work S § 4:700 to Work S § 4:740**
right-to-know statutes, **Work S § 5:290**
smoking restrictions, **Work S § 5:223**
North Carolina's plan for safety and health, **Work S § 4:705, 4:708, 4:709, 4:714, 4:715, 4:718, 4:725, 4:730, 4:735, 4:737**
North Dakota
maximum hour safety restrictions, **Work S § 5:178**
smoking restrictions, **Work S § 5:224**
Notes of OSHA inspector, discovery in administrative proceedings, **Work S § 8:95**
Notice of contest, administrative proceedings, **Work S § 8:22**

WORKPLACE SAFETY—Cont'd
Notice or notices
access to medical and exposure records, **Work S § 5:31**
advance notice of inspection, above
Alaska's plan for safety and health, **Work S § 4:65**
applications for variances from OSHA safety and health standards, **Work S § 3:319**
Arizona's plan for safety and health, **Work S § 4:97, 4:102, 4:103, 4:110**
California's plan for safety and health, **Work S § 4:127, 4:133, 4:137, 4:139, 4:203, 4:214 to Work S § 4:219, 4:221, 4:226, 4:238, 4:259**
challenges or contests, above
citations, above
de minimis violation, above
form or format, above
Hawaii's plan for safety and health, **Work S § 4:304**
hearings, above
imminent danger proceedings, **Work S § 9:34**
Indiana's plan for safety and health, **Work S § 4:340, 4:344, 4:345, 4:350**
inspections, above
Iowa's plan for safety and health, **Work S § 4:376, 4:379, 4:380, 4:386**
issuance, above
Kentucky's plan for safety and health, **Work S § 4:409**
Maryland's plan for safety and health, **Work S § 4:453, 4:454**
Michigan's plan for safety and health, **Work S § 4:470, 4:490, 4:524, 4:527, 4:543, 4:544, 4:558**
Minnesota's plan for safety and health, **Work S § 4:603, 4:606, 4:608 to Work S § 4:610**
Nevada's plan for safety and health, **Work S § 4:644, 4:647, 4:649**
New Mexico's plan for safety and health, **Work S § 4:680, 4:683, 4:685, 4:686, 4:696, 4:697**
North Carolina's plan for safety and health, **Work S § 4:725, 4:728 to Work S § 4:730, 4:736**
Oregon's plan for safety and health, **Work S § 4:770, 4:778, 4:779**
posting, below
proposed penalties, **Work S § 7:16 to Work S § 7:18**
Puerto Rico's plan for safety and health, **Work S § 4:813, 4:816, 4:818, 4:819, 4:829**
requests, access to medical and exposure records, **Work S § 5:40**
South Carolina's plan for safety and health, **Work S § 4:851, 4:855**
Tennessee's plan for safety and health, **Work S § 4:874, 4:890, 4:893**
untimely notice, below
Utah's plan for safety and health, **Work S § 4:929, 4:931, 4:932, 4:939**
Vermont's plan for safety and health, **Work S § 4:958, 4:961, 4:963, 4:964**
violations, below
Virgin Islands' plan for safety and health, **Work S § 4:1038, 4:1040, 4:1041, 4:1048, 4:1049**
Washington's plan for safety and health, **Work S § 4:1093**
Wyoming's plan for safety and health, **Work S § 4:1125, 4:1128, 4:1129**

WORKPLACE SAFETY—Cont'd
No violation, inspector's action under Michigan's plan for safety and health, **Work S § 4:534**
Number or quantity. Amount, above
Objections
hearings
conduct of administrative hearing, **Work S § 8:138**
variances from OSHA safety and health standards, **Work S § 3:350**
inspection determinations, **Work S § 6:17**
petition for modification of abatement period, **Work S § 4:573, 8:39**
requests for access to medical and exposure records, **Work S § 5:41**
Obtaining
enforcement of orders of Occupational Safety and Health Review Commission, **Work S § 9:22**
inspection warrants, **Work S § 6:22, 6:25**
standards
Alaska's plan for safety and health, **Work S § 4:47 to Work S § 4:49**
Arizona's plan for safety and health, **Work S § 4:91**
California's plan for safety and health, **Work S § 4:152**
Hawaii's plan for safety and health, **Work S § 4:293**
Iowa's plan for safety and health, **Work S § 4:367**
Kentucky's plan for safety and health, **Work S § 4:401**
Maryland's plan for safety and health, **Work S § 4:443**
Michigan's plan for safety and health, **Work S § 4:511**
Minnesota's plan for safety and health, **Work S § 4:596**
Nevada's plan for safety and health, **Work S § 4:638**
New Mexico's plan for safety and health, **Work S § 4:673**
North Carolina's plan for safety and health, **Work S § 4:716**
Oregon's plan for safety and health, **Work S § 4:758**
Puerto Rico's plan for safety and health, **Work S § 4:805**
South Carolina's plan for safety and health, **Work S § 4:844**
Tennessee's plan for safety and health, **Work S § 4:881**
Utah's plan for safety and health, **Work S § 4:919**
Vermont's plan for safety and health, **Work S § 4:953**
Virginia's plan for safety and health, **Work S § 4:991**
Virgin Islands' plan for safety and health, **Work S § 4:1030**
Washington's plan for safety and health, **Work S § 4:1071**
Wyoming's plan for safety and health, **Work S § 4:1120**
subpoenas, administrative proceedings, **Work S § 8:97**
variances from standards
Indiana's plan for safety and health, **Work S § 4:335, 4:336**
Oregon's plan for safety and health, **Work S § 4:763**
OSHA safety and health standards, **Work S § 3:316 to Work S § 3:356**
Utah's plan for safety and health, **Work S § 4:920, 4:921**
Wyoming's plan for safety and health, **Work S § 4:1121, 4:1123**
Occupational Health Standards Commission, Michigan's plan for safety and health, **Work S § 4:494**

WORKPLACE SAFETY—Cont'd
Occupational safety and health, **Work S § 1:1 et seq.**
Occupational Safety and Health Administration
access to medical and exposure records, **Work S § 5:28, 5:38, 5:42**
discovery inspections, administrative proceedings, **Work S § 8:92 to Work S § 8:96**
filing reports with OSHA, state plans for safety and health, **Work S § 4:20**
general duty clause, **Work S § 3:13 to Work S § 3:18, 5:78**
hazard communication program, **Work S § 5:239 to Work S § 5:269**
inspections, generally, **Work S § 6:1 to Work S § 6:62**
monitoring visits by OSHA, state plans for safety and health, **Work S § 4:22**
nondiscrimination violations, **Work S § 5:58, 5:64 to Work S § 5:66**
Occupational Safety and Health Review Commission, below
participation in OSHA surveys, recordkeeping and reporting, **Work S § 5:17**
proposed OSHA smoking ban, **Work S § 5:193**
standards, below
Occupational Safety and Health Advisory Board, Maryland's plan for safety and health, **Work S § 4:437**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:242 to Work S § 4:264**
Occupational Safety and Health Review Board
Alaska's plan for safety and health, **Work S § 4:69 to Work S § 4:72**
Arizona's plan for safety and health, **Work S § 4:113, 4:114**
Minnesota's plan for safety and health, **Work S § 4:620 to Work S § 4:622**
Nevada's plan for safety and health, **Work S § 4:655 to Work S § 4:657**
Vermont's plan for safety and health, **Work S § 4:972**
Occupational Safety and Health Review Commission
civil penalties, **Work S § 7:40, 7:53, 7:54**
decisions of ALJ, review of, **Work S § 8:173 to Work S § 8:191**
enforcement of orders, **Work S § 9:20 to 9:25**
Iowa's plan for safety and health, **Work S § 4:387, 4:388**
judicial review of orders, **Work S § 1:1 et seq.**
Kentucky's plan for safety and health, **Work S § 4:420, 4:421**
orders
decisions of ALJ, review of, **Work S § 8:189, 8:190**
enforcement, **Work S § 9:20 to 9:25**
judicial review, **Work S § 1:1 et seq.**
Tennessee's plan for safety and health, **Work S § 4:903**
powers
approval of settlements, **Work S § 8:104**
challenges, authority to hear, **Work S § 8:187, 8:188**
civil penalties, **Work S § 7:40, 7:53**
limitations on authority to hear challenges, **Work S § 8:187**
scope of authority, **Work S § 8:3**
proceedings, generally, **Work S § 8:1 to Work S § 8:191**
serious violations, civil penalties, **Work S § 7:40**

WORKPLACE SAFETY—Cont'd
Occupational Safety and Health Review Commission—Cont'd
simplified administrative proceedings, **Work S § 8:164**
Tennessee's plan for safety and health, **Work S § 4:902, 4:903**
Utah's plan for safety and health, **Work S § 4:924, 4:941**
Occupational Safety and Health Standards Board
California's plan for safety and health, **Work S § 4:135 to Work S § 4:148**
Kentucky's plan for safety and health, **Work S § 4:397**
Odorization of liquified petroleum gases, OSHA safety and health standards, **Work S § 3:75**
Offers of proof, administrative hearings, **Work S § 8:136**
Officers
compliance officers, inspections, **Work S § 6:40**
hearing officers, above
Officials who administer state approved plans for safety and health, directory of, **Work S § 4:27**
Ohio, maximum hour safety restrictions, **Work S § 5:179**
Oil field equipment transportation, motor carrier maximum hour safety restrictions, **Work S § 5:135**
Oklahoma
right-to-know statutes, **Work S § 5:291**
smoking restrictions, **Work S § 5:225**
Omissions in transcripts, administrative hearings, **Work S § 8:144**
On-duty time
motor carrier maximum hour safety restrictions, **Work S § 5:132, 5:137**
railroad maximum hour safety restrictions, **Work S § 5:120, 5:127**
1,3-Butadiene, OSHA safety and health standards, **Work S § 3:314**
On-site consultation visits, **Work S § 6:51 to Work S § 6:62**
Openings
floor openings, above
wall openings, below
Open-sided floors
construction industry, **Work S § 2:56**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:26**
Operation and operators
cease operation orders, Michigan's plan for safety and health, **Work S § 4:540**
crawler, locomotive and truck cranes operation near electric power lines, OSHA safety and health standards, **Work S § 3:234**
instructions, above
manlifts, OSHA safety and health standards, **Work S § 3:54**
point of operation machine guarding, OSHA safety and health standards, **Work S § 3:259, 3:260**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:191, 3:192**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:177, 3:178**
slings, OSHA safety and health standards, **Work S § 3:251**
tractor operator protection, agricultural industry, **Work S § 2:73 to Work S § 2:81**
training operator of powered industrial trucks, OSHA safety and health standards, **Work S § 3:190**

WORKPLACE SAFETY—Cont'd
Operations
dripping and coating operations, OSHA safety and health standards for hazardous materials, **Work S § 3:72**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:77 to Work S § 3:96**
special operations standards, Utah's plan for safety and health, **Work S § 4:918**
Opinions, bloodborne pathogen exposure, **Work S § 5:102**
Opposition statements
motion for summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:343**
petitions for discretionary review of administrative law judge decision, administrative proceedings, **Work S § 8:179**
Options
judicial review, Michigan's plan for safety and health, **Work S § 4:578**
reconsideration by Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:264**
Oral matters
arguments, above
notice of contest, administrative proceedings, **Work S § 8:28**
Ordered out of service by driver, motor carrier maximum hour safety restrictions, **Work S § 5:148**
Orderly workplace, OSHA safety and health standards for walking-working surfaces, **Work S § 3:20**
Orders
access to medical and exposure records, **Work S § 5:38**
appeal and review
Hawaii's plan for safety and health, **Work S § 4:316, 4:320**
New Mexico's plan for safety and health, **Work S § 4:698, 4:699**
Occupational Safety and Health Review Commission orders, **Work S § 1:1 et seq.**
Puerto Rico's plan for safety and health, **Work S § 4:833**
Tennessee's plan for safety and health, **Work S § 4:903**
Vermont's plan for safety and health, **Work S § 4:966, 4:970**
Virginia's plan for safety and health, **Work S § 4:1010**
Virgin Islands' plan for safety and health, **Work S § 4:1050**
Washington's plan for safety and health, **Work S § 4:1101, 4:1104**
Wyoming's plan for safety and health, **Work S § 4:1140**
California's plan for safety and health, **Work S § 4:149, 4:178**
enforcement
Minnesota's plan for safety and health, **Work S § 4:611**
North Carolina's plan for safety and health, **Work S § 4:740**
Occupational Safety and Health Review Commission, **Work S § 9:20 to 9:25**
hearings
Division of Occupational Safety and Health, California's plan for safety and health, **Work S § 4:236**
variances from OSHA safety and health standards, **Work S § 3:352**

WORKPLACE SAFETY—Cont'd
Orders—Cont'd
imminent dangers
California's plan for safety and health, **Work S § 4:210 to Work S § 4:212**
Vermont's plan for safety and health, **Work S § 4:966**
inspections and investigations
California's plan for safety and health, **Work S § 4:202, 4:206**
Michigan's plan for safety and health, **Work S § 4:538, 4:540**
interim orders on variances from standards, above
judicial review. Appeal and review, above this group
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:250, 4:257**
Occupational Safety and Health Review Commission, above
penalties, California's plan for safety and health, **Work S § 4:224, 4:231**
protective orders, below
safety orders, Indiana's plan for safety and health, **Work S § 4:343, 4:344, 4:346, 4:350**
stays, below
stop orders to correct hazardous conditions, Tennessee's plan for safety and health, **Work S § 4:897, 4:900**
variances from standards
Arizona's plan for safety and health, **Work S § 4:109**
California's plan for safety and health, **Work S § 4:190, 4:195**
Hawaii's plan for safety and health, **Work S § 4:300**
interim orders on variances from standards, above
Michigan's plan for safety and health, **Work S § 4:518**
New Mexico's plan for safety and health, **Work S § 4:694**
Oregon's plan for safety and health, **Work S § 4:766**
Puerto Rico's plan for safety and health, **Work S § 4:827**
Tennessee's plan for safety and health, **Work S § 4:886**
Virginia's plan for safety and health, **Work S § 4:994**
Washington's plan for safety and health, **Work S § 4:1080**
Oregon
maximum hour safety restrictions, **Work S § 5:180**
plan for safety and health, **Work S § 4:741 to Work S § 4:790**
right-to-know statutes, **Work S § 5:292**
smoking restrictions, **Work S § 5:226**
Oregon's plan for safety and health, **Work S § 4:745, 4:751, 4:752, 4:754, 4:770**
Osha. Occupational Safety and Health Administration, above
Oshrc. Occupational Safety and Health Review Commission, above
Outer Continental Shelf employment, scope of federal workplace safety law, **Work S § 1:24**
Outer garments, bloodborne pathogen exposure, **Work S § 5:94**
Out of service drivers, motor carrier maximum hour safety restrictions, **Work S § 5:148**
Overhead cranes, OSHA safety and health standards, **Work S § 3:195 to Work S § 3:217**

WORKPLACE SAFETY—Cont'd
Owners and ownership
business or place of employment
new ownership of business, recordkeeping under Michigan's plan for safety and health, **Work S § 4:488**
Oregon's plan for safety and health, **Work S § 4:747**
Virgin Islands' plan for safety and health, **Work S § 4:1022, 4:1023**
change in ownership, recordkeeping, **Work S § 5:10**
Own motion. Sua sponte or own motion, below
Oxygen
hazardous materials, OSHA safety and health standards, **Work S § 3:68**
welding and cutting, OSHA safety and health standards, **Work S § 3:286**
Parol matters. Oral matters, above
Participation
Bureau of Labor Statistics or OSHA surveys, recordkeeping and reporting, **Work S § 5:17**
California's plan for safety and health, **Work S § 4:121, 4:122**
hearings on appeals, Arizona's plan for safety and health, **Work S § 4:111**
inspections
general discussion, **Work S § 6:45**
Alaska's plan for safety and health, **Work S § 4:58**
Arizona's plan for safety and health, **Work S § 4:98**
California's plan for safety and health, **Work S § 4:207**
Hawaii's plan for safety and health, **Work S § 4:303**
Indiana's plan for safety and health, **Work S § 4:341**
Iowa's plan for safety and health, **Work S § 4:377**
Kentucky's plan for safety and health, **Work S § 4:410**
Maryland's plan for safety and health, **Work S § 4:450**
Michigan's plan for safety and health, **Work S § 4:531**
Minnesota's plan for safety and health, **Work S § 4:604**
Nevada's plan for safety and health, **Work S § 4:646**
New Mexico's plan for safety and health, **Work S § 4:681**
North Carolina's plan for safety and health, **Work S § 4:727**
Oregon's plan for safety and health, **Work S § 4:772**
Puerto Rico's plan for safety and health, **Work S § 4:814**
South Carolina's plan for safety and health, **Work S § 4:852**
Tennessee's plan for safety and health, **Work S § 4:891**
Utah's plan for safety and health, **Work S § 4:927**
Vermont's plan for safety and health, **Work S § 4:959**
Virginia's plan for safety and health, **Work S § 4:1001**
Virgin Islands' plan for safety and health, **Work S § 4:1036**
Washington's plan for safety and health, **Work S § 4:1086**
Wyoming's plan for safety and health, **Work S § 4:1126**
parties, administrative proceedings, **Work S § 8:71**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:162**
voluntary safety and health protection programs, inspections, **Work S § 6:8**
Particularity of description of violation, citations, **Work S § 7:6**

WORKPLACE SAFETY—Cont'd
Parties
administrative proceedings, **Work S § 8:69 to Work S § 8:75**
appeal and review
Michigan's plan for safety and health, **Work S § 4:560 to Work S § 4:562**
Puerto Rico's plan for safety and health, **Work S § 4:831**
Vermont's plan for safety and health, **Work S § 4:973**
ex parte matters, above
inspections
Washington's plan for safety and health, **Work S § 4:1086**
Wyoming's plan for safety and health, **Work S § 4:1126**
interested parties' right to propose standards, **Work S § 4:45, 4:290**
intervention, above
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:8**
Passageways, OSHA safety and health standards for walking-working surfaces, **Work S § 3:21**
Past matters. Prior or previous matters, below
Payment
fees for witnesses and persons taking depositions, administrative hearings, **Work S § 8:145**
penalties
California's plan for safety and health, **Work S § 4:231**
Michigan's plan for safety and health, **Work S § 4:548**
Washington's plan for safety and health, **Work S § 4:1096**
witnesses at appeal proceedings, Alaska's plan for safety and health, **Work S § 4:74**
Penalties
abuse of discretion standard of review, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:15**
Alaska's plan for safety and health, **Work S § 4:66 to Work S § 4:68, 4:70**
Arizona's plan for safety and health, **Work S § 4:106, 4:107, 4:110**
assessment, generally, **Work S § 7:50 to Work S § 7:60, 7:66**
California's plan for safety and health, **Work S § 4:220 to Work S § 4:231**
civil penalties, above
criminal penalties, above
failure to cooperate with discovery, administrative proceedings, **Work S § 8:90**
finality of uncontested penalties, administrative proceedings, **Work S § 8:7**
Hawaii's plan for safety and health, **Work S § 4:310 to Work S § 4:313**
hearing on contested penalties, administrative proceedings, **Work S § 8:5**
Indiana's plan for safety and health, **Work S § 4:346, 4:349, 4:350**
Iowa's plan for safety and health, **Work S § 4:378, 4:383, 4:384, 4:386**
issuance, above
Kentucky's plan for safety and health, **Work S § 4:416, 4:417**

WORKPLACE SAFETY—Cont'd
Penalties—Cont'd
Maryland's plan for safety and health, **Work S § 4:457 to Work S § 4:460**
Michigan's plan for safety and health, **Work S § 4:545 to Work S § 4:548**
Minnesota's plan for safety and health, **Work S § 4:607, 4:615 to Work S § 4:617, 4:619**
Nevada's plan for safety and health, **Work S § 4:652 to Work S § 4:654**
New Mexico's plan for safety and health, **Work S § 4:684, 4:690 to Work S § 4:693, 4:696, 4:697**
North Carolina's plan for safety and health, **Work S § 4:733, 4:734, 4:736**
notification of proposed penalties, **Work S § 7:16 to Work S § 7:18**
Oregon's plan for safety and health, **Work S § 4:781 to Work S § 4:783**
payment, above
proposed penalties
issuance, above
notification, **Work S § 7:16 to Work S § 7:18**
Puerto Rico's plan for safety and health, **Work S § 4:817, 4:823 to Work S § 4:826, 4:829**
railroad maximum hour safety restrictions, **Work S § 5:125, 5:130**
serious violation, below
South Carolina's plan for safety and health, **Work S § 4:858, 4:859, 4:861**
Tennessee's plan for safety and health, **Work S § 4:898, 4:899, 4:901**
Utah's plan for safety and health, **Work S § 4:930, 4:935 to Work S § 4:937, 4:939**
Vermont's plan for safety and health, **Work S § 4:967 to Work S § 4:969, 4:971**
Virginia's plan for safety and health, **Work S § 4:1006 to Work S § 4:1010**
Virgin Islands' plan for safety and health, **Work S § 4:1039, 4:1044 to Work S § 4:1046, 4:1048, 4:1049**
Washington's plan for safety and health, **Work S § 4:1094 to Work S § 4:1098**
willful matters, **Work S § 4:547, 7:27 to Work S § 7:29, 7:62**
Wyoming's plan for safety and health, **Work S § 4:1134 to Work S § 4:1136, 4:1138**
Pennsylvania
maximum hour safety restrictions, **Work S § 5:181**
right-to-know statutes, **Work S § 5:293**
smoking restrictions, **Work S § 5:226.50**
Performance
employee's right to refrain from performing unsafe work, California's plan for safety and health, **Work S § 4:275**
requirements for protective enclosures for wheel-type agricultural tractors, **Work S § 2:81**
Permanent floor installation, steel erection in construction industry, **Work S § 2:62**
Permanent standards
Alaska's plan for safety and health, **Work S § 4:42, 4:43**
Arizona's plan for safety and health, **Work S § 4:87**
effective date, above
Hawaii's plan for safety and health, **Work S § 4:288, 4:289**
Indiana's plan for safety and health, **Work S § 4:331**

WORKPLACE SAFETY—Cont'd
Permanent standards—Cont'd
Iowa's plan for safety and health, **Work S § 4:365**
Maryland's plan for safety and health, **Work S § 4:438 to Work S § 4:440**
Minnesota's plan for safety and health, **Work S § 4:593**
New Mexico's plan for safety and health, **Work S § 4:668 to Work S § 4:670**
North Carolina's plan for safety and health, **Work S § 4:717**
Oregon's plan for safety and health, **Work S § 4:754**
OSHA safety and health standards, **Work S § 3:3**
Puerto Rico's plan for safety and health, **Work S § 4:801**
South Carolina's plan for safety and health, **Work S § 4:841**
Tennessee's plan for safety and health, **Work S § 4:878**
Utah's plan for safety and health, **Work S § 4:914**
Virginia's plan for safety and health, **Work S § 4:987, 4:988**
Virgin Islands' plan for safety and health, **Work S § 4:1027**
Washington's plan for safety and health, **Work S § 4:1067 to Work S § 4:1069**
Wyoming's plan for safety and health, **Work S § 4:1117**
Permanent variances from standards
Alaska's plan for safety and health, **Work S § 4:53 to Work S § 4:55**
applications, above
Arizona's plan for safety and health, **Work S § 4:94**
California's plan for safety and health, **Work S § 4:194 to Work S § 4:196**
Hawaii's plan for safety and health, **Work S § 4:299, 4:300**
Indiana's plan for safety and health, **Work S § 4:336**
Iowa's plan for safety and health, **Work S § 4:372**
Kentucky's plan for safety and health, **Work S § 4:404**
Maryland's plan for safety and health, **Work S § 4:447**
Michigan's plan for safety and health, **Work S § 4:521, 4:522**
Minnesota's plan for safety and health, **Work S § 4:599**
Nevada's plan for safety and health, **Work S § 4:641**
New Mexico's plan for safety and health, **Work S § 4:676**
North Carolina's plan for safety and health, **Work S § 4:721**
Oregon's plan for safety and health, **Work S § 4:762, 4:765**
OSHA safety and health standards, **Work S § 3:324, 3:327**
Puerto Rico's plan for safety and health, **Work S § 4:809**
South Carolina's plan for safety and health, **Work S § 4:847**
Tennessee's plan for safety and health, **Work S § 4:884**
Utah's plan for safety and health, **Work S § 4:921**
Virginia's plan for safety and health, **Work S § 4:997, 4:998**
Virgin Islands' plan for safety and health, **Work S § 4:1034**
Washington's plan for safety and health, **Work S § 4:1083, 4:1084**
Permission. Consent, above
Permit-required confined spaces, OSHA safety and health standards, **Work S § 3:143 to Work S § 3:145, 3:149 to Work S § 3:157, 3:160**

WORKPLACE SAFETY—Cont'd
Permits
OSHA safety and health standards, permit-required confined spaces, **Work S § 3:139 to Work S § 3:162**
special permit requirements, California's plan for safety and health, **Work S § 4:180 to Work S § 4:187, 4:223**
Personal protective equipment
bloodborne pathogen exposure, **Work S § 5:89 to Work S § 5:98**
construction industry, **Work S § 2:5, 2:19 to Work S § 2:25**
eye protection, **Work S § 2:21, 3:98**
face protection, **Work S § 2:21, 3:98**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:87**
head protection, **Work S § 2:19, 3:100**
helicopters, OSHA safety and health standards, **Work S § 3:239**
OSHA safety and health standards, generally, **Work S § 3:97 to Work S § 3:101.50**
personnel manual, hazard prevention and control, **Pers M § 17:72**
use of equipment
bloodborne pathogen exposure, **Work S § 5:92**
construction industry, **Work S § 2:5**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:87**
vacation of citation issued for violation of standard, Michigan's plan for safety and health, **Work S § 4:552**
Personal sampling devices, inspections, **Work S § 6:42**
Personal service, hearings under California's plan for safety and health, **Work S § 4:240**
Personnel
manual. **Personnel Manual** (this index)
requirements
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:229**
helicopters, OSHA safety and health standards, **Work S § 3:249**
Petitions
approval or denial, above
compel discovery, California's plan for safety and health, **Work S § 4:249**
contents
discretionary review of administrative law judge decision, administrative proceedings, **Work S § 8:177**
modification of abatement date, administrative proceedings, **Work S § 8:36**
discretionary review of administrative law judge decision, administrative proceedings, **Work S § 8:175 to Work S § 8:180**
filing, above
injunctions, imminent danger proceedings, **Work S § 9:36**
interlocutory review, administrative proceedings, **Work S § 8:168, 8:170, 8:171**
intervention in hearings before Health and Safety Compliance and Appeals Board, Michigan's plan for safety and health, **Work S § 4:561**
judicial review of OSHA standards prior to enforcement, **Work S § 9:43 to 9:46**
posting, below

WORKPLACE SAFETY—Cont'd
Petitions—Cont'd
reconsideration
California's plan for safety and health, **Work S § 4:256 to Work S § 4:258**
Michigan's plan for safety and health, **Work S § 4:549, 4:550**
variances, recordkeeping requirements, **Work S § 5:14**
Physical agents, Alaska's plan for safety and health, **Work S § 4:35, 4:37, 4:38**
Physical hazards, OSHA safety and health standards for color code for marking, **Work S § 3:119**
Physically dispersed employers, reporting and recordkeeping under Michigan's plan for safety and health, **Work S § 4:484**
Physicians
advice of physician, limitations on access to medical and exposure records, **Work S § 5:33**
federal workplace safety law, **Work S § 1:38**
reports, California's plan for safety and health, **Work S § 4:134**
Piping, California's plan for safety and health, **Work S § 4:158**
Place. Location, above
Placement of structural members, steel erection in construction industry, **Work S § 2:64**
Plain view exception, inspection warrant requirement, **Work S § 6:34**
Planing machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**
Plans
bloodborne pathogen exposure determination, **Work S § 5:88**
state plans for safety and health, **Work S § 3:318, 3:327, 4:1 to Work S § 4:1140**
status of plan, below
Platforms
powered platforms, OSHA safety and health standards, **Work S § 3:50**
vehicle-mounted elevating and rotating work platforms, OSHA safety and health standards, **Work S § 3:51**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:26, 3:32, 3:39**
Pleading, administrative proceedings, **Work S § 8:44**
Pleadings
administrative proceedings, **Work S § 8:43 to Work S § 8:68**
answers, above
complaints, above
filing, above
initial matters, above
Nevada's plan for safety and health, **Work S § 4:656**
simplified administrative proceedings, **Work S § 8:159**
Utah's plan for safety and health, **Work S § 4:940**
Point of operation machine guarding, OSHA safety and health standards, **Work S § 3:259, 3:260**
Political subdivisions
exclusion of political subdivisions from employee coverage, federal workplace safety law, **Work S § 1:31**
treatment of particular entities linked to political subdivisions, federal workplace safety law, **Work S § 1:32**
Portable items
fire extinguishers, OSHA safety and health standards, **Work S § 3:130**

WORKPLACE SAFETY—Cont'd
Portable items—Cont'd
ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29 to Work S § 3:31**
tools and equipment, OSHA safety and health standards, **Work S § 3:275 to Work S § 3:282**
Position statements, pleadings in administrative proceedings, **Work S § 8:61**
Possession
medical and exposure records, **Work S § 5:42**
statutory authority possessed by agency, preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:8**
Post-exposure evaluation and follow-up, bloodborne pathogen exposure, **Work S § 5:100**
Posting
annual summary of injuries and illnesses, **Work S § 5:6**
citations
general discussion, **Work S § 5:71, 5:72**
California's plan for safety and health, **Work S § 4:216**
Michigan's plan for safety and health, **Work S § 4:542**
Oregon's plan for safety and health, **Work S § 4:779**
clearance signs, OSHA safety and health standards for materials handling and storage, **Work S § 3:170**
duty to post permit-required confined spaces, OSHA safety and health standards, **Work S § 3:143**
informational notices, **Work S § 5:68 to Work S § 5:70**
notices
general discussion, **Work S § 5:67 to Work S § 5:73**
California's plan for safety and health, **Work S § 4:127**
informational notices, **Work S § 5:68 to Work S § 5:70**
Michigan's plan for safety and health, **Work S § 4:470**
Minnesota's plan for safety and health, **Work S § 4:610**
Oregon's plan for safety and health, **Work S § 4:779**
permits, California's plan for safety and health, **Work S § 4:184**
petitions
modification of abatement date, administrative proceedings, **Work S § 8:37**
reconsideration petition, Michigan's plan for safety and health, **Work S § 4:550**
pleadings and documents, administrative proceedings, **Work S § 8:64 to Work S § 8:68**
reconsideration petition, Michigan's plan for safety and health, **Work S § 4:550**
Post-inspection informal conferences, **Work S § 6:50**
Postponement, administrative hearings, **Work S § 8:121**
Potable drinking water, agricultural industry field sanitation requirements, **Work S § 2:95**
Power or powered
electric power lines, OSHA safety and health standards for operation of cranes near, **Work S § 3:234**
industrial trucks, OSHA safety and health standards, **Work S § 3:179 to Work S § 3:194**
platforms, OSHA safety and health standards, **Work S § 3:50**
tools, below
Powers
administrative law judges, administrative proceedings, **Work S § 8:4, 8:117**

WORKPLACE SAFETY—Cont'd
Powers—Cont'd
agency authority, preemptive effect of workplace safety regulation by federal agencies, **Work S § 1:8 to Work S § 1:10**
district courts, imminent danger proceedings, **Work S § 9:37**
duties of authorized entrant, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:151**
enforcement
agencies, Michigan's plan for safety and health, **Work S § 4:468**
inspections, **Work S § 6:9**
Health and Safety Compliance and Appeals Board, Michigan's plan for safety and health, **Work S § 4:554**
hearing examiners, variances from OSHA safety and health standards, **Work S § 3:339**
hearing officer, California's plan for safety and health, **Work S § 4:245**
Industrial Relations Division, Nevada's plan for safety and health, **Work S § 4:626, 4:627, 4:643**
inspections
general discussion, **Work S § 6:2, 6:3, 6:41 to Work S § 6:43**
California's plan for safety and health, **Work S § 4:204**
enforcement, **Work S § 6:9**
Hawaii's plan for safety and health, **Work S § 4:301**
Kentucky's plan for safety and health, **Work S § 4:408**
Michigan's plan for safety and health, **Work S § 4:530**
Minnesota's plan for safety and health, **Work S § 4:602**
Nevada's plan for safety and health, **Work S § 4:643**
New Mexico's plan for safety and health, **Work S § 4:679**
North Carolina's plan for safety and health, **Work S § 4:724**
Puerto Rico's plan for safety and health, **Work S § 4:812**
South Carolina's plan for safety and health, **Work S § 4:850**
Tennessee's plan for safety and health, **Work S § 4:888**
Utah's plan for safety and health, **Work S § 4:926**
Vermont's plan for safety and health, **Work S § 4:957**
Virgin Islands' plan for safety and health, **Work S § 4:1035**
Wyoming's plan for safety and health, **Work S § 4:1124**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:247**
Occupational Safety and Health Review Board, Minnesota's plan for safety and health, **Work S § 4:620**
Occupational Safety and Health Review Commission, above
Occupational Safety and Health Standards Board, California's plan for safety and health, **Work S § 4:136**
scope of authority
Health and Safety Compliance and Appeals Board, Michigan's plan for safety and health, **Work S § 4:554**
Occupational Safety and Health Review Commission, **Work S § 8:3**
settlement judges, administrative proceedings, **Work S § 8:109**

WORKPLACE SAFETY—Cont'd
Practices
HIV/HBV laboratories and production facilities, **Work S § 5:108 to Work S § 5:110**
hygiene practices, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:296**
operating practices, OSHA safety and health standards for slings, **Work S § 3:251**
protective practices, bloodborne pathogen exposure, **Work S § 5:89 to Work S § 5:98**
work practices
asbestos, construction industry, **Work S § 2:15**
control or controls, above
Precedent conditions. Conditions precedent, above
Preemption
effect of workplace safety regulation by federal agencies, **Work S § 1:7 to Work S § 1:10**
state right-to-know statutes, **Work S § 5:270**
Preexcavation requirements, construction industry, **Work S § 2:65**
Pre-hearing conferences
administrative proceedings, generally, **Work S § 8:76**
hearings under Michigan's plan for safety and health, **Work S § 4:563**
simplified administrative proceedings, **Work S § 8:157**
variances from OSHA safety and health standards, **Work S § 3:342**
Pre-hearing matters
conferences. Pre-hearing conferences, above
procedures in administrative proceedings, **Work S § 8:76 to Work S § 8:91**
Prejudgment interest, judicial proceedings for recovery of civil penalties, **Work S § 9:29**
Prejudice, exclusion of evidence for violation of walkaround rights, **Work S § 6:46**
Preliminary factfinding, permits under California's plan for safety and health, **Work S § 4:182**
Preparation of record, judicial review under Michigan's plan for safety and health, **Work S § 4:577**
Preservation of materials, inspections under California's plan for safety and health, **Work S § 4:206**
Prevention
accident prevention signs and tags, OSHA safety and health standards, **Work S § 3:120 to Work S § 3:126**
fire, above
Previous matters. Prior or previous matters, below
Priorities, inspections, **Work S § 6:4**
Prior or previous matters
driver's statement as to previous employment, motor carrier maximum hour safety restrictions, **Work S § 5:139**
history of past violations, inspection warrants, **Work S § 6:29**
stay of previous orders, judicial review under California's plan for safety and health, **Work S § 4:268**
suspension of previous order, reconsideration under California's plan for safety and health, **Work S § 4:257**
Private right of action
nondiscrimination violations, **Work S § 5:53**
recovery of civil penalties, **Work S § 9:31**
Privileges
hearings, **Work S § 8:132 to Work S § 8:135**

WORKPLACE SAFETY—Cont'd
Privileges—Cont'd
informant's privilege, discovery in administrative proceedings, **Work S § 8:96**
Procedure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:158, 3:159**
Proceedings. Actions and proceedings, above
Processes, disclosure banned under hazard communication program, **Work S § 5:269**
Production facilities, HIV/HBV, **Work S § 5:108 to Work S § 5:110**
Professionals
federal workplace safety law, **Work S § 1:38**
health care professionals, bloodborne pathogen exposure, **Work S § 5:101, 5:102**
Profile lathes, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**
Programmed inspections, **Work S § 6:6, 6:7**
Programs
education programs for asbestos, construction industry, **Work S § 2:14**
ergonomics, **Work S § 5:307**
fire protection and prevention, construction industry, **Work S § 2:26**
hazard communication program of OSHA, **Work S § 5:239 to Work S § 5:269**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:78, 3:82, 3:84, 3:89**
hearing conservation program, OSHA safety and health standards, **Work S § 3:62**
implementation of program, above
North Carolina's plan for safety and health, **Work S § 4:712 to Work S § 4:714**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:145**
public employee program, state plans for safety and health, **Work S § 4:18**
training
asbestos, construction industry, **Work S § 2:14**
bloodborne pathogen exposure, **Work S § 5:106, 5:107**
California's plan for safety and health, **Work S § 4:271**
voluntary compliance program for small employers, inspections under California's plan for safety and health, **Work S § 4:208**
voluntary safety and health protection programs, inspections, **Work S § 6:8**
Prohibition or ban
disclosure, hazard communication program, **Work S § 5:269**
discrimination prohibited, above
entry
California's plan for safety and health, **Work S § 4:210**
Michigan's plan for safety and health, **Work S § 4:538**
ex parte communications, Occupational Safety and Health Review Commission proceedings, **Work S § 8:13**
fires, OSHA safety and health standards for helicopters, **Work S § 3:247**
interlocutory appeals, simplified administrative proceedings, **Work S § 8:165**
locked exits, OSHA safety and health standards, **Work S § 3:44**

WORKPLACE SAFETY—Cont'd
Prohibition or ban—Cont'd
modifications by users of powered industrial trucks, OSHA safety and health standards, **Work S § 3:182**
proposed OSHA smoking ban, **Work S § 5:193**
unreasonable delays in connection with discovery, administrative proceedings, **Work S § 8:91**
use
machinery, Maryland's plan for safety and health, **Work S § 4:454**
Michigan's plan for safety and health, **Work S § 4:538**
particular hazard, California's plan for safety and health, **Work S § 4:210, 4:211**
Promulgation of standards
adoption of standards, above
California's plan for safety and health, **Work S § 4:135 to Work S § 4:148**
Indiana's plan for safety and health, **Work S § 4:331**
Michigan's plan for safety and health, **Work S § 4:492 to Work S § 4:504**
Minnesota's plan for safety and health, **Work S § 4:593**
North Carolina's plan for safety and health, **Work S § 4:717**
Oregon's plan for safety and health, **Work S § 4:755**
OSHA safety and health standards, **Work S § 3:1 to Work S § 3:12**
Puerto Rico's plan for safety and health, **Work S § 4:801**
South Carolina's plan for safety and health, **Work S § 4:841**
Tennessee's plan for safety and health, **Work S § 4:878**
Vermont's plan for safety and health, **Work S § 4:951**
Virginia's plan for safety and health, **Work S § 4:986**
Virgin Islands' plan for safety and health, **Work S § 4:1027**
Washington's plan for safety and health, **Work S § 4:1067, 4:1070**
Wyoming's plan for safety and health, **Work S § 4:1117**
Promulgation of standards, below
Proof. Evidence, above
Proper matters
failure to seek proper remedies for imminent dangers, Washington's plan for safety and health, **Work S § 4:1091**
forms for reporting and recordkeeping, Michigan's plan for safety and health, **Work S § 4:481**
settlement judges, administrative proceedings, **Work S § 8:108**
Proposed matters
findings, hearings, **Work S § 3:352, 8:140**
penalties, above
smoking ban by OSHA, **Work S § 5:193**
standards. Proposed standards, below
Proposed standards
Alaska's plan for safety and health, **Work S § 4:45**
California's plan for safety and health, **Work S § 4:138 to Work S § 4:144**
Hawaii's plan for safety and health, **Work S § 4:290**
interested parties' right to propose standards, **Work S § 4:45, 4:290**
Michigan's plan for safety and health, **Work S § 4:497 to Work S § 4:500**
OSHA safety and health standards, **Work S § 3:5**
rights, below

WORKPLACE SAFETY—Cont'd
Proposed standards—Cont'd
submission, below
Protection
Alaska's plan for safety and health, **Work S § 4:32**
bloodborne pathogen exposure, **Work S § 5:89 to Work S § 5:98**
chemical identities, hazard communication program, **Work S § 5:262**
discrimination against employees
general discussion, **Work S § 5:49**
California's plan for safety and health, **Work S § 4:274**
Michigan's plan for safety and health, **Work S § 4:579**
equipment, above
fire, above
floor and wall openings, construction industry, **Work S § 2:55, 2:56**
hazard communication program, **Work S § 5:241**
helicopters, OSHA safety and health standards, **Work S § 3:239, 3:240, 3:243**
medical and exposure records, **Work S § 5:42**
orders. Protective orders, below
OSHA safety and health standards, **Work S § 3:1 to Work S § 3:356**
personal protective equipment, above
privilege claim, administrative hearings, **Work S § 8:132**
respiratory protection, below
rolling railroad cars, OSHA safety and health standards for materials handling and storage, **Work S § 3:171**
tractor operator, agricultural industry, **Work S § 2:73 to Work S § 2:81**
trade secrets, below
tuberculosis exposure, **Work S § 5:79, 5:80**
voluntary safety and health protection programs, inspections, **Work S § 6:8**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:24 to Work S § 3:26**
welding, cutting and brazing, OSHA safety and health standards, **Work S § 3:284**
Protective orders
discovery in administrative proceedings, **Work S § 8:89**
privilege claim, hearings, **Work S § 8:135**
Public access, Occupational Safety and Health Review Commission proceedings and records, **Work S § 8:14**
Public employers
criminal penalties, Puerto Rico's plan for safety and health, **Work S § 4:826**
exclusions or exemptions
civil penalties, New Mexico's plan for safety and health, **Work S § 4:691**
reporting and recordkeeping, Michigan's plan for safety and health, **Work S § 4:485, 4:486**
program for public employees, state plans for safety and health, **Work S § 4:18**
Public Health Director, promulgation of standards under Michigan's plan for safety and health, **Work S § 4:495**
Public works, excavations under California's plan for safety and health, **Work S § 4:160**
Puerto Rico, plan for safety and health, **Work S § 4:791 to Work S § 4:833**
Puerto Rico's plan for safety and health, **Work S § 4:793, 4:796, 4:797, 4:800, 4:802, 4:813, 4:819, 4:828, 4:829**

WORKPLACE SAFETY—Cont'd
Punishment of violations
posting of notices, **Work S § 5:73**
recordkeeping and reporting, **Work S § 5:18**
Purpose
notice of contest, administrative proceedings, **Work S § 8:17**
on-site consultation services, **Work S § 6:52**
petition for modification of abatement date, administrative proceedings, **Work S § 8:34**
Qualification or eligibility
enforcement agency, state plans for safety and health, **Work S § 4:16**
on-site consultation services, **Work S § 6:54**
Quantity or number. Amount, above
Questions of law and fact, standard of judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:13, 9:14**
Quotas, citations, **Work S § 7:3**
Radiation
exposure, construction industry, **Work S § 2:9**
ionizing radiation, **Work S § 2:9, 3:63**
nonionizing radiation, **Work S § 2:9, 3:64**
OSHA safety and health standards, **Work S § 3:63, 3:64**
Railroads
maximum hour safety restrictions, federal rules applicable to railroads, **Work S § 5:112 to Work S § 5:130**
rolling railroad cars, OSHA safety and health standards for materials handling and storage, **Work S § 3:171**
scope of federal workplace safety law, **Work S § 1:23**
transportation on railroad cars, OSHA safety and health standards for powered industrial trucks, **Work S § 3:189**
Rails or railings
floor and wall openings, construction industry, **Work S § 2:53**
guardrails, OSHA safety and health standards, **Work S § 3:22, 3:59**
Rail sweeps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**
Ratings for loads for crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:220**
Reasonable or reasonableness
abatement period, appeals under Alaska's plan for safety and health, **Work S § 4:72**
legislative or administrative standard, inspection warrants, **Work S § 6:30**
unreasonable matters, below
Reason statement, promulgation of OSHA safety and health standards, **Work S § 3:10**
Recognized hazard, OSHA safety and health standards, **Work S § 3:16 to Work S § 3:18**
Reconsideration
California's plan for safety and health, **Work S § 4:256 to Work S § 4:264**
Michigan's plan for safety and health, **Work S § 4:549, 4:550**
petitions, above
Record
hearings, administrative proceedings, **Work S § 8:147**
judicial review under Michigan's plan for safety and health, **Work S § 4:577**

WORKPLACE SAFETY—Cont'd
Record—Cont'd
pleadings in administrative proceedings, record address requirement, **Work S § 8:45**
Recording of hearings, Michigan's plan for safety and health, **Work S § 4:567**
Recordkeeping
general discussion, **Work S § 5:1 to Work S § 5:42**
accidents, **Work S § 4:483, 5:16**
Alaska's plan for safety and health, **Work S § 4:34**
Arizona's plan for safety and health, **Work S § 4:82**
bloodborne pathogen exposure, **Work S § 5:103, 5:104**
California's plan for safety and health, **Work S § 4:130 to Work S § 4:134**
exclusions or exemptions, above
exposure, above
Hawaii's plan for safety and health, **Work S § 4:283**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:85**
illnesses, above
Indiana's plan for safety and health, **Work S § 4:326**
injuries, above
Iowa's plan for safety and health, **Work S § 4:360**
Kentucky's plan for safety and health, **Work S § 4:392**
logs, above
Maryland's plan for safety and health, **Work S § 4:430**
Michigan's plan for safety and health, **Work S § 4:472 to Work S § 4:491**
Minnesota's plan for safety and health, **Work S § 4:588**
Nevada's plan for safety and health, **Work S § 4:631**
New Mexico's plan for safety and health, **Work S § 4:663**
North Carolina's plan for safety and health, **Work S § 4:707**
Oregon's plan for safety and health, **Work S § 4:749, 4:750**
Puerto Rico's plan for safety and health, **Work S § 4:795**
railroad maximum hour safety restrictions, **Work S § 5:130**
retention of records, below
South Carolina's plan for safety and health, **Work S § 4:837**
Tennessee's plan for safety and health, **Work S § 4:873**
Utah's plan for safety and health, **Work S § 4:909**
Vermont's plan for safety and health, **Work S § 4:946**
violations, below
Virginia's plan for safety and health, **Work S § 4:980**
Virgin Islands' plan for safety and health, **Work S § 4:1020**
Washington's plan for safety and health, **Work S § 4:1062 to Work S § 4:1064**
Wyoming's plan for safety and health, **Work S § 4:1112**
Records
access, above
exposure, above
inspections, **Work S § 6:41**
investigations, California's plan for safety and health, **Work S § 4:198**
maintaining or keeping records. Recordkeeping, above
medical matters, above
motor carrier maximum hour safety restrictions, **Work S § 5:140, 5:141**
railroad maximum hour safety restrictions, **Work S § 5:127, 5:128, 5:130**

WORKPLACE SAFETY—Cont'd
Records—Cont'd
retention of records, below
supplementary records, below
Recovery
civil penalties, judicial proceedings, **Work S § 9:25 to 9:32**
costs and attorney's fees, administrative law judge decision review, **Work S § 8:191**
Recreational hunting, shooting or fishing, federal workplace safety law, **Work S § 1:39**
Red tag process, Oregon's plan for safety and health, **Work S § 4:773**
Referral of proposed standards, California's plan for safety and health, **Work S § 4:144**
Reflective clothing, OSHA safety and health standards, **Work S § 3:101.50**
Refueling procedure, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:233**
Refusal
employee refusal to work for safety reasons, discrimination against employees prohibited, **Work S § 5:52**
OSHA refusal to entertain variance application where citation pending against employer, **Work S § 3:333**
Regional OSHA offices' location, inspections, **Work S § 6:10**
Regulation
anhydrous ammonia, OSHA safety and health standards, **Work S § 3:76**
areas regulated
asbestos, construction industry, **Work S § 2:16**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:293**
carcinogens, OSHA safety and health standards, **Work S § 3:301**
citations, defending against, employer subject to regulation by federal agency other than OSHA, **Work S § 7:73**
hazard communication program, **Work S § 5:240**
industries covered by safety and health regulation, **Work S § 2:1 to Work S § 2:100**
OSHA safety and health standards, **Work S § 3:1 to Work S § 3:356**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:195**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:179**
preservation of medical and exposure records, **Work S § 5:20**
scope of federal workplace safety law, **Work S § 1:2, 1:5, 1:7 to Work S § 1:10**
states, regulation of workplace safety, **Work S § 1:5, 4:1 to Work S § 4:1140**
video display terminals, **Work S § 5:83**
waste, bloodborne pathogen exposure, **Work S § 5:97**
Regulations of FAA, OSHA safety and health standards for helicopter cranes, **Work S § 3:235**
Reinspection after citation for serious violation, California's plan for safety and health, **Work S § 4:217**
Release periods, railroad maximum hour safety restrictions, **Work S § 5:120**
Relief
disaster relief, motor carrier maximum hour safety restrictions, **Work S § 5:147**
remedies or relief, below

WORKPLACE SAFETY—Cont'd
Relief—Cont'd
trains, railroad maximum hour safety restrictions, **Work S § 5:117**
Remand, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:17**
Remedies or relief
exhaustion of administrative remedies, above
imminent dangers
proceedings, **Work S § 9:36, 9:39, 9:40**
Washington's plan for safety and health, **Work S § 4:1089 to Work S § 4:1091**
injunctions, above
judicial review, Oregon's plan for safety and health, **Work S § 4:790**
nondiscrimination violations, **Work S § 5:62, 5:63, 5:66**
Renewal of variances from standards
Michigan's plan for safety and health, **Work S § 4:520**
OSHA safety and health standards, **Work S § 3:326**
Reopening of hearings, administrative proceedings, **Work S § 8:143**
Repairs. Maintenance and repairs, above
Repeated violations, civil penalties, **Work S § 7:30 to Work S § 7:35**
Reporting
general discussion, **Work S § 5:1 to Work S § 5:42**
accidents, **Work S § 4:483, 5:16**
Alaska's plan for safety and health, **Work S § 4:34**
Arizona's plan for safety and health, **Work S § 4:82**
California's plan for safety and health, **Work S § 4:130 to Work S § 4:134**
exclusions or exemptions, above
exposure, above
illnesses, above
Indiana's plan for safety and health, **Work S § 4:326**
injuries, above
Iowa's plan for safety and health, **Work S § 4:360**
Kentucky's plan for safety and health, **Work S § 4:392**
Maryland's plan for safety and health, **Work S § 4:430**
Michigan's plan for safety and health, **Work S § 4:472 to Work S § 4:491**
Minnesota's plan for safety and health, **Work S § 4:588**
Nevada's plan for safety and health, **Work S § 4:631**
New Mexico's plan for safety and health, **Work S § 4:663**
North Carolina's plan for safety and health, **Work S § 4:707**
Oregon's plan for safety and health, **Work S § 4:749 to 4:751**
Puerto Rico's plan for safety and health, **Work S § 4:795**
South Carolina's plan for safety and health, **Work S § 4:837**
state plans for safety and health, generally, **Work S § 4:19, 4:20**
Tennessee's plan for safety and health, **Work S § 4:873**
Utah's plan for safety and health, **Work S § 4:909**
Vermont's plan for safety and health, **Work S § 4:946**
violations, below
Virginia's plan for safety and health, **Work S § 4:980**
Virgin Islands' plan for safety and health, **Work S § 4:1020**
Washington's plan for safety and health, **Work S § 4:1064**
Wyoming's plan for safety and health, **Work S § 4:1112**

WORKPLACE SAFETY—Cont'd
Reports
California's plan for safety and health, **Work S § 4:130 to Work S § 4:134, 4:222**
hearings
general discussion, **Work S § 8:148**
Michigan's plan for safety and health, **Work S § 4:568, 4:569**
railroad maximum hour safety restrictions, **Work S § 5:129**
settlement judges, administrative proceedings, **Work S § 8:111, 8:116**
state plans for safety and health, generally, **Work S § 4:19, 4:20**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:299**
Representatives
assaulting or impeding OSHA representative, criminal penalties, **Work S § 7:65**
employee representatives
access to medical and exposure records, **Work S § 5:32**
inspections, above
notice of contest, administrative proceedings, **Work S § 8:30 to Work S § 8:33**
parties, administrative proceedings, **Work S § 8:74, 8:75**
Requests
access to medical and exposure records, **Work S § 5:39 to Work S § 5:41**
admissions requests, discovery in administrative proceedings, **Work S § 8:79 to Work S § 8:81**
disclosure, hazard communication program, **Work S § 5:267**
enforcement, Washington's plan for safety and health, **Work S § 4:1105**
extensions of time, **Work S § 8:47, 8:184**
hearings
modification or revocation of variances from OSHA safety and health standards, **Work S § 3:332**
temporary variances from standards, Michigan's plan for safety and health, **Work S § 4:517**
variances from OSHA safety and health standards, **Work S § 3:336**
inspections
general discussion, **Work S § 6:12 to Work S § 6:19**
Alaska's plan for safety and health, **Work S § 4:59**
Arizona's plan for safety and health, **Work S § 4:99**
Indiana's plan for safety and health, **Work S § 4:342**
Iowa's plan for safety and health, **Work S § 4:375**
Kentucky's plan for safety and health, **Work S § 4:411**
Maryland's plan for safety and health, **Work S § 4:455**
Michigan's plan for safety and health, **Work S § 4:523**
Minnesota's plan for safety and health, **Work S § 4:605**
Nevada's plan for safety and health, **Work S § 4:645**
New Mexico's plan for safety and health, **Work S § 4:682**
North Carolina's plan for safety and health, **Work S § 4:726**
Puerto Rico's plan for safety and health, **Work S § 4:815**
Tennessee's plan for safety and health, **Work S § 4:892**
Utah's plan for safety and health, **Work S § 4:928**

WORKPLACE SAFETY—Cont'd
Requests—Cont'd
inspections—Cont'd
Vermont's plan for safety and health, **Work S § 4:960**
Virgin Islands' plan for safety and health, **Work S § 4:1037**
Washington's plan for safety and health, **Work S § 4:1088**
Wyoming's plan for safety and health, **Work S § 4:1127**
postponement of hearing, administrative proceedings, **Work S § 8:121**
promulgation of standards, Michigan's plan for safety and health, **Work S § 4:497**
simplified administrative proceedings, **Work S § 8:153**
Rescheduling of hearing, administrative proceedings, **Work S § 8:123**
Rescue services, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:154 to Work S § 3:156**
Research
responsibilities, education and training under California's plan for safety and health, **Work S § 4:272**
variances from standards, Oregon's plan for safety and health, **Work S § 4:764**
Resistance welding, OSHA safety and health standards, **Work S § 3:288**
Resistors, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:206**
Resource Conservation and Recovery Act, OSHA safety and health standards for hazardous waste operations, **Work S § 3:96**
Respiratory protection
construction industry, **Work S § 2:22**
OSHA safety and health standards, **Work S § 3:99**
tuberculosis exposure, **Work S § 5:79**
Responses
admissions requests in administrative proceedings, **Work S § 8:80**
pleadings and motions, administrative proceedings, **Work S § 8:60, 8:63**
Responsibilities. Duties, above
Restraints against imminent dangers, Alaska's plan for safety and health, **Work S § 4:62**
Restrictions. Limitations or restrictions, above
Retention of records
injuries and illnesses, **Work S § 5:7**
investigations, California's plan for safety and health, **Work S § 4:198**
medical and exposure records, **Work S § 5:19 to Work S § 5:27**
motor carrier maximum hour safety restrictions, **Work S § 5:141**
Review. Appeal and review, above
Reviewability, administrative proceedings, **Work S § 8:113**
Revocation
permits, California's plan for safety and health, **Work S § 4:185**
public employer exclusion from reporting and recordkeeping, Michigan's plan for safety and health, **Work S § 4:486**
rules of procedure, Occupational Safety and Health Review Commission proceedings, **Work S § 8:11**
subpoenas, administrative proceedings, **Work S § 8:98**

WORKPLACE SAFETY—Cont'd
Revocation—Cont'd
variances from standards
Alaska's plan for safety and health, **Work S § 4:55**
Michigan's plan for safety and health, **Work S § 4:522**
Oregon's plan for safety and health, **Work S § 4:767**
OSHA safety and health standards, **Work S § 3:330 to Work S § 3:332**
Virginia's plan for safety and health, **Work S § 4:998**
Washington's plan for safety and health, **Work S § 4:1084**
Rhode Island
maximum hour safety restrictions, **Work S § 5:182**
right-to-know statutes, **Work S § 5:294**
smoking restrictions, **Work S § 5:227**
Rigging equipment for materials handling, construction industry, **Work S § 2:34**
Rights
access to medical and exposure records, **Work S § 5:30, 5:31**
appeals
Alaska's plan for safety and health, **Work S § 4:70, 4:72**
Arizona's plan for safety and health, **Work S § 4:109**
California's plan for safety and health, **Work S § 4:243**
Hawaii's plan for safety and health, **Work S § 4:313, 4:315, 4:316**
Iowa's plan for safety and health, **Work S § 4:386**
Kentucky's plan for safety and health, **Work S § 4:419**
Maryland's plan for safety and health, **Work S § 4:460**
Michigan's plan for safety and health, **Work S § 4:576**
Minnesota's plan for safety and health, **Work S § 4:618, 4:619**
Nevada's plan for safety and health, **Work S § 4:654**
New Mexico's plan for safety and health, **Work S § 4:696**
North Carolina's plan for safety and health, **Work S § 4:736**
Puerto Rico's plan for safety and health, **Work S § 4:829, 4:831, 4:832**
South Carolina's plan for safety and health, **Work S § 4:861, 4:865**
Tennessee's plan for safety and health, **Work S § 4:901**
Utah's plan for safety and health, **Work S § 4:939**
Vermont's plan for safety and health, **Work S § 4:971, 4:973, 4:974**
Virginia's plan for safety and health, **Work S § 4:1010**
Virgin Islands' plan for safety and health, **Work S § 4:1048, 4:1051**
Washington's plan for safety and health, **Work S § 4:1099**
Wyoming's plan for safety and health, **Work S § 4:1138**
challenges or contests, above
discrimination against employees, **Work S § 4:275, 5:47**
entry into workplace, state plans for safety and health, **Work S § 4:15**
filing briefs and proposed findings, administrative hearings, **Work S § 8:140**
injunctions against violations, Wyoming's plan for safety and health, **Work S § 4:1131**

WORKPLACE SAFETY—Cont'd
Rights—Cont'd
inspections
general discussion, **Work S § 6:12 to Work S § 6:19, 6:44 to Work S § 6:46**
Alaska's plan for safety and health, **Work S § 4:56, 4:58**
Arizona's plan for safety and health, **Work S § 4:96, 4:98, 4:99**
California's plan for safety and health, **Work S § 4:207**
Hawaii's plan for safety and health, **Work S § 4:303**
Indiana's plan for safety and health, **Work S § 4:339, 4:341 to Work S § 4:343**
Iowa's plan for safety and health, **Work S § 4:374 to Work S § 4:377**
Kentucky's plan for safety and health, **Work S § 4:410**
Maryland's plan for safety and health, **Work S § 4:450**
Michigan's plan for safety and health, **Work S § 4:528, 4:531, 4:532**
Minnesota's plan for safety and health, **Work S § 4:604 to Work S § 4:606**
Nevada's plan for safety and health, **Work S § 4:646, 4:647**
New Mexico's plan for safety and health, **Work S § 4:681 to Work S § 4:683**
North Carolina's plan for safety and health, **Work S § 4:726 to Work S § 4:728**
Oregon's plan for safety and health, **Work S § 4:769, 4:772**
Puerto Rico's plan for safety and health, **Work S § 4:814 to Work S § 4:816**
South Carolina's plan for safety and health, **Work S § 4:852**
Tennessee's plan for safety and health, **Work S § 4:891 to Work S § 4:893**
Utah's plan for safety and health, **Work S § 4:927 to Work S § 4:929**
Vermont's plan for safety and health, **Work S § 4:959 to Work S § 4:961**
Virginia's plan for safety and health, **Work S § 4:999, 4:1001**
Virgin Islands' plan for safety and health, **Work S § 4:1036 to Work S § 4:1038**
Washington's plan for safety and health, **Work S § 4:1085, 4:1086**
Wyoming's plan for safety and health, **Work S § 4:1126 to Work S § 4:1128**
interested parties' right to propose standards, **Work S § 4:45, 4:290**
know, right to, **Work S § 5:238, 5:270 to Work S § 5:300**
objections to petition for modification of abatement period, Michigan's plan for safety and health, **Work S § 4:573**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:243, 4:248**
oral argument, administrative hearings, **Work S § 8:139**
party status, administrative proceedings, **Work S § 8:69, 8:72**
private right of action, above
proposal of standards
Alaska's plan for safety and health, **Work S § 4:45**
California's plan for safety and health, **Work S § 4:138**
Hawaii's plan for safety and health, **Work S § 4:290**

WORKPLACE SAFETY—Cont'd
Rim wheels, OSHA safety and health standards, **Work S § 3:173 to Work S § 3:178**
Role
administrative law judges, interlocutory review, **Work S § 8:169**
advisory council, North Carolina's plan for safety and health, **Work S § 4:703**
agencies
California's plan for safety and health, **Work S § 4:117, 4:120, 4:141, 4:142, 4:201**
disclosure, hazard communication program, **Work S § 5:268**
Oregon's plan for safety and health, **Work S § 4:756**
Utah's plan for safety and health, **Work S § 4:924**
Attorney General
Kentucky's plan for safety and health, **Work S § 4:406**
Maryland's plan for safety and health, **Work S § 4:426**
Rolling railroad cars, OSHA safety and health standards for materials handling and storage, **Work S § 3:171**
Roll-overs, agricultural tractor operator protection, **Work S § 2:73, 2:75, 2:78**
Ropes
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:224, 3:228**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:211, 3:216**
slings, OSHA safety and health standards, **Work S § 3:254, 3:256**
Rotating work platforms mounted on vehicle, OSHA safety and health standards, **Work S § 3:51**
Rules
application or applicability
federal rules applicable to railroads and motor carriers, maximum hour safety restrictions, **Work S § 5:112 to Work S § 5:148**
procedural rules, hearings on variances from OSHA safety and health standards, **Work S § 3:341**
compliance with rules
Arizona's plan for safety and health, **Work S § 4:84**
California's plan for safety and health, **Work S § 4:124**
Hawaii's plan for safety and health, **Work S § 4:285**
Iowa's plan for safety and health, **Work S § 4:362**
Kentucky's plan for safety and health, **Work S § 4:394**
Maryland's plan for safety and health, **Work S § 4:434**
Minnesota's plan for safety and health, **Work S § 4:590**
Nevada's plan for safety and health, **Work S § 4:633**
New Mexico's plan for safety and health, **Work S § 4:665**
North Carolina's plan for safety and health, **Work S § 4:709**
South Carolina's plan for safety and health, **Work S § 4:839**
Tennessee's plan for safety and health, **Work S § 4:875**
Utah's plan for safety and health, **Work S § 4:911**
Vermont's plan for safety and health, **Work S § 4:948**
Virginia's plan for safety and health, **Work S § 4:983**
Virgin Islands' plan for safety and health, **Work S § 4:1022, 4:1024**
Wyoming's plan for safety and health, **Work S § 4:1114**
evidence, hearings, **Work S § 4:232, 8:130**

WORKPLACE SAFETY—Cont'd
Rules—Cont'd
federal matters, above
hazard communication program of OSHA, **Work S § 5:239 to Work S § 5:269**
hearings on variances from OSHA safety and health standards, **Work S § 3:341**
maximum hour safety restrictions, **Work S § 5:112 to Work S § 5:190**
Occupational Safety and Health Review Commission proceedings, **Work S § 8:8 to Work S § 8:11**
operating rules for manlifts, OSHA safety and health standards, **Work S § 3:54**
Rulings
declaratory rulings on standards, above
judicial review, Virgin Islands' plan for safety and health, **Work S § 4:1052**
Rungs on fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:34**
Runway conductors, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:208**
Safety and Health Review Board, North Carolina's plan for safety and health, **Work S § 4:737 to Work S § 4:739**
Safety belts, personal protective and lifesaving equipment in construction industry, **Work S § 2:23**
Safety committees
North Carolina's plan for safety and health, **Work S § 4:713, 4:714**
Oregon's plan for safety and health, **Work S § 4:753.50**
Safety nets, personal protective and lifesaving equipment in construction industry, **Work S § 2:23**
Safety Review Board, Indiana's plan for safety and health, **Work S § 4:351 to Work S § 4:353**
Sanctions. Penalties, above
Sanding machines
guarding, OSHA safety and health standards for woodworking machinery, **Work S § 3:268**
portable machines, OSHA safety and health standards, **Work S § 3:279**
Sanitation
bloodborne pathogen exposure, sanitary worksite, **Work S § 5:95**
field sanitation requirements, agricultural industry, **Work S § 2:93 to Work S § 2:100**
OSHA safety and health standards, generally, **Work S § 3:107 to Work S § 3:112**
temporary work sites, OSHA safety and health standards for hazardous waste operations, **Work S § 3:94**
toilet facilities, below
Saws
band saws and band resaws, OSHA safety and health standards for woodworking machinery, **Work S § 3:261**
circular saws, OSHA safety and health standards, **Work S § 3:277**
Scaffolds
construction industry, **Work S § 2:49 to Work S § 2:52**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:37**
Scheduling
conferences, administrative proceedings, **Work S § 8:77**
hearing, administrative proceedings, **Work S § 8:119, 8:123**

WORKPLACE SAFETY—Cont'd
Scheduling—Cont'd
OSHA inspections, effect of on-site consultation visits, **Work S § 6:60**
Scope
discovery in administrative proceedings, **Work S § 8:88**
enabling legislation, above
federal workplace safety law, **Work S § 1:1 to Work S § 1:24**
inspections, **Work S § 6:27**
material safety data sheet, hazard communication program, **Work S § 5:258**
notice of contest, administrative proceedings, **Work S § 8:30**
powers, above
review. Scope of review, below
standard. Scope of standard, below
Scope of review
administrative law judge decision review, **Work S § 8:186**
judicial review
California's plan for safety and health, **Work S § 4:267**
orders of Occupational Safety and Health Review Commission, **Work S § 9:10, 9:11**
Oregon's plan for safety and health, **Work S § 4:788**
notice of contest, administrative proceedings, **Work S § 8:20**
Scope of standard
accident prevention signs and tags, OSHA safety and health standards, **Work S § 3:120, 3:125**
compressed gas and compressed air equipment, OSHA safety and health standards, **Work S § 3:163**
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:218**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:139**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:173**
slings, OSHA safety and health standards, **Work S § 3:250**
Seat belt requirements, agricultural tractor operator protection, **Work S § 2:74**
Securely stored materials, OSHA safety and health standards, **Work S § 3:168**
Sellers, hazardous substances under California's plan for safety and health, **Work S § 4:174**
Sentence. Punishment of violations, above
Separately citing violations of standard, civil penalty assessment, **Work S § 7:51**
Sequence of filing briefs, administrative law judge decision review, **Work S § 8:183**
Serious accidents
investigations, California's plan for safety and health, **Work S § 4:200**
reporting, Michigan's plan for safety and health, **Work S § 4:483**
Serious harm
physical harm. Serious physical harm, below
threatened, below
Serious injuries or illnesses
California's plan for safety and health, notification requirements, **Work S § 4:133**
Michigan's plan for safety and health, reporting and recordkeeping, **Work S § 4:483**

WORKPLACE SAFETY—Cont'd
Serious injuries or illnesses—Cont'd
Washington's plan for safety and health, reporting and recordkeeping, **Work S § 4:1064**
Serious physical harm
cause, above
civil penalties, serious violation, **Work S § 7:38**
general duty clause, OSHA safety and health standards, **Work S § 3:18**
Serious violation
citations, California's plan for safety and health, **Work S § 4:217**
penalties
general discussion, **Work S § 7:36 to Work S § 7:41**
Alaska's plan for safety and health, **Work S § 4:67**
California's plan for safety and health, **Work S § 4:229**
Hawaii's plan for safety and health, **Work S § 4:311**
Maryland's plan for safety and health, **Work S § 4:458**
Michigan's plan for safety and health, **Work S § 4:546**
Minnesota's plan for safety and health, **Work S § 4:616**
New Mexico's plan for safety and health, **Work S § 4:691, 4:692**
Puerto Rico's plan for safety and health, **Work S § 4:824**
Utah's plan for safety and health, **Work S § 4:936**
Vermont's plan for safety and health, **Work S § 4:968**
Virginia's plan for safety and health, **Work S § 4:1007**
Virgin Islands' plan for safety and health, **Work S § 4:1045**
Washington's plan for safety and health, **Work S § 4:1095**
Wyoming's plan for safety and health, **Work S § 4:1135**
Service
citations, **Work S § 7:4**
discovery papers, administrative proceedings, **Work S § 8:87**
documents
administrative proceedings, **Work S § 8:64 to Work S § 8:68**
hearings on variances from OSHA safety and health standards, **Work S § 3:337**
hearings before Division of Occupational Safety and Health, California's plan for safety and health, **Work S § 4:240, 4:241**
Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:253**
petition for modification of abatement date, administrative proceedings, **Work S § 8:37**
pleadings and documents, administrative proceedings, **Work S § 8:64 to Work S § 8:68**
settlement agreements, administrative proceedings, **Work S § 8:101**
Services
consultation, above
medical matters, above
railroad maximum hour safety restrictions, service employees, **Work S § 5:114, 5:121, 5:129**
rescue services, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:154 to Work S § 3:156**

WORKPLACE SAFETY—Cont'd
Servicing
guarding requirements for agricultural equipment, **Work S § 2:85**
multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:173 to Work S § 3:178**
Settlement judges, administrative proceedings, **Work S § 8:114**
Settlements
administrative proceedings, **Work S § 8:100 to Work S § 8:116**
negotiations, Michigan's plan for safety and health, **Work S § 4:571**
Severance of cases, administrative hearings, **Work S § 8:125**
Shapers, OSHA safety and health standards for woodworking machinery, **Work S § 3:265**
Sharp surfaces, agricultural tractor operator protection, **Work S § 2:77**
Sheaves on hoisting equipment, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:210**
Shelter, OSHA safety and health standards for temporary labor camps, **Work S § 3:114**
Shifts, railroad maximum hour safety restrictions, **Work S § 5:119**
Shooting, recreational, **Work S § 1:39**
Shoring, construction industry, **Work S § 2:65 to Work S § 2:68**
Show cause orders, California's plan for safety and health, **Work S § 4:250**
Showers, OSHA safety and health standards for sanitation, **Work S § 3:111**
Sickness. Illnesses, above
Signals
systems instruction, OSHA safety and health standards for helicopters, **Work S § 3:244**
warning signals, construction industry, **Work S § 2:31, 2:32**
Signatures, pleadings and motions in administrative proceedings, **Work S § 8:50**
Signs
accident prevention signs, OSHA safety and health standards, **Work S § 3:120 to Work S § 3:126**
clearance signs, OSHA safety and health standards for materials handling and storage, **Work S § 3:170**
communication of hazards, bloodborne pathogen exposure, **Work S § 5:105**
toxic and hazardous substances, OSHA safety and health standards, **Work S § 3:298**
warning signs, construction industry, **Work S § 2:31, 2:32**
Simplified administrative proceedings, **Work S § 8:15, 8:150 to Work S § 8:165**
Single material safety data sheet for complex mixtures, hazard communication program, **Work S § 5:255**
Single-piece rim wheels, OSHA safety and health standards for servicing, **Work S § 3:173 to Work S § 3:178**
Sites
hazardous waste operations, OSHA safety and health standards, **Work S § 3:77 to Work S § 3:96**
temporary labor camps, OSHA safety and health standards, **Work S § 3:113**
Size
allowable size for floor openings, OSHA safety and health standards for manlifts, **Work S § 3:56**
employer's business, civil penalty factor, **Work S § 7:55**

WORKPLACE SAFETY—Cont'd
Size—Cont'd
exits, OSHA safety and health standards, **Work S § 3:45**
small employers, below
Sleeping quarters, railroad maximum hour safety restrictions, **Work S § 5:123**
Slings
helicopters, OSHA safety and health standards, **Work S § 3:237**
OSHA safety and health standards, generally, **Work S § 3:250 to Work S § 3:257**
Small employers
agricultural employers, inspection exemption under Oregon's plan for safety and health, **Work S § 4:776**
federal workplace safety law, **Work S § 1:29**
Michigan's plan for safety and health, **Work S § 4:473**
recordkeeping and reporting, **Work S § 4:473, 5:11**
voluntary compliance program, inspections under California's plan for safety and health, **Work S § 4:208**
Smoking restrictions, **Work S § 5:191 to Work S § 5:237**
South Carolina
plan for safety and health, **Work S § 4:834 to Work S § 4:866**
smoking restrictions, **Work S § 5:228**
South Carolina's plan for safety and health, **Work S § 4:836, 4:838, 4:839, 4:842, 4:851, 4:860, 4:861**
South Dakota
maximum hour safety restrictions, **Work S § 5:183**
smoking restrictions, **Work S § 5:229**
Special duties, Maryland's plan for safety and health, **Work S § 4:432**
Special operations standards, Utah's plan for safety and health, **Work S § 4:918**
Special permit requirements, California's plan for safety and health, **Work S § 4:180 to Work S § 4:187, 4:223**
Special practices, HIV/HBV laboratories and production facilities, **Work S § 5:108, 5:109**
Special training requirements, HIV/HBV laboratories and production facilities, **Work S § 5:110**
Special variances from standards, Iowa's plan for safety and health, **Work S § 4:373**
Specification of abatement period for correcting violation, citations, **Work S § 7:14**
Spillage, agricultural tractor operator protection, **Work S § 2:76**
Spray
use of spray booths for spray finishing with flammable and combustible liquids, OSHA safety and health standards for hazardous materials, **Work S § 3:71**
water spray extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:136**
Sprinkler systems, OSHA safety and health standards for fire protection, **Work S § 3:132**
Stairs and stairways
construction industry, **Work S § 2:45 to Work S § 2:48**
fixed industrial stairs, OSHA safety and health standards for walking-working surfaces, **Work S § 3:27, 3:28**
floor openings, OSHA safety and health standards for walking-working surfaces, **Work S § 3:24**
Standards
adoption of standards, above
agricultural industry, safety and health standards, **Work S § 2:72**

WORKPLACE SAFETY—Cont'd
Standards—Cont'd
Alaska's plan for safety and health, **Work S § 4:42 to Work S § 4:55**
American National Standards Institute standards, above
appeal and review, above
application or applicability
agricultural industry, safety and health standards, **Work S § 2:72**
bloodborne pathogen exposure, **Work S § 5:86**
Arizona's plan for safety and health, **Work S § 4:87 to Work S § 4:95**
bloodborne pathogen exposure, **Work S § 5:85 to Work S § 5:110**
California's plan for safety and health, **Work S § 4:135 to Work S § 4:196**
challenges or contests, above
conduct of persons, above
construction and building, above
declaratory rulings on standards, above
development, above
emergency standards, above
federal standards, above
general industry standards, above
Hawaii's plan for safety and health, **Work S § 4:288 to Work S § 4:300**
incorporation of standards, above
Indiana's plan for safety and health, **Work S § 4:331 to Work S § 4:336**
Iowa's plan for safety and health, **Work S § 4:365 to Work S § 4:373**
judicial review, above
jurisdiction of state to regulate workplace safety, **Work S § 4:4**
Kentucky's plan for safety and health, **Work S § 4:397 to Work S § 4:404**
Maryland's plan for safety and health, **Work S § 4:437 to Work S § 4:448**
medical examination standards. Examination, above
Michigan's plan for safety and health, **Work S § 4:492 to Work S § 4:522**
Minnesota's plan for safety and health, **Work S § 4:593 to Work S § 4:601, 4:618**
Nevada's plan for safety and health, **Work S § 4:636 to Work S § 4:642**
New Mexico's plan for safety and health, **Work S § 4:668 to Work S § 4:676, 4:694**
North Carolina's plan for safety and health, **Work S § 4:715 to Work S § 4:723**
obtaining, above
Occupational Safety and Health Administration
challenging OSHA standards prior to enforcement, **Work S § 9:41 et seq.**
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:12**
safety and health standards, **Work S § 3:1 to Work S § 3:356**
Occupational Safety and Health Standards Board, above
Oregon's plan for safety and health, **Work S § 4:754 to Work S § 4:767**
permanent standards, above
promulgation of standards, above

WORKPLACE SAFETY—Cont'd
Standards—Cont'd
proof, administrative hearings, **Work S § 8:128**
proposed standards, above
Puerto Rico's plan for safety and health, **Work S § 4:800 to Work S § 4:809, 4:827**
reasonable legislative or administrative standard, inspection warrants, **Work S § 6:30**
recordkeeping, generally, **Work S § 5:15**
scope of standard, above
separately citing violations of standard, civil penalty assessment, **Work S § 7:51**
South Carolina's plan for safety and health, **Work S § 4:841 to Work S § 4:847**
state plans for safety and health, generally, **Work S § 4:14**
steel erection standards, construction industry, **Work S § 2:24**
temporary standards, below
Tennessee's plan for safety and health, **Work S § 4:878 to Work S § 4:887**
unreasonable interpretation of standard, defending against citations, **Work S § 7:76**
Utah's plan for safety and health, **Work S § 4:914 to Work S § 4:922**
validity, below
variances from standards, below
Vermont's plan for safety and health, **Work S § 4:951 to Work S § 4:954**
Virginia's plan for safety and health, **Work S § 4:986 to Work S § 4:998**
Virgin Islands' plan for safety and health, **Work S § 4:1027 to Work S § 4:1034**
Washington's plan for safety and health, **Work S § 4:1067 to Work S § 4:1084**
Wyoming's plan for safety and health, **Work S § 4:1117 to Work S § 4:1123, 4:1137**
Standpipe and hose systems, OSHA safety and health standards for fire protection, **Work S § 3:131**
Stands, OSHA safety and health standards for manually propelled mobile ladder stands, **Work S § 3:38**
State. States, below
Statements
driver's statement as to previous employment, motor carrier maximum hour safety restrictions, **Work S § 5:139**
false statements, criminal penalties, **Work S § 4:225, 7:64**
opposition statements, above
position statements, pleadings in administrative proceedings, **Work S § 8:61**
promulgation of OSHA safety and health standards, **Work S § 3:10, 3:11**
State plans, changes, **Work S § 4:25**
States
Alabama, above
Alaska, above
Arizona, above
California, above
Colorado, above
Connecticut, above
Delaware, above
exclusion of states from employee coverage, federal workplace safety law, **Work S § 1:31**
Florida, above

WORKPLACE SAFETY—Cont'd
States—Cont'd
Hawaii, above
hazard communication program of OSHA, **Work S § 5:243**
Illinois, above
Indiana, above
Iowa, above
Kentucky, above
Maine, above
Maryland, above
Massachusetts, above
maximum hour safety restrictions, **Work S § 5:149 to Work S § 5:190**
Michigan, above
Minnesota, above
Missouri, above
Montana, above
Nebraska, above
Nevada, above
New Hampshire, above
New Jersey, above
New Mexico, above
New York, above
North Carolina, above
North Dakota, above
Oklahoma, above
Oregon, above
Pennsylvania, above
plans for safety and health, **Work S § 3:318, 3:327, 4:1 to Work S § 4:1140**
recordkeeping requirements, generally, **Work S § 5:13**
regulation of workplace safety, **Work S § 1:5, 4:1 to Work S § 4:1140**
Rhode Island, above
right-to-know statutes, **Work S § 5:270 to Work S § 5:300**
smoking restrictions, **Work S § 5:198 to Work S § 5:237**
South Carolina, above
South Dakota, above
Tennessee, below
Texas, below
treatment of particular entities linked to states, federal workplace safety law, **Work S § 1:32**
Utah, below
Vermont, below
Virginia, below
Washington, below
West Virginia, below
Wisconsin, below
Wyoming, below
Status
driver's record of duty status, motor carrier maximum hour safety restrictions, **Work S § 5:140, 5:141**
parties, administrative proceedings, **Work S § 8:69 to Work S § 8:72**
plan. Status of plan, below
Status of plan
Alaska's plan for safety and health, **Work S § 4:28**
Arizona's plan for safety and health, **Work S § 4:75**
Hawaii's plan for safety and health, **Work S § 4:277**
Indiana's plan for safety and health, **Work S § 4:322**
Iowa's plan for safety and health, **Work S § 4:354**

WORKPLACE SAFETY—Cont'd
Status of plan—Cont'd
Kentucky's plan for safety and health, **Work S § 4:389**
Maryland's plan for safety and health, **Work S § 4:423**
Michigan's plan for safety and health, **Work S § 4:464**
Minnesota's plan for safety and health, **Work S § 4:582**
Nevada's plan for safety and health, **Work S § 4:624**
New Mexico's plan for safety and health, **Work S § 4:659**
North Carolina's plan for safety and health, **Work S § 4:700**
Oregon's plan for safety and health, **Work S § 4:741**
Puerto Rico's plan for safety and health, **Work S § 4:791**
South Carolina's plan for safety and health, **Work S § 4:834**
Tennessee's plan for safety and health, **Work S § 4:867**
Utah's plan for safety and health, **Work S § 4:905**
Vermont's plan for safety and health, **Work S § 4:942**
Virginia's plan for safety and health, **Work S § 4:975**
Virgin Islands' plan for safety and health, **Work S § 4:1014**
Washington's plan for safety and health, **Work S § 4:1053**
Wyoming's plan for safety and health, **Work S § 4:1106**
Statute of limitations
citation issuance on amendments, **Work S § 7:13**
nondiscrimination actions, **Work S § 5:59**
railroad maximum hour safety restrictions, **Work S § 5:126**
Statutes
discrimination against employees who exercise statutory rights prohibited, **Work S § 5:47**
enabling legislation, above
federal matters, above
reasonable legislative standard, inspection warrants, **Work S § 6:30**
right-to-know, **Work S § 5:270 to Work S § 5:300**
Stays
actions and proceedings
hearings, **Work S § 8:122**
interlocutory review, administrative proceedings, **Work S § 8:172**
judicial review of OSHA standards prior to enforcement, **Work S § 9:45**
complaint and answer, simplified administrative proceedings, **Work S § 8:154**
orders
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:9**
Occupational Safety and Health Review Commission, review of decisions of ALJ, **Work S § 8:190**
previous orders, judicial review under California's plan for safety and health, **Work S § 4:268**
Steel
alloy steel chain slings, OSHA safety and health standards, **Work S § 3:253**
erection, construction industry, **Work S § 2:24, 2:62 to Work S § 2:64**
Stipulations, civil penalties, **Work S § 7:59**
Stitching machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:266**
Stop orders to correct hazardous conditions, Tennessee's plan for safety and health, **Work S § 4:897, 4:900**
Stops, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**

WORKPLACE SAFETY—Cont'd
Storage
blasting agents, OSHA safety and health standards for hazardous materials, **Work S § 3:73**
clamps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:198**
explosives, above
flammable and combustible liquids, OSHA safety and health standards for hazardous materials, **Work S § 3:70**
fuel, OSHA safety and health standards for powered industrial trucks, **Work S § 3:186**
liquified petroleum gases, OSHA safety and health standards for hazardous materials, **Work S § 3:75**
materials, above
Structural member placement, steel erection in construction industry, **Work S § 2:64**
Structures
buildings, above
roll-over protective structures for agricultural tractor operator, **Work S § 2:73, 2:75, 2:78**
Sua sponte or own motion
investigations, California's plan for safety and health, **Work S § 4:199**
OSHA, modification or revocation of variances from safety and health standards, **Work S § 3:331, 3:332**
reconsideration by Occupational Safety and Health Appeals Board, California's plan for safety and health, **Work S § 4:261**
review of administrative law judge decision, administrative proceedings, **Work S § 8:181**
Submission
case submitted without hearing, administrative proceedings, **Work S § 8:120**
complaints
administration of state plans for safety and health, **Work S § 4:23**
investigations, California's plan for safety and health, **Work S § 4:197**
filing, above
information on hazardous substances to employees, California's plan for safety and health, **Work S § 4:175**
proposed findings and order, hearings on variances from OSHA safety and health standards, **Work S § 3:352**
proposed standards
California's plan for safety and health, **Work S § 4:138**
Michigan's plan for safety and health, **Work S § 4:500**
state plans for safety and health, **Work S § 4:5, 4:10**
Subpoenas
administrative proceedings, **Work S § 8:97 to Work S § 8:99**
Alaska's plan for safety and health, **Work S § 4:57**
California's plan for safety and health, **Work S § 4:235**
Michigan's plan for safety and health, **Work S § 4:564**
South Carolina's plan for safety and health, **Work S § 4:864**
Substances
harmful substances, above
hazardous substances, above
toxic substances, below

WORKPLACE SAFETY—Cont'd
Substances—Cont'd
treating medical facility with information about substance exposure, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:157 to Work S § 3:159**
Substantial evidence standard of judicial review
orders of Occupational Safety and Health Review Commission, **Work S § 9:13**
OSHA standards challenged prior to enforcement, **Work S § 9:47**
Substantially dangerous conditions, Kentucky's plan for safety and health, **Work S § 4:415**
Successors
corporations, civil penalties for repeated violations, **Work S § 7:33**
duties, transfer of medical and exposure records upon termination of business, **Work S § 5:26**
Sufficiency or insufficiency
funding for state plans for safety and health, **Work S § 4:17**
information
field sanitation requirements, agricultural industry, **Work S § 2:100**
hazardous substances, California's plan for safety and health, **Work S § 4:173**
Summaries
annual summaries, **Work S § 4:482, 5:6**
injuries and illnesses, **Work S § 5:2, 5:6**
Michigan's plan for safety and health, **Work S § 4:474, 4:482**
Summary decision, hearings on variances from OSHA safety and health standards, **Work S § 3:343 to Work S § 3:346**
Superior courts, judicial review under Puerto Rico's plan for safety and health, **Work S § 4:831, 4:832**
Supplementary records
injuries and illnesses, **Work S § 5:5**
Michigan's plan for safety and health, **Work S § 4:480**
Supply of water
sanitation, OSHA safety and health standards, **Work S § 3:109**
temporary labor camps, OSHA safety and health standards, **Work S § 3:115**
Supreme courts
Hawaii, judicial review of state's plan for safety and health, **Work S § 4:321**
Minnesota, judicial review of state's plan for safety and health, **Work S § 4:623**
New Mexico, judicial review of state's plan for safety and health, **Work S § 4:699**
Puerto Rico, judicial review of state's plan for safety and health, **Work S § 4:833**
Virginia, judicial review of state's plan for safety and health, **Work S § 4:1013**
Surfaces
decontamination of work surfaces, bloodborne pathogen exposure, **Work S § 5:96**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:20 to Work S § 3:41**
Surveillance. Medical matters, above
Surveys
Michigan's plan for safety and health, **Work S § 4:487**

WORKPLACE SAFETY—Cont'd
Surveys—Cont'd
participation in Bureau of Labor Statistics or OSHA surveys, **Work S § 5:17**
Suspension of previous order, reconsideration under California's plan for safety and health, **Work S § 4:257**
Swing-head lathes, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**
Switches
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:207**
portable tools and equipment, OSHA safety and health standards, **Work S § 3:278**
Synthetic matters
fiber rope slings, OSHA safety and health standards, **Work S § 3:256**
web slings, OSHA safety and health standards, **Work S § 3:257**
Systems
fire protection, OSHA safety and health standards, **Work S § 3:131 to Work S § 3:138**
signal systems instruction for helicopters, OSHA safety and health standards, **Work S § 3:244**
Tagging of equipment, Michigan's plan for safety and health, **Work S § 4:539**
Tag lines, OSHA safety and health standards for helicopters, **Work S § 3:237**
Tagout/lockout requirements, OSHA safety and health standards for hazardous energy sources, **Work S § 3:127**
Tags
accident prevention tags, OSHA safety and health standards, **Work S § 3:120 to Work S § 3:126**
red tag process, Oregon's plan for safety and health, **Work S § 4:773**
warning tags, construction industry, **Work S § 2:31, 2:32**
Telephone depositions, administrative proceedings, **Work S § 8:84**
Temporary matters
floor installation, steel erection in construction industry, **Work S § 2:63**
heating devices, fire protection and prevention in construction industry, **Work S § 2:30**
labor camps, OSHA safety and health standards, **Work S § 3:113 to Work S § 3:118**
standards. Temporary standards, below
variances from standards. Temporary variances from standards, below
work sites, OSHA safety and health standards for hazardous waste operations, **Work S § 3:94**
Temporary standards
Arizona's plan for safety and health, **Work S § 4:88**
emergency temporary standards, above
Indiana's plan for safety and health, **Work S § 4:333**
Iowa's plan for safety and health, **Work S § 4:368**
Temporary variances from standards
Alaska's plan for safety and health, **Work S § 4:50 to Work S § 4:52**
applications, above
Arizona's plan for safety and health, **Work S § 4:92, 4:93**
California's plan for safety and health, **Work S § 4:188 to Work S § 4:193**
duration, above
Hawaii's plan for safety and health, **Work S § 4:298**

WORKPLACE SAFETY—Cont'd
Temporary variances from standards—Cont'd
Indiana's plan for safety and health, **Work S § 4:335**
Iowa's plan for safety and health, **Work S § 4:370, 4:371**
Kentucky's plan for safety and health, **Work S § 4:402, 4:403**
Maryland's plan for safety and health, **Work S § 4:445, 4:446**
Michigan's plan for safety and health, **Work S § 4:515 to Work S § 4:520**
Minnesota's plan for safety and health, **Work S § 4:597, 4:598**
Nevada's plan for safety and health, **Work S § 4:639, 4:640**
New Mexico's plan for safety and health, **Work S § 4:674, 4:675**
North Carolina's plan for safety and health, **Work S § 4:719, 4:720**
Oregon's plan for safety and health, **Work S § 4:762, 4:765**
OSHA safety and health standards, **Work S § 3:323, 3:326, 3:327**
Puerto Rico's plan for safety and health, **Work S § 4:806, 4:807**
South Carolina's plan for safety and health, **Work S § 4:845, 4:846**
Tennessee's plan for safety and health, **Work S § 4:882, 4:883**
Utah's plan for safety and health, **Work S § 4:920**
Virginia's plan for safety and health, **Work S § 4:993 to Work S § 4:996**
Virgin Islands' plan for safety and health, **Work S § 4:1032, 4:1033**
Washington's plan for safety and health, **Work S § 4:1078 to Work S § 4:1082**
Wyoming's plan for safety and health, **Work S § 4:1121, 4:1122**
Tennessee
plan for safety and health, **Work S § 4:867 to Work S § 4:904**
right-to-know statutes, **Work S § 5:295**
smoking restrictions, **Work S § 5:230**
Tennessee's plan for safety and health, **Work S § 4:871, 4:874, 4:875, 4:879, 4:890, 4:901**
Tenoning machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:263**
Termination
business, transfer of medical and exposure records, **Work S § 5:26**
issuance of citation on ending of violation, Michigan's plan for safety and health, **Work S § 4:541**
voluntary elimination of hazard, imminent danger proceedings, **Work S § 9:35**
Testimony. Witnesses, below
Tests and testing
crawler, locomotive and truck cranes, OSHA safety and health standards, **Work S § 3:222, 3:226**
overhead and gantry cranes, OSHA safety and health standards, **Work S § 3:214**
wheel-type agricultural tractors, **Work S § 2:80, 2:81**
Texas
maximum hour safety restrictions, **Work S § 5:184**
right-to-know statutes, **Work S § 5:296**

WORKPLACE SAFETY—Cont'd
Threatened
death, inspections under Hawaii's plan for safety and health, **Work S § 4:306**
serious harm
correction of violations, Minnesota's plan for safety and health, **Work S § 4:612**
inspections, Hawaii's plan for safety and health, **Work S § 4:306**
Time or date
administrative law judge decision review, administrative proceedings, **Work S § 8:174**
annual summaries, **Work S § 4:482, 5:6**
citations, above
computing time periods, administrative hearings, **Work S § 8:124**
correction of violations, **Work S § 7:47**
deadlines, above
discovery in administrative proceedings, **Work S § 8:86, 8:91**
duration, above
effective date, above
expedited hearings, **Work S § 8:41, 8:126**
extensions of time, above
filing
complaints, **Work S § 5:55, 8:54**
judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:3**
notice of contest, administrative proceedings, **Work S § 8:23 to Work S § 8:28, 8:31**
petitions, **Work S § 8:35, 8:168, 9:43**
pleadings in administrative proceedings, **Work S § 8:47**
inspections, **Work S § 6:19, 6:28**
on-duty time, above
statute of limitations, above
stays, above
temporary matters, above
untimely notice, below
Tires
cages, mechanized equipment in construction industry, **Work S § 2:60**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:175**
Toeboards, floor and wall openings in construction industry, **Work S § 2:54**
Toilet facilities
field sanitation requirements, agricultural industry, **Work S § 2:96**
health and environmental controls, construction industry, **Work S § 2:8**
sanitation
field sanitation requirements, agricultural industry, **Work S § 2:96**
OSHA safety and health standards, **Work S § 3:110**
temporary labor camps, OSHA safety and health standards, **Work S § 3:116**
Tools
abrasive tools, construction industry, **Work S § 2:39**
hand tools, above
portable tools, OSHA safety and health standards, **Work S § 3:275 to Work S § 3:282**

WORKPLACE SAFETY—Cont'd
Tools—Cont'd
power tools
construction industry, **Work S § 2:36 to Work S § 2:40**
portable tools, OSHA safety and health standards, **Work S § 3:275 to Work S § 3:282**
Towers, OSHA safety and health standards for manually propelled mobile ladder towers, **Work S § 3:38**
Toxic matters
gases, construction industry, **Work S § 2:10**
materials, above
substances. Toxic substances, below
Toxic substances
Alaska's plan for safety and health, **Work S § 4:35, 4:36, 4:38**
Arizona's plan for safety and health, **Work S § 4:83**
exposure, above
Michigan's plan for safety and health, reporting and recordkeeping, **Work S § 4:490**
OSHA safety and health standards, **Work S § 3:290 to Work S § 3:315**
preservation of medical and exposure records, **Work S § 5:23**
Tractor operator protection, agricultural industry, **Work S § 2:73 to Work S § 2:81**
Trade secrets
confidentiality, above
discovery inspections, administrative proceedings, **Work S § 8:94**
hazard communication program, **Work S § 5:262, 5:266, 5:269**
hazardous substances, California's plan for safety and health, **Work S § 4:176**
medical and exposure records, **Work S § 5:36**
protection
California's plan for safety and health, **Work S § 4:176**
discovery inspections, administrative proceedings, **Work S § 8:94**
inspections, **Work S § 6:47**
Traffic controls, construction industry, **Work S § 2:32**
Training
asbestos, construction industry, **Work S § 2:14**
bloodborne pathogen exposure, **Work S § 5:104, 5:106, 5:107, 5:110**
California's plan for safety and health, **Work S § 4:163 to Work S § 4:179, 4:269 to Work S § 4:273**
construction industry, generally, **Work S § 2:3**
hazard communication program, **Work S § 5:261**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:83**
HIV/HBV laboratories and production facilities, **Work S § 5:110**
permit-required confined spaces, OSHA safety and health standards, **Work S § 3:160, 3:161**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:190**
programs, above
records, bloodborne pathogen exposure, **Work S § 5:104**
scaffolds, construction industry, **Work S § 2:52**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:174**

WORKPLACE SAFETY—Cont'd
Training—Cont'd
stairways and ladders, construction industry, **Work S § 2:48**
Trains. Railroads, above
Transcripts, administrative hearings, **Work S § 8:144**
Transfer of medical and exposure records, **Work S § 5:26**
Transmission of notice of contest, administrative proceedings, **Work S § 8:19, 8:32**
Transportation
explosives and blasting agents, OSHA safety and health standards, **Work S § 3:74**
oil field equipment transportation, motor carrier maximum hour safety restrictions, **Work S § 5:135**
powered industrial trucks, transportation on railroad cars, **Work S § 3:189**
Traps, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**
Travel or traveling
motor carrier maximum hour safety restrictions, travel time, **Work S § 5:138**
operation while traveling, OSHA safety and health standards for powered industrial trucks, **Work S § 3:192**
transportation, above
Treatment
emergencies, OSHA safety and health standards for toxic and hazardous substances, **Work S § 3:295**
entities linked to states and political subdivisions, federal workplace safety law, **Work S § 1:32**
medical matters, above
Trenching, construction industry, **Work S § 2:65 to Work S § 2:68**
Trucks
cranes, OSHA safety and health standards, **Work S § 3:218 to Work S § 3:234**
powered industrial trucks, OSHA safety and health standards, **Work S § 3:179 to Work S § 3:194**
Tuberculosis, exposure, **Work S § 5:74 to Work S § 5:80**
Tunnel being built, full-time inspectors under Michigan's plan for safety and health, **Work S § 4:535**
Types
machine guarding, OSHA safety and health standards, **Work S § 3:258**
relief, nondiscrimination actions, **Work S § 5:62**
variances from OSHA safety and health standards, **Work S § 3:317**
Unavailability. Availability or unavailability, above
Unavoidable accidents, railroad maximum hour safety restrictions, **Work S § 5:122**
Unconditional nature of inspections, **Work S § 6:38**
Uncontested matters
citations, above
judicial review of uncontested cases, Oregon's plan for safety and health, **Work S § 4:786 to Work S § 4:790**
penalties, administrative proceedings, **Work S § 8:7**
Unemployment compensation claims, smoking restrictions, **Work S § 5:195**
Universal precautions, bloodborne pathogen exposure, **Work S § 5:89**
Unpreventable employee misconduct defense, citations, **Work S § 7:70**
Unprogrammed inspections, **Work S § 6:5**

WORKPLACE SAFETY—Cont'd
Unreasonable matters
delays in connection with discovery, administrative proceedings, **Work S § 8:91**
interpretation of standard, defending against citations, **Work S § 7:76**
Unsafe work, employee's right to refrain from performing under California's plan for safety and health, **Work S § 4:275**
Untimely notice
contest, administrative proceedings, **Work S § 8:26 to Work S § 8:28**
proposed penalty, **Work S § 7:17**
Use
access orders, medical and exposure records, **Work S § 5:38**
accident prevention signs and tags, OSHA safety and health standards, **Work S § 3:122, 3:126**
advisory committees, promulgation of OSHA safety and health standards, **Work S § 3:12**
affidavits, hearings under California's plan for safety and health, **Work S § 4:237**
allowing employees reasonable use of facilities, field sanitation requirements in agricultural industry, **Work S § 2:99**
bumpers, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**
cages with fixed ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:35**
cargo hooks, OSHA safety and health standards for helicopters, **Work S § 3:238**
casters on mobile work platforms, OSHA safety and health standards for walking-working surfaces, **Work S § 3:39**
consent agreements, hearings on variances from OSHA safety and health standards, **Work S § 3:351**
depositions, hearings on variances from OSHA safety and health standards, **Work S § 3:348**
directional lighting, OSHA safety and health standards for powered industrial trucks, **Work S § 3:187**
discovery
hearings on variances from OSHA safety and health standards, **Work S § 3:347, 3:348**
inspections, administrative proceedings, **Work S § 8:92**
drains, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**
electrical equipment, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:204**
engineering controls, bloodborne pathogen exposure, **Work S § 5:90**
exhibits, administrative hearings, **Work S § 8:137**
ex parte inspection warrants, **Work S § 6:23**
explosives, construction industry, **Work S § 2:69**
extension lamps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:209**
facsimiles, posting of informational notices, **Work S § 5:69**
fire extinguishers, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:232**
fire prevention devices, construction industry, **Work S § 2:27**
footwalks, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:201**
gauges, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**

WORKPLACE SAFETY—Cont'd
Use—Cont'd
ground lines, OSHA safety and health standards for helicopters, **Work S § 3:242**
guards and guarding, above
hand and power tools, construction industry, **Work S § 2:37 to Work S § 2:40**
hoisting equipment, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:211**
in-service use requirements, OSHA safety and health standards for electrical protective equipment, **Work S § 3:106**
ladders, above
lasers, construction industry, **Work S § 2:9**
lifesaving equipment, construction industry, **Work S § 2:5**
load ratings, OSHA safety and health standards for crawler, locomotive and truck cranes, **Work S § 3:220**
mechanical equipment, OSHA safety and health standards for materials handling and storage, **Work S § 3:167**
national consensus standards, establishment of OSHA safety and health standards, **Work S § 3:2**
personal protective equipment, above
personal sampling devices, inspections, **Work S § 6:42**
portable ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:31**
powered platforms, OSHA safety and health standards, **Work S § 3:50**
prohibition or ban, above
quotas or goals, citations, **Work S § 7:3**
rail sweeps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**
representatives, administrative proceedings, **Work S § 8:75**
rigging equipment for materials handling, construction industry, **Work S § 2:34**
roll-over protective structures for agricultural tractors, **Work S § 2:75**
safety belts and safety nets, construction industry, **Work S § 2:23**
scaffolds, construction industry, **Work S § 2:50**
settlement judges, administrative proceedings, **Work S § 8:108 to Work S § 8:112**
single material safety data sheet for complex mixtures, hazard communication program, **Work S § 5:255**
slings, OSHA safety and health standards for helicopters, **Work S § 3:237**
spray booths for spray finishing with flammable and combustible liquids, OSHA safety and health standards, **Work S § 3:71**
stops, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:202**
storage clamps, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:198**
subpoenas, hearings under Michigan's plan for safety and health, **Work S § 4:564**
substantial evidence standard of review, judicial review of orders of Occupational Safety and Health Review Commission, **Work S § 9:13**
tag lines, OSHA safety and health standards for helicopters, **Work S § 3:237**
tire cages, construction industry, **Work S § 2:60**
traps, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:165**

WORKPLACE SAFETY—Cont'd
Use—Cont'd
valves, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**
video display terminals, **Work S § 5:82**
warning signs, signals and tags, construction industry, **Work S § 2:31, 2:32**
wheels on mobile work platforms, OSHA safety and health standards for walking-working surfaces, **Work S § 3:39**
wind indicators, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:198**
work practice controls, bloodborne pathogen exposure, **Work S § 5:90**
User modifications banned, OSHA safety and health standards for powered industrial trucks, **Work S § 3:182**
Utah
maximum hour safety restrictions, **Work S § 5:185**
plan for safety and health, **Work S § 4:905 to Work S § 4:941**
smoking restrictions, **Work S § 5:231**
Utah's plan for safety and health, **Work S § 4:907, 4:910, 4:911, 4:915, 4:932, 4:938**
Vacation of citation, Michigan's plan for safety and health, **Work S § 4:552**
Vaccinations, hepatitis B virus, **Work S § 5:99**
Validity
inspection warrants, **Work S § 6:28**
order on imminent dangers, California's plan for safety and health, **Work S § 4:212**
standards
Alaska's plan for safety and health, **Work S § 4:46**
Arizona's plan for safety and health, **Work S § 4:89**
California's plan for safety and health, **Work S § 4:147**
challenges or contests, above
declaratory rulings on standards, above
Hawaii's plan for safety and health, **Work S § 4:292**
Indiana's plan for safety and health, **Work S § 4:334**
Iowa's plan for safety and health, **Work S § 4:369**
Oregon's plan for safety and health, **Work S § 4:757**
OSHA standards, **Work S § 8:188**
Puerto Rico's plan for safety and health, **Work S § 4:827**
Utah's plan for safety and health, **Work S § 4:916**
Virginia's plan for safety and health, **Work S § 4:990**
Washington's plan for safety and health, **Work S § 4:1072**
Valves, OSHA safety and health standards for compressed gas and compressed air equipment, **Work S § 3:166**
Variances
recordkeeping requirements, **Work S § 5:14**
standards. Variances from standards, below
Variances from standards
Alaska's plan for safety and health, **Work S § 4:50 to Work S § 4:55**
amendment or modification
Alaska's plan for safety and health, **Work S § 4:55**
Michigan's plan for safety and health, **Work S § 4:522**
Oregon's plan for safety and health, **Work S § 4:767**
OSHA safety and health standards, **Work S § 3:330 to Work S § 3:332**
Virginia's plan for safety and health, **Work S § 4:998**

WORKPLACE SAFETY—Cont'd
Variances from standards—Cont'd
amendment or modification—Cont'd
Washington's plan for safety and health, **Work S § 4:1084**
appeal and review, above
applications, above
approval or denial, above
Arizona's plan for safety and health, **Work S § 4:92 to Work S § 4:95, 4:109**
California's plan for safety and health, **Work S § 4:188 to Work S § 4:196**
challenges or contests, above
experimental variances from standards, above
Hawaii's plan for safety and health, **Work S § 4:298 to Work S § 4:300**
hearings, above
Indiana's plan for safety and health, **Work S § 4:335, 4:336**
interim orders on variances from standards, above
Iowa's plan for safety and health, **Work S § 4:370 to Work S § 4:373**
Kentucky's plan for safety and health, **Work S § 4:402 to Work S § 4:404**
Maryland's plan for safety and health, **Work S § 4:445 to Work S § 4:448**
Michigan's plan for safety and health, **Work S § 4:515 to Work S § 4:522**
Minnesota's plan for safety and health, **Work S § 4:597 to Work S § 4:601**
Nevada's plan for safety and health, **Work S § 4:639 to Work S § 4:642**
New Mexico's plan for safety and health, **Work S § 4:674 to Work S § 4:676, 4:694**
North Carolina's plan for safety and health, **Work S § 4:719 to Work S § 4:723**
obtaining, above
orders, above
Oregon's plan for safety and health, **Work S § 4:762 to Work S § 4:767**
OSHA safety and health standards, **Work S § 3:316 to Work S § 3:356**
permanent variances from standards, above
Puerto Rico's plan for safety and health, **Work S § 4:806 to Work S § 4:809, 4:827**
renewal of variances from standards, above
revocation, above
South Carolina's plan for safety and health, **Work S § 4:845 to Work S § 4:847**
temporary variances from standards, above
Tennessee's plan for safety and health, **Work S § 4:882 to Work S § 4:887**
Utah's plan for safety and health, **Work S § 4:920 to Work S § 4:922**
Vermont's plan for safety and health, **Work S § 4:954**
Virginia's plan for safety and health, **Work S § 4:993 to Work S § 4:998**
Virgin Islands' plan for safety and health, **Work S § 4:1032 to Work S § 4:1034**
Washington's plan for safety and health, **Work S § 4:1078 to Work S § 4:1084**
Wyoming's plan for safety and health, **Work S § 4:1121 to Work S § 4:1123, 4:1137**

WORKPLACE SAFETY—Cont'd
Vdts. Video display terminals, below
Vehicles
motor vehicles, above
OSHA safety and health standards, vehicle-mounted elevating and rotating work platforms, **Work S § 3:51**
Veneer cutters and wringers, OSHA safety and health standards for woodworking machinery, **Work S § 3:269**
Ventilation
health and environmental control, OSHA safety and health standards, **Work S § 3:60**
welding, cutting and brazing, OSHA safety and health standards, **Work S § 3:285**
Venue, recovery of civil penalties, **Work S § 9:26**
Verification of abatement, citations, **Work S § 7:15**
Vermont
maximum hour safety restrictions, **Work S § 5:186**
plan for safety and health, **Work S § 4:942 to Work S § 4:974**
right-to-know statutes, **Work S § 5:297**
smoking restrictions, **Work S § 5:232**
Vermont's plan for safety and health, **Work S § 4:944, 4:947, 4:948, 4:958, 4:964, 4:971**
Vertical clearance for landing, OSHA safety and health standards for manlifts, **Work S § 3:57**
Video display terminals
general discussion, **Work S § 5:81 to Work S § 5:84**
personnel manual, **Pers M § 17:106 to 17:121**
Videotaped depositions, administrative proceedings, **Work S § 8:85**
Vinyl chloride, OSHA safety and health standards, **Work S § 3:302**
Violations
citations, above
complaints, Washington's plan for safety and health, **Work S § 4:1087**
correction, above
de minimis violation, above
ending of violation, Michigan's plan for safety and health, **Work S § 4:541**
history of violations, above
injunctions, above
inspections, above
investigations, above
nondiscrimination requirements, **Work S § 5:53 to Work S § 5:66**
notices
de minimis violation, above
Michigan's plan for safety and health, **Work S § 4:524**
Nevada's plan for safety and health, **Work S § 4:647**
New Mexico's plan for safety and health, **Work S § 4:683**
North Carolina's plan for safety and health, **Work S § 4:728**
Puerto Rico's plan for safety and health, **Work S § 4:816**
Tennessee's plan for safety and health, **Work S § 4:893**
Utah's plan for safety and health, **Work S § 4:929**
Vermont's plan for safety and health, **Work S § 4:961**
Virgin Islands' plan for safety and health, **Work S § 4:1038**

WORKPLACE SAFETY—Cont'd
Violations—Cont'd
notices—Cont'd
Wyoming's plan for safety and health, **Work S § 4:1128, 4:1129**
penalties, above
permit requirements, California's plan for safety and health, **Work S § 4:187, 4:223**
personal protective equipment standard, Michigan's plan for safety and health, **Work S § 4:552**
posting of notices, **Work S § 5:73**
punishment of violations, above
railroad maximum hour safety restrictions, **Work S § 5:125, 5:130**
recordkeeping and reporting
general discussion, **Work S § 5:18**
railroad maximum hour safety restrictions, **Work S § 5:130**
serious violation, above
willful violations, penalties, **Work S § 7:27 to Work S § 7:29, 7:62**
Violence in workplace by third parties as recognized hazard, OSHA general duty clause, **Work S § 3:17**
Virginia
plan for safety and health, **Work S § 4:975 to Work S § 4:1013**
smoking restrictions, **Work S § 5:233**
Virginia's plan for safety and health, **Work S § 4:979, 4:981, 4:983, 4:987, 4:989, 4:992, 4:1010**
Virgin Islands, plan for safety and health, **Work S § 4:1014 to Work S § 4:1052**
Virgin Islands' plan for safety and health, **Work S § 4:1018, 4:1021, 4:1022, 4:1024, 4:1028, 4:1041, 4:1047**
Viruses, exposure, **Work S § 5:85 to Work S § 5:110**
Visibility protection, OSHA safety and health standards for helicopters, **Work S § 3:243**
Visits
monitoring visits by OSHA, state plans for safety and health, **Work S § 4:22**
on-site consultation visits, **Work S § 6:51 to Work S § 6:62**
Voltage capacity requirements, OSHA safety and health standards for electrical protective equipment, **Work S § 3:104**
Voluntary matters
compliance program for small employers, inspections under California's plan for safety and health, **Work S § 4:208**
elimination of hazard, imminent danger proceedings, **Work S § 9:35**
safety and health protection programs, inspections, **Work S § 6:8**
Waiver of rules of procedure, Occupational Safety and Health Review Commission proceedings, **Work S § 8:10**
Walkaround rights, inspections, **Work S § 6:46**
Walking-working surfaces, OSHA safety and health standards, **Work S § 3:20 to Work S § 3:41**
Wall openings
construction industry, **Work S § 2:53 to Work S § 2:56**
walking-working surfaces, OSHA safety and health standards, **Work S § 3:25**
Warnings
devices, above
Michigan's plan for safety and health, **Work S § 4:507**

WORKPLACE SAFETY—Cont'd
Warnings—Cont'd
signs, signals and tags, construction industry, **Work S § 2:31, 2:32**
Warrants. Inspections, above
Washing facilities
field sanitation requirements, agricultural industry, **Work S § 2:97**
health and environmental controls, construction industry, **Work S § 2:8**
Washington
maximum hour safety restrictions, **Work S § 5:187**
plan for safety and health, **Work S § 4:1053 to Work S § 4:1105**
right-to-know statutes, **Work S § 5:298**
smoking restrictions, **Work S § 5:234**
Washington's plan for safety and health, **Work S § 4:1061 to Work S § 4:1065, 4:1101**
Waste
disposal
construction industry, **Work S § 2:35**
sanitation, OSHA safety and health standards, **Work S § 3:108**
handling of regulated waste, bloodborne pathogen exposure, **Work S § 5:97**
hazardous waste operations, OSHA safety and health standards, **Work S § 3:77 to Work S § 3:96**
Water
drinking water, above
personal protective and lifesaving equipment for employees working over or near water, construction industry, **Work S § 2:25**
spray extinguishing systems, OSHA safety and health standards for fire protection, **Work S § 3:136**
supply of water, above
Web slings, OSHA safety and health standards, **Work S § 3:257**
Welding
construction industry, **Work S § 2:41, 2:42**
OSHA safety and health standards, **Work S § 3:283 to Work S § 3:288**
West Virginia
maximum hour safety restrictions, **Work S § 5:188**
right-to-know statutes, **Work S § 5:299**
smoking restrictions, **Work S § 5:235**
Wheels
abrasive wheels, above
agricultural tractor operator protection, wheel-type tractors, **Work S § 2:80, 2:81**
mobile work platforms, OSHA safety and health standards, **Work S § 3:39**
servicing multi-piece and single-piece rim wheels, OSHA safety and health standards, **Work S § 3:173 to Work S § 3:178**
Willful matters, penalties, **Work S § 4:547, 7:27 to Work S § 7:29, 7:62**
Wind indicators, OSHA safety and health standards for overhead and gantry cranes, **Work S § 3:198**
Wire rope slings, OSHA safety and health standards, **Work S § 3:254**
Wisconsin
maximum hour safety restrictions, **Work S § 5:189**
right-to-know statutes, **Work S § 5:300**

WORKPLACE SAFETY—Cont'd
Wisconsin—Cont'd
smoking restrictions, **Work S § 5:236**
Withdrawal
approval of state plan for safety and health, **Work S § 4:24**
citations, above
complaint, nondiscrimination violations, **Work S § 5:56**
notice of contest, administrative proceedings, **Work S § 8:29, 8:33**
petition for modification of abatement date, administrative proceedings, **Work S § 8:38**
representatives, administrative proceedings, **Work S § 8:75**
Witnesses
California's plan for safety and health, **Work S § 4:233, 4:248**
discrimination against employees who testify in workplace safety proceedings prohibited, **Work S § 5:45**
hearings
general discussion, **Work S § 8:129, 8:145**
California's plan for safety and health, **Work S § 4:233**
payment of witnesses at appeal proceedings, Alaska's plan for safety and health, **Work S § 4:74**
Woodheel turning machines, OSHA safety and health standards for woodworking machinery, **Work S § 3:267**
Wood ladders, OSHA safety and health standards for walking-working surfaces, **Work S § 3:29**
Woodworking
machinery, OSHA safety and health standards, **Work S § 3:261 to Work S § 3:271**
tools, construction industry, **Work S § 2:40**
Wording of accident prevention signs, OSHA safety and health standards, **Work S § 3:124**
Workplaceers' compensation
appeals under Oregon's plan for safety and health, WORKSAFEers' Compensation Department, **Work S § 4:784**
laws, effect of federal workplace safety law, **Work S § 1:6**
Workplacemanship requirements, OSHA safety and health standards for electrical protective equipment, **Work S § 3:105**
Wreck trains, railroad maximum hour safety restrictions, **Work S § 5:117**
Writ of mandate, judicial review under California's plan for safety and health, **Work S § 4:265**
Written
hazard communication program, **Work S § 5:248**
opinion, bloodborne pathogen exposure, **Work S § 5:102**
program, OSHA safety and health standards for permit-required confined spaces, **Work S § 3:145**
Wyoming
maximum hour safety restrictions, **Work S § 5:190**
plan for safety and health, **Work S § 4:1106 to Work S § 4:1140**
smoking restrictions, **Work S § 5:237**
Wyoming's plan for safety and health, **Work S § 4:1110, 4:1113, 4:1114, 4:1118, 4:1125, 4:1138**

WORK PRODUCT PRIVILEGE
Discovery, **Emp P § 104:15**

WORK PRODUCTS
Personnel manual, employment agreements and rights to work products, **Pers M § 3:49**

WORK RULES
Personnel manual, **Pers M § 5:1 to 5:150**

WORKSHARING AGREEMENTS
Age Discrimination in Employment Act, **Emp P § 87:7**
Title VII, **Emp P § 84:15, 95:21**

WORKSHEETS
Personnel manual, performance review meetings, **Pers M § 15:45, 15:79**

WORKSHOPS FOR HANDICAPPED PERSONS
National LABOR Relations Act, employer coverage, **Labor § 4:12**

WORKSTATIONS
Personnel manual, video display terminals, **Pers M § 17:113, 17:121**

WORK STOPPAGES
Collective Bargaining Agreements (this index)
Federal employment, interference with employee rights by union, **Labor § 39:278**
LABOR Management Relations Act, evidence in contract enforcement actions, **Labor § 53:163**
Personnel manual, special notice provisions in health care industry, **Pers M § 22:25**
Unfair Labor Practices (this index)

WORK-STUDY PROGRAMS
Personnel manual, training and education of employees, **Pers M § 16:44 to 16:48**

WORKWEEK
Collective bargaining agreements, hours of work, **Labor § 47:36**
Minimum Wages (this index)
Overtime Pay (this index)
Personnel Manual (this index)

WREATHMAKING
Child labor, **Comp § 24:71**

WRECK TRAINS
Workplaceplace safety, railroad maximum hour safety restrictions, **Work S § 5:117**

WRINGERS
Workplaceplace safety, OSHA safety and health standards for veneer wringers, **Work S § 3:269**

WRITE-IN VOTES
LABOR-Management Reporting and Disclosure Act, secret ballot elections, **Labor § 66:58**

WRITERS
Compensation, discrimination, **Emp P § 44:78**
White collar employees, **Comp § 3:130**

WRITING OR WRITTEN
Collective bargaining agreements, formation and validity, **Labor § 47:11**
Iowa, written policy requirements, substance abuse and testing, **Emp P § 30:126**
National Labor Relations Board (this index)

WRITING OR WRITTEN—Cont'd
Personnel Manual (this index)
Unfair Labor Practices (this index)
Unions and Union Practices (this index)
Workplace Safety (this index)

WRITS
National LABOR Relations Board, writs of certiorari, **Labor § 52:85**
Workplaceplace safety, writ of mandate, **Work S § 4:265**

WRONGFUL DEATH ACTIONS
Preemption, **Ben § 1:126**

WRONGFUL DISCHARGE
Labor Management Relations Act (this index)
National LABOR Relations Act, preemption of state tort claims, **Labor § 12:32**
Personnel manual, revised handbooks for employees, **Pers M § 4:26**
Preemption, **Ben § 1:127**
Railway LABOR Act, judicial actions and remedies, **Labor § 59:60**

WRONGFUL TERMINATION
Termination of Employment (this index)

WYOMING
Absence of employee on payday, **Comp § 29:160**
Administrative subpoena, enforcement of, **Emp P § 111:238**
Age discrimination, **Emp P § 8:14, 8:64, 111:2**
Age Discrimination in Employment Act, effect on court proceedings, **Emp P § 111:2**
Agency proceedings, **Labor § 46:47**
Ancestry discrimination, **Emp P § 7:14, 7:64**
Answer of employer, garnishment, **Comp § 34:389**
Appeal of labor commissioner's decision, compensation, **Comp § 42:93**
Appearance of employer at hearing, garnishment, **Comp § 34:395**
Arbitration of contract disputes, **Labor § 49:218**
Assignments, conditions governing most, **Comp § 34:110**
Attorney's fees, support withholding, **Comp § 42:623**
At-will employment, exceptions to, **Emp P § 62:52**
Birth place, discrimination based on, **Emp P § 7:14, 7:64**
Certificates, child labor, **Comp § 26:65**
Child labor
  general discussion, **Comp § 25:103, 25:104**
  administrative procedures, **Comp § 28:126**
  certificates and permits, **Comp § 26:65**
  exemptions, **Comp § 25:103**
  prohibitions, **Comp § 25:104**
  sanctions and remedies, **Comp § 28:73**
Citizenship discrimination, **Emp P § 7:14, 7:64**
Color discrimination, **Emp P § 3:61**
Compensation
  general discussion, **Comp § 37:78 to 37:80**
  appeal of labor commissioner's decision, **Comp § 42:93**
  assignments, conditions governing most, **Comp § 34:110**
  child labor, above
  court proceedings, generally, **Comp § 42:93**
  discrimination, **Emp P § 44:79, 44:129**
  form of payment, below

WYOMING—Cont'd
Compensation—Cont'd
  garnishment, below
  minimum wages, below
  notices, **Comp § 37:188**
  overtime pay, below
  payment of compensation, below
  records, **Comp § 37:187**
  rules, **Comp § 39:131**
  support withholding, below
Complaints, job discrimination proceedings, **Emp P § 89:351**
Conditions of employment. Terms, conditions and privileges of employment, below
Constitutionality, overtime pay, **Comp § 21:6**
Continuation of individual coverage in group health and life insurance policies, **Ben § 8:136**
Conversion privileges for health and life insurance, **Ben § 8:197**
Coordination of medical benefits, **Ben § 5:297**
Court enforcement of state labor relations statutes, **Labor § 62:248 to 62:252**
Court proceedings
  general discussion, **Emp P § 111:1, 111:2, 111:236, 111:237**
  administrative subpoena, enforcement of, **Emp P § 111:238**
  Age Discrimination in Employment Act, effect of, **Emp P § 111:2**
  equal pay statute actions, **Emp P § 111:239**
  garnishment cases, **Emp P § 116:1, 116:30**
Coverage of state statutes affecting labor relations, **Labor § 15:54**
Creed discrimination, **Emp P § 4:18, 4:68**
Criminal sanctions, **Emp P § 82:100, 82:255**
Direct deposit of compensation, **Comp § 33:82**
Disabilities discrimination, **Emp P § 9:76, 9:129**
Dishonored checks, deductions from compensation for, **Comp § 32:218, 42:462**
Employment agencies subject to discrimination laws, **Emp P § 20:215, 20:265**
Employment practices
  general discussion, **Emp P § 2:1, 2:53**
  age discrimination, **Emp P § 8:14, 8:64**
  at-will employment, exceptions to, **Emp P § 62:52**
  checklist of state laws regulating employment practices, **Emp P § 2:54**
  conditions of employment. Terms, conditions and privileges of employment, below
  court proceedings, above, **Emp P § 111:238**
  criminal sanctions, **Emp P § 82:100, 82:255**
  disabilities discrimination, **Emp P § 9:76, 9:129**
  employment agencies subject to discrimination laws, **Emp P § 20:215, 20:265**
  equal pay statute, criminal sanctions, **Emp P § 82:100, 82:255**
  garnishment, adverse employment actions based on, **Emp P § 63:7, 63:60**
  job discrimination proceedings, below
  judicial remedies, **Emp P § 80:1, 80:52**
  national origin, ancestry, citizenship or place of birth discrimination, **Emp P § 7:14, 7:64**
  nondiscriminatory preferences and conduct, **Emp P § 17:48.50**

WYOMING—Cont'd
Employment practices—Cont'd
persons protected, **Emp P § 21:18, 21:69**
private employers subject to discrimination laws, **Emp P § 20:28, 20:79**
privileges of employment. Terms, conditions and privileges of employment, below
public employers subject to discrimination laws, **Emp P § 20:93, 20:144**
race or color discrimination, **Emp P § 3:61**
reference check immunity, **Emp P § 65:14, 65:41**
religious or creed discrimination, **Emp P § 4:18, 4:68**
retaliation against opponents of discrimination, **Emp P § 10:93**
retention of employees. Selection and retention of employees, below
selection and retention of employees, below
sex and pregnancy discrimination, **Emp P § 5:12, 5:63**
terms, conditions and privileges of employment, below
Equal pay, **Emp P § 82:100, 82:255, 111:237**
Evidence, job discrimination proceedings, **Emp P § 89:354**
Exemptions
child labor, **Comp § 25:103**
payment of compensation, **Comp § 14:33**
Federal contractors, form of payment of compensation, **Comp § 33:2**
Female employees, overtime pay, **Comp § 21:182**
Form of payment
general discussion, **Comp § 33:1 to 33:3, 33:76, 33:77**
direct deposit, **Comp § 33:82**
federal contractors, **Comp § 33:2**
lawful money, rule requiring payment in, **Comp § 33:3**
suspended or laid off employees, payment by mail to, **Comp § 33:83**
Fringe benefits, **Emp P § 44:138, 44:171**
Garnishment
general discussion, **Comp § 34:384 to 34:395, 42:463**
amount of earnings subject to garnishment, **Comp § 34:385**
answer of employer, **Comp § 34:389**
appearance of employer at hearing, **Comp § 34:395**
duration of lien, **Comp § 34:391**
employment practices, **Emp P § 63:7, 63:60, 116:1, 116:30**
family support, limit as to earnings necessary for, **Comp § 34:394**
federal garnishment limits, challenge to state's compliance with, **Comp § 42:458**
judgment as prerequisite, **Comp § 34:386**
notice to employee and employee's right to hearing, **Comp § 34:388**
notice to employer, **Comp § 34:387**
payments by employer to employee and creditor, **Comp § 34:390**
preference of liens, **Comp § 34:392**
termination or suspension of continuing garnishment, **Comp § 34:393**
writ of garnishment and writ of continuing garnishment, availability of, **Comp § 34:384**
Harassment, **Emp P § 51:90**
Hearings, job discrimination proceedings, **Emp P § 89:353**
Holidays, **Ben § 10:57**

WYOMING—Cont'd
Investigations, job discrimination proceedings, **Emp P § 89:352**
Job discrimination proceedings
general discussion, **Emp P § 89:1, 89:351 to 89:355**
basic fair employment practices statute procedures, **Emp P § 89:351**
complaints, **Emp P § 89:351**
decision of commission, **Emp P § 89:355**
evidence, procurement of, **Emp P § 89:354**
hearings, **Emp P § 89:353**
investigations, **Emp P § 89:352**
Judicial remedies, employment practices, **Emp P § 80:1, 80:52**
Jury duty, **Ben § 14:54**
Life insurance, **Ben § 8:136; Emp P § 8:197**
Mandatory retirement, **Emp P § 52:35, 52:72**
Meal breaks, **Emp P § 45:32, 45:65**
Medical benefits
continuation of individual coverage in group insurance policies, **Ben § 8:136**
conversion privileges, **Ben § 8:197**
coordination of benefits, **Ben § 5:297**
mandated provisions, **Ben § 5:241**
Minimum wages
general discussion, **Comp § 18:1 et seq., 18:280 to 18:281, 42:93, 42:208**
contract, varying rules by, **Comp § 18:5**
deductions not qualifying as credits against minimum wages, **Comp § 18:6**
employee's suit for wages, attorney's fees and costs, **Comp § 42:209**
labor commissioner's suit for wages, attorney's fees and costs, **Comp § 42:209**
National origin discrimination, **Emp P § 7:14, 7:64**
Nature of state statutes affecting labor relations, **Labor § 2:57**
Nondiscriminatory preferences and conduct, **Emp P § 17:48.50**
Notice
compensation, **Comp § 37:188**
garnishment, **Comp § 34:387, 34:388**
support withholding, **Comp § 42:500**
Null effect of agreement regarding time or form of wages, **Comp § 42:456**
Overtime pay
general discussion, **Comp § 21:1 et seq., 21:182, 21:183, 42:93, 42:208**
constitutionality, **Comp § 21:6**
contract, variance of rules by, **Comp § 21:5**
employee's suit for wages, attorney's fees and costs, **Comp § 42:209**
female employees, **Comp § 21:182**
labor commissioner's suit for wages, attorney's fees and costs, **Comp § 42:209**
time worked, **Comp § 21:183**
Payment of compensation
general discussion, **Comp § 29:159 to 29:161, 30:107 to 30:109, 42:456 to 42:462**
absence of employee on payday, **Comp § 29:160**
benefit funds, contributions to, **Comp § 29:161**
dishonored checks, deductions from compensation for, **Comp § 32:218, 42:462**
exemptions, **Comp § 14:33**
form of payment, above
labor commissioner's suit for wages, **Comp § 42:454**

WYOMING—Cont'd
Payment of compensation—Cont'd
null effect of agreement regarding time or form of wages, **Comp § 42:456**
order of department of employment, civil fine for violation of, **Comp § 42:455**
other employees, **Comp § 13:55**
semi-monthly wages, **Comp § 29:159**
support withholding, below
termination of employment, **Comp § 30:108, 42:456, 42:461**
untimely payment, criminal penalties, **Comp § 42:457**
Permits, child labor, **Comp § 26:65**
Persons protected, employment practices, **Emp P § 21:18, 21:69**
Preference of liens, garnishment, **Comp § 34:392**
Pregnancy discrimination, **Emp P § 5:12, 5:63**
Private employers subject to discrimination laws, **Emp P § 20:28, 20:79**
Privileges of employment. Terms, conditions and privileges of employment, below
Public employers subject to discrimination laws, **Emp P § 20:93, 20:144**
Race discrimination, **Emp P § 3:61**
Records, compensation, **Comp § 37:187**
Reference check immunity, **Emp P § 65:14, 65:41**
Religious discrimination, **Emp P § 4:18, 4:68**
Remedies, child labor, **Comp § 28:73**
Rest breaks, **Emp P § 45:32, 45:65**
Retaliation against opponents of discrimination, **Emp P § 10:93**
Retention of employees. Selection and retention of employees, below
Sanctions, child labor, **Comp § 28:73**
Selection and retention of employees
smoking or other lawful off-duty activities, **Emp P § 24:4, 24:34**
substance abuse and testing, **Emp P § 30:82, 30:203, 30:204**
veterans and other uniformed service members, **Emp P § 40:86**
Semi-monthly wages, **Comp § 29:159**
Seniority systems, **Emp P § 43:78, 43:110**
Sex discrimination, **Emp P § 5:12, 5:63**
Smoking or other lawful off-duty activities, selection and retention of employees, **Emp P § 24:4, 24:34**
State statutes
arbitration of contract disputes, **Labor § 49:218**
court enforcement of state labor relations statutes, **Labor § 62:248 to 62:252**

WYOMING—Cont'd
State statutes—Cont'd
coverage of state statutes affecting labor relations, **Labor § 15:54**
nature of state statutes affecting labor relations, **Labor § 2:57**
Substance abuse and testing, selection and retention of employees, **Emp P § 30:82, 30:203, 30:204**
Support withholding
general discussion, **Comp § 34:472, 42:504 to 42:507, 42:623 to 42:625**
attorney's fees, **Comp § 42:623**
employer's liability, **Comp § 42:622**
federal standard on expedited proceedings, **Comp § 42:499**
mistake of fact, defined, **Comp § 42:502**
notices and opportunity to contest withholding, **Comp § 42:500**
performance standard for disposition of cases, **Comp § 42:501**
scope of remedies and penalties, **Comp § 42:624**
Suspension of continuing garnishment, **Comp § 34:393**
Termination of continuing garnishment, **Comp § 34:393**
Termination of employment, payment of compensation, **Comp § 30:108, 42:456, 42:461**
Terms, conditions and privileges of employment
general discussion, **Emp P § 43:6, 43:57**
fringe benefits, **Emp P § 44:138, 44:171**
harassment, **Emp P § 51:90**
mandatory retirement, **Emp P § 52:35, 52:72**
rest and meal breaks, **Emp P § 45:32, 45:65**
seniority systems, **Emp P § 43:78, 43:110**
wage and salary discrimination, **Emp P § 44:79, 44:129**
Unemployment compensation, **Ben § 4:96**
Voting time off, **Ben § 13:34**
Witness duty, **Ben § 14:54**
Workplace Safety (this index)
Writ of garnishment and writ of continuing garnishment, availability of, **Comp § 34:384**

YARD WORKERS
Live-in domestic servants, **Comp § 10:15**

YEARLY MATTERS
Annual Matters (this index)

YOUNGER WORKERS
Personnel manual, recruitment, **Pers M § 2:47, 2:55 to 2:59**

ZONING AND SIMILAR CODES
At-will employment, **Emp P § 58:17**