

Table of Contents

CHAPTER 1. EMPLOYMENT—GENERALLY

I. INTRODUCTION

- § 1:1 Employment—Generally
- § 1:2 Fundamental nature of employment

II. EMPLOYMENT DISTINGUISHED FROM OTHER RELATIONSHIPS

- § 1:3 Distinction—Generally
- § 1:4 Volunteers
- § 1:5 Proprietors/partners/joint venturers
- § 1:6 Agents/mandataries/representatives
- § 1:7 Independent contractors
- § 1:8 Franchisees
- § 1:9 Gestors/emergency managers
- § 1:10 Actors de in rem verso
- § 1:11 Employees
- § 1:12 Trainees

III. TESTS FOR DISTINGUISHING EMPLOYMENT FROM OTHER RELATIONSHIPS

- § 1:13 Tests—Generally
- § 1:14 IRS 20-factor tax test: employee/independent contractor
- § 1:15 *Nationwide* test: employee/independent contractor
- § 1:16 Economic realities test: employee/independent contractor
- § 1:17 Workers' compensation test
- § 1:18 Unemployment compensation test: employee/independent contractor
- § 1:19 Discrimination/retaliation test: employee/proprietor
- § 1:20 Restatement of Agency test: employee/independent contractor
- § 1:21 Wage penalty test: employee/independent contractor
- § 1:22 Trainee test: employee/trainee
- § 1:23 Volunteer test: employee/volunteer
- § 1:24 Nature of work test: LHWCA benefits

CHAPTER 2. OBTAINING INFORMATION ABOUT APPLICANTS AND EMPLOYEES

I. INTRODUCTION

§ 2:1 Importance of accurate information

II. PROTECTED CLASSES

§ 2:2 Classes of employees protected by state and federal law

III. PRE-EMPLOYMENT SCREENING

- § 2:3 Reasons to screen
- § 2:4 Job advertisement
- § 2:5 Applications and interviews
- § 2:6 Requesting references
- § 2:7 Responding to requests for references
- § 2:8 Background checks—General
- § 2:9 Transportation employee background checks
- § 2:10 Criminal records
- § 2:11 Credit records
- § 2:12 Consumer reports and the Fair Credit Reporting Act
- § 2:13 Profiling
- § 2:14 Screening for undocumented workers
- § 2:15 Child care providers
- § 2:16 Military records
- § 2:17 Driving records
- § 2:18 Polygraphs
- § 2:19 Negligent polygraphing
- § 2:20 Medical testing
- § 2:21 Biometric Data
- § 2:22 Job-related standards testing
- § 2:23 Reading tests
- § 2:24 Professionally developed scored tests
- § 2:25 Genetic testing
- § 2:26 Height and weight requirements
- § 2:27 Nepotism
- § 2:28 Second injury questionnaire
- § 2:29 Personal online accounts
- § 2:30 Mandatory vaccines

IV. REQUIRED INFORMATION

- § 2:31 Proof of age
- § 2:32 Proof of citizenship

TABLE OF CONTENTS

- § 2:33 Social security number
- § 2:34 Miscellaneous information

V. INVESTIGATIONS

- § 2:35 Applicability of Fair Credit Reporting Act
- § 2:36 Right to assistance
- § 2:37 Searches
- § 2:38 Eavesdropping
- § 2:39 Online account privacy
- § 2:40 Invasion of privacy
- § 2:41 Intentional infliction of emotional distress
- § 2:42 False imprisonment
- § 2:43 Defamation
- § 2:44 Evaluating, testing and investigating current employees—Generally
- § 2:45 Discovery of statements or investigative reports
- § 2:46 Compelling information from employee
- § 2:47 Confidentiality of workplace investigations

VI. REQUEST FOR INFORMATION RELATED TO WORKERS' COMPENSATION INJURIES OR ILLNESS

- § 2:48 Information regarding accidents
- § 2:49 Medical information
- § 2:50 Alcohol and drug information

VII. INFORMATION REGARDING DISABILITY OR ILLNESS

- § 2:51 Requirement to inquire about disability or illness

VIII. REQUEST FOR INFORMATION ABOUT PREGNANT EMPLOYEES

- § 2:52 Requirement to inquire about pregnancies

IX. DRUG AND ALCOHOL TESTING

- § 2:53 Drug and alcohol testing, in general
- § 2:54 Government employees
- § 2:55 Justification for drug testing
- § 2:56 Statutory requirements of drug testing
- § 2:57 Louisiana Workers' Compensation Act
- § 2:58 Unemployment Compensation Act
- § 2:59 Confidentiality of drug and alcohol tests

- § 2:60 Transportation employee testing
- § 2:61 Disability considerations involving drug and alcohol testing
- § 2:62 Negligent drug testing

X. EMPLOYMENT VVISAS

- § 2:63 Employment Visas Generally
- § 2:64 Administrative agencies
- § 2:65 Non-immigrant visas
- § 2:66 Immigrant visas

XI. SHIFTING THE EXPENSE OF SCREENING OR RECORDS

- § 2:67 Expense shifting
- § 2:68 Employer substance abuse policy
- § 2:69 Pre-employment authorization and release
- § 2:70 Employee acknowledgement and release
- § 2:71 A summary of your rights under the Fair Credit Reporting Act
- § 2:72 Authorization, consent and release for employee background information

CHAPTER 3. EMPLOYMENT CONTRACTS

I. NATURE OF EMPLOYMENT CONTRACT

- § 3:1 Employment contract defined
- § 3:2 Inherently adhesive nature of employment contracts
- § 3:3 Employment contract distinguished
- § 3:4 Parties to contract
- § 3:5 Duties owed

II. PROOF OF CONTRACT

- § 3:6 Proving existence of employment contracts
- § 3:7 Interpretation of employment contracts
- § 3:8 Choice of law

III. CLASSIFICATION OF EMPLOYMENT CONTRACTS BY DURATION

- § 3:9 Classification of employment contracts according to duration
- § 3:10 Terminable at-will
- § 3:11 Limited duration or “fixed-term”

TABLE OF CONTENTS

- § 3:12 Lifetime employment contracts
- § 3:13 “Good cause” for terminating limited duration or fixed-term employment contracts

IV. AT-WILL EMPLOYMENT DOCTRINE

- § 3:14 At-will doctrine defined
- § 3:15 Exceptions to at-will doctrine

V. EFFECTUATING EMPLOYMENT CONTRACTS

- § 3:16 Capacity
- § 3:17 Consent
- § 3:18 Continuation of employment

VI. TERMS OF EMPLOYMENT CONTRACT

- § 3:19 Stated terms
- § 3:20 Implied terms
- § 3:21 Terms not implied
- § 3:22 Vacation
- § 3:23 Intellectual property
- § 3:24 Modification of terms during employment
- § 3:25 Unlawful terms

VII. AGREEMENT NOT TO COMPETE

- § 3:26 2024 FTC rule prohibiting most post-employment non-compete agreements
- § 3:27 Public policy against restricting competition
- § 3:28 Statutory requirements
- § 3:29 Strict construction
- § 3:30 Remedy for non-conforming non-competition agreement
- § 3:31 Reformation
- § 3:32 Remedy for breach of covenant not to compete
- § 3:33 Defenses to enforcement of non-compete agreements
- § 3:34 Danger in enforcement
- § 3:35 Danger in hiring employee subject to covenant not to compete
- § 3:36 Non-compete agreements before August 15, 2003
- § 3:37 Proscription of unfair competition under the LUTPA
- § 3:38 Garden leave
- § 3:39 Poaching
- § 3:40 Other proscriptions against competition

VIII. ARBITRATION

- § 3:41 Agreements to arbitrate employment disputes

IX. ASSIGNMENT AND SUBCONTRACTING

§ 3:42 Substituting employers and employees

X. ACTION ON EMPLOYMENT AGREEMENT

§ 3:43 Enforcement of employment contracts
§ 3:44 Damages for breach
§ 3:45 Restraint
§ 3:46 Dissolution of employment contracts
§ 3:47 Prescription

XI. ILLEGAL ALIENS

§ 3:48 Hiring undocumented workers

XII. MINORS

§ 3:49 Hiring minors

XIII. FORMS

§ 3:50 Agreement regarding inventions
§ 3:51 Employment agreement restricting use of proprietary information
§ 3:52 Non-competition and confidentiality agreement
§ 3:53 Employment agreement for fixed-term
§ 3:54 Agreement to mediate and arbitrate employment disputes
§ 3:55 Employment agreement

CHAPTER 4. COMPENSATION AND PAYMENT

I. INTRODUCTION

§ 4:1 Federal and Louisiana statutes regulating employee compensation and payment
§ 4:2 Interplay between federal and state law
§ 4:3 Compensation and payment matters left unregulated

II. FAIR LABOR STANDARDS ACT (FLSA) (FEDERAL)

§ 4:4 FLSA coverage in general
§ 4:5 FLSA employee exemptions
§ 4:6 “White collar” exemption to FLSA
§ 4:7 Other employees exempt from FLSA minimum wage and overtime requirements

TABLE OF CONTENTS

- § 4:8 Employees exempt from FLSA overtime requirements
- § 4:9 Employees with different FLSA minimum wage requirements
- § 4:10 Working time for purposes of minimum wage and overtime
- § 4:11 Minimum wage requirements
- § 4:12 Overtime pay
- § 4:13 Avoiding unauthorized overtime
- § 4:14 Good faith reliance on defenses
- § 4:15 Self-reporting payroll audit independent determination
- § 4:16 Wage and hour enforcement
- § 4:17 Private enforcement of FLSA by employees
- § 4:18 Collective actions
- § 4:19 Individual liability
- § 4:20 Prescriptive period for FLSA enforcement proceedings
- § 4:21 Contract Work Hours and Safety Standards Act
- § 4:22 FLSA recordkeeping

III. PAYMENT OF EMPLOYEES

- § 4:23 Payment of current employees
- § 4:24 Logistics of payment
- § 4:25 Enjoining payment
- § 4:26 Amount to be paid
- § 4:27 Employer policy regarding payment to employees leaving for armed services
- § 4:28 Pay obligations during inclement weather closures
- § 4:29 Tender upon refusal to accept compensation
- § 4:30 Wages
- § 4:31 Salary
- § 4:32 Prompt payment after termination of employment
- § 4:33 Wage liens and privileges
- § 4:34 Deceased employees
- § 4:35 Payment by subsequent employer
- § 4:36 Claims against employers for compensation
- § 4:37 Assignment of claims against employer
- § 4:38 Unjust enrichment and negotiorum gestio

IV. DEDUCTIONS FROM COMPENSATION

- § 4:39 Allowable deductions
- § 4:40 Garnishment and other similar orders
- § 4:41 Agreement to repay employer
- § 4:42 Unlawful deductions

V. ASSIGNMENT OF WAGES

- § 4:43 Assignment of wages

VI. TAXES ON WAGES

- § 4:44 New hire reporting
- § 4:45 Registering as an Employer in Louisiana
- § 4:46 Wages subject to taxation
- § 4:47 Obtaining employee tax information
- § 4:48 Withholding and deposit
- § 4:49 Employer tax account
- § 4:50 Trust fund penalty
- § 4:51 Tax returns
- § 4:52 Supplying tax information to employees
- § 4:53 Collection of delinquent taxes
- § 4:54 Criminal penalties
- § 4:55 Earned income credit
- § 4:56 No local employment taxes
- § 4:57 Personal liability for employment taxes
- § 4:58 Work opportunity tax credit (WOTC)
- § 4:59 Apprenticeship tax credits
- § 4:60 Welfare-to-work tax credit
- § 4:61 Disabled worker tax credit

VII. EMPLOYER LOANS TO EMPLOYEES

- § 4:62 Employee loans

VIII. DISCRIMINATION THROUGH COMPENSATION

- § 4:63 Equal Pay Act

IX. EMPLOYER RULES AGAINST DISCUSSING SALARY

- § 4:64 Rules against discussing salary

X. PREVAILING WAGE LAWS

- § 4:65 Prevailing wages

CHAPTER 5. EMPLOYEE BENEFITS

I. EMPLOYEE BENEFITS

- § 5:1 Employee benefits—Generally

II. ERISA

- § 5:2 ERISA—Generally

TABLE OF CONTENTS

- § 5:3 Covered plans
- § 5:4 Covered employers
- § 5:5 Covered employees
- § 5:6 Employee benefit plans
- § 5:7 ERISA cast
- § 5:8 ERISA reporting and disclosure obligations
- § 5:9 ERISA fiduciary status
- § 5:10 ERISA fiduciary duties
- § 5:11 ERISA penalties, litigation, and prosecution
- § 5:12 Genetic information

III. HEALTH BENEFITS

- § 5:13 Introduction to health benefits
- § 5:14 COBRA
- § 5:15 Louisiana Group Health Insurance Continuation Act
- § 5:16 HIPAA
- § 5:17 NMHPA
- § 5:18 Louisiana NMHPA
- § 5:19 WHCRA and Louisiana WHCRA
- § 5:20 FMLA
- § 5:21 Mental Health Parity Act
- § 5:22 Cafeteria plan
- § 5:23 Maternity leave
- § 5:24 Family care benefits
- § 5:25 Other health related benefits
- § 5:26 Health benefit alternatives
- § 5:27 Patient Protection and Affordable Care Act
(Obamacare)
- § 5:28 Health Screenings as a Prerequisite to Receiving
Employer—Provided Health Insurance Coverage

IV. OTHER BENEFITS

- § 5:29 Vacation
- § 5:30 Holidays
- § 5:31 Workers' compensation benefits
- § 5:32 Disability benefits
- § 5:33 Death benefits
- § 5:34 Trusts
- § 5:35 Loans to employees
- § 5:36 Leave for armed service
- § 5:37 Retirement benefits
- § 5:38 Social security benefits
- § 5:39 Tax exempt fringe benefits
- § 5:40 Life insurance

§ 5:41 Wellness plans

V. COMPETING CLAIMANTS FOR BENEFITS

§ 5:42 Competing claimants

VI. PROHIBITION AGAINST BENEFIT FORFEITURE

§ 5:43 Public policy prohibiting forfeiture

VII. ESCHEAT

§ 5:44 Escheat of employee benefits

VIII. DISCRIMINATION LAWS

§ 5:45 Discrimination laws applicable to benefits

IX. EXPENSE REIMBURSEMENT

§ 5:46 Reimbursement of employees

X. SEIZURE OF EMPLOYEE BENEFITS

§ 5:47 General prohibition against seizure

XI. LUTPA PROTECTION OF BENEFITS

§ 5:48 Protection of Employee Benefits by LUTPA

CHAPTER 6. LEAVES OF ABSENCE

I. INTRODUCTION

§ 6:1 Leave—Generally

II. FAMILY AND MEDICAL LEAVE ACT (FMLA)

§ 6:2 Entitlements

§ 6:3 Employer notice prior to leave

§ 6:4 Covered employers

§ 6:5 Eligible employees

§ 6:6 Purposes for which leave is provided

§ 6:7 Employee notice requirements

§ 6:8 Employer notice when leave is requested

§ 6:9 Employer response to request for FMLA leave

§ 6:10 Medical and qualifying exigency certification

§ 6:11 Recertification

TABLE OF CONTENTS

- § 6:12 Return certification
- § 6:13 Calculating 12 weeks
- § 6:14 Intermittent leave
- § 6:15 Transfer of employee to accommodate intermittent leave
- § 6:16 Obligation to reinstate
- § 6:17 Continuation of benefits during FMLA leave
- § 6:18 Discrimination and retaliation
- § 6:19 FMLA records
- § 6:20 Enforcement
- § 6:21 Damages
- § 6:22 Waiver
- § 6:23 Tax credit for FMLA and FMLA-like leave

III. RELIGIOUS OBSERVANCES

- § 6:24 Religious leave

IV. THE PREGNANCY DISCRIMINATION ACT OF 1978

- § 6:25 Federal law on pregnancy leave

V. LOUISIANA PREGNANCY DISCRIMINATION ACT

- § 6:26 State law on pregnancy leave

VI. DISABILITY LEAVE

- § 6:27 ADA
- § 6:28 Louisiana law granting leave to the disabled

VII. LOUISIANA WORKERS' COMPENSATION ACT (LWCA)

- § 6:29 Leave for on-the-job injuries

VIII. COORDINATION OF LEAVE BENEFITS; CONCURRENT APPLICATION OF THE STATUTES

- § 6:30 Interplay among leave statutes
- § 6:31 Benefits accorded by leave statutes
- § 6:32 Common elements of leave statutes
- § 6:33 Interplay between workers' compensation (work related injury or illness) and ADA (disability)

- § 6:34 Interplay between FMLA and ADA
- § 6:35 Concurrent leave interplay between FMLA and employer's leave policy
- § 6:36 Interplay between Social Security Act and ADA
- § 6:37 Substance abuse
- § 6:38 Interplay between FMLA and USERRA

IX. JURY DUTY

- § 6:39 Leave for jury duty

X. MILITARY LEAVE

- § 6:40 USERRA (federal)
- § 6:41 MSRA
- § 6:42 National Guard and Reserve law
- § 6:43 Servicemembers' Civil Relief Act
- § 6:44 SCRACRA (State)
- § 6:45 Veteran Discrimination

XI. HOLIDAYS

- § 6:46 Leave for holidays

XII. SCHOOL ACTIVITIES

- § 6:47 Leave for school functions

XIII. EMERGENCIES

- § 6:48 Leave for emergency personnel
- § 6:49 Emergencies

XIV. VOTING

- § 6:50 Voting

XV. BREAKS

- § 6:51 Breaks

XVI. BONE MARROW DONATION LEAVE

- § 6:52 Bone marrow donation leave

XVII. GENETIC TESTING AND CANCER SCREENING LEAVE

- § 6:53 Genetic testing and cancer screening leave

TABLE OF CONTENTS

XVIII. FEDERAL CONTRACTORS

- § 6:54 Paid sick leave
- § 6:55 Bereavement leave

XIX. FORMS

- § 6:56 Family and medical leave policy

CHAPTER 7. DISCRIMINATION

I. INTRODUCTION

- § 7:1 Purpose of Anti-Discrimination and Anti-Retaliation Statutes
- § 7:2 Protected classifications and activities, in general
- § 7:3 Unprotected classifications and activities—Generally
- § 7:4 Disparate treatment and disparate impact discrimination
- § 7:5 Constructive discharge
- § 7:6 Religious Exception to Discrimination Laws

II. TITLE VII (FEDERAL)

- § 7:7 Protected groups
- § 7:8 Covered employers
- § 7:9 Prohibited acts
- § 7:10 Executive orders
- § 7:11 Remedies for Title VII claims
- § 7:12 Enforcement procedures

**III. LEDL PROVISIONS REGARDING
DISCRIMINATION BASED ON GENDER, SEX,
RACE, COLOR, RELIGION, AND NATIONAL
ORIGIN, MILITARY STATUS AND HAIRSTYLE**

- § 7:13 LEDL generally
- § 7:14 Protected groups
- § 7:15 Covered employers
- § 7:16 Prohibited acts
- § 7:17 Remedies
- § 7:18 Enforcement procedures

**IV. SECTION 1981 (FEDERAL) RECONSTRUCTION-
ERA CIVIL RIGHTS ACT**

- § 7:19 Protected groups

- § 7:20 Covered employers
- § 7:21 Prohibited acts
- § 7:22 Remedies
- § 7:23 Enforcement procedures

V. THE CIVIL RIGHTS ACT OF 1991 (FEDERAL)

- § 7:24 Civil Rights Act of 1991 Generally

VI. SECTION 1983 (FEDERAL) CIVIL RIGHTS ACT OF 1871

- § 7:25 Protected groups
- § 7:26 Covered employers
- § 7:27 Immunity from Section 1983
- § 7:28 Eleventh Amendment immunity from official capacity suits
- § 7:29 Remedies under Section 1983
- § 7:30 Enforcement

VII. EQUAL PAY ACT (FEDERAL)

- § 7:31 Protected groups
- § 7:32 Covered entities
- § 7:33 Prohibited acts
- § 7:34 Remedies
- § 7:35 Enforcement procedures

A. LOUISIANA EQUAL PAY FOR WOMEN ACT

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

VIII. PREGNANCY DISCRIMINATION ACT (FEDERAL)

- § 7:41 Protected groups
- § 7:42 Covered entities
- § 7:43 Prohibited acts
- § 7:44 Remedies
- § 7:45 Enforcement procedures

IX. THE PREGNANT WORKERS FAIRNESS ACT

- § 7:46 Protected groups

TABLE OF CONTENTS

- § 7:47 Covered entities
- § 7:48 Prohibited acts
- § 7:49 Remedies
- § 7:50 Enforcement procedures
- § 7:51 Other disability and leave laws and pregnancy

X. LEDL PROVISIONS REGARDING PREGNANCY AND CHILDBIRTH

- § 7:52 Protected groups
- § 7:53 Covered employers
- § 7:54 Proscribed and prescribed acts
- § 7:55 Remedies
- § 7:56 Enforcement procedures

XI. AMERICANS WITH DISABILITIES ACT (FEDERAL)

- § 7:57 Protected groups
- § 7:58 Covered employers
- § 7:59 Proscribed and prescribed acts
- § 7:60 Remedies
- § 7:61 Enforcement procedures
- § 7:62 Reconciliation of ADA, FMLA, and workers' compensation

XII. REHABILITATION ACT OF 1973 (FEDERAL)

- § 7:63 Protected groups
- § 7:64 Covered employers
- § 7:65 Prohibited acts
- § 7:66 Remedies
- § 7:67 Enforcement procedures

XIII. DISABILITY DISCRIMINATION PROVISIONS OF LEDL

- § 7:68 Protected groups
- § 7:69 Covered employers
- § 7:70 Proscribed and prescribed acts
- § 7:71 Remedies
- § 7:72 Enforcement procedures
- § 7:73 Disabled workers returning from the armed services
- § 7:74 Louisiana White Cane Law

XIV. AGE DISCRIMINATION IN EMPLOYMENT ACT (FEDERAL)

- § 7:75 Protected groups

- § 7:76 Covered employers
- § 7:77 Proscribed and prescribed acts
- § 7:78 Remedies
- § 7:79 Early Retirement Incentive Plans
- § 7:80 Enforcement procedures

XV. LOUISIANA AGE DISCRIMINATION IN EMPLOYMENT ACT

- § 7:81 Protected groups
- § 7:82 Covered employers
- § 7:83 Prohibited acts
- § 7:84 Remedies
- § 7:85 Enforcement procedures

XVI. LEDL PROSCRIPTIONS AGAINST DISCRIMINATION BASED ON SICKLE CELL TRAIT

- § 7:86 Protected groups
- § 7:87 Covered employers
- § 7:88 Proscribed and prescribed acts
- § 7:89 Remedies
- § 7:90 Enforcement procedures

XVII. GENETIC INFORMATION NONDISCRIMINATION ACT (FEDERAL)

- § 7:91 Protected groups
- § 7:92 Covered employers
- § 7:93 Proscribed and prescribed acts
- § 7:94 Remedies

XVIII. LEDL PROVISIONS REGARDING GENETIC INFORMATION AND PRIVACY

- § 7:95 Protected groups
- § 7:96 Covered employers
- § 7:97 Proscribed and prescribed acts
- § 7:98 Remedies
- § 7:99 Enforcement procedures

XIX. RETALIATION AND REPRISAL

- § 7:100 Protected groups
- § 7:101 Covered employers

TABLE OF CONTENTS

- § 7:102 Prohibited acts
- § 7:103 Remedies

XX. AFFIRMATIVE ACTION

- § 7:104 Affirmative action; Generally
- § 7:105 Voluntary affirmative action plans
- § 7:106 Mandatory affirmative action plans under federal law
- § 7:107 Louisiana law on affirmative action

XXI. OTHER FEDERAL STATUTES PROHIBITING DISCRIMINATION OR RETALIATION

- § 7:108 USERRA
- § 7:109 OSH Act
- § 7:110 HIPAA
- § 7:111 Bankruptcy
- § 7:112 Immigration
- § 7:113 Title I participants
- § 7:114 FLSA
- § 7:115 Garnishment
- § 7:116 LHWCA
- § 7:117 NLRA
- § 7:118 Taxes
- § 7:119 Polygraph
- § 7:120 Sarbanes—Oxley
- § 7:121 ERISA
- § 7:122 Executive Order No. 11141
- § 7:123 Federal funds recipients
- § 7:124 Facilities
- § 7:125 Federal proscription against genetic discrimination
- § 7:126 Jury Duty
- § 7:127 Whistleblower Protection Act
- § 7:128 False Claims Act
- § 7:129 Defend Trade Secrets Act
- § 7:130 Religious Freedom Restoration Act
- § 7:131 Fair Housing Act
- § 7:132 Dodd-Frank Act
- § 7:133 Section 1985 Conspiracy
- § 7:134 Tax Whistleblowers

XXII. OTHER STATE STATUTES PROHIBITING DISCRIMINATION OR RETALIATION

- § 7:135 Armed services
- § 7:136 National Guard and Reserves

- § 7:137 Accommodating the deaf
- § 7:138 Tobacco use
- § 7:139 Louisiana Commission on Human Rights
- § 7:140 Unemployment benefits
- § 7:141 Workers' compensation
- § 7:142 Louisiana Environmental Quality Act
- § 7:143 Insurance
- § 7:144 Garnishment
- § 7:145 LUTPA protection of old and disabled employees
- § 7:146 Economic pressure to "deal with"
- § 7:147 Political opinions
- § 7:148 Executive Order No. KBB 2004-54
- § 7:149 Labor
- § 7:150 Jury duty
- § 7:151 Whistleblower
- § 7:152 Safety
- § 7:153 Local ordinances
- § 7:154 Breastfeeding
- § 7:155 Louisiana Constitution
- § 7:156 Volunteer firefighters
- § 7:157 Personal Online Account Privacy Protection Act
- § 7:158 Executive Order No. JBE2016-11
- § 7:159 Preservation of Religious Freedom Act
- § 7:160 Protection from Stalking and Sexual Assault
- § 7:161 State Agency Sexual Harassment

XXIII. WAIVER OF DISCRIMINATION CLAIMS

- § 7:162 Requirements for valid waiver of discrimination claims

XXIV. EMPLOYMENT DAMAGES

- § 7:163 Damages—Generally
- § 7:164 Back pay
- § 7:165 Front pay
- § 7:166 Emotional distress damages
- § 7:167 Liquidated damages
- § 7:168 Punitive damages
- § 7:169 Mitigation
- § 7:170 Reinstatement and promotion
- § 7:171 Collateral source rule
- § 7:172 Setoff or compensation
- § 7:173 Attorney's fees

XXV. TAXATION OF EMPLOYMENT DAMAGES

- § 7:174 Taxing Settlements and Judgments

TABLE OF CONTENTS

- § 7:175 “Origin of the Claim” test
- § 7:176 Wages
- § 7:177 Compensatory or general damages
- § 7:178 Gross income and personal (i.e. “physical”) injuries
- § 7:179 Back pay and overtime
- § 7:180 Front pay
- § 7:181 Severance pay
- § 7:182 Liquidated damages
- § 7:183 Punitive/Exemplary damages
- § 7:184 Interest
- § 7:185 Hybrid and multiple claims
- § 7:186 Deductibility of payments
- § 7:187 Deductibility of the employer’s own damages
- § 7:188 Business damages and lost profits
- § 7:189 Attorney’s fees
- § 7:190 Taxes as part of Make-Whole statutory mandates
- § 7:191 Fines and penalties
- § 7:192 Jury instructions regarding tax implications of award
- § 7:193 Jury instructions regarding attorney’s fees

CHAPTER 8. SAFETY

I. OSHA—IN GENERAL

- § 8:1 Applicability
- § 8:2 No Louisiana plan
- § 8:3 Industry exceptions
- § 8:4 Covered employers

II. OSHA STANDARDS

- § 8:5 OSHA standards

III. OSHA RECORDKEEPING AND REPORTING

- § 8:6 Partially exempt employers
- § 8:7 Privacy
- § 8:8 Injury logs and other records
- § 8:9 Posted notice
- § 8:10 Right-to-know regulations

IV. OSHA ENFORCEMENT

- § 8:11 Agencies involved in enforcement

V. OSHA INSPECTIONS

- § 8:12 Warrant

- § 8:13 Initial conference and walk-around
- § 8:14 Subpoenas

VI. OSH ACT VIOLATIONS

- § 8:15 Citations
- § 8:16 Appeal of citation
- § 8:17 Degrees of violations and penalties

VII. LITIGATION UNDER OSH ACT

- § 8:18 Citation
- § 8:19 Complaint
- § 8:20 Answer and defenses
- § 8:21 Secretary of Labor's burden of proof
- § 8:22 Discovery
- § 8:23 Settlement
- § 8:24 Hearings
- § 8:25 Administrative appeal
- § 8:26 Judicial appeal
- § 8:27 No private right of action
- § 8:28 Equal Access to Justice Act

VIII. REFUSAL TO WORK

- § 8:29 Refusal to work for safety reasons

IX. DISCRIMINATION

- § 8:30 Discrimination for safety reasons

X. OSHA AND WORKPLACE VIOLENCE

- § 8:31 Workplace violence

XI. LOUISIANA WORKPLACE SAFETY

- § 8:32 Duty of employer to provide safe workplace
- § 8:33 Enforcement
- § 8:34 Reporting

XII. LOUISIANA WORKERS' COMPENSATION ACT

- § 8:35 LWCA

XIII. CHOICE OF LAW

- § 8:36 Choice of law

TABLE OF CONTENTS

XIV. SMOKING

§ 8:37 Smoking

XV. FIREARMS

§ 8:38 Firearms

CHAPTER 9. WORKERS' COMPENSATION BENEFITS

I. OVERVIEW OF LOUISIANA WORKERS' COMPENSATION SYSTEM

§ 9:1 LWCA overview

II. LIABILITY OF EMPLOYER

§ 9:2 Covered employers
§ 9:3 Liability of principal to independent contractors
§ 9:4 Exempt employers
§ 9:5 Covered employees
§ 9:6 Excluded employees
§ 9:7 Prohibition against contracts limiting liability
§ 9:8 Workplace accidents

III. EXCLUSIVITY OF REMEDY

§ 9:9 Employee's right of action
§ 9:10 Exclusivity of remedy

IV. RIGHTS AGAINST RESPONSIBLE THIRD PERSONS

§ 9:11 Employee rights against third persons
§ 9:12 Employer rights against third persons

V. DEFENSES

§ 9:13 Not employee
§ 9:14 Not employer
§ 9:15 Statutory employer
§ 9:16 Not resulting from accident
§ 9:17 Not occurring during course of employment
§ 9:18 Not arising out of employment
§ 9:19 Horseplay
§ 9:20 False questionnaire responses

- § 9:21 Dispute unrelated to employer's business
- § 9:22 Willful intent to injure
- § 9:23 Intoxication
- § 9:24 False claim
- § 9:25 Incarcerated claimant
- § 9:26 Failure to utilize safety device
- § 9:27 Initial physical aggressor
- § 9:28 Employee's post-accident conduct
- § 9:29 Ability to work
- § 9:30 "Two master" rule or dual employment doctrine
- § 9:31 Affirmative defenses

VI. BENEFITS

- § 9:32 Medical benefits and weekly indemnity benefits
- § 9:33 Calculation and payment
- § 9:34 Failure to pay
- § 9:35 Disability benefits
- § 9:36 Modification of benefits
- § 9:37 Termination of employment
- § 9:38 Termination of benefits
- § 9:39 Forfeiture of benefits and claims for reimbursement
- § 9:40 Benefit credits, reductions, and deductions
- § 9:41 Suspension of benefits
- § 9:42 Death benefits
- § 9:43 Acceleration of benefits
- § 9:44 Rehabilitation

VII. MEDICAL EXAMINATIONS AND TREATMENT

- § 9:45 Examination of injured employee
- § 9:46 Medical treatment
- § 9:47 Disputes as to physical condition of employee or his capacity to work
- § 9:48 Medical reports and records
- § 9:49 Malingering

VIII. WORKERS' COMPENSATION INSURANCE

- § 9:50 Workers' compensation insurance

IX. VOLUNTARY SETTLEMENT OF CLAIMS

- § 9:51 Settlement of workers' compensation claims

X. ADMINISTRATION OF CLAIMS

- § 9:52 Office of Workers' Compensation Administration

TABLE OF CONTENTS

- § 9:53 Notice of injury
- § 9:54 Recommended care pursuant to medical treatment schedule
- § 9:55 Claim
- § 9:56 Claim resolution
- § 9:57 Appeals
- § 9:58 *Res Judicata* of LWCA claims
- § 9:59 Modification of award due to change in circumstances
- § 9:60 Penalties and attorneys fees awarded

XI. ATTORNEYS FEES CHARGED EMPLOYEE

- § 9:61 Attorneys fees charged by the attorney for the employee

XII. PROHIBITION AGAINST DISCRIMINATION AND RETALIATION

- § 9:62 Workers compensation discrimination and retaliation

XIII. SECOND INJURY FUND

- § 9:63 Second Injury Fund

XIV. SAFETY PLAN

- § 9:64 Safety plan

XV. CRIMINAL LIABILITY

- § 9:65 Criminal liability for Workers' Compensation Act violations

CHAPTER 10. THE LONGSHOREMEN'S AND HARBOR WORKERS' COMPENSATION ACT

I. LHWCA—AN OVERVIEW

- § 10:1 Overview

II. NAVIGABLE WATERS

- § 10:2 Navigable waters

III. COVERED EMPLOYMENT

- § 10:3 Covered employers

§ 10:4 Covered employees

IV. COMPENSATION BENEFITS

§ 10:5 Schedule of benefits
§ 10:6 Medical treatment
§ 10:7 Interplay with Louisiana workers' compensation benefits
§ 10:8 Timing of payment of benefits

V. EXCLUSIVE REMEDY

§ 10:9 Exclusive remedy

VI. CLAIM FOR FAILURE TO PAY BENEFITS

§ 10:10 Claim
§ 10:11 Time for filing claim
§ 10:12 Time for responding to claim
§ 10:13 Claim procedure
§ 10:14 Review of compensation orders
§ 10:15 Settlement
§ 10:16 Attorneys fees

VII. OTHER FEDERAL WORKERS' COMPENSATION STATUTES

§ 10:17 Jones Act
§ 10:18 FELA
§ 10:19 Defense Base Act
§ 10:20 Outer Continental Shelf Lands Act

CHAPTER 11. LABOR DISPUTES

I. OVERVIEW OF LABOR—MANAGEMENT LAWS

§ 11:1 NLRA and NLRB
§ 11:2 LMRA
§ 11:3 LMRDA

II. APPLICABILITY OF FEDERAL LABOR LAWS

§ 11:4 Covered employers
§ 11:5 Employee
§ 11:6 Labor organization or union
§ 11:7 Union officers and members
§ 11:8 Protected rights

TABLE OF CONTENTS

- § 11:9 Unlawful work rules
- § 11:10 Collective bargaining and representation of employees
- § 11:11 Unfair labor practices
- § 11:12 Refusal to bargain
- § 11:13 Injunctive relief
- § 11:14 Weingarten rights

III. EFFECT OF FEDERAL LABOR LAWS ON STATE LAW

- § 11:15 Federal preemption
- § 11:16 Particular industries
- § 11:17 Matters of overriding state concern
- § 11:18 Right-to-work
- § 11:19 Concurrent jurisdiction

IV. NLRB

- § 11:20 Exclusive power of NLRB
- § 11:21 Deference to NLRB
- § 11:22 Breach of bargaining agreement
- § 11:23 Employee suit to enforce collective bargaining agreement
- § 11:24 Damages caused by acts prohibited by NLRA
- § 11:25 Arbitration

V. CERTIFICATION

- § 11:26 Employee representatives
- § 11:27 Representation elections and certification petitions
- § 11:28 Persuader rule

VI. LOUISIANA LABOR LAWS

- § 11:29 Louisiana labor laws
- § 11:30 “Yellow dog” contracts
- § 11:31 Closed Shop
- § 11:32 Louisiana Right-to-Work Law
- § 11:33 Strikebreakers
- § 11:34 Criminal laws
- § 11:35 Discrimination and retaliation
- § 11:36 Governmental employers
- § 11:37 Use of special agents
- § 11:38 Interference

VII. APPLICATION OF OTHER LAWS TO LABOR DISPUTES

- § 11:39 Antitrust
- § 11:40 Bankruptcy
- § 11:41 OSHA
- § 11:42 ERISA
- § 11:43 Veterans benefits laws
- § 11:44 Civil rights laws
- § 11:45 United States Arbitration Act
- § 11:46 WARN Act
- § 11:47 Fair Labor Standards Act

VIII. UNFAIR LABOR PRACTICE CASE PROCEDURE

- § 11:48 Initiation
- § 11:49 Trial
- § 11:50 Enforcement and review
- § 11:51 Recovery

CHAPTER 12. TERMINATION OF EMPLOYMENT

I. DISCIPLINE

- § 12:1 Discipline as adverse employment action

II. LIMITATIONS ON DISCHARGE

- § 12:2 Historical overview: employment at-will
- § 12:3 Statutory limitations
- § 12:4 Constructive discharge
- § 12:5 Eviction
- § 12:6 Layoffs
- § 12:7 Contracts and quasi-contracts

III. DISCHARGE IN PUBLIC EMPLOYMENT

- § 12:8 Constitutional limitations
- § 12:9 Civil service

IV. PLANT CLOSINGS AND MASS LAYOFFS

- § 12:10 Introduction: WARN Act
- § 12:11 Covered employers subject to WARN Act
- § 12:12 Employees entitled to WARN Act notice

TABLE OF CONTENTS

- § 12:13 Notice requirements
- § 12:14 Plant closing
- § 12:15 Mass layoffs
- § 12:16 Employment loss
- § 12:17 Exemptions from full WARN Act notice requirements
- § 12:18 Burden on employer to show exemption
- § 12:19 Employer liability to employees
- § 12:20 Remedies
- § 12:21 LESL notice requirements

V. RETIREMENT

- § 12:22 Mandatory retirement prohibited by ADEA
- § 12:23 Exceptions to mandatory retirement
- § 12:24 Effect of ADEA mandatory retirement ban
- § 12:25 Early retirement programs
- § 12:26 LADEA and LUTPA
- § 12:27 ERISA Wrongful Discharge

VI. PAYMENT TO TERMINATED EMPLOYEES

- § 12:28 Payment of amounts due
- § 12:29 Severance pay

VII. CONTINUATION OF BENEFITS

- § 12:30 COBRA
- § 12:31 State COBRA
- § 12:32 HIPAA

VIII. UNEMPLOYMENT COMPENSATION

- § 12:33 UI benefits

IX. DISCHARGE PROCESS

- § 12:34 Firing
- § 12:35 Disassociation

X. PROCESS OF QUITTING

- § 12:36 Quitting

XI. RECORDS

- § 12:37 Records

XII. TERMINATION AGREEMENTS

- § 12:38 Termination agreements

§ 12:39 Severance agreements

XIII. FORMS

- § 12:40 General notice of COBRA continuation coverage rights
- § 12:41 COBRA continuation coverage election notice
- § 12:42 COBRA continuation coverage waiver form
- § 12:43 Revocation of waiver for date of notice COBRA continuation coverage
- § 12:44 Termination agreement—Severance pay/confidentiality/release
- § 12:45 —Salary continuation over 12-month period, nondisclosure covenant, and general release
- § 12:46 Employer Final Checklist Prior to Adverse Employment Action to Prevent Discrimination and Retaliation

CHAPTER 13. UNEMPLOYMENT COMPENSATION BENEFITS

I. UNEMPLOYMENT COMPENSATION PROGRAM

§ 13:1 Introduction

II. COVERED EMPLOYERS

- § 13:2 Covered employers
- § 13:3 Covered employees
- § 13:4 Exclusions to UI tax and from UI benefits
- § 13:5 Independent contractors
- § 13:6 Reimbursable employers

III. WAGES SUBJECT TO UI REPORTING

§ 13:7 Wages

IV. EMPLOYER COMPLIANCE WITH EMPLOYMENT SECURITY LAW

§ 13:8 Employer duties and prohibitions

V. PAYMENT OF UI TAXES

§ 13:9 Excise tax

VI. ELIGIBILITY FOR UI BENEFITS

§ 13:10 Burden of proof

TABLE OF CONTENTS

- § 13:11 Notice of eligibility
- § 13:12 Claim for benefits
- § 13:13 Unemployment
- § 13:14 Suitable work and search for work
- § 13:15 Waiver of benefits unlawful
- § 13:16 False statements
- § 13:17 Ineligible employees
- § 13:18 Educational employees and athletes

VII. DISQUALIFICATION

- § 13:19 Disqualification—Generally
- § 13:20 Voluntarily quit
- § 13:21 Misconduct
- § 13:22 Failure to work
- § 13:23 Other grounds for disqualification

VIII. UI BENEFITS

- § 13:24 Weekly UI benefits
- § 13:25 Extended benefits
- § 13:26 Partial benefits due to lack of work
- § 13:27 Disaster benefits
- § 13:28 Lost wage benefits for domestic violence victims
- § 13:29 Trade assistance benefits
- § 13:30 Self-employment assistance
- § 13:31 Deductions

IX. SEPARATION NOTICE

- § 13:32 Employer notice of separation under disqualifying circumstances

X. CLAIM FOR UI BENEFITS

- § 13:33 Employee claim for UI benefits

XI. DETERMINATION

- § 13:34 Determination of eligibility—Monetary and non-monetary

XII. REDETERMINATION

- § 13:35 Reconsideration by administrator

XIII. EMPLOYER'S PROTEST OF CLAIM

- § 13:36 Employer's response to claim

XIV. APPEAL HEARING

§ 13:37 Appeal of determination of eligibility or ineligibility

XV. APPEAL TO BOARD

§ 13:38 Second appeal to board

XVI. REVIEW BY STATE DISTRICT COURT AND APPEAL THEREOF

§ 13:39 Third and fourth appeals

XVII. PROMPT PAYMENT OF CLAIMS

§ 13:40 Payment of UI benefits regardless of appeal

XVIII. REPAYMENT OF BENEFITS RECEIVED IMPROPERLY

§ 13:41 Recoupment

XIX. RECORDS

§ 13:42 Required records

XX. ATTORNEY'S FEES

§ 13:43 Attorney's fees

XXI. COMPROMISE

§ 13:44 Settlement of UI claims

CHAPTER 14. EMPLOYMENT LIABILITY

I. OVERVIEW

§ 14:1 Liability—Generally

II. LIABILITY OF EMPLOYERS TO THIRD PERSONS

§ 14:2 Direct liability

§ 14:3 Vicarious liability under respondeat superior theory

III. LIABILITY OF EMPLOYER TO EMPLOYEES

§ 14:4 Workers' compensation

§ 14:5 Liability to employees in tort

TABLE OF CONTENTS

- § 14:6 Liability to employees for breach of contract
- § 14:7 Allocation of immune employer's fault in suit by employee
- § 14:8 Liability as joint employer
- § 14:9 Liability as successor employer
- § 14:10 Liability under "single-employer doctrine"
- § 14:11 Prescriptive periods applicable to employment claims

IV. LIABILITY OF EMPLOYER TO GOVERNMENT

- § 14:12 Liability of employer
- § 14:13 Antitrust liability of employer
- § 14:14 Liability of responsible officers

V. LIABILITY OF EMPLOYEES

- § 14:15 Liability to others
- § 14:16 Liability to employer
- § 14:17 Embezzlement
- § 14:18 Immunity
- § 14:19 Indemnity and contribution
- § 14:20 Tortious interference with business relationship
- § 14:21 Tortious Interference with Contract
- § 14:22 Contracts, combinations and conspiracies in restraint of trade
- § 14:23 Use of stolen property
- § 14:24 RICO
- § 14:25 Civil conspiracies
- § 14:26 Sexual Assault

VI. LIABILITY OF AGENTS

- § 14:27 Tort liability of agents to third persons
- § 14:28 Tort liability of agents to their principals
- § 14:29 Contractual liability of agents to third persons
- § 14:30 Contractual liability of agents to their principals

VII. LIABILITY OF THIRD PERSONS TO EMPLOYER FOR INJURY TO EMPLOYEE

- § 14:31 Liability to reimburse employer for workers' compensation benefits
- § 14:32 No liability to pay employer damages for injury suffered by employee

VIII. LIABILITY OF GOVERNMENT TO EMPLOYER

- § 14:33 Government responsibility for attorneys fees

§ 14:34 Federal Tort Claims Act

CHAPTER 15. INSURANCE COVERAGE FOR EMPLOYMENT CLAIMS

I. PRINCIPLES GOVERNING COVERAGE

- § 15:1 Insurance contract and exclusions
- § 15:2 Interpretation of insurance contracts
- § 15:3 Duty of insurer to defend employer

II. POLICIES AFFORDING COVERAGE

- § 15:4 Comprehensive general liability
- § 15:5 Workers' compensation insurance
- § 15:6 Directors and officers liability insurance
- § 15:7 Homeowners insurance
- § 15:8 Employment practices liability coverage
- § 15:9 Employee fidelity bond
- § 15:10 Fiduciary liability coverage
- § 15:11 Errors and Omissions coverage
- § 15:12 Employee benefits liability coverage

III. EMPLOYMENT CLAIMS COVERED BY INSURANCE

- § 15:13 Defamation
- § 15:14 Breach of contract
- § 15:15 Infliction of emotional distress
- § 15:16 Discrimination claims
- § 15:17 Invasion of privacy
- § 15:18 Wrongful discharge
- § 15:19 Sexual harassment
- § 15:20 Negligent hiring, supervision and retention
- § 15:21 Claims against owner/employee
- § 15:22 Embezzlement
- § 15:23 Intentional acts
- § 15:24 Punitive damages

IV. TENDER

- § 15:25 Obligation to give notice to insurer

V. ISSUES OF LEGAL REPRESENTATION

- § 15:26 Representing employers in insurance disputes

TABLE OF CONTENTS

CHAPTER 16. PERSONNEL RECORDS AND PRIVACY

I. REQUIRED RECORDS

- § 16:1 Employer records
- § 16:2 Records of applicants
- § 16:3 Records of employees
- § 16:4 Records checklist
- § 16:5 Penalty for false filing

II. REQUIRED REGISTRATIONS, REPORTS AND PLANS

- § 16:6 New hires
- § 16:7 Employer registrations and reports
- § 16:8 Injured employees
- § 16:9 Liability to employee for erroneous reports
- § 16:10 Liability of officers and directors
- § 16:11 Affordable Care Act

III. REQUIRED NOTICES

- § 16:12 Workers' compensation
- § 16:13 Unemployment benefits
- § 16:14 Minors
- § 16:15 Genetic information
- § 16:16 OSHA and safety
- § 16:17 Vehicle registration
- § 16:18 Method and manner of payment
- § 16:19 Smoking
- § 16:20 Military Service Relief Act
- § 16:21 Executive Order 13665
- § 16:22 Other notices
- § 16:23 Remote workplaces
- § 16:24 Notice of separation

IV. MAINTAINING RECORDS

- § 16:25 Retention of records
- § 16:26 Prescriptive periods on employment claims
- § 16:27 Accuracy of records
- § 16:28 Spoliation
- § 16:29 Maintaining personal information

V. CONFIDENTIALITY AND PRIVACY

- § 16:30 Privacy—Generally

- § 16:31 Privacy Act claims
- § 16:32 Employee medical records
- § 16:33 Vaccination records
- § 16:34 Genetic records
- § 16:35 Unemployment records
- § 16:36 Disability records
- § 16:37 Workers' compensation records
- § 16:38 Monitoring employee's electronic activities
- § 16:39 Monitoring employees conversations and activities
- § 16:40 Online account information
- § 16:41 Driving records
- § 16:42 Records of criminal history
- § 16:43 Work authorization records in federal employment verification systems
- § 16:44 Public employees
- § 16:45 Employer privacy policy
- § 16:46 Employee compensation
- § 16:47 Employee's right to record employer
- § 16:48 Employee drug testing
- § 16:49 Nondisclosure provisions
- § 16:50 Artificial intelligence
- § 16:51 Protection of computerized personal information
- § 16:52 Biometric data

VI. ACCESS TO RECORDS

- § 16:53 Employee access to his personnel records
- § 16:54 Access to safety records
- § 16:55 Third person's access to records
- § 16:56 Government's obligation to disclose government records
- § 16:57 Liability for Exceeding Authorized Access to Computer Records
- § 16:58 Database security breach
- § 16:59 Confidentiality of involvement with non-profit employer

VII. DISPOSAL OF RECORDS

- § 16:60 Record disposal

VIII. PAYMENT FOR RECORDS

- § 16:61 Payment for employment records

TABLE OF CONTENTS

CHAPTER 17. SPECIAL EMPLOYEES

I. MINORS

- § 17:1 Federal child labor standards
- § 17:2 State restrictions on employment of minors
- § 17:3 State certificate requirements on employers employing minors
- § 17:4 Employers serving alcohol
- § 17:5 State sanctions
- § 17:6 Workers' compensation
- § 17:7 Unemployment compensation
- § 17:8 Incentives to hire youth

II. BORROWED EMPLOYEE

- § 17:9 Borrowed employee—Generally
- § 17:10 Presumption
- § 17:11 Test for borrowed employee
- § 17:12 Effect of borrowed status

III. TEMPORARY EMPLOYEE

- § 17:13 Temporary employee

IV. APPRENTICE

- § 17:14 Louisiana state apprenticeship law—Generally
- § 17:15 Apprenticeship
- § 17:16 Prohibition against discrimination

V. TRAINEES

- § 17:17 Trainees
- § 17:18 Interns
- § 17:19 Volunteers
- § 17:20 Incumbent worker training program

VI. COMPETITOR'S EMPLOYEES

- § 17:21 Competitor's employee

VII. OTHER SPECIAL EMPLOYEES

- § 17:22 Employees lacking basic skills
- § 17:23 Employees with drug and alcohol problems
- § 17:24 Felons
- § 17:25 Firefighters and other first responders

- § 17:26 Professionals
- § 17:27 Physicians
- § 17:28 Relatives; Nepotism
- § 17:29 Employees in the military
- § 17:30 Welfare recipients
- § 17:31 Disadvantaged/WOTC
- § 17:32 Undocumented workers
- § 17:33 Unemployed
- § 17:34 Workers displaced for environmental reasons
- § 17:35 Ambulance personnel and unlicensed nursing home and home health personnel
- § 17:36 Nursing Mothers
- § 17:37 Ministers
- § 17:38 Teachers
- § 17:39 Disabled employees
- § 17:40 American Indians
- § 17:41 The nonconformers, malodorous, and unkempt
- § 17:42 Employees of sexually-oriented business
- § 17:43 Employees requiring service animals

VIII. INDEPENDENT CONTRACTORS

- § 17:44 Independent contractor

IX. FORMS

- § 17:45 Unpaid internship agreement

CHAPTER 18. JOINT EMPLOYERS

I. JOINT EMPLOYERS

- § 18:1 Joint employer—Generally
- § 18:2 Test for joint employer status
- § 18:3 Successor liability
- § 18:4 Interference theory
- § 18:5 Examples of joint employers
- § 18:6 Alter—Ego liability

II. EMPLOYMENT AGENCIES

- § 18:7 Employment agencies or services
- § 18:8 Agency charges
- § 18:9 Prohibitions against certain agency actions

III. PROFESSIONAL EMPLOYER ORGANIZATIONS

- § 18:10 Professional employer organizations—Generally

TABLE OF CONTENTS

- § 18:11 Professional employer services agreement
- § 18:12 Liability of professional employer organizations

IV. STAFFING SERVICES

- § 18:13 Staffing services

V. EFFECT OF JOINT EMPLOYER STATUS; OBLIGATIONS AND LIABILITIES

- § 18:14 Effect of joint employer status—Generally
- § 18:15 Unemployment compensation
- § 18:16 FLSA
- § 18:17 ADA
- § 18:18 Tort liability
- § 18:19 Unfair labor practices
- § 18:20 Tax liability
- § 18:21 Workers' compensation
- § 18:22 Discrimination
- § 18:23 FMLA
- § 18:24 Compensation
- § 18:25 Liability for hiring undocumented workers
- § 18:26 Franchisors as joint employers with franchisees
- § 18:27 Interference doctrine

VI. FORMS

- § 18:28 PEO Service Agreement

CHAPTER 19. CHOICE OF FORUM

I. FEDERAL PREEMPTION

- § 19:1 Federal preemption—Generally
- § 19:2 Federal question removal—Generally
- § 19:3 Concurrent jurisdiction
- § 19:4 Federal court supplemental jurisdiction
- § 19:5 Labor law preemption
- § 19:6 ERISA preemption
- § 19:7 FLSA Preemption
- § 19:8 Ending forced arbitration of sexual assault and sexual harassment Act (“EFAA”)
- § 19:9 Limited preemption by federal employment discrimination laws
- § 19:10 Abstention
- § 19:11 *Auer* Doctrine

II. EXCLUSIVITY OF STATE LAW

- § 19:12 Exclusivity of the Louisiana Workers' Compensation Act
- § 19:13 Exclusivity of the Louisiana Employment Security Law
- § 19:14 Exclusivity of state law employment statutes when state is employer

III. EXCLUSIVITY OF ARBITRATION AGREEMENTS

- § 19:15 Arbitration favored
- § 19:16 Employment arbitration agreements enforceable
- § 19:17 Employee agreement
- § 19:18 Employment arbitration and the FAA
- § 19:19 Arbitration provisions in collective bargaining agreements
- § 19:20 Agreements to arbitrate statutory claims
- § 19:21 Louisiana law applicable if not preempted
- § 19:22 Arbitration cannot affect substantive rights
- § 19:23 Arbitration agreement conformed to provide substantive rights
- § 19:24 Arbitration does not preclude administrative action
- § 19:25 Louisiana looks to federal law for interpretation

IV. RES JUDICATA AND COLLATERAL ESTOPPEL

- § 19:26 Discrimination claims
- § 19:27 Arbitrated claims

V. FORUM SELECTION CLAUSE

- § 19:28 Prohibition against forum selection clause

VI. SUPPLEMENTAL JURISDICTION

- § 19:29 Class Action Fairness Act

VII. CONFLICTS OF LAW

- § 19:30 Conflicts of law

VIII. CIVILIAN METHOD

- § 19:31 Louisiana follows Civilian Method

TABLE OF CONTENTS

**CHAPTER 20. SETTLEMENT OF
EMPLOYEE CLAIMS**

**I. STATE LAW REQUIREMENTS FOR VALID
COMPROMISE**

- § 20:1 State prerequisites
- § 20:2 Nondisclosure provisions

II. WORKERS' COMPENSATION CLAIMS

- § 20:3 Settlement of LWCA and LHWCA claims

III. UNEMPLOYMENT COMPENSATION CLAIMS

- § 20:4 Settlement of unemployment claims

**IV. RELEASE OF FEDERAL LAW EMPLOYMENT
CLAIMS**

- § 20:5 Releases generally
- § 20:6 Releases under the ADEA
- § 20:7 Releases under the WARN Act
- § 20:8 Settlement of FLSA claims
- § 20:9 Settlement of FMLA claims
- § 20:10 Releases under Title VII, ADA, EPA, and Section 1981
- § 20:11 Releases under the NLRA
- § 20:12 Releases under USERRA

V. NEGOTIATIONS AS EVIDENCE

- § 20:13 Negotiations

VI. NEGOTIATED CHECKS AS EVIDENCE

- § 20:14 Notation on check

**VII. ADDITIONAL RESTRICTIONS ON WAIVER OF
STATUTORY CLAIMS**

- § 20:15 Employment claims that cannot be waived
- § 20:16 Settlements void as against public policy

VIII. TAX IMPLICATIONS OF SETTLEMENT

- § 20:17 Taxes on wages—Generally
- § 20:18 Drafting the settlement agreement for tax purposes

- § 20:19 Testing the settlement agreement.
- § 20:20 Severance letter for use with release
- § 20:21 ADEA/OWBPA release
- § 20:22 Confidential Settlement and Release Agreement

CHAPTER 21. ETHICAL CONSIDERATIONS

I. EMPLOYER COUNSEL DEALING WITH EMPLOYEES

- § 21:1 Dual representation
- § 21:2 Presentation of papers for employee's signature
- § 21:3 Payment for employee attorney fees by employer

II. INVESTIGATIONS OF EMPLOYER

- § 21:4 Investigation of employment matters by employer
- § 21:5 Investigation of employment matters by others
- § 21:6 Sarbanes-Oxley Act

III. ATTORNEY'S OWN EMPLOYEES

- § 21:7 Rules of professional conduct

IV. ATTORNEY-CLIENT PRIVILEGE

- § 21:8 Attorney-client communication
- § 21:9 Attorney-client privilege with client's employees
- § 21:10 "Fiduciary exception" to attorney-client privilege
- § 21:11 "Claim or defense" exception to attorney-client privilege
- § 21:12 Work Product Doctrine
- § 21:13 Privilege log

V. DISCOVERY

- § 21:14 Discovery directed at former employees
- § 21:15 Discovery by party adverse to employer directed to current employees
- § 21:16 Attorney response to learning of unlawful activity
- § 21:17 Tape recording conversations
- § 21:18 Settlement negotiations
- § 21:19 No adverse inference for consulting attorney

CHAPTER 22. EVIDENTIARY AND DISCOVERY ISSUES IN EMPLOYMENT LITIGATION

- § 22:1 Overview

TABLE OF CONTENTS

| | |
|---------|--|
| § 22:2 | Direct and circumstantial evidence: Rule 401 |
| § 22:3 | Remote evidence; Rule 401 |
| § 22:4 | Comparators; Rules 401, 403, 406 |
| § 22:5 | Discriminatory statements—Remarks attributable to employer; Rules 401, 405, 406, 801 |
| § 22:6 | “Me too” evidence; Rules 401, 403-407, 602, 801 |
| § 22:7 | “Not Me Too” evidence; Rules 401, 403-407 |
| § 22:8 | Corporate culture of employer; Rules 404-406 |
| § 22:9 | Conduct of harasser; Rules 401, 403-406, 415 |
| § 22:10 | Conduct of victim; Rules 401, 405, 406, 412, 412.1, 412.2 |
| § 22:11 | After-acquired evidence warranting termination |
| § 22:12 | Employee’s emotional distress; Rules 401, 501, 602, 608, 702 |
| § 22:13 | Hearsay; Rules 104(a), 801-804 |
| § 22:14 | Employer’s records; Rule 401 |
| § 22:15 | Determination by investigating agencies: Rules 401, 403-406, 701-705, 803(8) |
| § 22:16 | Instances of alleged discrimination not included in plaintiff employee’s EEOC Charge; Rules 401, 403 |
| § 22:17 | Agency files; Rules 401, 403-406, 701-705, 801-807, 902 |
| § 22:18 | Privilege and work product |
| § 22:19 | Expert witnesses; Rules 701-706 |
| § 22:20 | Lay opinion testimony; Rules 602, 701 |
| § 22:21 | Statistical evidence: Rules 401, 403, 702-706, 1006 |
| § 22:22 | Electronic evidence; Rules 803, 804, 901-903, 1001-1005 |
| § 22:23 | Duty to preserve/spoliation |
| § 22:24 | Cost shifting in discovery |
| § 22:25 | Workers compensation payments; C.E. 414 |
| § 22:26 | Other accidents; Rules 401, 403 |
| § 22:27 | Polygraph test evidence; Rules 402, 702 |
| § 22:28 | Vanishing or bursting bubble theory of presumption; Rule 301 |
| § 22:29 | Evidence of Insurance; Rule 411 |
| § 22:30 | Evidence of OSHA Violations to Prove Negligence |
| § 22:31 | Subsequent Remedial Measure Rule 407 |
| § 22:32 | Parol evidence |
| § 22:33 | Statements of employees; Adverse inference; Rule 801(d)(2) |
| § 22:34 | Burden of proof in discrimination cases |
| § 22:35 | Records related to employee’s previous employment |

CHAPTER 23. WORKER COOPERATIVE

| | |
|--------|----------|
| § 23:1 | Overview |
|--------|----------|

EMPLOYMENT LAW

- § 23:2 Characteristics
- § 23:3 Taxation
- § 23:4 Applicability of FLSA

Table of Laws and Rules

Table of Cases

Index