# **Index**

#### **ABSTENTION**

Federal preemption, § 19:9

# **ACCELERATION OF BENEFITS**

Workers' compensation, § 9:43

## ACCESS TO PERSONNEL RECORDS

Generally, §§ 16:49 to 16:55

For detailed treatment see index heading PERSONNEL RECORDS

#### **ACCURACY**

Information about applicants and employees, § 2:1

Personnel records, § 16:26

## **ACKNOWLEDGMENTS**

Information about applicants and employees, shifting of expense, § 2:70

# ACTORS DE IN REM VERSO

Distinguished, § 1:10

## ADMINISTRATIVE APPEALS

Safety, § 8:25

#### **ADVERTISEMENTS**

Pre-employment screening, § 2:4

# AFFIRMATIVE ACTION

Generally, §§ 7:99 to 7:102

For detailed treatment see index heading DISCRIMINATION

## AFFIRMATIVE DEFENSES

Workers' compensation, § 9:31

## AFFORDABLE CARE ACT

See index heading Patient Protection and Affordable Care Act (Obamacare)

# AFTER ACQUIRED EVIDENCE

Discrimination, evidence warranting termination, § 22:11

#### **AGE**

Age Discrimination in Employment Act (federal)

generally, §§ 7:70 to 7:75

for detailed treatment see index heading Age Discrimination in Employment Act (federal)

Age Discrimination in Employment Act (state)

generally, §§ 7:76 to 7:80

for detailed treatment see index heading Age Discrimination in Employment Act (state)

#### AGE-Cont'd

Children and minors

generally, §§ 17:1 to 17:8

for detailed treatment see index heading CHILDREN AND MINORS

Information about applicants and employees, proof of age, § 2:31

Louisiana Unfair Trade Practices Act (LUTPA), protection of old and disabled employees, § 7:139

# AGE DISCRIMINATION IN EMPLOYMENT ACT (FEDERAL)

Generally, §§ 7:70 to 7:75

Covered employers, § 7:71

Early retirement, §§ 7:74, 12:22 to 12:24

Enforcement procedures, § 7:75

Proscribed and prescribed acts, § 7:72

Protected groups, § 7:70

Remedies, § 7:73

Retirement. See index heading RETIREMENT

Settlement of employee claims. See index heading settlement of employee claims

## AGE DISCRIMINATION IN EMPLOYMENT ACT (STATE)

Generally, §§ 7:76 to 7:80

Covered employers, § 7:77

Enforcement procedures, § 7:80

Prohibited acts, § 7:78

Protected groups, § 7:76

Remedies, § 7:79

Retirement, § 12:26

#### **AGENCY FILES**

Evidentiary and discovery issues in employment litigation, § 22:17

## **AGENTS**

Distinguished, § 1:6

**Employment agencies** 

generally, §§ 18:7 to 18:9

for detailed treatment see index heading EMPLOYMENT AGENCIES

Liabilities related to employment

generally, §§ 14:27 to 14:30

for detailed treatment see index heading Liabilities related to employment

#### ALCOHOLIC BEVERAGES

Generally, § 17:23

Coordination of leave benefits, § 6:37

Minors, employers that serve alcohol, § 17:4

**Testing** 

generally, §§ 2:53 to 2:62

for detailed treatment see index heading drug and alcohol testing

Workers' compensation. See index heading workers' compensation

## **ALIENS**

Discrimination, immigration, § 7:107

#### ALIENS—Cont'd

Undocumented workers. See index heading UNDOCUMENTED WORKERS Visas, §§ 2:63 to 2:66

#### ALTER-EGO LIABILITY

Joint employers, § 18:6

## AMBULANCE PERSONNEL

Generally, § 17:35

# **AMERICAN INDIANS**

Special employees, § 17:40

## AMERICANS WITH DISABILITIES ACT (ADA)

Generally, §§ 7:52 to 7:57

Covered employers, § 7:53

Enforcement procedures, § 7:56

Family and Medical Leave Act, reconciliation with, § 7:57

Joint employers, § 18:17

Proscribed and prescribed acts, § 7:54

Protected groups, § 7:52

Remedies, § 7:55

Settlement of employee claims, release of claim, § 20:10

Workers' compensation, reconciliation with, § 7:57

#### **ANATOMICAL GIFTS**

Bone marrow donation, leaves of absence, § 6:51

#### **ANSWERS**

Safety, § 8:20

#### **ANTITRUST LAW**

Employment liability, §§ 14:13, 14:22

Labor disputes, § 11:39

#### APPEAL AND REVIEW

Longshoremen's and Harbor Workers' Compensation Act, review of compensation orders,  $\S$  10:14

Safety

generally, §§ 8:25, 8:26

for detailed treatment see index heading SAFETY

Unemployment compensation. See index heading UNEMPLOYMENT COMPENSATION

Unfair labor practice case procedure, § 11:50

Workers' compensation, § 9:57

#### APPLICATIONS

Pre-employment screening, § 2:5

#### **APPRENTICES**

Generally, §§ 17:14 to 17:16

Discrimination, § 17:16

State apprenticeship law, § 17:14

Tax credits, § 4:58

#### ARBITRATION

Generally, §§ 19:14 to 19:24

Administrative action not precluded, § 19:23

Collective bargaining agreements, § 19:18

Contracts of employment, §§ 3:39, 3:52

Enforceability of employment arbitration agreements, § 19:15

Exclusivity of arbitration agreements, generally, §§ 19:14 to 19:24

Federal Aviation Administration, § 19:17

Interpretation of agreements on basis of federal law, § 19:24

National Labor Relations Board (NLRB), § 11:25

Preemption, state law applicable in absence of, § 19:20

Res judicata and collateral estoppel, § 19:26

Statutory claims, § 19:19

Substantive rights

conformation of agreement to provide, § 19:22

rights not affected by arbitration, § 19:21

United States Arbitration Act, § 11:45

## **ASSIGNMENTS**

Compensation and payment. See index heading Compensation and Payment Contracts of employment, § 3:40

#### **ATHLETES**

Unemployment compensation, § 13:18

#### ATTORNEY-CLIENT PRIVILEGE

Generally, §§ 21:8 to 21:13

Claim or defense exception, § 21:11

Communication between attorney and client, § 21:8

Employees of client, § 21:9

Fiduciary exception, § 21:10

Privilege log, § 21:13

Work product, §§ 21:12, 22:18

# **ATTORNEYS**

Consulting, no adverse interference for, joint employers, § 21:19

Ethics

generally, §§ 21:1 to 21:3

for detailed treatment see index heading Ethics

Fees. See index heading attorneys' fees

Privilege

generally, §§ 21:8 to 21:13

for detailed treatment see index heading attorney-client privilege

# ATTORNEYS' FEES

Discrimination, §§ 7:167, 7:183, 7:187

Liabilities related to employment, government responsibility, § 14:33

Longshoremen's and Harbor Workers' Compensation Act, § 10:16

Unemployment compensation, § 13:42

Workers' compensation, §§ 9:60, 9:61

#### **ATTRIBUTION**

Evidence, attributing remarks or conduct to employer, § 22:5

## AT-WILL EMPLOYMENT

Generally, § 12:2

Contracts of employment

generally, §§ 3:14, 3:15

for detailed treatment see index heading Contracts of Employment

#### **AUER DOCTRINE**

Choice of forum, § 19:10

#### **AUTOMOBILES**

See index heading motor vehicles

#### **BACK PAY**

Discrimination, damages, §§ 7:158, 7:173

## **BACKGROUND CHECKS**

Information about applicants and employees, shifting of expense, § 2:72

Pre-employment screening

generally, §§ 2:8 to 2:12

for detailed treatment see index heading PRE-EMPLOYMENT SCREENING

#### **BAD FAITH**

Fair Labor Standards Act (FLSA), reliance on defenses, § 4:14

#### BANKRUPTCY

Discrimination, § 7:106

Labor disputes, § 11:40

## **BENEFITS**

Generally, §§ 5:1 to 5:48

Armed service, leave for, § 5:36

Compensation and payment

generally, §§ 5:1 to 5:48

for detailed treatment see index heading compensation and payment

Competing claimants for benefits, § 5:42

Death benefits, § 5:33

Disability benefits, § 5:32

Discrimination laws applicable to benefits, § 5:45

Employee Retirement Income Security Act

generally, §§ 5:2 to 5:12

for detailed treatment see index heading Employee Retirement Income Security Act

Escheat, § 5:44

Forfeiture of benefits. See index heading Forfeiture of BENEFITS

Health benefits

generally, §§ 5:13 to 5:28

for detailed treatment see index heading HEALTH BENEFITS

Holidays, § 5:30

Insurance, employee benefits liability coverage, § 15:12

#### BENEFITS—Cont'd

Leaves of absence

generally, §§ 6:1 to 6:59

for detailed treatment see index heading LEAVES OF ABSENCE

Life insurance, § 5:40

Loans to employees, § 5:35

Longshoremen's and Harbor Workers' Compensation Act

generally, §§ 10:5 to 10:8

for detailed treatment see index heading Longshoremen's and Harbor Workers' Compensation Act

Louisiana Unfair Trade Practices Act (LUTPA), protection under, § 5:48

Public policy prohibiting forfeiture of benefits, § 5:43

Reimbursement of employees, § 5:46

Retirement benefits, § 5:37

Seizure of benefits, § 5:47

Social Security benefits, § 5:38

Tax exempt fringe benefits, § 5:39

Trusts, § 5:34

Unemployment compensation

generally, §§ 13:24 to 13:30

for detailed treatment see index heading UNEMPLOYMENT COMPENSATION

Vacation, § 5:29

Wellness plans, § 5:41

Workers' compensation, § 5:31

generally, §§ 5:31, 9:32 to 9:44

for detailed treatment see index heading workers' compensation

## BEREAVEMENT LEAVE

Absence, leaves of, § 6:53

## **BIOMETRIC DATA**

Workers' compensation, § 2:21

## **BONE MARROW DONATION**

Leaves of absence, § 6:51

#### **BORROWED EMPLOYEES**

Generally, §§ 17:9 to 17:12

Effect of borrowed status, § 17:12

Presumption, § 17:10

Test for borrowed employee, § 17:11

## **BREASTFEEDING**

Generally, § 17:36

Discrimination, § 7:148

# BURDEN OF PROOF

Discrimination, § 22:31

Plant closings and mass layoffs, § 12:18

Safety, § 8:21

Unemployment compensation, § 13:10

#### CAFETERIA PLANS

Health benefits, § 5:22

#### **CAPACITY**

Contracts of employment, § 3:16

## **CERTIFICATES AND CERTIFICATION**

Family and Medical Leave Act (FMLA), certification of health care provider, § 6:58

Labor disputes. See index heading LABOR DISPUTES

Minors, state certificate requirements on employers employing minors, § 17:3

## **CHANGE IN CIRCUMSTANCES**

Workers' compensation, modification of award, § 9:59

#### **CHECKS**

Settlement of employee claims, negotiated checks as evidence, § 20:14

# **CHILDBIRTH DISCRIMINATION (STATE)**

Generally, §§ 6:26, 7:47 to 7:51

For detailed treatment see index heading PREGNANCY AND CHILDBIRTH DISCRIMINATION (STATE)

## CHILDREN AND MINORS

Generally, §§ 17:1 to 17:8

Alcohol, employers that serve, § 17:4

Contracts of employment, § 3:47

Federal child labor standards, § 17:1

Incentives to hire youth, § 17:8

Personnel records, notices, § 16:14

Pre-employment screening of child care providers, § 2:15

State certificate requirements on employers employing minors, § 17:3

State restrictions on employment of minors, § 17:2

State sanctions, § 17:5

Unemployment compensation, § 17:7

Workers' compensation, § 17:6

#### CHOICE OF FORUM

Generally, §§ 19:1 to 19:30

Arbitration

generally, §§ 19:14 to 19:24

for detailed treatment see index heading Arbitration

Auer doctrine, § 19:10

Civilian method, § 19:30

Class Action Fairness Act, supplemental jurisdiction, § 19:28

Collateral estoppel, §§ 19:25, 19:26

Conflict of law, § 19:29

Discrimination claims, res judicata and collateral estoppel, § 19:25

Exclusivity of state law, §§ 19:11 to 19:13

Federal preemption

generally, §§ 19:1 to 19:10

#### CHOICE OF FORUM—Cont'd

Federal preemption—Cont'd

for detailed treatment see index heading FEDERAL PREEMPTION

Forum selection clauses, § 19:27

Louisiana Employment Security Law (LESL), exclusivity, § 19:12

Res judicata, §§ 19:25, 19:26

Workers' compensation, exclusivity of state law, § 19:11

## CHOICE OF LAW

Contracts of employment, § 3:8

Safety, § 8:36

## **CIGARETTES**

Discrimination, § 7:132

#### CIRCUMSTANTIAL EVIDENCE

Generally, § 22:2

## **CITIZENSHIP**

Aliens. See index heading undocumented workers

Information about applicants and employees, proof of citizenship, § 2:32

#### **CIVIL RIGHTS**

Generally, §§ 7:1 to 7:187

For detailed treatment see index heading DISCRIMINATION

## **CIVIL RIGHTS ACT OF 1991 (FEDERAL)**

Generally, § 7:24

# **CIVIL SERVICE**

Termination of employment, § 12:9

## **CIVILIAN METHOD**

Choice of forum, § 19:30

#### **CLASS ACTION FAIRNESS ACT**

Supplemental jurisdiction, § 19:28

## **CLOSED SHOPS**

Labor disputes, § 11:31

#### **COLLATERAL ESTOPPEL**

Arbitration, § 19:26

Choice of forum, §§ 19:25, 19:26

# COLLATERAL SOURCE RULE

Discrimination, damages, § 7:165

#### **COLLECTIVE ACTIONS**

Fair Labor Standards Act (FLSA), § 4:18

## **COLLECTIVE BARGAINING**

Arbitration agreements, § 19:18

Labor disputes, § 11:10

#### COMMISSION ON HUMAN RIGHTS

Discrimination, § 7:133

#### **COMPARATORS**

Evidentiary and discovery issues in employment litigation, § 22:4

## COMPENSATION AND PAYMENT

Generally, §§ 4:1 to 4:64

Agreement to repay employer, deductions from compensation, § 4:41

Amount to be paid, § 4:26

Apprenticeship tax credits, § 4:58

Armed services, employees leaving for, § 4:27

Assignments

claims against employer, § 4:37

wages, § 4:43

Attorneys' fees. See index heading attorneys' fees

Back pay, discrimination, §§ 7:158, 7:173

Benefits

generally, §§ 5:1 to 5:48

for detailed treatment see index heading BENEFITS

Claims against employers for compensation, § 4:36

Confidentiality of records and privacy, § 16:45

Credits, taxes on wages, §§ 4:57 to 4:60

Criminal penalties, taxes on wages, § 4:53

Current employees, payment of, § 4:23

Deceased employees, § 4:34

Deductions from compensation

generally, §§ 4:39 to 4:42

agreement to repay employer, § 4:41

allowable deductions, § 4:39

garnishment, § 4:40

unlawful deductions, § 4:42

Delinquent taxes, collection of, § 4:52

Deposit, taxes on wages, § 4:47

Disabled worker tax credit, § 4:60

Discrimination through compensation, § 4:62

Discussions of salary, employer rules against, § 4:63

Earned income credit, § 4:54

Enjoining payment, § 4:25

Equal Pay Act (federal)

generally, § 4:62

for detailed treatment see index heading Equal Pay Act (FEDERAL)

Equal Pay for Women Act (state)

generally, §§ 7:36 to 7:40

for detailed treatment see index heading Equal Pay for Women Act (STATE)

Fair Labor Standards Act (FLSA)

generally, §§ 4:4 to 4:22

for detailed treatment see index heading Fair Labor Standards Act (FLSA)

# COMPENSATION AND PAYMENT—Cont'd Federal statutes regulating compensation and payment, §§ 4:1, 4:2 Front pay, discrimination, §§ 7:159, 7:174 Garnishment, § 4:40 Inclement weather closures, pay obligations during, § 4:28 Interplay between federal and state law, § 4:2 Joint employers, § 18:24 Liens, § 4:33 Loans by employer to employees, § 4:61 Local employment taxes, § 4:55 Logistics of payment, § 4:24 Negotiorum gestio, § 4:38 New hire reporting, taxes on wages, § 4:44 Overtime. See index heading overtime PAY Payment, generally, §§ 4:23 to 4:38 Personal liability for employment taxes, § 4:56 Personnel records. See index heading PERSONNEL RECORDS Prevailing wages, § 4:64 Privileges, § 4:33 Salary, generally, § 4:31 State statutes regulating compensation and payment, §§ 4:1, 4:2 Subsequent employer, payment by, § 4:35 Taxes on wages generally, §§ 4:44 to 4:60 apprenticeship tax credits, § 4:58 credits, §§ 4:57 to 4:60 criminal penalties, § 4:53 delinquent taxes, collection of, § 4:52 disabled worker tax credit, § 4:60 earned income credit, § 4:54 employee tax information, obtaining of, § 4:46 employer tax account, § 4:48 local employment taxes, § 4:55 new hire reporting, § 4:44 personal liability for employment taxes, § 4:56 supplying tax information to employees, § 4:51 tax returns, § 4:50 trust fund penalty, § 4:49 wages subject to taxation, § 4:45 welfare-to-work tax credit, § 4:59 withholding and deposit, § 4:47 work opportunity tax credit, § 4:57 Tender upon refusal to accept compensation, § 4:29 Termination of employment, payments due to, §§ 4:32, 12:28 Trust fund penalty, taxes on wages, § 4:49 Unemployment compensation. See index heading UNEMPLOYMENT COMPENSATION Unjust enrichment, § 4:38

#### COMPENSATION AND PAYMENT—Cont'd

Unregulated matters, § 4:3

Wages, generally, § 4:30

Weather, pay obligations during inclement weather closures, § 4:28

Welfare-to-work tax credit, § 4:59

Withholding, taxes on wages, § 4:47

Work opportunity tax credit, § 4:57

Workers' compensation. See index heading workers' compensation

#### **COMPLAINT**

Safety, § 8:19

## COMPREHENSIVE GENERAL LIABILITY INSURANCE

Generally, § 15:4

#### **COMPUTER RECORDS**

Personnel records, liability for exceeding authorized access to, § 16:53

## CONCURRENT JURISDICTION

Federal preemption, § 19:3

Labor disputes, § 11:19

## CONFIDENTIALITY OF RECORDS AND PRIVACY

Generally, §§ 16:29 to 16:48

Attorney-client privilege

generally, §§ 21:8 to 21:11

for detailed treatment see index heading ATTORNEY-CLIENT PRIVILEGE

Compensation of employees, § 16:45

Contracts of employment, § 3:50

Conversations and activities of employees, monitoring, § 16:38

Criminal history records, § 16:41

Disability records, § 16:35

Driving records, § 16:40

Drug and alcohol testing, §§ 2:59, 16:47

Electronic activities of employees, monitoring, § 16:37

Employer privacy policy, § 16:44

Genetic records, § 16:33

Investigations of applicants and employees, § 2:47

Medical records of employees, § 16:31

Nondisclosure provisions, § 16:48

Non-profit employer, confidentiality of involvement with, § 16:55

Online account information, § 16:39

Privacy Act claims, § 16:30

Public employees, § 16:43

Recording of employer, employee's right to, § 16:46

Settlement agreement and release, § 20:22

Unemployment records, § 16:34

Vaccination records, § 16:32

Work authorization records, federal verification systems, § 16:42

Workers' compensation records, § 16:36

#### CONFLICT OF LAW

Choice of forum, § 19:29

#### **CONSENT**

Contracts of employment, § 3:17

# CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)

Health benefits, § 5:14

Termination of employment, §§ 12:30, 12:31, 12:39 to 12:42

#### **CONSPIRACY**

Liabilities related to employment, civil conspiracies, § 14:25 Section 1985, discrimination, § 7:128

#### CONSTITUTIONAL LAW

Discrimination, § 7:149

Section 1983, immunity from official capacity suits, § 7:28

Termination of public employment, § 12:8

## CONSTRUCTION AND INTERPRETATION

Arbitration agreements, interpretation on basis of federal law, § 19:24

Contracts of employment, § 3:7

Insurance, § 15:2

Noncompetition agreements, § 3:28

## CONSTRUCTIVE DISCHARGE

Discrimination, § 7:5

Termination of employment, § 12:4

#### **CONSUMER REPORTS**

Pre-employment screening, background checks, § 2:12

# **CONTINUATION OF BENEFITS**

Family and Medical Leave Act (FMLA), § 6:17

## CONTINUATION OF EMPLOYMENT

Contracts of employment, § 3:18

#### CONTRACT WORK HOURS AND SAFETY STANDARDS ACT

Fair Labor Standards Act (FLSA), § 4:21

# CONTRACTS OF EMPLOYMENT

Generally, §§ 3:1 to 3:53

Action on employment agreement

generally, §§ 3:41 to 3:45

damages for breach, § 3:42

dissolution of employment contract, § 3:44

prescription, § 3:45

restraint, § 3:43

Adhesive nature of employment contracts, § 3:2

Agreements, § 3:53

Arbitration of disputes, §§ 3:39, 3:52

Assignment, § 3:40

```
CONTRACTS OF EMPLOYMENT—Cont'd
  At-will employment doctrine
    generally, §§ 3:14, 3:15
    contract terminable at-will, § 3:10
    definition, § 3:14
    exceptions, § 3:15
  Capacity, § 3:16
  Choice of law, § 3:8
  Classification by duration
    generally, §§ 3:9 to 3:13
    good cause for termination of limited duration or fixed-term contracts, § 3:13
    lifetime contracts, § 3:12
    limited duration or "fixed-term," §§ 3:11, 3:13, 3:51
    terminable at-will, § 3:10
  Confidentiality agreement, § 3:50
  Consent, § 3:17
  Continuation of employment, § 3:18
  Damages for breach, action on employment agreement, § 3:42
  Definition, § 3:1
  Dissolution of employment contract, action on employment agreement, § 3:44
  Distinction, § 3:3
  Duration. Classification by duration, above
  Duties owed, § 3:5
  Effectuation of contracts
    generally, §§ 3:16 to 3:18
    capacity, § 3:16
    consent, § 3:17
    continuation of employment, § 3:18
  Evidence of contract
    generally, §§ 3:6 to 3:8
    choice of law, § 3:8
    interpretation of contract, § 3:7
  "Fixed-term" contracts, §§ 3:11, 3:13, 3:51
  Forms
    generally, §§ 3:48 to 3:53
    fixed-term, agreement for, § 3:51
    inventions, agreement regarding, § 3:48
    mediation and arbitration of disputes, § 3:52
    noncompetition and confidentiality agreement, § 3:50
    proprietary information, restriction of use of, § 3:49
  Good cause for termination of limited duration or fixed-term contracts, § 3:13
  Implied terms, §§ 3:20, 3:21
  Inherently adhesive nature of employment contracts, § 3:2
  Intellectual property, § 3:23
  Interpretation of contract, § 3:7
  Inventions, agreement regarding, § 3:48
  Liabilities related to employment. See index heading Liabilities related to
       EMPLOYMENT
```

#### CONTRACTS OF EMPLOYMENT—Cont'd

Lifetime contracts, § 3:12

Limited duration contracts, §§ 3:11, 3:13

Mediation of disputes, § 3:52

Minors, hiring of, § 3:47

Modification of terms during employment, § 3:24

Nature, generally, §§ 3:1 to 3:5

Noncompetition agreements

generally, §§ 3:26 to 3:38

for detailed treatment see index heading NONCOMPETITION AGREEMENTS

Parties to contract, § 3:4

Prescription, action on employment agreement, § 3:45

Proprietary information, restriction of use of, § 3:49

Restraint, action on employment agreement, § 3:43

Stated terms, § 3:19

Subcontracting, § 3:40

Substituting employers and employees, § 3:40

Termination of employment, § 12:7

Terms of contracts, generally, §§ 3:19 to 3:25

Undocumented workers, hiring of, § 3:46

Unlawful terms, § 3:25

Vacation, § 3:22

#### **CONTRIBUTION**

Liabilities related to employment, § 14:19

#### **COORDINATION OF LEAVE BENEFITS**

Generally, §§ 6:30 to 6:38

For detailed treatment see index heading Leaves of Absence

#### **COST SHIFTING**

Discovery, § 22:24

#### **COUNSEL**

See index heading ATTORNEYS

#### **CREDIT RECORDS**

Pre-employment screening, background checks, § 2:11

## **CREDITS**

Taxes on wages, §§ 4:57 to 4:60

Workers' compensation benefits, § 9:40

#### **CRIMINAL LAW**

Confidentiality of records and privacy, criminal history, § 16:41

Embezzlement. See index heading EMBEZZLEMENT

Labor disputes, § 11:34

Pre-employment screening, background checks, § 2:10

Taxes on wages, § 4:53

Workers' compensation, violations, § 9:65

#### CULTURE OF EMPLOYER

Evidentiary and discovery issues in employment litigation, § 22:8

#### **DAMAGES**

Contracts of employment, actions on, § 3:42
Discrimination. See index heading discrimination
Family and Medical Leave Act (FMLA), § 6:21
Punitive damages. See index heading PUNITIVE DAMAGES

#### **DEAF PERSONS**

Discrimination, accommodations, § 7:131

## **DEATH BENEFITS**

Generally, § 5:33
Workers' compensation, § 9:42

## **DECEASED EMPLOYEES**

Compensation and payment, § 4:34

## **DEDUCTIONS**

Compensation and payment generally, §§ 4:39 to 4:42 for detailed treatment see index heading COMPENSATION AND PAYMENT Unemployment compensation benefits, § 13:29 Workers' compensation benefits, § 9:40

#### **DEFAMATION**

Insurance, § 15:13
Investigations of applicants and employees, § 2:43

## **DEFENSE BASE ACT**

Workers' compensation, § 10:18

#### DEFENSES

Non-competition agreements, defenses to enforcement of, § 3:32 Safety, § 8:20

Workers' compensation generally, §§ 9:13 to 9:31 for detailed treatment see index heading workers' COMPENSATION

## **DEFERENCE**

Labor disputes, National Labor Relations Board (NLRB), § 11:21

# **DELINQUENT TAXES**

Compensation, collection of, § 4:52

#### **DEPOSITS**

Taxes on wages, § 4:47

## DIRECTORS AND OFFICERS LIABILITY INSURANCE

Generally, § 15:6

# DISABILITY DISCRIMINATION

Generally, §§ 7:52 to 7:69

#### DISABILITY DISCRIMINATION—Cont'd

Americans with Disabilities Act (ADA)

generally, §§ 7:52 to 7:57

for detailed treatment see index heading Americans with Disabilities Act (ADA)

Armed services, disabled workers returning from, § 7:68

Covered employers, § 7:64

Enforcement procedures, § 7:67

Louisiana Unfair Trade Practices Act (LUTPA), protection of old and disabled employees, § 7:139

Proscribed and prescribed acts, § 7:65

Protected groups, § 7:63

Rehabilitation Act of 1973 (federal)

generally, §§ 7:58 to 7:62

for detailed treatment see index heading Rehabilitation Act of 1973 (FEDERAL)

Remedies, § 7:66

White Cane Law, § 7:69

#### DISABLED PERSONS

Benefits, § 5:32

Confidentiality of records and privacy, disability records, § 16:35

Credits, disabled worker tax credit, § 4:60

Discrimination

generally, §§ 7:52 to 7:69

for detailed treatment see index heading DISABILITY DISCRIMINATION

Drug and alcohol testing, § 2:61

Information about applicants and employees, § 2:51

Special employees, disabled persons as, § 17:39

Workers' compensation, disability benefits, § 9:35

## **DISADVANTAGED PERSONS**

Generally, § 17:31

# **DISASTER BENEFITS**

Unemployment compensation, § 13:26

# DISCIPLINE

Termination of employment, § 12:1

## **DISCLOSURE**

Confidentiality of records and privacy, nondisclosure provisions, § 16:48

Employee Retirement Income Security Act, § 5:8

Settlement of employee claims, nondisclosure provisions, § 20:2

#### **DISCOVERY**

See also index heading EVIDENCE

Cost shifting in discovery, § 22:24

Ethics, §§ 21:14, 21:15

Litigation issues, generally, §§ 22:1 to 22:31

Privilege. See index heading PRIVILEGE

Safety, § 8:22

#### DISCOVERY—Cont'd

Statements or investigative reports regarding current employees, § 2:45

```
DISCRIMINATION
```

Generally, §§ 7:1 to 7:187

Affirmative action

generally, §§ 7:99 to 7:102

mandatory plans under federal law, § 7:101

state law, § 7:102

voluntary plans, § 7:100

Age Discrimination in Employment Act (federal)

generally, §§ 7:70 to 7:75

for detailed treatment see index heading Age Discrimination in Employment Act (Federal)

Age Discrimination in Employment Act (state)

generally, §§ 7:76 to 7:80

for detailed treatment see index heading Age Discrimination in Employment Act (state)

Americans with Disabilities Act (ADA)

generally, §§ 7:52 to 7:57

for detailed treatment see index heading Americans with Disabilities Act (ADA)

Apprentices, § 17:16

Armed services, § 7:129

Attorneys' fees, taxation of employment damages, §§ 7:183, 7:187

Bankruptcy law, § 7:106

Benefits, § 5:45

Breastfeeding, § 7:148

Burden of proof, § 22:31

Checklist, termination of employment, § 12:45

Choice of forum, res judicata and collateral estoppel, § 19:25

Civil Rights Act of 1991 (federal), § 7:24

Collateral estoppel, § 19:25

Compensation, § 4:62

Constitution of state, § 7:149

Constructive discharge, § 7:5

**Damages** 

generally, §§ 7:157 to 7:167

attorney's fees, § 7:167

back pay, § 7:158

collateral source rule, § 7:165

emotional distress, § 7:160

front pay, § 7:159

liquidated damages, § 7:161

mitigation, § 7:163

promotion, § 7:164

punitive damages, § 7:162

reinstatement, § 7:164

```
DISCRIMINATION—Cont'd
  Damages—Cont'd
    setoff or compensation, § 7:166
    taxation of employment damages, below
  Deaf persons, accommodations for, § 7:131
  Defend Trade Secrets Act, § 7:124
  Disability discrimination
    generally, §§ 7:52 to 7:69
    for detailed treatment see index heading DISABILITY DISCRIMINATION
  Disparate treatment and disparate impact discrimination, § 7:4
  Dodd-Frank Act, § 7:127
  Economic pressure to "deal with," § 7:140
  Employee Retirement Income Security Act (ERISA), § 7:116
  Equal Pay Act (federal)
    generally, §§ 7:31 to 7:35
     for detailed treatment see index heading Equal Pay Act (FEDERAL)
  Equal Pay for Women Act (state)
    generally, §§ 7:36 to 7:40
    for detailed treatment see index heading Equal Pay for Women Act (state)
  Executive Order No. JBE2016-11, § 7:152
  Executive Orders, §§ 7:10, 7:117, 7:142
  Facilities, § 7:119
  Fair Housing Act, § 7:126
  Fair Labor Standards Act (FLSA), § 7:109
  False Claims Act, § 7:123
  Family and Medical Leave Act (FMLA), § 6:18
  Federal funds recipients, § 7:118
  Federal preemption, § 19:8
  Fines and penalties, taxation of employment damages, § 7:185
  Garnishment, §§ 7:110, 7:138
  Genetic information and privacy
    generally, §§ 7:90 to 7:94
    for detailed treatment see index heading genetic information and privacy
  Health Insurance Portability and Accountability Act (HIPAA), § 7:105
  Immigration law, § 7:107
  Insurance, § 7:137
  Joint employers, § 18:22
  Jury duty, §§ 7:121, 7:144
  Jury instructions, taxation of employment damages, §§ 7:186, 7:187
  Labor, § 7:143
  Labor disputes, §§ 11:35, 11:44
  Local ordinances, § 7:147
  Longshoremen's and Harbor Workers' Compensation Act (LHCWA), § 7:111
  Louisiana Commission on Human Rights, § 7:133
  Louisiana Employment Discrimination Law (LEDL)
    generally, §§ 7:13 to 7:18
    covered employers, § 7:15
```

```
DISCRIMINATION—Cont'd
  Louisiana Employment Discrimination Law (LEDL)—Cont'd
    enforcement procedures, § 7:18
    prohibited acts, § 7:16
    protected groups, § 7:14
    remedies, § 7:17
  Louisiana Environmental Quality Act, § 7:136
  Louisiana Unfair Trade Practices Act (LUTPA), protection of old and disabled
       employees, § 7:139
  National Guard and Reserves, § 7:130
  National Labor Relations Act (NLRA), § 7:112
  Occupational Safety and Health Act (OSHA), § 7:104
  Personal Online Account Privacy Protection Act, § 7:151
  Political opinions, § 7:141
  Polygraphs, § 7:114
  Pregnancy and childbirth discrimination (state)
    generally, §§ 7:47 to 7:51
    for detailed treatment see index heading PREGNANCY AND CHILDBIRTH DISCRIMINA-
         TION (STATE)
  Pregnancy Discrimination Act (federal)
    generally, §§ 7:41 to 7:46
    for detailed treatment see index heading Pregnancy Discrimination Act
         (FEDERAL)
  Preservation of Religious Freedom Act, § 7:153
  Protected classifications and activities, §§ 7:2, 7:3
  Purpose of statutes, § 7:1
  Rehabilitation Act of 1973 (federal)
    generally, §§ 7:58 to 7:62
    for detailed treatment see index heading Rehabilitation Act of 1973 (FEDERAL)
  Religion, generally, §§ 7:6, 7:13 to 7:18, 7:125, 7:153
  Religious Freedom Restoration Act, § 7:125
  Res judicata, § 19:25
  Retaliation and reprisal
    generally, §§ 7:95 to 7:98
    covered employers, § 7:96
    prohibited acts, § 7:97
    protected groups, § 7:95
    remedies, § 7:98
  Safety, § 7:146
  Sarbanes-Oxley Act, § 7:115
  Section 1981 (federal)
     generally, §§ 7:19 to 7:23
    for detailed treatment see index heading Section 1981 (FEDERAL)
  Section 1983 (federal)
     generally, §§ 7:25 to 7:30
    for detailed treatment see index heading Section 1983 (FEDERAL)
  Section 1985 Conspiracy, § 7:128
  Severance pay, taxation of employment damages, § 7:175
```

```
DISCRIMINATION—Cont'd
  Sexual
     assault, protection from, § 7:154
    harassment, state agency, § 7:155
  Sickle cell trait discrimination
    generally, §§ 7:81 to 7:85
    for detailed treatment see index heading SICKLE CELL TRAIT DISCRIMINATION
  Stalking, protection from, § 7:154
  Taxation
    damages. See index heading TAXATION OF EMPLOYMENT DAMAGES
    federal statutes prohibiting discrimination or retaliation, § 7:113
  Taxation of employment damages
    generally, §§ 7:168 to 7:187
    attorney's fees, §§ 7:183, 7:187
    back pay, § 7:173
    business damages, § 7:182
    compensatory or general damages, § 7:171
    deductibility of employer's own damages, § 7:181
    deductibility of payments, § 7:180
    fines and penalties, § 7:185
    front pay, § 7:174
    gross income and personal injuries, § 7:172
    hybrid and multiple claims, § 7:179
    interest, § 7:178
    jury instructions, §§ 7:186, 7:187
    liquidated damages, § 7:176
    lost profits, § 7:182
    Make-Whole statutory mandates, § 7:184
    origin of the claim test, § 7:169
    overtime, § 7:173
    punitive damages, § 7:177
    settlements and judgments, generally, § 7:168
    severance pay, § 7:175
    wages, § 7:170
  Title I participants, § 7:108
  Title VII (federal)
    generally, §§ 7:7 to 7:12
    for detailed treatment see index heading Title VII (FEDERAL)
  Tobacco use, § 7:132
  Trade secrets, Defend Trade Secrets Act, § 7:124
  Unemployment benefits, § 7:134
  Uniformed Services Employment and Reemployment Rights Act (USERRA),
       § 7:103
  Unprotected classifications and activities, § 7:3
  Voluntary affirmative action plans, § 7:100
  Volunteer firefighters, § 7:150
  Waiver of claims, requirements for valid waiver, § 7:156
  Whistleblowers, §§ 7:122, 7:145
```

## DISCRIMINATION—Cont'd

Workers' compensation, §§ 7:135, 9:62

# DISPARATE TREATMENT AND DISPARATE IMPACT

Discrimination, § 7:4

## DISTINCTIONS FROM OTHER RELATIONSHIPS

Generally, §§ 1:3 to 1:24

Actors de in rem verso, § 1:10

Agents, § 1:6

Discrimination/retaliation test, § 1:19

Economic realities test, § 1:16

Emergency managers, § 1:9

Employees, § 1:11

Franchisees, § 1:8

Gestors, § 1:9

Independent contractors

generally, § 1:7

tests for distinguishing employment from other relationships, below

IRS 20-factor test, § 1:14

Joint venturers, § 1:5

Mandataries, § 1:6

Nationwide test, § 1:15

Partners, § 1:5

Proprietors, § 1:5

Representatives, § 1:6

Restatement of Agency test, § 1:20

Tests for distinguishing employment from other relationships

generally, §§ 1:13 to 1:24

discrimination/retaliation test, § 1:19

economic realities test, § 1:16

independent contractors, generally, § 1:14 et seq.

IRS 20-factor test, § 1:14

Nationwide test, § 1:15

nature of work test, Longshoremen's and Harbor Workers' Compensation Act benefits, § 1:24

Restatement of Agency test, § 1:20

trainee test, § 1:22

unemployment compensation test, § 1:18

volunteer test, § 1:23

wage penalty test, § 1:21

workers' compensation test, § 1:17

Trainees, §§ 1:12, 1:22

Unemployment compensation test, § 1:18

Volunteers, §§ 1:4, 1:23

Wage penalty test, § 1:21

Workers' compensation test, § 1:17

#### **DOCTORS**

Generally, § 17:27

## DODD-FRANK ACT

Discrimination, § 7:127

## DOMESTIC VIOLENCE VICTIMS

Unemployment compensation, lost wage benefits, § 13:27

## **DRIVING RECORDS**

Confidentiality of records and privacy, § 16:40

Pre-employment screening, § 2:17

## **DRUG ABUSE**

Generally, § 17:23

Coordination of leave benefits, § 6:37

**Testing** 

Generally, §§ 2:53 to 2:62

for detailed treatment see index heading drug and alcohol testing

Workers' compensation, request for alcohol and drug information, § 2:50

## DRUG AND ALCOHOL TESTING

Generally, §§ 2:53 to 2:62

Confidentiality of tests and records, §§ 2:59, 16:47

Disability considerations involving testing, § 2:61

Government employees, § 2:54

Justification, § 2:55

Negligent testing, § 2:62

Shifting of expense, § 2:68

Statutory requirements, §§ 2:56 to 2:58

Transportation employees, § 2:60

Unemployment compensation, § 2:58

Workers' compensation, § 2:57

# DUAL EMPLOYMENT DOCTRINE

Workers' compensation, § 9:30

# **DUAL REPRESENTATION**

Ethics, attorney for employer dealing with employees, § 21:1

#### **EARLY RETIREMENT**

Generally, §§ 7:74, 12:25

#### **EARNED INCOME CREDIT**

Compensation and payment, § 4:54

## **EAVESDROPPING**

Investigations of applicants and employees, § 2:38

# ECONOMIC REALITIES TEST

Distinctions from other relationships, § 1:16

## **EDUCATION**

See index heading schools and education

#### **ELECTRONIC ACTIVITIES OF EMPLOYEES**

Monitoring by employer, privacy issues, § 16:37

## **ELECTRONIC EVIDENCE**

Generally, § 22:22

## **ELEVENTH AMENDMENT**

Section 1983, immunity from official capacity suits, § 7:28

## **EMBEZZLEMENT**

Insurance, § 15:22

Liabilities related to employment, § 14:17

#### **EMERGENCY MANAGERS**

Distinguished, § 1:9

# **EMOTIONAL DISTRESS**

Discrimination, damages, § 7:160

Evidentiary and discovery issues in employment litigation, § 22:12

Insurance, § 15:15

Investigations of applicants and employees, § 2:41

# EMPLOYEE BENEFITS LIABILITY COVERAGE

Insurance, § 15:12

## EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)

Generally, §§ 5:2 to 5:12

Cast, § 5:7

Disclosure obligations, § 5:8

Discrimination, § 7:116

Employee benefit plans, § 5:6

Employees covered, § 5:5

Employers covered, § 5:4

Federal preemption, § 19:6

Fiduciary duties, § 5:10

Fiduciary status, § 5:9

Genetic information, § 5:12

Labor disputes, § 11:42

Litigation, § 5:11

Penalties, § 5:11

Plans covered, § 5:3

Prosecution, § 5:11

Reporting obligations, § 5:8

Wrongful discharge, § 12:27

## **EMPLOYMENT AGENCIES**

Generally, §§ 18:7 to 18:9

Charges by agencies, § 18:8

Prohibited actions, § 18:9

# **ENVIRONMENTAL PROTECTION ACT (EPA)**

Settlement of employee claims, release of claim, § 20:10

## ENVIRONMENTAL QUALITY ACT

Discrimination, § 7:136

#### **ENVIRONMENTAL REASONS**

Displaced workers, § 17:34

## EQUAL ACCESS TO JUSTICE ACT

Safety, § 8:28

## **EQUAL PAY ACT (FEDERAL)**

Generally, §§ 4:62, 7:32 to 7:35 Covered entities, § 7:32 Enforcement procedures, § 7:35 Prohibited acts, § 7:33

Protected groups, § 7:31

Remedies, § 7:34

## **EQUAL PAY FOR WOMEN ACT (STATE)**

Generally, §§ 7:36 to 7:40 Covered employers, § 7:37 Enforcement procedures, § 7:40 Prohibited acts, § 7:38 Protected groups, § 7:36 Remedies, § 7:39

## ERRORS AND OMISSIONS COVERAGE

Insurance, § 15:11

## **ESCHEAT**

Benefits, § 5:44

# **ETHICS**

Generally, §§ 21:1 to 21:19

Adverse party, discovery by, § 21:15

Attorney for employer dealing with employees

generally, §§ 21:1 to 21:3

dual representation, § 21:1

payment for employee attorney fees by employer, § 21:3

presentation of papers for signature by employee, § 21:2

Attorney-client privilege

generally, §§ 21:8 to 21:11

for detailed treatment see index heading ATTORNEY-CLIENT PRIVILEGE

Consulting attorney, no adverse interference for, § 21:19

Discovery by adverse party, § 21:15

Discovery directed at former employees, § 21:14

Dual representation, attorney for employer dealing with employees, § 21:1

Employees of attorney, rules of professional conduct, § 21:7

Investigations of employer, §§ 21:4 to 21:6

Payment for employee attorney fees by employer, § 21:3

Presentation of papers for signature by employee, § 21:2

Recording conversations, § 21:17

#### ETHICS—Cont'd

Response to unlawful activity, attorney, § 21:16

Rules of professional conduct, § 21:7

Sarbanes-Oxley Act, investigations of employer, § 21:6

Settlement negotiations, § 21:18

#### **EVICTION**

Termination of employment, § 12:5

#### **EVIDENCE**

See also index heading DISCOVERY

Agency files, § 22:17

Attributing remarks or conduct to employer, § 22:5

Burden of proof, discrimination, § 22:31

Burden of proof. See index heading BURDEN OF PROOF

Circumstantial evidence, § 22:2

Comparators, § 22:4

Contracts of employment

generally, §§ 3:6 to 3:8

for detailed treatment see index heading CONTRACTS OF EMPLOYMENT

Culture of employer, § 22:8

Direct evidence, generally, § 22:2

Discrimination, §§ 22:5, 22:16

Discrimination, burden of proof, § 22:31

Electronic evidence, § 22:22

Emotional distress of employee, § 22:12

Expert witnesses, § 22:19

Harassment, § 22:9

Hearsay, § 22:13

Investigating agencies, determinations by, § 22:15

Lay opinion testimony, § 22:20

Litigation issues, generally, §§ 22:1 to 22:31

"Me too" evidence, § 22:6

"Not me too" evidence, § 22:7

Other accidents, § 22:26

Parol evidence, § 22:30

Polygraph test, § 22:27

Preservation of evidence, § 22:23

Privilege. See index heading PRIVILEGE

Records of employer, § 22:14

Remote evidence, § 22:3

Settlement of employee claims. See index heading settlement of employee claims

Spoliation, § 22:23

Statistical evidence, § 22:21

Subsequent remedial measure, § 22:29

Termination from employment, after acquired evidence warranting, § 22:11

Vanishing or bursting bubble theory of presumption, § 22:28

Victim's conduct, § 22:10

#### EVIDENCE—Cont'd

Work product, §§ 21:12, 22:18

Worker's compensation payments, § 22:25

#### **EXCLUSIVITY**

Arbitration. See index heading ARBITRATION

Choice of forum. See index heading CHOICE OF FORUM

Longshoremen's and Harbor Workers' Compensation Act (LHCWA), § 10:9

National Labor Relations Board (NLRB), § 11:20

Workers' compensation

generally, §§ 9:9, 9:10

for detailed treatment see index heading workers' Compensation

#### **EXECUTIVE ORDERS**

Discrimination, §§ 7:10, 7:117, 7:142, 7:152

Personnel records and privacy, § 16:21

#### **EXEMPLARY DAMAGES**

See index heading punitive damages

#### **EXPERT WITNESSES**

Evidentiary and discovery issues in employment litigation, § 22:19

## **FACILITIES**

Discrimination, § 7:119

# FAIR CREDIT REPORTING ACT

Investigations of applicants and employees, § 2:35

Pre-employment screening, background checks, § 2:12

Summary of rights, § 2:71

## FAIR HOUSING ACT

Discrimination, § 7:126

#### FAIR LABOR STANDARDS ACT (FLSA)

Generally, §§ 4:4 to 4:22

Avoidance of unauthorized overtime, § 4:13

Collective actions, § 4:18

Contract Work Hours and Safety Standards Act, § 4:21

Discrimination, § 7:109

Enforcement regarding wages and hours, § 4:16

Exemptions, §§ 4:5 to 4:8

Federal preemption, § 19:7

Good faith reliance on defenses, § 4:14

Individual liability, § 4:19

Joint employers, § 18:16

Labor disputes, § 11:47

Minimum wage requirements, §§ 4:7, 4:9 to 4:11

Overtime pay, §§ 4:7, 4:8, 4:10, 4:12, 4:13

Prescriptive periods for enforcement proceedings, § 4:20

Private enforcement by employees, § 4:17

Recordkeeping, § 4:22

## FAIR LABOR STANDARDS ACT (FLSA)—Cont'd

Self-reporting payroll audit independent determination, § 4:15

Settlement of employee claims, release of claim, § 20:8

"White-collar" exemption, § 4:6

Working time for purposes of minimum wage and overtime, § 4:10

#### **FALSE CLAIMS**

Discrimination, False Claims Act, § 7:123

Workers' compensation, § 9:24

## **FALSE IMPRISONMENT**

Investigations of applicants and employees, § 2:42

#### **FALSE STATEMENTS**

Unemployment compensation, § 13:16

## FAMILY AND MEDICAL LEAVE ACT (FMLA)

Generally, §§ 6:2 to 6:23

Americans with Disabilities Act (ADEA), reconciliation, § 7:57

Calculation of 12 weeks, § 6:13

Certification of health care provider, § 6:58

Continuation of benefits during leave, § 6:17

Covered employers, § 6:4

Damages, § 6:21

Discrimination, § 6:18

Eligible employees, § 6:5

Enforcement, § 6:20

Entitlements, § 6:2

Fitness for duty form, § 6:55

Forms

certification of health care provider, § 6:58

family and medical leave policy, § 6:54

family or medical leave request, § 6:56

family/medical leave fitness for duty form, § 6:55

response by employer to family, medical or military related leave request,

§ 6:57

Health benefits, § 5:20

Intermittent leaves

generally, § 6:14

transfer of employee to accommodate, § 6:15

Joint employers, § 18:23

Leaves of absence, coordination of benefits, §§ 6:34, 6:35, 6:38

Medical and qualifying exigency certification

generally, § 6:10

recertification, § 6:11

Notice

generally, §§ 6:3, 6:7

employer notice when leave is requested, § 6:8

Purposes for which leave is provided, § 6:6

Recertification, medical and qualifying exigency, § 6:11

## FAMILY AND MEDICAL LEAVE ACT (FMLA)—Cont'd

Records, § 6:19

Reinstatement obligation, § 6:16

Request for leave, § 6:56

Response by employer to request for leave, §§ 6:9, 6:57

Retaliation, § 6:18

Return certification, § 6:12

Settlement of employee claims, release of claim, § 20:9

Tax credit for FMLA and FMLA-like leave, § 6:23

Transfer of employee to accommodate intermittent leaves, § 6:15

Waiver, § 6:22

#### **FAMILY CARE BENEFITS**

Health benefits, § 5:24

#### FEDERAL AVIATION ADMINISTRATION

Arbitration, § 19:17

#### FEDERAL EMPLOYERS LIABILITY ACT

Workers' compensation, § 10:17

## FEDERAL PREEMPTION

Generally, §§ 19:1 to 19:10

Abstention, § 19:9

Arbitration, § 19:20

Concurrent jurisdiction, § 19:3

Employee Retirement Income Security Act (ERISA) preemption, § 19:6

Fair Labor Standards Act (FLSA) preemption, § 19:7

Federal employment discrimination laws, § 19:8

Federal question removal, § 19:2

Labor disputes, § 11:15

Labor law preemption, § 19:5

Supplemental jurisdiction of federal court, § 19:4

# FEDERAL QUESTION REMOVAL

Federal preemption, § 19:2

## FEDERAL TORT CLAIMS ACT

Liabilities related to employment, § 14:34

#### **FELONS**

Generally, § 17:24

## FIDELITY BONDS

Insurance, § 15:9

## **FIDUCIARIES**

Attorney-client privilege, exception, § 21:10

Employee Retirement Income Security Act, §§ 5:9, 5:10

Insurance, fiduciary liability coverage, § 15:10

## **FIREARMS**

Safety, § 8:39

#### **FIREFIGHTERS**

Generally, § 17:25

Volunteer firefighters, discrimination, § 7:150

## FIRST RESPONDERS

Generally, § 17:25

## "FIXED-TERM" CONTRACTS

Contracts of employment, §§ 3:11, 3:13, 3:51

#### FORFEITURE OF BENEFITS

Prohibition, § 5:43

Workers' compensation, § 9:39

#### FORMS

Contracts of employment

generally, §§ 3:48 to 3:53

for detailed treatment see index heading CONTRACTS OF EMPLOYMENT

Family and Medical Leave Act (FMLA). See index heading  $\ensuremath{\mathsf{Family}}$  and  $\ensuremath{\mathsf{Medical}}$ 

LEAVE ACT (FMLA)

Leaves of absence

generally, §§ 6:54 to 6:59

for detailed treatment see index heading LEAVES OF ABSENCE

Military leave. See index heading MILITARY LEAVE

Noncompetition agreement, § 3:50

Professional employer organizations, services agreements, § 18:29

Termination of employment

generally, §§ 12:39 to 12:45

for detailed treatment see index heading TERMINATION OF EMPLOYMENT

Unpaid internship agreement, § 17:45

## FRANCHISORS AND FRANCHISEES

Distinctions from other relationships, § 1:8

Joint employers, § 18:27

# FRONT PAY

Discrimination, damages, §§ 7:159, 7:174

## FUNDAMENTAL NATURE OF EMPLOYMENT

Generally, § 1:2

#### **GARDEN LEAVE**

Noncompetition agreements, § 3:37

# **GARNISHMENT**

Compensation, § 4:40

Discrimination, §§ 7:110, 7:138

# GENETIC INFORMATION AND PRIVACY

Generally, §§ 7:86 to 7:94

Confidentiality of records and privacy, § 16:33

Covered employers, § 7:91

Employee Retirement Income Security Act, § 5:12

#### GENETIC INFORMATION AND PRIVACY—Cont'd

Enforcement procedures, § 7:94

Genetic Information Nondiscrimination Act (federal)

generally, §§ 7:86 to 7:89

for detailed treatment see index heading Genetic Information Nondiscrimination Act (federal)

Personnel records, notices, § 16:15

Pre-employment screening, § 2:25

Proscribed and prescribed acts, § 7:92

Protected groups, § 7:90

Remedies, § 7:93

## GENETIC INFORMATION NONDISCRIMINATION ACT (FEDERAL)

Generally, §§ 7:86 to 7:89, 7:120

Covered employer's, § 7:87

Proscribed and prescribed acts, § 7:88

Protected groups, § 7:86

Remedies, § 7:89

#### **GESTORS**

Distinctions from other relationships, § 1:9

## **GOOD CAUSE**

Contracts of employment, termination of limited duration or fixed-term contracts, § 3:13

#### **GOOD FAITH**

Fair Labor Standards Act (FLSA), reliance on defenses, § 4:14

## **GOVERNMENT**

Drug and alcohol testing, § 2:54

Labor disputes, § 11:36

Liabilities related to employment. See index heading Liabilities related to EMPLOYMENT

# GROUP HEALTH INSURANCE CONTINUATION ACT

Generally, § 5:15

## HANDICAPPED PERSONS

See index heading disabled persons

#### **HARASSMENT**

Evidentiary and discovery issues in employment litigation, § 22:9

Insurance, § 15:19

Sexual, §§ 7:155, 17:43

#### **HEALTH BENEFITS**

Generally, §§ 5:13 to 5:28

Alternatives, § 5:26

Cafeteria plans, § 5:22

Consolidated Omnibus Budget Reconciliation Act (COBRA), § 5:14

Family and Medical Leave Act (FMLA), § 5:20

## **HEALTH BENEFITS—Cont'd**

Family care benefits, § 5:24

Health Insurance Portability and Accountability Act (HIPAA), § 5:16

Health screenings as a prerequisite to receiving employer-provided health insurance coverage, § 5:28

Louisiana Group Health Insurance Continuation Act, § 5:15

Louisiana Newborns' and Mothers' Health Protection Act (NMHPA), § 5:18

Maternity leave, § 5:23

Mental Health Parity Act, § 5:21

Newborns' and Mothers' Health Protection Act (NMHPA), §§ 5:17, 5:18

Patient Protection and Affordable Care Act (Obamacare), § 5:27

Women's Health and Cancer Rights Act (WHCRA) and Louisiana WHCRA, § 5:19

# HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

Generally, § 5:16

Discrimination, § 7:105

Termination of employment, § 12:32

## **HEARINGS**

Safety, § 8:24

#### **HEARSAY**

Evidentiary and discovery issues in employment litigation, § 22:13

# **HEIGHT REQUIREMENTS**

Pre-employment screening, § 2:26

## **HOLIDAYS**

Benefits, § 5:30

# HOME HEALTH PERSONNEL

Generally, § 17:35

#### HOMEOWNERS INSURANCE

Generally, § 15:7

# **HORSEPLAY**

Workers' compensation, § 9:19

#### **ILLEGAL ALIENS**

See index heading undocumented workers

#### **IMMIGRATION**

See index heading ALIENS

#### **IMMUNITY**

Liabilities related to employment, § 14:18 Section 1983 (federal), §§ 7:27, 7:28

## IMPLIED TERMS

Contracts of employment, §§ 3:20, 3:21

#### INCARCERATED CLAIMANTS

Workers' compensation, § 9:25

## INCUMBENT WORKER TRAINING PROGRAMS

Trainees, § 17:20

#### **INDEMNITY**

Liabilities related to employment, § 14:19

# INDEPENDENT CONTRACTORS

Generally, § 17:44

Distinctions from other relationships

generally, § 1:7

for detailed treatment see index heading distinctions from other relationships

Unemployment compensation, § 13:5

Workers' compensation, liability of principal, § 9:3

#### **INFANTS**

Generally, §§ 17:1 to 17:8

For detailed treatment see index heading CHILDREN AND MINORS

# INFORMATION ABOUT APPLICANTS AND EMPLOYEES

Generally, §§ 2:1 to 2:72

Accuracy of information, § 2:1

Acknowledgment by employee, shifting of expense, § 2:70

Age, proof of, § 2:31

Background checks, shifting of expense, § 2:72

Citizenship, proof of, § 2:32

Classes protected by state and federal law, § 2:2

Disability, inquiry regarding, § 2:51

Drug and alcohol testing

generally, §§ 2:53 to 2:62

for detailed treatment see index heading DRUG AND ALCOHOL TESTING

Employment visas, §§ 2:63 to 2:66

Fair Credit Reporting Act, summary of rights under, § 2:71

Illness, inquiry regarding, § 2:51

Investigations of applicants and employees

generally, §§ 2:35 to 2:47

for detailed treatment see index heading investigations of applicants and EMPLOYEES

Pre-employment screening

generally, §§ 2:3 to 2:30

for detailed treatment see index heading PRE-EMPLOYMENT SCREENING

Pregnant employees, inquiries of, § 2:52

Protected classes, § 2:2

Release by employee, shifting of expense, §§ 2:70, 2:72

Required information, generally, §§ 2:31 to 2:34

Shifting of expense

generally, §§ 2:67 to 2:72

acknowledgment and release by employee, § 2:70

#### INFORMATION ABOUT APPLICANTS AND EMPLOYEES—Cont'd

Shifting of expense—Cont'd

background checks, § 2:72

employer substance abuse policy, § 2:68

Fair Credit Reporting Act, summary of rights under, § 2:71

pre-employment authorization and release, § 2:69

Social Security number, § 2:33

Visas, §§ 2:63 to 2:66

Workers' compensation

generally, §§ 2:48 to 2:50

for detailed treatment see index heading workers' Compensation

## **INITIAL CONFERENCE**

Safety, inspections, § 8:13

## **INJUNCTIONS**

Compensation and payment, § 4:25

Labor disputes, § 11:13

## **INJURY LOGS**

Safety, § 8:8

## **INSPECTIONS**

Generally, §§ 8:12 to 8:14

For detailed treatment see index heading SAFETY

# **INSURANCE**

Generally, §§ 15:1 to 15:26

Breach of contract, § 15:14

Claims covered by insurance, generally, §§ 15:13 to 15:24

Comprehensive general liability insurance, § 15:4

Contract and exclusions, generally, § 15:1

Coverage, policies according, generally, §§ 15:4 to 15:12

Defamation, § 15:13

Defense of employer, duty of insurer, § 15:3

Directors and officers liability insurance, § 15:6

Discrimination, § 7:137

Embezzlement, § 15:22

Emotional distress, infliction of, § 15:15

Employee benefits liability coverage, § 15:12

Employee fidelity bonds, § 15:9

Employment practices liability coverage, § 15:8

Errors and omissions coverage, § 15:11

Exclusions, § 15:1

Fiduciary liability coverage, § 15:10

Homeowners insurance, § 15:7

Infliction of emotional distress, § 15:15

Intentional acts, § 15:23

Interpretation of contracts, § 15:2

Invasion of privacy, § 15:17

#### INSURANCE—Cont'd

Negligent hiring, supervision and retention, § 15:20

Owner/employee, claims against, § 15:21

Privacy, invasion of, § 15:17

Punitive damages, § 15:24

Representation of employers in insurance disputes, § 15:26

Sexual harassment, § 15:19

Tender, obligation to give notice to ensure, § 15:25

Workers' compensation, §§ 9:50, 15:5

Wrongful discharge, § 15:18

## INTELLECTUAL PROPERTY

Contracts of employment, § 3:23

#### **INTENTIONAL ACTS**

Insurance, § 15:23

Workers' compensation, willful intent to injure, § 9:22

## **INTEREST ON MONEY**

Discrimination, taxation of employment damages, § 7:178

#### **INTERFERENCE**

Doctrine, § 18:28

Joint employers, §§ 18:4, 18:28

Labor disputes, § 11:38

Theory, § 18:4

Tortious interference with

business relationship, § 14:20

contract, § 14:21

# INTERMITTENT LEAVES

Family and Medical Leave Act (FMLA)

generally, § 6:14

for detailed treatment see index heading Family and Medical Leave Act (FMLA)

# **INTERNET**

Online account information. See index heading ONLINE ACCOUNT INFORMATION

#### **INTERNS**

Trainees, § 17:18

Unpaid internship agreement, form, § 17:45

# **INTERVIEWS**

Pre-employment screening, § 2:5

## INTOXICATING LIQUORS

See index heading ALCOHOLIC BEVERAGES

## **INVENTIONS**

Contracts of employment, § 3:48

#### INVESTIGATIONS OF APPLICANTS AND EMPLOYEES

Generally, §§ 2:35 to 2:47

Assistance, right to, § 2:36

Compelling information from employees, § 2:46

Confidentiality of workplace investigations, § 2:47

Current employees, §§ 2:44 to 2:46

Defamation, § 2:43

Discovery of statements or investigative reports regarding current employees, § 2:45

Eavesdropping, § 2:38

Emotional distress, intentional infliction of, § 2:41

Ethics, §§ 21:4 to 21:6

Evaluations of current employees, §§ 2:44 to 2:46

Fair Credit Reporting Act, § 2:35

False imprisonment, § 2:42

Intentional infliction of emotional distress, § 2:41

Invasion of privacy, § 2:40

Online account privacy, § 2:39

Privacy, §§ 2:39, 2:40

Searches, § 2:37

Testing of current employees, §§ 2:44 to 2:46

#### JOINT EMPLOYERS

Generally, §§ 18:1 to 18:29

Aliens, hiring of illegal, § 18:25

Alter-ego liability, § 18:6

Americans with Disabilities Act (ADA), § 18:17

Compensation, § 18:24

Discrimination, § 18:22

Effect of joint employer status, generally, §§ 18:14 to 18:27

**Employment** agencies

generally, §§ 18:7 to 18:9

for detailed treatment see index heading EMPLOYMENT AGENCIES

Fair Labor Standards Act (FLSA), § 18:16

Family and Medical Leave Act (FMLA), § 18:23

Franchisors as joint employers with franchisees, § 18:27

Interference

doctrine, § 18:28

theory, § 18:4

Liabilities, generally, §§ 18:14 to 18:27

Liability to employees, § 14:8

Obligations, generally, §§ 18:14 to 18:27

Professional employer organizations

generally, §§ 18:10 to 18:12

for detailed treatment see index heading Professional employer organizations

Staffing services, § 18:13

Successor federal contractors, § 18:26

Successor liability, § 18:3

```
Tax liability, § 18:20
  Test for status, § 18:2
  Tort liability, § 18:18
  Unemployment compensation, § 18:15
  Unfair labor practices, § 18:19
  Workers' compensation, § 18:21
JOINT VENTURERS
  Distinguished, § 1:5
JURY DUTY
  Discrimination, §§ 7:121, 7:144
  Leaves of absence, generally, § 6:39
JURY INSTRUCTIONS
  Discrimination, §§ 7:186, 7:187
JUSTIFICATION
  Drug and alcohol testing, § 2:55
LABOR DISPUTES
  Generally, §§ 11:1 to 11:51
  Antitrust law, § 11:39
  Appeal, unfair labor practice case procedure, § 11:50
  Applicability of federal labor laws, generally, §§ 11:4 to 11:14
  Arbitration, National Labor Relations Board (NLRB), § 11:25
  Bankruptcy law, § 11:40
  Certification
    employee representatives, § 11:26
    persuader rule, § 11:28
    representation elections and certification petitions, § 11:27
  Civil rights laws, § 11:44
  Closed shops, § 11:31
  Collective bargaining and representation of employees, § 11:10
  Concurrent jurisdiction, § 11:19
  Covered employers, § 11:4
  Criminal laws, § 11:34
  Damage caused by prohibited acts, National Labor Relations Board (NLRB),
       § 11:24
  Deference to National Labor Relations Board (NLRB), § 11:21
  Discrimination, § 11:35
  Effect of federal labor laws on state law
     generally, §§ 11:15 to 11:19
    concurrent jurisdiction, § 11:19
    federal preemption, § 11:15
    matters of overriding state concern, § 11:17
    particular industries, § 11:16
    right-to-work, § 11:18
  Employee Retirement Income Security Act (ERISA), § 11:42
```

JOINT EMPLOYERS—Cont'd

## LABOR DISPUTES—Cont'd Employee suit to enforce collective bargaining agreement, § 11:23 Employees, § 11:5 Exclusive power, National Labor Relations Board (NLRB), § 11:20 Fair Labor Standards Act, § 11:47 Federal labor laws, applicability, generally, §§ 11:4 to 11:14 Federal preemption, § 11:15 Government employers, § 11:36 Injunctions, § 11:13 Interference, § 11:38 Labor Management Relations Act (LMRA), § 11:2 Labor organizations and unions, generally, §§ 11:6, 11:7 Labor-Management Reporting and Disclosure Act (LMRDA), § 11:3 National Labor Relations Act (NLRA), § 11:1 National Labor Relations Board (NLRB) generally, §§ 11:1, 11:20 to 11:25 arbitration, § 11:25 breach of bargaining agreement, § 11:22 damage caused by prohibited acts, § 11:24 deference to Board, § 11:21 Employee suit to enforce collective bargaining agreement, § 11:23 exclusive power, § 11:20 Occupational Safety and Health Act (OSHA), § 11:41 Persuader rule, § 11:28 Protected rights, § 11:8 Refusal to bargain, § 11:12 Representation elections and certification petitions, § 11:27 Retaliation, § 11:35 Review, unfair labor practice case procedure, § 11:50 Right-to-work, §§ 11:18, 11:32 Special agents, use of, § 11:37 State labor laws, generally, §§ 11:29 to 11:38 Strikebreakers, § 11:33 Trial, unfair labor practice case procedure, § 11:49 Unfair labor practices generally, §§ 11:11, 11:47 to 11:51 case procedure, generally, §§ 11:47 to 11:51 enforcement and review, § 11:50 initiation, § 11:48 recovery, § 11:51 trial, § 11:49 Unions, generally, §§ 11:6, 11:7 United States Arbitration Act, § 11:45 Unlawful work rules, § 11:9 Veterans benefit laws, § 11:43 WARN Act, § 11:46 Weingarten rights, § 11:14

# LABOR DISPUTES—Cont'd "Yellow dog" contracts, § 11:30 LABOR MANAGEMENT RELATIONS ACT (LMRA) Generally, § 11:2 LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT (LMRDA) Generally, § 11:3 LAWYERS See index heading ATTORNEYS **LAYOFFS** Generally, § 12:6 LEAVES OF ABSENCE Generally, §§ 6:1 to 6:59 Americans with Disabilities Act (ADA), §§ 6:27, 6:33, 6:34, 6:36 Bereavement leave, § 6:53 Bone marrow donation leave, § 6:51 Breaks, § 6:50 Coordination of leave benefits generally, §§ 6:30 to 6:38 Americans with Disabilities Act (ADA), §§ 6:33, 6:34, 6:36 benefits accorded by leave statutes, § 6:31 common elements of leave statutes, § 6:32 Family and Medical Leave Act (FMLA), §§ 6:34, 6:35, 6:38 interplay among leave statutes, § 6:30 Social Security Act, § 6:36 substance abuse, § 6:37 Uniformed Services Employment and Reemployment Rights Act (USERRA), § 6:38 workers' compensation, § 6:33 Disability leave, §§ 6:27, 6:28 Emergency personnel, § 6:48 Family and Medical Leave Act (FMLA) generally, §§ 6:2 to 6:23 for detailed treatment see index heading Family and Medical Leave Act (FMLA) Federal contractors, §§ 6:52, 6:53 generally, §§ 6:54 to 6:59 Family and Medical Leave Act. See index heading Family and Medical Leave Act (FMLA) military leave. See index heading MILITARY LEAVE Holidays, § 6:46

Interplay among leave statutes, § 6:30 Jury duty. See index heading JURY DUTY

```
LEAVES OF ABSENCE—Cont'd
  Military leave
     generally, §§ 6:40 to 6:45
    for detailed treatment see index heading MILITARY LEAVE
  Pregnancy and childbirth discrimination (state)
    generally, §§ 6:26, 7:47 to 7:51
    for detailed treatment see index heading PREGNANCY AND CHILDBIRTH DISCRIMINA-
         TION (STATE)
  Pregnancy Discrimination Act (federal)
    generally, §§ 6:25, 7:41 to 7:46
    for detailed treatment see index heading Pregnancy Discrimination Act
         (FEDERAL)
  Religious leave, § 6:24
  School functions, § 6:47
  Sick leave, § 6:52
  Social Security Act, coordination of leave benefits, § 6:36
  Substance abuse, coordination of leave benefits, § 6:37
  Uniformed Services Employment and Reemployment Rights Act (USERRA),
       coordination of leave benefits, § 6:38
  Voting, § 6:49
  Workers' compensation, §§ 6:29, 6:33
LIABILITIES RELATED TO EMPLOYMENT
  Generally, §§ 14:1 to 14:34
  Agents
    generally, §§ 14:27 to 14:30
    contractual liability, §§ 14:29, 14:30
    principals, liability to, §§ 14:28, 14:30
    third persons, liability to, §§ 14:27, 14:29
    tort liability, §§ 14:27, 14:28
  Allocation of immune employer's fault in action by employee, § 14:7
  Attorneys' fees, government responsibility for, § 14:33
  Conspiracy, civil conspiracies, § 14:25
  Contracts
    agents, liability of, §§ 14:29, 14:30
    employers, liability to employees, § 14:6
  Contribution, employees, § 14:19
  Embezzlement, employees, § 14:17
  Employees
    generally, §§ 14:15 to 14:25
    civil conspiracies, § 14:25
    contracts, combinations and conspiracies in restraint of trade, § 14:22
    embezzlement, § 14:17
    employer, liability to, § 14:16
    immunity, § 14:18
    indemnity and contribution, § 14:19
    RICO, § 14:24
    sexual assault, § 14:26
```

```
LIABILITIES RELATED TO EMPLOYMENT—Cont'd
  Employees—Cont'd
     stolen property, § 14:23
    third persons, liability to, § 14:15
    tortious interference with business relationship, § 14:20
     tortious interference with contract, § 14:21
  Employees, liability of employers to
     generally, §§ 14:4 to 14:11
    allocation of immune employer's fault in action by employee, § 14:7
    contract, breach of, § 14:6
    joint employers, § 14:8
    prescriptive periods, § 14:11
    single-employer doctrine, § 14:10
     successive employers, § 14:9
    torts, § 14:5
     workers' compensation, § 14:4
  Government
     liability of employer, §§ 14:12 to 14:14
    liability to employer, § 14:33
  Immunity, employees, § 14:18
  Indemnity, employees, § 14:19
  Joint employers, liability to employees, § 14:8
  Officers, liability of responsible officers of employer to government, § 14:14
  Prescriptive periods, liability of employers to employees, § 14:11
  Principals, liability of agents to, §§ 14:28, 14:30
  Respondeat superior, vicarious liability of employers to third persons under,
       § 14:3
  RICO, § 14:24
  Sexual assault, § 14:26
  Single-employer doctrine, liability of employers to employees, § 14:10
  Stolen property, liability of employees, § 14:23
  Successive employers, liability to employees, § 14:9
  Third persons, liability of agents to, §§ 14:27, 14:29
  Third persons, liability of employees to, § 14:15
  Third persons, liability of employers to
    direct liability, § 14:2
     vicarious liability under respondeat superior theory, § 14:3
  Third persons, liability to employer for injury to employee, §§ 14:31, 14:32
     agents, liability of, §§ 14:27, 14:28
    employees, liability of employers to, § 14:5
     Federal Tort Claims Act, § 14:34
     interference with business relationship, § 14:20
     interference with contract, § 14:21
  Vicarious liability of employers to third persons under respondeat superior the-
       ory, § 14:3
  Workers' compensation
    employers, liability to employees, § 14:4
```

### LIABILITIES RELATED TO EMPLOYMENT—Cont'd

Workers' compensation—Cont'd reimbursement of benefits by third persons, § 14:31

#### LIBEL

See index heading DEFAMATION

## LIE DETECTORS

Polygraphs. See index heading POLYGRAPHS

#### LIENS

Compensation and payment, § 4:33

## LIFE INSURANCE

Benefits, § 5:40

### LIFETIME CONTRACTS

Contracts of employment, § 3:12

## LIMITATION OF ACTIONS

See index heading prescriptive periods

## LIMITED DURATION CONTRACTS

Contracts of employment, §§ 3:11, 3:13

## LIQUIDATED DAMAGES

Discrimination, §§ 7:161, 7:176

## LOANS TO EMPLOYEES

Benefits, § 5:35

Compensation, § 4:61

## LOCAL ORDINANCES

Discrimination, § 7:147

## **LOGISTICS**

Compensation and payment, § 4:24

# LONGSHOREMEN'S AND HARBOR WORKERS' COMPENSATION ACT (LHCWA)

Generally, §§ 10:1 to 10:16

Attorneys' fees, § 10:16

Benefits

generally, §§ 10:5 to 10:8

interplay with state workers' compensation benefits, § 10:7

medical treatment, § 10:6

schedule of benefits, § 10:5

timing of payment of benefits, § 10:8

Claim for failure to pay benefits

generally, §§ 10:10 to 10:16

attorneys' fees, § 10:16

procedure, § 10:13

review of compensation orders, § 10:14

settlement, § 10:15

# LONGSHOREMEN'S AND HARBOR WORKERS' COMPENSATION ACT (LHCWA)—Cont'd

Claim for failure to pay benefits—Cont'd

time for filing claim, § 10:11

time for response to claim, § 10:12

Covered employers and employees, §§ 10:3, 10:4

Discrimination, § 7:111

Exclusive remedy, § 10:9

Interplay with state workers' compensation benefits, § 10:7

Medical treatment, § 10:6

Nature of work test, § 1:24

Navigable waters, § 10:2

Review of compensation orders, § 10:14

Schedule of benefits, § 10:5

Settlement, §§ 10:15, 20:3

Time

filing of claim, § 10:11

payment of benefits, § 10:8

response to claim, § 10:12

## LOST PROFITS

Taxation of employment damages, § 7:182

## LOUISIANA COMMISSION ON HUMAN RIGHTS

Discrimination, § 7:133

## LOUISIANA EMPLOYMENT DISCRIMINATION LAW (LEDL)

Generally, §§ 7:13 to 7:18

For detailed treatment see index heading DISCRIMINATION

## LOUISIANA EMPLOYMENT SECURITY LAW (LESL)

Choice of forum, exclusivity, § 19:12

Plant closings and mass layoffs, notice requirements, § 12:21

## LOUISIANA ENVIRONMENTAL QUALITY ACT

Discrimination, § 7:136

### LOUISIANA GROUP HEALTH INSURANCE CONTINUATION ACT

Generally, § 5:15

# LOUISIANA NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT (NMHPA)

Generally, § 5:18

# LOUISIANA SERVICEMEMBERS CIVIL RELIEF AND CONSUMER RIGHTS ACT (SCRACRA)

Military leave, § 6:44

## LOUISIANA UNFAIR TRADE PRACTICES ACT (LUTPA)

Benefits, protection of, § 5:48

Discrimination, protection of old and disabled employees, § 7:139

Noncompetition agreements, § 3:36

# LOUISIANA UNFAIR TRADE PRACTICES ACT (LUTPA)—Cont'd Retirement, § 12:26

## LOUISIANA WOMEN'S HEALTH AND CANCER RIGHTS ACT (WHCRA)

Generally, § 5:19

### MALODOROUS EMPLOYEES

Special employees, § 17:41

### **MANDATARIES**

Distinctions from other relationships, § 1:6

#### MASS LAYOFFS

Generally, §§ 12:10 to 12:21

For detailed treatment see index heading Plant Closings and Mass Layoffs

### **MATERNITY LEAVE**

Health benefits, § 5:23

### **MEDIATION**

Contracts of employment, § 3:52

## MEDICAL EXAMINATIONS AND TREATMENT

Confidentiality of records and privacy, § 16:31

Longshoremen's and Harbor Workers' Compensation Act, § 10:6

Pre-employment screening, medical testing, § 2:20

Workers' compensation

generally, §§ 9:45 to 9:49

for detailed treatment see index heading workers' compensation

#### MEDICAL LEAVE

Generally, §§ 6:2 to 6:23

For detailed treatment see index heading Family and Medical Leave Act (FMLA)

## MENTAL HEALTH PARITY ACT

Generally, § 5:21

## **MILITARY LEAVE**

Generally, §§ 6:40 to 6:45

Forms

military related leave request, § 6:59

response by employer to family, medical or military related leave request, \$ 6:57

Louisiana Servicemembers Civil Relief and Consumer Rights Act (SCRACRA), § 6:44

Military Service Relief Act (MSRA), § 6:41

National Guard and Reserve law, § 6:42

Servicemembers' Civil Relief Act, § 6:43

Uniformed Services Employment and Reemployment Rights Act (USERRA), § 6:40

Veteran discrimination, § 6:45

## MILITARY SERVICE

Generally, § 17:29

Benefits, leave for service, § 5:36

Compensation and payment, employees leaving for service, § 4:27

Discrimination, §§ 7:68, 7:129

Louisiana Servicemembers Civil Relief and Consumer Rights Act (SCRACRA), § 6:44

Military leave

generally, §§ 6:40 to 6:45

for detailed treatment see index heading MILITARY LEAVE

National Guard and Reserve. See index heading National Guard and Reserve

Pre-employment screening, military records, § 2:16

Uniformed Services Employment and Reemployment Rights Act (USERRA).

See index heading Uniformed Services Employment and Reemployment Rights Act (USERRA)

Veterans. See index heading VETERANS

## MILITARY SERVICE RELIEF ACT (MSRA)

Military leave, § 6:41

Personnel records, notices, § 16:20

## MINIMUM WAGES

Fair Labor Standards Act (FLSA), §§ 4:7, 4:9 to 4:11

## **MINISTERS**

Generally, § 17:37

## **MINORS**

Generally, §§ 17:1 to 17:8

For detailed treatment see index heading CHILDREN AND MINORS

## MITIGATION OF DAMAGES

Discrimination, § 7:163

## MOTOR VEHICLES

Driving records, confidentiality of records and privacy, § 16:40

Personnel records, vehicle registration, § 16:17

## NATIONAL GUARD AND RESERVE

Discrimination, § 7:130

Military leave, § 6:42

## NATIONAL LABOR RELATIONS ACT (NLRA)

Discrimination, § 7:112

Labor disputes, § 11:1

Settlement of employee claims, release of claim, § 20:11

## NATIONAL LABOR RELATIONS BOARD (NLRB)

Generally, §§ 11:1, 11:20 to 11:25

For detailed treatment see index heading LABOR DISPUTES

## **NAVIGABLE WATERS**

Longshoremen's and Harbor Workers' Compensation Act, § 10:2

### **NEGLIGENCE**

Drug and alcohol testing, § 2:62

Insurance, negligent hiring, supervision and retention, § 15:20

Pre-employment screening, polygraphing, § 2:19

## **NEGOTIATIONS**

Ethics, settlement, § 21:18

Settlement of employee claims, evidence, § 20:13

## **NEGOTIORUM GESTIO**

Compensation and payment, § 4:38

#### **NEPOTISM**

Generally, § 17:28

Pre-employment screening, § 2:27

### **NEW HIRES**

Personnel records, registrations, reports and plans, § 16:6

Reporting, taxes on wages, § 4:44

## NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT (NMHPA)

Generally, §§ 5:17, 5:18

## NONCOMPETITION AGREEMENTS

Generally, §§ 3:26 to 3:38

August 15, 2003, agreements before, § 3:35

Danger in enforcement, § 3:33

Danger in hiring employees subject to such agreement, § 3:34

Defenses to enforcement of non-competition agreements, § 3:32

Form, § 3:50

Garden leave, § 3:37

Louisiana Unfair Trade Practices Act, proscription of unfair competition under, § 3:36

Poaching, § 3:38

Public policy, § 3:26

Reformation, § 3:30

Remedy for breach of covenant, § 3:31

Remedy for non-conforming non-competition agreement, § 3:29

Statutory requirements, § 3:27

Strict construction, § 3:28

## NONCONFORMING EMPLOYEES

Special employees, § 17:41

## NOTICE

Family and Medical Leave Act (FMLA)

generally, §§ 6:3, 6:7

for detailed treatment see index heading Family and Medical Leave Act (FMLA)

Personnel records

generally, §§ 16:12 to 16:23

for detailed treatment see index heading PERSONNEL RECORDS

#### NOTICE—Cont'd

Plant closings and mass layoffs, §§ 12:12, 12:13, 12:17, 12:18, 12:21

Unemployment compensation. See index heading UNEMPLOYMENT COMPENSATION Workers' compensation, § 9:53

## NURSING HOME PERSONNEL

Generally, § 17:35

## **NURSING MOTHERS**

Generally, § 17:36

Discrimination, § 7:148

### **OBAMACARE**

See index heading Patient Protection and Affordable Care Act (Obamacare)

#### OCCUPATIONAL SAFETY AND HEALTH ACT

Generally, §§ 8:1 to 8:39

For detailed treatment see index heading SAFETY

## OFFICE OF WORKERS' COMPENSATION ADMINISTRATION

Workers' compensation, § 9:52

## OLDER WORKERS BENEFIT PROTECTION ACT (OWBPA)

Settlement of employee claims, tax implication of release, § 20:21

## ONLINE ACCOUNT INFORMATION

Confidentiality of records and privacy, § 16:39

Investigations of applicants and employees, § 2:39

Personal Online Account Privacy Protection Act, discrimination, § 7:151

Pre-employment screening, § 2:29

## OUTER CONTINENTAL SHELF LANDS ACT

Workers' compensation, § 10:19

#### OVERTIME PAY

Discrimination, taxation of employment damages, § 7:173

Fair Labor Standards Act (FLSA), §§ 4:7, 4:8, 4:10, 4:12, 4:13

## PAROL EVIDENCE

Generally, § 22:30

## **PARTIES**

Contracts of employment, § 3:4

## **PARTNERS**

Distinctions from other relationships, § 1:5

# PATIENT PROTECTION AND AFFORDABLE CARE ACT (OBAMACARE)

Generally, § 5:27

Personnel records, registrations, reports and plans, § 16:11

## **PAYMENT**

Generally, §§ 4:1 to 4:64

For detailed treatment see index heading COMPENSATION AND PAYMENT

### **PENALTIES**

Discrimination, § 7:185
Employee Retirement Income Security Act, § 5:11
False filing, personnel records, § 16:5
Minors, state sanctions, § 17:5
Workers' compensation, § 9:60

## PERSONAL ONLINE ACCOUNT PRIVACY PROTECTION ACT

Discrimination, § 7:151

## PERSONNEL RECORDS

Generally, §§ 16:1 to 16:57

Access to records

generally, §§ 16:49 to 16:55

computer records, liability for exceeding authorized access to, § 16:53

confidentiality of involvement, non-profit employer, § 16:55

employee access to own personnel records, § 16:49

government obligation to disclose government records, § 16:52

safety records, § 16:50

security breach of database, § 16:54

third persons, access by, § 16:51

Accuracy of records, § 16:26

Affordable Care Act, registrations, reports and plans, § 16:11

Applicants, records of, § 16:2

Checklist, § 16:4

Computer records, liability for exceeding authorized access to, § 16:53

Confidentiality of involvement, non-profit employer, § 16:55

Confidentiality of records and privacy

generally, §§ 16:29 to 16:48

for detailed treatment see index heading confidentiality of records and privacy

Disposal of records, § 16:56

Employees, records of, § 16:3

Employer records, § 16:1

Erroneous reports, liability to employees for, § 16:9

Evidentiary and discovery issues in employment litigation, § 22:14

False filing, penalty for, § 16:5

Genetic information, notices, § 16:15

Government obligation to disclose government records, § 16:52

Injured employees, registrations, reports and plans, § 16:8

Maintenance of records, §§ 16:24 to 16:28

Military Service Relief Act, notices, § 16:20

Minors, notices, § 16:14

New hires, registrations, reports and plans, § 16:6

Notices

generally, §§ 16:12 to 16:23

Executive Order 13665, § 16:21

genetic information, § 16:15

Military Service Relief Act, § 16:20

```
PERSONNEL RECORDS—Cont'd
  Notices—Cont'd
    minors, § 16:14
    Occupational Safety and Health Act, § 16:16
    payment, method and manner of, § 16:18
    remote workplaces, § 16:23
    safety, § 16:16
    smoking, § 16:19
    unemployment benefits, § 16:13
    vehicle registration, § 16:17
    workers' compensation, § 16:12
  Occupational Safety and Health Act, notices, § 16:16
  Officers and directors, liability concerning registrations, reports and plans,
       § 16:10
  Payment
    employment records, § 16:57
    method and manner, notice, § 16:18
  Penalty, false filing, § 16:5
  Personal information, maintaining, § 16:28
  Plans. Registrations, reports and plans, below
  Prescriptive periods on employment claims, § 16:25
  Registrations, reports and plans
    generally, §§ 16:6 to 16:11
    Affordable Care Act, § 16:11
    employer registrations and reports, § 16:7
    erroneous reports, liability to employees for, § 16:9
    injured employees, § 16:8
    new hires, § 16:6
    officers and directors, liability of, § 16:10
  Remote workplaces, notices, § 16:23
  Reports. Registrations, reports and plans, above
  Required records, generally, §§ 16:1 to 16:23
  Retention of records, § 16:24
  Safety records
    access, § 16:50
    notices, § 16:16
  Security breach of database, § 16:54
  Smoking, notices, § 16:19
  Spoliation, § 16:27
  Third persons, access to records by, § 16:51
  Unemployment benefits, notices, § 16:13
  Vehicle registration, notices, § 16:17
  Workers' compensation, notices, § 16:12
```

PHYSICIANS

Generally, § 17:27

#### **PLANS**

Personnel records

generally, §§ 16:6 to 16:11

for detailed treatment see index heading PERSONNEL RECORDS

## PLANT CLOSINGS AND MASS LAYOFFS

Generally, §§ 12:10 to 12:21

Burden on employer to show exemption, § 12:18

Covered employees, § 12:12

Covered employers, § 12:11

Exemptions from notice requirements, §§ 12:17, 12:18

Labor disputes, § 11:46

Liability of employer to employees, § 12:19

Loss of employment, § 12:16

Louisiana Employment Security Law (LESL) notice requirements, § 12:21

Notice requirements, §§ 12:12, 12:13, 12:17, 12:18, 12:21

Remedies, § 12:20

Settlement of employee claims, release of claim, § 20:7

WARN Act, generally, § 12:10 et seq.

## **POACHING**

Noncompetition agreements, § 3:38

## POLITICAL OPINIONS

Discrimination, § 7:141

## **POLYGRAPHS**

Discrimination, § 7:114

Evidence and discovery issues, § 22:27

Pre-employment screening, §§ 2:18, 2:19

## PRE-EMPLOYMENT SCREENING

Generally, §§ 2:3 to 2:30

Applications and interviews, § 2:5

Background checks

generally, §§ 2:8 to 2:12

consumer reports and Fair Credit Reporting Act, § 2:12

credit records, § 2:11

criminal records, § 2:10

transportation employees, § 2:9

Biometric data, § 2:21

Child care providers, § 2:15

Consumer reports, background checks, § 2:12

Credit records, background checks, § 2:11

Criminal records, background checks, § 2:10

Driving records, § 2:17

Fair Credit Reporting Act, background checks, § 2:12

Genetic testing, § 2:25

Height requirements, § 2:26

Interviews and applications, § 2:5

#### PRE-EMPLOYMENT SCREENING—Cont'd

Job advertisement, § 2:4

Job-related standards testing, § 2:22

Mandatory vaccines, § 2:30

Medical testing, § 2:20

Military records, § 2:16

Negligent polygraphing, § 2:19

Nepotism, § 2:27

Personal online accounts, § 2:29

Polygraphs, §§ 2:18, 2:19

Professionally developed scored tests, § 2:24

Profiling, § 2:13

Reading tests, § 2:23

Reasons to screen, § 2:3

References, requests for, §§ 2:6, 2:7

Response to request for references, § 2:7

Second injury questionnaires, § 2:28

Shifting of expense, authorization and release, § 2:69

Standards testing, § 2:22

Transportation employees, background checks, § 2:9

Undocumented workers, screening for, § 2:14

Weight requirements, § 2:26

### **PREEMPTION**

Generally, §§ 19:1 to 19:10

For detailed treatment see index heading FEDERAL PREEMPTION

## PREGNANCY AND CHILDBIRTH DISCRIMINATION (STATE)

Generally, §§ 6:26, 7:47 to 7:51

Covered employers, § 7:48

Enforcement procedures, § 7:51

Information about applicants and employees, § 2:52

Proscribed and prescribed acts, § 7:49

Protected groups, § 7:47

Remedies, § 7:50

## PREGNANCY DISCRIMINATION ACT (FEDERAL)

Generally, §§ 6:25, 7:41 to 7:46

Covered entities, § 7:42

Enforcement procedures, § 7:45

Other disability and leave laws, § 7:46

Prohibited acts, § 7:43

Protected groups, § 7:41

Remedies, § 7:44

## **PRESCRIPTION**

Contracts of employment, action on, § 3:45

## PRESCRIPTIVE PERIODS

Fair Labor Standards Act (FLSA), enforcement proceedings, § 4:20

#### PRESCRIPTIVE PERIODS—Cont'd

Liability of employers to employees, § 14:11 Personnel records, employment claims, § 16:25

## PRESERVATION OF EVIDENCE

Evidentiary and discovery issues in employment litigation, § 22:23

## **PRESUMPTIONS**

Borrowed employees, § 17:10 Vanishing or bursting bubble theory, § 22:28

### PREVAILING WAGES

Generally, § 4:64

### PRINCIPAL AND AGENT

See index heading AGENTS

### **PRISON**

Workers' compensation, incarcerated claimants, § 9:25

### **PRIVACY**

Confidentiality of records and privacy

generally, §§ 16:29 to 16:48

for detailed treatment see index heading confidentiality of records and privacy

Insurance, § 15:17

Investigations of applicants and employees, §§ 2:39, 2:40

Online account information. See index heading online account information

Safety, records and reports, § 8:7

## PRIVATE RIGHT OF ACTION

Safety, § 8:27

## **PRIVILEGE**

Attorney-client privilege

generally, §§ 21:8 to 21:11

for detailed treatment see index heading ATTORNEY-CLIENT PRIVILEGE

Compensation and payment, § 4:33

Evidentiary and discovery issues in employment litigation, generally, § 22:18

## PROFESSIONAL EMPLOYER ORGANIZATIONS

Generally, §§ 18:10 to 18:12

Form, services agreements, § 18:29

Liability, § 18:12

Services agreements, §§ 18:11, 18:29

## **PROFESSIONALS**

Generally, § 17:26

## **PROFILING**

Pre-employment screening, § 2:13

## **PROMOTION**

Discrimination, damages, § 7:164

#### PROPRIETARY INFORMATION

Contracts of employment, restriction of use of information, § 3:49

### **PROPRIETORS**

Distinctions from other relationships, § 1:5

### **PROTESTS**

Unemployment compensation claims, § 13:35

## PUBLIC EMPLOYMENT

Confidentiality of records and privacy, § 16:43

Termination of employment. See index heading termination of employment

## PUBLIC POLICY

Forfeiture of benefits, § 5:43

Noncompetition agreements, § 3:26

Settlement of employee claims, waiver of statutory claims, § 20:16

## **PUNITIVE DAMAGES**

Discrimination, §§ 7:162, 7:177

Insurance, § 15:24

## **QUASI-CONTRACTS**

Termination of employment, § 12:7

## **READING TESTS**

Pre-employment screening, § 2:23

## RECERTIFICATION

Family and Medical Leave Act (FMLA), medical and qualifying exigency, § 6:11

## RECONSIDERATION

Unemployment compensation, eligibility for benefits, § 13:34

### RECORDS AND REPORTS

Confidentiality of records and privacy

generally, §§ 16:29 to 16:48

for detailed treatment see index heading confidentiality of records and privacy

Employee Retirement Income Security Act, § 5:8

Evidentiary and discovery issues in employment litigation, § 22:14

Fair Labor Standards Act (FLSA), § 4:22

Family and Medical Leave Act (FMLA), § 6:19

Personnel records

generally, §§ 16:1 to 16:57

for detailed treatment see index heading PERSONNEL RECORDS

Privacy. See index heading PRIVACY

Safety

generally, §§ 8:6 to 8:10

for detailed treatment see index heading SAFETY

Termination of employment, § 12:37

Unemployment compensation, § 13:41

Workers' compensation. See index heading workers' compensation

#### RECOUPMENT

Unemployment compensation benefits received improperly, § 13:40

## REDUCTIONS

Workers' compensation benefits, § 9:40

### REFERENCES

Pre-employment screening, §§ 2:6, 2:7

## REFORMATION

Noncompetition agreements, § 3:30

## REGISTRATION

Personnel records

generally, §§ 16:6 to 16:11

for detailed treatment see index heading PERSONNEL RECORDS

### REHABILITATION

Rehabilitation Act of 1973 (federal)

generally, §§ 7:58 to 7:62

for detailed treatment see index heading Rehabilitation Act of 1973 (FEDERAL)

Workers' compensation benefits, § 9:44

## REHABILITATION ACT OF 1973 (FEDERAL)

Generally, §§ 7:58 to 7:62

Covered employers, § 7:59

Enforcement procedures, § 7:62

Prohibited acts, § 7:60

Protected groups, § 7:58

Remedies, § 7:61

## REIMBURSEMENT OF EMPLOYEES

Benefits, § 5:46

### REINSTATEMENT

Discrimination, damages, § 7:164

Family and Medical Leave Act (FMLA), § 6:16

## RELATIVES

Generally, § 17:28

## **RELEASES**

Information about applicants and employees, shifting of expense, § 2:72

Settlement of employee claims

generally, §§ 20:5 to 20:12

for detailed treatment see index heading settlement of employee claims

## RELIGION

Discrimination laws

generally, §§ 7:6, 7:13 to 7:18, 7:125, 7:153

for detailed treatment see index heading DISCRIMINATION

Leaves of absence, § 6:24

#### REMOTE EVIDENCE

Generally, § 22:3

## REMOTE WORKPLACES

Personnel records, notices, § 16:23

#### REPORTS

See index heading RECORDS AND REPORTS

## REPRESENTATIVES

Distinctions from other relationships, § 1:6

### REPRISAL

Generally, §§ 7:95 to 7:98

For detailed treatment see index heading DISCRIMINATION

## **RES JUDICATA**

Arbitration, § 19:26

Choice of forum, §§ 19:25, 19:26

Workers' compensation, res judicata of LWCA claims, § 9:58

## RESPONDEAT SUPERIOR

Vicarious liability of employers to third persons, § 14:3

## RESTATEMENT OF AGENCY TEST

Distinctions from other relationships, § 1:20

## RESTRAINT

Contracts of employment, action on, § 3:43

## RESTRAINT OF TRADE

See index heading ANTITRUST LAW

### RETALIATION

Discrimination

generally, §§ 7:95 to 7:98

for detailed treatment see index heading DISCRIMINATION

Family and Medical Leave Act (FMLA), § 6:18

Labor disputes, § 11:35

Workers' compensation, § 9:62

## RETIREMENT

Generally, §§ 12:22 to 12:27

Age Discrimination in Employment Act (ADEA), generally, §§ 7:74, 12:22 to 12:24

Benefits, § 5:37

Early retirement programs, §§ 7:74, 12:25

Employee Retirement Income Security Act (ERISA)

generally, §§ 5:2 to 5:12

for detailed treatment see index heading Employee Retirement Income Security Act (ERISA)

ERISA wrongful discharge, § 12:27

Louisiana Age Discrimination in Employment Act (LADEA), § 12:26

### RETIREMENT—Cont'd

Louisiana Unfair Trade Practices Act (LUTPA), § 12:26 Mandatory retirement prohibited, §§ 12:22 to 12:24

#### REVIEW

See index heading APPEAL AND REVIEW

## **RICO**

Liabilities related to employment, § 14:24

## RIGHT-TO-KNOW REGULATIONS

Safety, § 8:10

## **RIGHT-TO-WORK**

Labor disputes, §§ 11:18, 11:32

## RULES OF PROFESSIONAL CONDUCT

Ethics, § 21:7

### **SAFETY**

Generally, §§ 8:1 to 8:39

Absence of Louisiana plan, § 8:2

Administrative appeals, § 8:25

Agencies involved in enforcement, § 8:11

Answer and defenses, § 8:20

Appeals

generally, §§ 8:25, 8:26

violations, § 8:17

Applicability, § 8:1

Burden of proof, § 8:21

Choice of law, § 8:36

Citations

generally, § 8:18

violations, § 8:15

Complaint, § 8:19

Covered employers, § 8:4

Defenses, § 8:20

Degrees of violations and penalties, § 8:16

Discovery, § 8:22

Discrimination, §§ 7:104, 7:146

Enforcement, § 8:11

Equal Access to Justice Act, § 8:28

Exceptions for specific industries, § 8:3

Firearms, § 8:39

Hearings, § 8:24

Initial conference, inspections, § 8:13

Injury logs and other records, § 8:8

Inspections

generally, §§ 8:12 to 8:14

initial conference and walk-around, § 8:13

subpoenas, § 8:14

```
SAFETY—Cont'd
  Inspections-Cont'd
     warrants, § 8:12
  Judicial appeals, § 8:26
  Labor disputes, § 11:41
  Litigation under act
    generally, §§ 8:18 to 8:28
    administrative appeals, § 8:25
    answer and defenses, § 8:20
    appeals, §§ 8:25, 8:26
    burden of proof, § 8:21
    citation, § 8:18
    complaint, § 8:19
    discovery, § 8:22
    Equal Access to Justice Act, § 8:28
    hearings, § 8:24
    judicial appeals, § 8:26
    private right of action, § 8:27
    settlement, § 8:23
  OSHA, generally, §§ 8:1 to 8:31
  Partially exempt employers, recordkeeping and reporting, § 8:6
  Personnel records. See index heading Personnel RECORDS
  Posted notices, § 8:9
  Privacy of records and reports, § 8:7
  Private right of action, § 8:27
  Recordkeeping and reporting
     generally, §§ 8:6 to 8:10
    injury logs and other records, § 8:8
    partially exempt employers, § 8:6
    posted notice, § 8:9
    privacy, § 8:7
    right-to-know regulations, § 8:10
    state workplace safety laws, § 8:34
  Refusal to work for safety reasons, § 8:29
  Reporting. Recordkeeping and reporting, above
  Right-to-know regulations, § 8:10
  Settlement, § 8:23
  Smoking, § 8:38
  Standards, § 8:5
  State workplace safety laws
     generally, §§ 8:32 to 8:34
    duty of employer to provide safe workplace, § 8:32
    enforcement, § 8:33
    reporting, § 8:34
  Subpoenas, inspections, § 8:14
  Violations
     generally, §§ 8:15 to 8:17
```

#### SAFETY—Cont'd

Violations—Cont'd

appeals, § 8:17

citations, § 8:15

degrees of violations and penalties, § 8:16

Violence in workplace, § 8:31

Walk-around, inspections, § 8:13

Warrants, inspections, § 8:12

Workers' compensation, §§ 8:35, 9:26, 9:64

Workplace violence, § 8:31

## **SALARIES**

Generally, §§ 4:1 to 4:64

For detailed treatment see index heading compensation and payment

#### **SANCTIONS**

See index heading PENALTIES

#### SARBANES-OXLEY ACT

Discrimination, § 7:115

Ethics, investigations of employer, § 21:6

## SCHOOLS AND EDUCATION

Leaves of absence, § 6:47

Special employees, teachers as, § 17:38

Unemployment compensation, § 13:18

## **SCREENING**

Generally, §§ 2:3 to 2:30

For detailed treatment see index heading PRE-EMPLOYMENT SCREENING

## **SEARCHES**

Investigations of applicants and employees, § 2:37

### **SECOND INJURY FUND**

Workers' compensation, § 9:63

## SECOND INJURY QUESTIONNAIRES

Pre-employment screening, § 2:28

## **SECTION 1981 (FEDERAL)**

Generally, §§ 7:19 to 7:23

Covered employers, § 7:20

Enforcement procedures, § 7:23

Prohibited acts, § 7:21

Protected groups, § 7:19

Remedies, § 7:22

Settlement of employee claims, release of claim, § 20:10

## **SECTION 1983 (FEDERAL)**

Generally, §§ 7:25 to 7:30

Covered employers, § 7:26

Eleventh Amendment immunity from official capacity suits, § 7:28

## SECTION 1983 (FEDERAL)—Cont'd

Enforcement, § 7:30 Immunity, §§ 7:27, 7:28 Protected groups, § 7:25 Remedies, § 7:29

## **SECTION 1985 (FEDERAL)**

Conspiracy, § 7:128

## SECURITY BREACH OF DATABASES

Personnel records, privacy, § 16:54

#### **SEIZURE**

Benefits, § 5:47

## SERVICEMEMBERS' CIVIL RELIEF ACT

Military leave, § 6:43

## SETTLEMENT OF EMPLOYEE CLAIMS

Generally, §§ 20:1 to 20:22

Age Discrimination in Employment Act (ADEA)

release of claim, § 20:6

tax implication of release, § 20:21

Americans with Disabilities Act (ADA), release of claim under, § 20:10

Checks, negotiated checks as evidence, § 20:14

Discrimination, generally, § 7:168

Environmental Protection Act (EPA), release of claim under, § 20:10

Evidence

negotiated checks as evidence, § 20:14

negotiations as evidence, § 20:13

Fair Labor Standards Act (FLSA), release of claim under, § 20:8

Family and Medical Leave Act (FMLA), release of claim under, § 20:9

Longshoremen's and Harbor Workers' Compensation Act, §§ 10:15, 20:3

National Labor Relations Act (NLRA), release of claim under, § 20:11

Negotiated checks as evidence, § 20:14

Negotiations as evidence, § 20:13

Nondisclosure provisions, § 20:2

Older Workers Benefit Protection Act, tax implication of release, § 20:21

Releases of federal law employment claims

generally, §§ 20:5 to 20:12

Age Discrimination in Employment Act (ADEA), § 20:6

Americans with Disabilities Act (ADA), § 20:10

Environmental Protection Act (EPA), § 20:10

Fair Labor Standards Act (FLSA), § 20:8

Family and Medical Leave Act (FMLA), § 20:9

National Labor Relations Act (NLRA), § 20:11

Section 1981, § 20:10

Title VII, § 20:10

Uniformed Services Employment and Reemployment Rights Act (USERRA), § 20:12

# SETTLEMENT OF EMPLOYEE CLAIMS—Cont'd Releases of federal law employment claims—Cont'd WARN Act, § 20:7 Requirements for validity of compromise, § 20:1 Safety, § 8:23 Section 1981, release of claim under, § 20:10 Tax implications generally, §§ 20:17 to 20:22 Age Discrimination in Employment Act/Older Workers Benefit Protection Act release, § 20:21 confidential settlement and release agreement, § 20:22 settlement agreement drafting, § 20:18 testing, § 20:19 severance letter, use with release, § 20:20 Title VII, release of claim under, § 20:10 Unemployment compensation, §§ 13:43, 20:4 Uniformed Services Employment and Reemployment Rights Act (USERRA), release of claim under, § 20:12 Waiver of statutory claims, §§ 20:15, 20:16 WARN Act, release of claim under, § 20:7 Workers' compensation, §§ 9:51, 20:3

## **SEVERANCE PAY**

Generally, §§ 12:29, 12:43

## **SEXUAL ASSAULT**

Liabilities related to employment, § 14:26 Protection from, discrimination, § 7:154

## SEXUAL HARASSMENT

Insurance, § 15:19 Public employees, § 17:43 State agency, discrimination, § 7:155

## SHIFTING OF EXPENSES

Information about applicants and employees generally, §§ 2:67 to 2:72 for detailed treatment see index heading information about applicants and EMPLOYEES

Pre-employment screening, authorization and release, § 2:69

## SICKLE CELL TRAIT DISCRIMINATION

Generally, §§ 7:81 to 7:85 Covered employers, § 7:82 Enforcement procedures, § 7:85 Proscribed and prescribed acts, § 7:83 Protected groups, § 7:81 Remedies, § 7:84

#### SINGLE-EMPLOYER DOCTRINE

Liability of employers to employees, § 14:10

### **SLANDER**

See index heading DEFAMATION

### **SMOKING**

Personnel records, notices, § 16:19 Safety, § 8:38

## **SOCIAL SECURITY**

Benefits, § 5:38

Information about applicants and employees, § 2:33 Leaves of absence, coordination of leave benefits, § 6:36

### SPECIAL AGENTS

Labor disputes, § 11:37

## SPECIAL EMPLOYEES

Generally, §§ 17:1 to 17:45

Alcohol problems, employees with, § 17:23

Ambulance personnel, § 17:35

American Indians, § 17:40

Apprentices

generally, §§ 17:14 to 17:16

for detailed treatment see index heading APPRENTICES

Basic skills, employees without, § 17:22

Borrowed employees

generally, §§ 17:9 to 17:12

for detailed treatment see index heading BORROWED EMPLOYEES

Children and minors

generally, §§ 17:1 to 17:8

for detailed treatment see index heading CHILDREN AND MINORS

Competitor's employees, § 17:21

Disabled employees, § 17:39

Disadvantaged persons, § 17:31

Drug problems, employees with, § 17:23

Environmental reasons, workers displaced for, § 17:34

Felons, § 17:24

Firefighters, § 17:25

First responders, § 17:25

Home health personnel, § 17:35

Independent contractors, § 17:44

Malodorous employees, § 17:41

Military, employees in, § 17:29

Ministers, § 17:37

Nepotism, § 17:28

Nonconforming employees, § 17:41

Nursing home personnel, § 17:35

Nursing mothers, § 17:36

#### SPECIAL EMPLOYEES—Cont'd

Physicians, § 17:27

Professionals, § 17:26

Public employees and sexual harassment, § 17:43

Relatives, § 17:28

Sexual harassment and public employees, § 17:43

Sexually-oriented business employees, § 17:42

Teachers, § 17:38

Temporary employees, § 17:13

Trainees

generally, §§ 17:17 to 17:20

for detailed treatment see index heading TRAINEES

Undocumented workers, § 17:32

Unemployed persons, § 17:33

Unkempt employees, § 17:41

Unpaid internship agreement, form, § 17:45

Welfare recipients, § 17:30

Work opportunity tax credit, § 17:31

## **SPOLIATION**

Evidentiary and discovery issues in employment litigation, § 22:23 Personnel records, § 16:27

#### STAFFING SERVICES

Joint employers, § 18:13

## **STALKING**

Protection from, discrimination, § 7:154

## STANDARDS TESTING

Pre-employment screening, § 2:22

## STATISTICAL EVIDENCE

Evidentiary and discovery issues in employment litigation, § 22:21

## STATUTES OF LIMITATION

See index heading prescriptive periods

## STOLEN PROPERTY

Liability of employees for use of, § 14:23

## STRICT CONSTRUCTION

Noncompetition agreements, § 3:28

## **STRIKEBREAKERS**

Labor disputes, § 11:33

## **SUBCONTRACTING**

Contracts of employment, § 3:40

## **SUBPOENAS**

Safety, inspections, § 8:14

#### **SUBSTITUTION**

Contracts of employment, § 3:40

### **SUCCESSORS**

Joint employers, § 18:3 Liability to employees, § 14:9

## SUPPLEMENTAL JURISDICTION

Federal preemption, § 19:4

## SUSPENSION OF BENEFITS

Workers' compensation, § 9:41

#### **TAXATION**

Benefits, tax exempt fringe benefits, § 5:39

Compensation and payment

generally, §§ 4:44 to 4:60

for detailed treatment see index heading compensation and payment

Discrimination. See index heading DISCRIMINATION

Distinctions from other relationships, IRS 20-factor test, § 1:14

Family and Medical Leave Act, tax credit for FMLA and FMLA-like leave, § 6:23

Joint employers, § 18:20

Settlement of employee claims

generally, §§ 20:17 to 20:22

for detailed treatment see index heading settlement of employee claims

Unemployment compensation, payment of taxes, § 13:9

Work opportunity tax credit, § 17:31

Worker cooperatives, § 23:3

## **TEACHERS**

Special employees, § 17:38

## TEMPORARY EMPLOYEES

Generally, § 17:13

## **TENDER**

Compensation, refusal to accept, § 4:29

Insurance, obligation to give notice to ensure tender, § 15:25

## TERMINATION OF BENEFITS

Workers' compensation, § 9:38

### TERMINATION OF EMPLOYMENT

Generally, §§ 12:1 to 12:45

Agreement for termination, § 12:38

At will employment, § 12:2

Checklist, § 12:45

Civil service, § 12:9

Compensation, payment of, §§ 4:32, 12:28

Consolidated Omnibus Budget Reconciliation Act (COBRA), §§ 12:30, 12:31, 12:39 to 12:42

```
TERMINATION OF EMPLOYMENT—Cont'd
  Constitutional limitations, public employment, § 12:8
  Constructive discharge. See index heading Constructive DISCHARGE
  Continuation of benefits, §§ 12:30 to 12:32
  Contracts and quasi-contracts, § 12:7
  Disassociation, § 12:35
  Discipline as adverse employment action, § 12:1
  Eviction, § 12:5
  Forms
    generally, §§ 12:39 to 12:45
    checklist, § 12:45
    COBRA continuation coverage election notice, § 12:40
    COBRA continuation coverage waiver form, § 12:41
    general notice of COBRA continuation coverage rights, § 12:39
    revocation of waiver for date of notice COBRA continuation coverage,
         § 12:42
    salary continuation over 12 month period, nondisclosure covenant and general
         release, termination agreement, § 12:44
    severance pay/confidentiality/release clause, termination agreement, § 12:43
    termination agreements, §§ 12:43, 12:44
  Health Insurance Portability and Accountability Act (HIPAA), § 12:32
  Layoffs, § 12:6
  Limitations on discharge
    generally, §§ 12:2 to 12:7
    at will employment, § 12:2
    constructive discharge. § 12:4
    contracts and quasi-contracts, § 12:7
    eviction, § 12:5
    historical overview, § 12:2
    layoffs, § 12:6
    statutory limitations, § 12:3
  Mass layoffs
    generally, §§ 12:10 to 12:21
    for detailed treatment see index heading Plant Closings and Mass Layoffs
  Payment of amounts due to terminated employees, § 12:28
  Plant closings
    generally, §§ 12:10 to 12:21
    for detailed treatment see index heading Plant Closings and Mass Layoffs
  Process for discharge, § 12:34
  Process of quitting, § 12:36
  Public employment
    civil service, § 12:9
    constitutional limitations, § 12:8
  Quasi-contracts, § 12:7
  Records, § 12:37
  Retirement
    generally, §§ 12:22 to 12:27
    for detailed treatment see index heading RETIREMENT
```

### TERMINATION OF EMPLOYMENT—Cont'd

Retirement—Cont'd

ERISA wrongful discharge, § 12:27

Salary continuation over 12 month period, nondisclosure covenant and general release, termination agreement, § 12:44

Severance pay, §§ 12:29, 12:43

Unemployment compensation, § 12:33

Workers' compensation, § 9:37

## THIRD PERSONS

Liabilities related to employment. See index heading Liabilities related to EMPLOYMENT

Personnel records, access to, § 16:51

Workers' compensation, rights against responsible third persons, §§ 9:11, 9:12

#### TIME

Longshoremen's and Harbor Workers' Compensation Act. See index heading Longshoremen's and Harbor Workers' Compensation Act

Prescriptive periods. See index heading PRESCRIPTIVE PERIODS

### TITLE I PARTICIPANTS

Discrimination, § 7:108

## TITLE VII (FEDERAL)

Generally, §§ 7:7 to 7:12

Covered employers, § 7:8

Enforcement procedures, § 7:12

Executive orders, § 7:10

Prohibited acts, § 7:9

Protected groups, § 7:7

Remedies, § 7:11

Settlement of employee claims, release of claim, § 20:10

## **TOBACCO**

Discrimination, § 7:132

#### **TORTS**

Joint employers, liability of, § 18:18

Liabilities related to employment. See index heading Liabilities related to EMPLOYMENT

## TRADE ASSISTANCE BENEFITS

Unemployment compensation, § 13:28

## TRADE SECRETS

Discrimination, Defend Trade Secrets Act, § 7:124

## **TRAINEES**

Generally, §§ 17:17 to 17:20

Distinguished, §§ 1:12, 1:22

Incumbent worker training programs, § 17:20

Interns, § 17:18

Volunteers, § 17:19

# TRANSPORTATION EMPLOYEES Drug and alcohol testing, § 2:60 Pre-employment screening, background checks, § 2:9 TRIAL Unfair labor practice case procedure, § 11:49 TRUST FUND PENALTY Taxes on wages, § 4:49 **TRUSTS** Benefits, § 5:34 "TWO MASTER" RULE Workers' compensation, § 9:30 UNDOCUMENTED WORKERS Generally, § 17:32 Contracts of employment, hiring of illegal aliens, § 3:46 Joint employers, liability for hiring undocumented workers, § 18:25 Pre-employment screening, § 2:14 **UNEMPLOYED PERSONS** Generally, § 17:33 UNEMPLOYMENT COMPENSATION Generally, §§ 13:1 to 13:43 Appeals board, second appeal to, § 13:37 determination of eligibility or ineligibility, § 13:36 District Court, review by and appeal thereof, § 13:38 Attorneys' fees, § 13:42 Benefits generally, §§ 13:24 to 13:30 deductions, § 13:29 disaster benefits, § 13:26 domestic violence victims, lost wage benefits, § 13:27 extended benefits, § 13:25 trade assistance benefits, § 13:28

weekly benefits, § 13:24 Burden of proof, § 13:10 Children and minors, § 17:7 Claim for benefits, §§ 13:12, 13:32 Compliance by employer, § 13:8

employees, § 13:3 employers

exclusions, § 13:4

generally, §§ 13:2 to 13:6 covered employees, § 13:3

Covered

Confidentiality of records and privacy, § 16:34

```
UNEMPLOYMENT COMPENSATION—Cont'd
  Covered—Cont'd
    employers—Cont'd
       independent contractors, § 13:5
       reimbursable employers, § 13:6
  Deductions, benefits, § 13:29
  Disaster benefits, § 13:26
  Discrimination, § 7:134
  Disqualification
    generally, §§ 13:19 to 13:23
    failure to work, § 13:22
    misconduct, § 13:21
    notice of separation under disqualifying circumstances, § 13:31
    voluntarily quit, § 13:20
  Distinctions from other relationships, § 1:18
  District Court, review by and appeal thereof, § 13:38
  Domestic violence victims, lost wage benefits, § 13:27
  Drug and alcohol testing, § 2:58
  Duties of employers, § 13:8
  Educational employees and athletes, § 13:18
  Eligibility for benefits
    generally, §§ 13:10 to 13:18
    burden of proof, § 13:10
    claim for benefits, § 13:12
    determination of eligibility, § 13:33
    educational employees and athletes, § 13:18
    false statements, § 13:16
    ineligible employees, § 13:17
    notice of eligibility, § 13:11
    reconsideration by administrator, § 13:34
    suitable work and search for work, § 13:14
    unemployment, § 13:13
    waiver of benefits unlawful, § 13:15
  Extended benefits, § 13:25
  Failure to work, disqualification, § 13:22
  False statements, § 13:16
  Independent contractors, § 13:5
  Joint employers, § 18:15
  Misconduct, disqualification, § 13:21
  Notice
    eligibility, § 13:11
    separation under disqualifying circumstances, § 13:31
  Payment of taxes, § 13:9
  Personnel records, notices, § 16:13
  Prohibitions, § 13:8
  Prompt payment of claims, § 13:39
  Protest of claim, § 13:35
  Reconsideration by administrator, eligibility for benefits, § 13:34
```

## UNEMPLOYMENT COMPENSATION—Cont'd

Records, § 13:41

Recoupment of benefits received improperly, § 13:40

Reimbursable employers, § 13:6

Response by employer to claim, § 13:35

Settlement of claims, § 13:43

Settlement of employee claims, § 20:4

Suitable work and search for work, § 13:14

Termination of employment, § 12:33

Trade assistance benefits, § 13:28

Voluntarily quit, disqualification, § 13:20

Wages subject to reporting, § 13:7

Waiver of benefits unlawful, § 13:15

Weekly benefits, § 13:24

## **UNFAIR LABOR PRACTICES**

Joint employers, § 18:19

Labor disputes

generally, §§ 11:11, 11:47 to 11:51

for detailed treatment see index heading LABOR DISPUTES

## **UNFAIR TRADE PRACTICES**

See index heading Louisiana Unfair Trade Practices Act (LUTPA)

# UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

Coordination of leave benefits, § 6:38

Discrimination, § 7:103

Military leave, § 6:40

Settlement of employee claims, release of claim, § 20:12

## **UNIONS**

Generally, §§ 11:6, 11:7

For detailed treatment see index heading LABOR DISPUTES

## UNITED STATES ARBITRATION ACT

Labor disputes, § 11:45

## **UNJUST ENRICHMENT**

Compensation and payment, § 4:38

## **UNKEMPT EMPLOYEES**

Special employees, § 17:41

#### VACATION

Benefits, § 5:29

Contracts of employment, § 3:22

## VACCINATION RECORDS

Confidentiality of records and privacy, § 16:32

## **VACCINES**

Mandatory, pre-employment screening, § 2:30

### **VEHICLES**

See index heading motor vehicles

### **VETERANS**

Labor disputes, § 11:43

Military leave, discrimination, § 6:45

## VICARIOUS LIABILITY

Liability of employers to third persons under respondeat superior theory, § 14:3

## VICTIM'S CONDUCT

Evidentiary and discovery issues in employment litigation, § 22:10

## VIOLENCE IN WORKPLACE

Safety, § 8:31

### **VISAS**

Information about applicants and employees, §§ 2:63 to 2:66

## **VOLUNTARY AFFIRMATIVE ACTION**

Discrimination, § 7:100

### **VOLUNTEERS**

Discrimination, volunteer firefighters, § 7:150

Distinctions from other relationships, §§ 1:4, 1:23

Trainees, § 17:19

## VOTING

Leaves of absence, § 6:49

#### WAGES

Generally, §§ 4:1 to 4:64

For detailed treatment see index heading compensation and payment

#### WAIVER

Discrimination, waiver of claims, § 7:156

Family and Medical Leave Act (FMLA), § 6:22

Settlement of employee claims, statutory claims, §§ 20:15, 20:16

Unemployment compensation benefits, § 13:15

### WALK-AROUND

Safety, inspections, § 8:13

## **WARN ACT**

Generally, §§ 12:10 to 12:21

For detailed treatment see index heading Plant Closings and Mass Layoffs

## **WARRANTS**

Safety, inspections, § 8:12

## **WEAPONS**

Safety, § 8:39

## **WEATHER**

Pay obligations during inclement weather closures, § 4:28

## INDEX

## WEIGHT REQUIREMENTS

Pre-employment screening, § 2:26

## WEINGARTEN RIGHTS

Labor disputes, § 11:14

## WELFARE RECIPIENTS

Generally, § 17:30

## WELFARE-TO-WORK TAX CREDIT

Compensation and payment, § 4:59

## WELLNESS PLANS

Benefits, § 5:41

## WHISTLEBLOWERS

Discrimination, §§ 7:122, 7:145

#### WHITE CANE LAW

Disability discrimination, § 7:69

## "WHITE-COLLAR" EXEMPTION

Fair Labor Standards Act (FLSA), § 4:6

## WITHHOLDING

Taxes on wages, § 4:47

## WOMEN'S HEALTH AND CANCER RIGHTS ACT (WHCRA)

Generally, § 5:19

## WORK OPPORTUNITY TAX CREDIT

Generally, § 17:31

Compensation and payment, § 4:57

## **WORK PRODUCT**

Privilege, §§ 21:12, 22:18

## WORKER COOPERATIVES

Generally, § 23:1

Characteristics, § 23:2

Taxation, § 23:3

## WORKERS' COMPENSATION

Generally, §§ 9:1 to 9:65

Ability to work, § 9:29

Acceleration of benefits, § 9:43

Accident, injury not resulting from, § 9:16

Accidents and workplace, § 9:8

Administration of claims, generally, §§ 9:52 to 9:60

Alcoholic beverages

intoxication, § 9:23

request for alcohol and drug information, § 2:50

Americans with Disabilities Act (ADEA), reconciliation, § 7:57

Appeals, § 9:57

```
WORKERS' COMPENSATION—Cont'd
  Arising out of employment, absence of, § 9:18
  Attorneys' fees, §§ 9:60, 9:61
  Benefits
    generally, §§ 5:31, 9:32 to 9:44
    acceleration of benefits, § 9:43
    calculation and payment, § 9:33
    credits, reductions and deductions, § 9:40
    death benefits, § 9:42
    disability benefits, § 9:35
    failure to pay, § 9:34
    forfeiture of benefits and claims for reimbursement, § 9:39
    medical benefits and weekly indemnity benefits, § 9:32
    modification of benefits, §§ 9:36, 9:59
    rehabilitation, § 9:44
    suspension of benefits, § 9:41
    termination of benefits, § 9:38
    termination of employment, § 9:37
  Calculation of benefits, § 9:33
  Change in circumstances, modification of award due to, § 9:59
  Children and minors, § 17:6
  Choice of forum, exclusivity of state law, § 19:11
  Claims, generally, § 9:55
  Confidentiality of records and privacy, § 16:36
  Course of employment, injury not occurring during, § 9:17
  Covered employees, § 9:5
  Covered employers, § 9:2
  Credits, benefits, § 9:40
  Criminal liability for violations, § 9:65
  Death benefits, § 9:42
  Deductions, benefits, § 9:40
  Defense Base Act, § 10:18
  Defenses
    generally, §§ 9:13 to 9:31
    ability to work, § 9:29
    accident, injury not resulting from, § 9:16
    affirmative defenses, § 9:31
    arising out of employment, absence of, § 9:18
    course of employment, injury not occurring during, § 9:17
    dispute unrelated to employer's business, § 9:21
    dual employment doctrine, § 9:30
    false claims, § 9:24
    false questionnaire responses, § 9:20
    horseplay, § 9:19
    incarcerated claimants, § 9:25
    initial physical aggressor, § 9:27
    intoxication, § 9:23
```

## WORKERS' COMPENSATION—Cont'd Defenses—Cont'd post-accident conduct of employee, § 9:28 safety device, failure to use, § 9:26 status as employee, absence of, § 9:13 status as employer, absence of, § 9:14 statutory employer, § 9:15 "two master" rule, § 9:30 willful intent to injure, § 9:22 Disability benefits, § 9:35 Discrimination, §§ 7:135, 9:62 Distinctions from other relationships, § 1:17 Drug and alcohol testing, § 2:57 Dual employment doctrine, § 9:30 Evidentiary and discovery issues in employment litigation, § 22:25 Excluded employees, § 9:6 Exclusivity of remedy generally, §§ 9:9, 9:10 right of action of employee, § 9:9 Exempt employers, § 9:4 Failure to pay benefits, § 9:34 False claims, § 9:24 False questionnaire responses, § 9:20 Federal Employers Liability Act, § 10:17 Federal statutes Defense Base Act, § 10:18 Federal Employers Liability Act, § 10:17 Longshoremen's and Harbor Workers' Compensation Act (LHCWA) generally, §§ 10:1 to 10:19 for detailed treatment see index heading Longshoremen's and Harbor Workers' Compensation Act (LHCWA) Outer Continental Shelf Lands Act, § 10:19 Forfeiture of benefits and claims for reimbursement, § 9:39 Horseplay, § 9:19 Incarcerated claimants, § 9:25 Independent contractors, liability of principal to, § 9:3 Information related to injuries or illness, request for generally, §§ 2:48 to 2:50 accidents, § 2:48 alcohol and drug information, § 2:50 medical information, § 2:49 Initial physical aggressor, § 9:27 Insurance, §§ 9:50, 15:5 Intoxication, § 9:23 Joint employers, § 18:21 Leaves of absence, §§ 6:29, 6:33 Liabilities related to employment. See index heading Liabilities related to EMPLOYMENT

### WORKERS' COMPENSATION—Cont'd

Limitations of liability, prohibition against contracts including, § 9:7

Longshoremen's and Harbor Workers' Compensation Act (LHCWA)

generally, §§ 10:1 to 10:19

for detailed treatment see index heading Longshoremen's and Harbor Workers' Compensation Act (LHCWA)

Malingering, § 9:49

Medical benefits and weekly indemnity benefits, § 9:32

Medical examinations and treatment

generally, §§ 9:45 to 9:49

disputes as to physical condition of employee or capacity to work, § 9:47

malingering, § 9:49

recommended care pursuant to medical treatment schedule, § 9:54

records and reports, § 9:48

Medical information, request for, § 2:49

Modification of award, §§ 9:36, 9:59

Notice of injury, § 9:53

Office of Workers' Compensation Administration, § 9:52

Outer Continental Shelf Lands Act, § 10:19

Payment of benefits, § 9:33

Penalties, § 9:60

Personnel records, notices, § 16:12

Post-accident conduct of employee, § 9:28

Recommended care pursuant to medical treatment schedule, § 9:54

Records and reports

information related to injuries or illness, request for, above

medical examinations and treatment, § 9:48

Reductions, benefits, § 9:40

Rehabilitation, benefits, § 9:44

Reports. Records and reports, above

Res judicata of LWCA claims, § 9:58

Resolution of claims, generally, § 9:56

Retaliation, § 9:62

Safety, generally, § 8:35

Safety device, failure to use, § 9:26

Safety plan, § 9:64

Second Injury Fund, § 9:63

Settlement of employee claims, §§ 9:51, 20:3

Statutory employer, § 9:15

Suspension of benefits, § 9:41

Termination of benefits, § 9:38

Termination of employment, § 9:37

Third persons, rights against responsible, §§ 9:11, 9:12

"Two master" rule, § 9:30

Weekly indemnity benefits, § 9:32

Willful intent to injure, § 9:22

## INDEX

## WRONGFUL DISCHARGE

ERISA, § 12:27 Insurance, § 15:18

# "YELLOW DOG" CONTRACTS

Labor disputes, § 11:30