Index

ADMINISTRATIVE LAW

Res judicata and collateral estoppel, successive agency proceedings, 18:44

ADVERTISING

Job advertisements, 1:12

AFFIRMATIVE ACTION

Generally, 10:31 et seq. Class actions and employment, 10:40 Plan requirements under state and federal law, 10:36 Reference guides

State and federal statutes, 10:35 Written plan requirements under state and federal law, 10:36

Sample affirmative action plan, 10:37 State and federal statutes, 10:35

AFTER-ACQUIRED EVIDENCE

Employee misconduct. See Employment

AGE DISCRIMINATION

Generally, 11:26 et seq.

Age Discrimination in Employment Act

Generally, 11:28

Ending employment relationship and ban on mandatory retirement, 16:15, 16:16

Remedies, 11:29

Settlements and releases, ADEA requirements, 19:4

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Minnesota Human Rights Act and related state laws, 11:27

Retirement and pensions

Early retirement programs, 16:17 Ending employment relationship and prohibition on mandatory retirement, 16:14-16:16

ALCOHOL

Lawful Consumable Products Act, 2:32

ALCOHOL TESTING

Drug and alcohol testing. See Employment

AMERICANS WITH DISABILITIES ACT

Drug and alcohol testing, 2:43 Family and medical leaves, 6:16

ANATOMICAL GIFTS

Bone marrow donors, leave of absence, 6:31

APPELLATE REVIEW

OSHA. See Occupational Safety and Health

Unemployment compensation. See Unemployment Compensation

APPLICANTS AND APPLICATIONS

Screening applicants for employment. See Employment

ARBITRATION AND AWARD

Collective bargaining agreement, preclusive effect of arbitration under, 18:32

Document production, 18:37

Due process issues, agreements to arbitrate statutory claims, 18:34

ERISA, enforceability of arbitration provisions, 7:27

Exclusivity and arbitration agreements

Generally, 18:31 et seq.

Collective bargaining agreements, preclusive effect of arbitration, 18:32

Document production, 18:37

ARBITRATION AND AWARD —Cont'd

Exclusivity and arbitration agreements—Cont'd

Statutory claims, agreements to arbitrate

Generally, 18:33

Due process issues, 18:34

Statutory claims, agreements to arbitrate, 18:33, 18:34

ASSAULT AND BATTERY

Insurance coverage for employment claims, 20:46

Workers' compensation, assault exception to exclusivity, 18:25

ATTORNEY-CLIENT PRIVILEGE

ERISA, benefit plans and privilege, 7:32

ATTORNEYS' FEES

ERISA, fee awards under, 7:33 Public sector employees, Section 1983 claim, 14:20 Tort claims, 13:16

AUTOMOBILE INSURANCE

Insurance coverage for employment claims, 20:22

BONA FIDE OCCUPATIONAL QUALIFICATION

Defense to disparate treatment claim, 10:23

BONE MARROW TRANSPLANTS

Leave of absence, 6:31

CERTIORARI

Public sector employees, review of discharge, 14:52

CHILD LABOR STANDARDS

Generally, 5:61 et seq.
FLSA enforcement, 5:67
FLSA exemptions, 5:66
FLSA minimum age standards
Generally, 5:62
Eighteen-year minimum age, 5:63
Fourteen-year minimum age, 5:65
Sixteen-year minimum age, 5:64

CHILD LABOR STANDARDS —Cont'd

Minnesota Child Labor Standards Act, 5:68

CHOICE OF FORUM

Generally, 18:1 et seq.
Arbitration agreements, exclusivity
and. See Arbitration and Award
Federal preemption. See Preemption
Minnesota Human Rights Act, 18:21
Workers' compensation. See Workers' Compensation

CITATIONS

See Occupational Safety and Health

CIVIL AIR PATROL

Leaves of absence, 6:35

CIVIL RIGHTS ACT OF 1991

Generally, 10:7

CIVIL RIGHTS AND DISCRIMINATION

Generally, 10:1 et seq. See also, Minnesota Human Rights Act; Title VII of the Civil Rights Act of 1964

Affirmative action. See Affirmative Action

Age discrimination. See Age Discrimination

Bona fide occupational qualification, 10:23

Business necessity defense, 10:25 Civil Rights Act of 1991, 10:7

Classes protected under antidiscrimination statutes, 11:1 et

Comparison of state and federal statutes, 10:35

Disability discrimination. See Disability Discrimination

Disparate treatment and disparate impact

Generally, 10:20 et seq.

Bona fide occupational qualification, 10:23

Business necessity defense, 10:25 Claims and defenses, 10:20

CIVIL RIGHTS AND DISCRIMINATION—Cont'd Disparate treatment and disparate impact—Cont'd Conflict between disparate treatment and disparate impact, 10:26 Defenses generally, 10:20 bona fide occupational qualification, 10:23 business necessity, 10:25 Disparate impact, generally, 10:24 McDonnell Douglas test, 10:21 Mixed motive, 10:22 Religious discrimination, 11:22 Family status, 11:13 Gender discrimination. See Gender Discrimination Gender identity, 11:14-11:16 Insurance coverage for employment claims, 20:44 Marital status, 11:12 Mixed motives, 10:22 National origin discrimination, 11:30 Offensive behavior, sample policies, 11:32 OSHA discrimination laws, 8:92-8:94 Preemption by federal statutes, 18:12 Proof constructs. Disparate treatment and disparate impact, above Protected classes under antidiscrimination statutes, 11:1 et Public sector employees, limitations on discharge. See Public Sector **Employment** Race discrimination. See Race Discrimination Res judicata and collateral estoppel, discrimination claims, 18:45 Sample policies, sexual harassment and offensive behavior, 11:32 Section 1983 claims. See Public Sector Employment Sex discrimination. See Gender

Discrimination

Sexual orientation. See Sexual Orientation, this index

CIVIL RIGHTS AND DISCRIMINATION—Cont'd

Tax consequences of employment claims, 19:19 Title VII. See Title VII of Civil Rights Act of 1964

CLASS ACTIONS OR PROCEEDINGS

Affirmative action and employment, 10:40

COBRA

Health benefit plan continuation, 16:21

COLLATERAL ESTOPPEL

Generally, 18:41 et seq.
Administrative agency proceedings, successive, 18:44
Discrimination claims, 18:45
Teacher termination decisions, 18:42
Unemployment compensation, 18:43

COMPENSATION AND SALARIES

Generally, 5:1 et seq. See also Fair Labor Standards Act; Minnesota Fair Labor Standards Act

Current employees, payment of wages, 5:71
Deductions from wages, 5:73

Federal and state legislation

Generally, 5:1

Relationship between, 5:2

FLSA. See Fair Labor Standards Act; Minnesota Fair Labor Standards Act

Minimum wages. See Fair Labor Standards Act

Minnesota wage notice, 5:75

Overtime compensation. See Fair Labor Standards Act

Payment

Generally, 5:71 et seq. Current employees, 5:71 Deductions from wages, 5:73 Minnesota wage notice, 5:75 Terminating employees, 5:72 Wage disclosure protection, 5:74

COMPENSATION AND SALARIES —Cont'd

Terminating employees, payment of wages, 5:72

Wage disclosure protection, 5:74

COMPROMISE AND SETTLEMENT

Employment-related settlements and releases, generally. See Employment, this index

ERISA, settlement agreements, 7:34 OSHA settlements, 8:83

COMPUTERS

Fair Labor Standards Act, exemption for computer employees, 5:15

CONSIDERATION

Noncompete clause, 15:10

CONSTITUTIONAL LAW

Employees, privacy interests in avoiding disclosure of personal matters, 1:36

Public sector employees. See Public Sector Employment

CONTRACTORS

OSHA, general contractor responsibility, 8:61

CONTRACTS AND AGREEMENTS

Breach of contract claims, insurance coverage, 20:43

Employment contracts. See Employment Contracts

Noncompete clauses. See Employment Contracts

Tortious interference with contract, limitations on discharge of employee, 13:11

COVID-19

Families First Coronavirus Response Act, 6:12

Medical inquiries and tests, 12:30 OSHA guidance, 8:96 WARN Act, 16:9

CREDIT

Employment, applicant for, screening credit records, 1:16

CRIMINAL BACKGROUND CHECKS

Employment, applicant screening, 1:15

CRIMINAL PENALTIES

ERISA, 7:28 OSHA, 8:73

DAMAGES

Noncompete clause, breach of, 15:15

DATA PRACTICES

See Minnesota Government Data Practices Act

DEFAMATION

Common law limitations, 1:44

Discharge, limitations on, 13:10

Government Data Practices Act, 4:32

Immunity, discharge of public sector employee, 14:56

Insurance coverage for employment claims, 20:41

Public sector employees, defamation immunity, 14:56

DESTRUCTION OF EVIDENCE

Employment records, document destruction and potential litigation, 4:44

DIRECTORS

Insurance coverage for wrongful acts, 20:26

DISABILITY DISCRIMINATION

Generally, 12:1 et seq.

Accommodation. Reasonable accommodation requirement, below

Causation, proving, 12:17

Covered entities, 12:2

COVID-19 pandemic, medical inquiries and tests, 12:30

Defenses

Accommodation claims, undue hardship, 12:21

Discrimination claims, 12:16

Disclosure of use of medical information, 12:29

Drug and alcohol testing, 2:42-2:44

DISABILITY DISCRIMINATION —Cont'd

Employees, medical inquiries and examinations, 12:27

Enforcement, 12:35

Exclusions, 12:9

Health plan benefits, 12:33

Maintenance of medical information on applicants and employees, 12:28

Major life activities, physical or mental impairment that limits, 12:4

Medical inquiries and information COVID-19 pandemic, inquiries and tests, 12:30

Disclosure of use of medical information, 12:29

Employee inquiries and examinations, 12:27

Maintaining medical information on applicants and employees, 12:28

Pre-employment inquiries and examinations, 12:26

Minnesota Human Rights Act, 12:8 Other related state laws, 12:34

Physical or mental impairment Individuals with record of, 12:5

Major life activities, limiting, 12:4

Pre-employment

Medical inquiries and examinations, 12:26

Tests, 12:25

Prohibited discrimination

Generally, 12:15

Employer defenses, 12:16

Proving causation, 12:17

Protected individuals, 12:3 et seq.

Qualified individuals, 12:7

Reasonable accommodation requirement

Generally, 12:20

Undue hardship defense, 12:21

Record of physical or mental impairment, 12:5

Regarded as having physical or mental impairment, 12:6

Remedies, 12:35

DISABILITY DISCRIMINATION

—Cont'd

Undue hardship defense, 12:21

DISCIPLINARY INTERVIEW

Co-worker presence, 1:35

DISCOVERY

Personnel records, electronic discovery rules, 4:45

DISPARATE TREATMENT AND DISPARATE IMPACT

See Civil Rights and Discrimination

DOMESTIC VIOLENCE AND ABUSE

Leave of absence relating to, 6:36

DRUG AND ALCOHOL TESTING

Commercial drivers license holders, mandatory testing, 2:54

Employee testing. See Employment Transportation workers, mandatory testing, 2:52

DRUG FREE WORKPLACE ACT OF 1988

Generally, 2:53

DUE PROCESS OF LAW

Arbitration of statutory claims, due process issues, 18:34

Public sector employees, limitations on discharge. See Public Sector Employment

DUTY OF LOYALTY

See Loyalty, Duty of

EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)

Generally, 7:1 et seq.

Arbitration provisions, enforceability, 7:27

Attorney-client privilege, 7:32

Attorneys' fee awards, 7:33

Background, 7:2

Civil liability and penalties, 7:26

COBRA coverage, 7:11

Criminal penalties, 7:28

EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)—Cont'd

Domestic partners, employerprovided benefits, 7:14

Duties and obligations, 7:20 et seq.

Employee benefit plans, 7:9 et seq.

Enactment, 7:2

Federal preemption, 18:9-18:11

Fiduciary duties and obligations, 7:21-7:23

Governmental reporting obligations, 7:17

HIPAA, 7:12

Jurisdictional scope, 7:6

Organization, 7:3

Pension plans, 7:13

Plan sponsor, duties and obligations, 7:20

Policy, 7:2

Preemption of state law, 18:9-18:11

Release of claims, 7:34

Reporting and disclosure obligations, 7:16, 7:17

Same-sex spouses, employerprovided benefits, 7:14

Settlement agreements, 7:34

Sponsor of plan, duties and obligations, 7:20

Status as worker, tests for determining, 3:13

Tax penalties and liability, 7:29

Welfare benefit plans, 7:10

Written disclosures to plan participants, 7:16

EMPLOYMENT

Advertisements for jobs, 1:12

Affirmative action. See Affirmative Action

After-acquired evidence of misconduct. Employee misconduct, below

Age. See Age Discrimination Alcohol

Drug and alcohol testing, below Lawful Consumable Products Act, 2:32

EMPLOYMENT—Cont'd

Americans with Disabilities Act

Drug and alcohol testing, 2:43

Family and medical leaves, 6:16

Applicant screening

Generally, 1:1 et seq.

Advertisements for jobs, 1:12

Common law limitations, below

Credit records, 1:16

Criminal records, 1:15

Disability discrimination, preemployment tests and inquiries, 12:25 et seq.

Drug and alcohol testing

flow chart, 2:19

sample policy, 2:21

Immigration records, 1:21

Limitations, generally, 1:11

Medical examinations, 1:18

Personality tests, 1:19

Polygraphs, 1:17

Reasons to screen, 1:1

References, 1:14

Arbitration agreements, exclusivity and. See Arbitration and Award

Attorney fees

Tax consequences of employment claims, payments to attorneys, 19:21

Tort and contract claims, 13:16

At-will employment

Generally, 13:1

13:39

Disclaimer, sample provisions, 13:38

Limitations on discharge, below Pay policies, other, sample policy,

PTO, sample policy, 13:39

State and federal laws limiting doctrine, 13:40

Vacation, sample policy, 13:39

Benefits, continuation of

COBRA, 16:21

HIPAA, 16:22

Bone marrow donors, leave of absence, 6:31

Choice of forum. See Choice of Forum

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Civil Air Patrol service, leave for, Defining employment relationship 6.35—Cont'd Civil rights. See Civil Rights and Categories of relationships, rela-Discrimination; Title VII tive merits, 3:2 COBRA, continuation of benefits. Employer status, 3:19 16:21 Status of worker, tests for Collateral estoppel. Res judicata and determining, below collateral estoppel, below Disability discrimination. See Dis-Common law limitations on screenability Discrimination ing and investigations Discharge Generally, 1:41-1:45 Limitations on discharge, below Defamation, 1:44 Public sector employees. See Public Sector Employment False imprisonment, 1:43 Intentional infliction of emotional Disciplinary proceedings distress, 1:45 Co-worker presence at disciplinary Invasion of privacy, 1:42 interview, 1:35 Compensation. See Compensation Government Data Practices Act, and Salaries final disciplinary action, 4:25 Constitutional privacy interest in Discrimination avoiding disclosure of personal See also Civil Rights and matters, 1:36 Discrimination; Title VII Contracts Federal statutes and tests for Noncompete clauses. See Employdetermining worker status, ment Contracts Tax consequences, recoveries for Tax consequences, recoveries for discrimination claims, 19:19 contract claims, 19:17 Co-workers, presence at disciplinary Domestic abuse, leaves of absence interview, 1:35 relating to, 6:36 Drug and alcohol testing Current employees Medical examinations, 1:32 Generally, 2:1 et seq. Privacy interests, 1:36 Americans with Disabilities Act, 2:43 Searches, 1:33 Disability discrimination statutes, Specific inquiries regarding, limi-2:42-2:44 tations on, 1:31-1:36 Disciplinary actions, 2:16 Surveillance and monitoring, 1:34 Dissemination of test results, 2:17 Damages, effect of after-acquired evidence of misconduct, 1:54 Edible cannabinoid products, 2:15 Data practices. See Minnesota Flow charts, applicant and Government Data Practices Act employee testing, 2:19, 2:20 Defamation Job applicants, 2:19, 2:21 Common law limitations on Minnesota Drug and Alcohol Testscreening and investigations, ing in Workplace Act, below Minnesota Human Rights Act, 2:44 Discharge, limitations on, 13:10 Public sector testing and Fourth Government Data Practices Act, Amendment, 2:2 4:32 Reliability and fairness safeguards, Defining employment relationship 2:13 Generally, 3:1 et seq. Remedies, 2:18

Drug and alcohol testing-Cont'd Sample policies, 2:21, 2:22 Use of test results, 2:17 Worker status, tests for determining, 3:12 Drug Free Workplace Act of 1988, 2:54 Edible cannabinoid products, 2:15 Elections, leaves of absence, 6:30 Emotional distress. See Infliction of **Emotional Distress** Employee misconduct After-acquired evidence Generally, 1:51-1:56 Competing doctrines, 1:52 Damages, effect of afteracquired evidence, 1:54 McKennon rule, 1:55, 1:56 Substantive claims, effect on, 1:53 Breach of duty of loyalty, 15:33 Unemployment compensation, 17:18, 17:19 Employee status. Status of worker, tests for determining, below ERISA. See Employee Retirement Income Security Act (ERISA) False imprisonment, common law limitations on screening and investigations, 1:43 Family leave. See Family and Medical Leave FLSA. See Fair Labor Standards Act Forum. See Choice of Forum Fraud and misrepresentation, limitations on discharge, 13:14 Gender discrimination. See Gender Discrimination Genetic screening, preemployment, 1:20 Harassment, leaves of absence relating to, 6:36 HIPAA, continuation of benefits, 16:22 Hiring, negligent, 9:12 Human rights. See Minnesota Human Rights Act

EMPLOYMENT—Cont'd

EMPLOYMENT—Cont'd Infliction of emotional distress. See Infliction of Emotional Distress Injunctions Breach of noncompete clause, 15:14 Limitations on discharge, tort and contract claims, 13:16 Insurance. See Insurance Coverage for Employment Claims, this index Interference Tort action against new employer, breach of noncompete clause, Tortious interference with contract, 13:11 Intermittent family and medical leave, 6:6 Internet Electronic discovery rules, 4:45 Record retention requirements, Internet applicants, 4:43 Invasion of privacy Common law limitations, 1:42 Discharge, limitations on, 13:15 Investigations. Common law limitations on screening and investigation, above Lawful Consumable Products Act, 2:32 Leaves of absence. See Family and Medical Leaves; Leaves of Absence Liability insurance. See Insurance Coverage for Employment Claims, this index Liability of employer Negligence, below Third parties, employer liability to, below Limitations on discharge Generally, 13:1 et seq. Attorney fees, 13:16 Defamation, 13:10 Emotional distress, infliction of,

13:12, 13:13

Fraud and misrepresentation, 13:14

Indemnification of employees, 9:3

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Minnesota Human Rights Act. See Limitations on discharge—Cont'd Good faith and fair dealing, Minnesota Human Rights Act implied covenant, 13:5 Minnesota Wage Theft Act, 4:2 Injunctive relief, 13:16 Misconduct. Employee misconduct, Invasion of privacy, 13:15 above Model Employee Termination Act, Model Employee Termination Act, 13:36 13:36 Oral contracts, 13:3 National Labor Relations Act Promissory estoppel, 13:4 Preemption. See Preemption Tests for determining worker Public policy exception, 13:20 status, 3:14 Public sector employees. See Public Sector Employment National origin discrimination, 11:30 Third-party beneficiaries, 13:6 Negligence of employer Tort claims, 13:10 et seq. Generally, 9:11 Tortious interference with contract, Hiring, 9:12 13:11 Religious employers, liability to Whistleblower claims. See third parties, 9:21 Whistleblowers Retention, 9:13 Written contracts, 13:2 Supervision, 9:14 Limitations on specific inquiries Noncompete clauses. See Employregarding current employees, ment Contracts 1:31-1:36 Notice of family and medical leave, Loyalty. See Loyalty, Duty of 6:7 Medical certification, family and Notice of termination law medical leave, 6:8 Generally, 13:21 Medical examinations Additional employer obligations, Current employees, 1:32 13:28 Job applicants, 1:18 Nursing mothers, break time, 6:34 Medical leave. See Family and Medi-Offensive behavior, sample policies, cal Leave 11:32 Medical marijuana, 2:14 Ordinances, sick and safe leaves Minnesota Drug and Alcohol Testing Generally, 6:21 in Workplace Act Challenges to, 6:22 Generally, 2:11-2:21 Disciplinary actions, 2:16 OSHA. See Occupational Safety and Health Dissemination and use of test Personal matters, constitutional results, 2:17 privacy interest in avoiding Flow chart, applicants and employdisclosure, 1:36 ees, 2:19, 2:20 Personnel records data Medical marijuana, 2:14 Generally, 4:1 et seq. Permissible testing under Act, 2:12 Document destruction and Reliability and fairness safeguards, potential litigation, 4:44 2:13 Electronic discovery rules, 4:45 Remedies, 2:18 Internet applicants, 4:43 Sample policies for applicants and Minnesota personnel records statemployees, 2:21, 2:22 ute, 4:11 Test results, dissemination and use, Minnesota Wage Theft Act, 4:2 2:17

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Personnel records data—Cont'd Res judicata and collateral estoppel Private employment —Cont'd Minnesota personnel records Unemployment compensation decisions, 18:43 statute, 4:11 Respondeat superior, 9:2 Social Security numbers, Retention employer use, 4:12 Negligent retention of employee, Public sector employees. See Minnesota Government Data 9:13 Record retention. Personnel Practices Act records data, above Record retention School conferences and activities, Generally, 4:41-4:46 leave for, 6:18 Document destruction and Screening. Applicant screening, potential litigation, 4:44 above Electronic discovery rules, 4:45 Settlements and releases Internet applicants, 4:43 Generally, 19:1 et seq. Mandatory requirements, 4:42 Age Discrimination in Employ-Statutes of limitation, 4:46 ment Act, 19:4 Social Security numbers, employer Knowing and voluntary action, use, 4:12 19:2 Statutes of limitation, record reten-Minnesota Human Rights Act tion, 4:46 claims, 19:3 Polygraph testing, applicants for Reference guide to release of employment, 1:17 claims, 19:7 Preemployment tests. Applicant Sample separation agreement and screening, above release with rescission provi-Privacy. See Privacy sions, 19:8 Public sector employment. See Public Statutory claims, additional restric-Sector Employment tions on release of, 19:5 Race discrimination. See Race Tax consequences of employment Discrimination claims, below Releases. Settlements and releases, Tax Cuts and Jobs Act of 2017, below deductibility of settlements under, 19:26 Religion Discrimination. See Religious Unexecuted releases as evidence, Discrimination 19:6 Sex discrimination. See Gender Religious employers, liability to Discrimination third parties, 9:21 Remedies Sexual harassment Generally, 11:9 Drug and alcohol testing, 2:18 Sample policies, 11:32 Noncompete clauses, 15:13-15:15 Sexual orientation. See Sexual Res judicata and collateral estoppel Orientation Generally, 18:41 et seq. Sick and safe leaves Discrimination claims, 18:45 Generally, 6:21 Successive administrative agency proceedings, 18:44 Challenges to, 6:22 Sick or injured child care leave, 6:18 Teacher termination decisions,

Status as employer, 3:19

18:42

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Termination—Cont'd Status of worker, tests for determining Model Employee Termination Act, Generally, 3:3 et seq. 13:36 Common law test, 3:4 Tests and testing Drug and alcohol testing, 3:12 Drug and alcohol testing, above Genetic screening, preemploy-Employee Retirement Income Security Act, 3:13 ment, 1:20 Integrity and personality tests, pre-Fair Labor Standards Acts, 3:10 employment, 1:19 Family and Medical Leave Act, Polygraph tests for applicants, 1:17 3:11 Third parties, employer liability to Federal discrimination statutes, 3:8 Generally, 9:1 et seq. Minnesota Human Rights Act, 3:9 Employee conduct, generally, 9:1 National Labor Relations Act, 3:14 Indemnification of employee, 9:3 Specific statutes, 3:5 et seq. Negligence, above State statutes defining worker Religious employer liability, 9:21 status for specific industries, Respondeat superior, 9:2 3:15 Vicarious liability, 9:2-9:3 Tax codes, 3:6 Third-party beneficiaries, limitations Workers' Compensation Act, 3:7 on discharge, 13:6 Statute of limitations, record reten-Title VII. See Title VII of Civil tion, 4:46 Rights Act Supervision of employee, negligent, Tort claims 9:14 Limitations on discharge, 13:10 et Surveillance and monitoring current employees, 1:34 Tax consequences, 19:18 Tax codes, tests for determining Trade secrets. See Trade Secrets worker status, 3:6 Unemployment benefits. See Tax consequences of employment **Unemployment Compensation** claims Unfair competition, breach of duty of Generally, 19:15 et seq. loyalty, 15:32 Apportioning settlement amounts, Vicarious liability and respondeat 19:20 superior, 9:2, 9:3 Attorneys, payments to, 19:21 Wage Theft Act, 4:2 Basic principles, 19:16 Whistleblower claims. See Contract claims, 19:17 Whistleblowers Discrimination claims, 19:19 EMPLOYMENT CONTRACTS Reference guide, 19:25 Tax Cuts and Jobs Act of 2017, Confidential information, protection deductibility of claims, 19:26 of, 15:6 Consideration for noncompete clause, Tort claims, 19:18 15:10 Tax Cuts and Jobs Act of 2017, Damages, breach of noncompete deductibility of settlements clause, 15:15 under, 19:26 Discharge, limitations on, 13:2 et seq. Tennessen warning under MGDPA, 4:29 Fair dealing, implied covenant, 13:5 Termination Good faith, implied covenant, 13:5 Limitations on discharge, above Good will, protection of, 15:5

-Cont'd Injunctive relief, breach of noncompete clause, 15:14 Limitations on discharge, contracts and quasi-contracts, 13:2 et seq. Noncompete clauses Generally, 15:1 et seq. Bennett test, 15:3 Business interests which justify enforcement Generally, 15:4 Confidential information, protecting, 15:6 Good will, protecting, 15:5 Confidential information, protecting, 15:6 Consideration, 15:10 Damages, 15:15 Disfavor, 15:2 Enforceability, 15:12 Geographic restrictions under reasonableness test, 15:9 Good will, protection of, 15:5 Injunctive relief, 15:14 Interference tort action against new employer, 15:16 Modification of unenforceable clause, 15:11 New employer, interference tort action against, 15:16 Reasonableness test Generally, 15:7 Nature and character of employment, 15:8 Time and geographic restrictions, 15:9 Remedies, 15:13-15:15 Time and geographic restrictions under reasonableness test, 15:9 Oral contracts, 13:3 Personnel manuals and documents, 13:2 Promissory estoppel, 13:4 Trade secrets, protection of, 15:22 EQUAL PROTECTION

Public sector employees, limitations

Employment

on discharge. See Public Sector

EMPLOYMENT CONTRACTS

ERISA

See Employee Retirement Income Security Act (ERISA)

EXCESS LIABILITY INSURANCE

Employment claims, 20:24

EXCLUSIVITY

Arbitration agreements and exclusivity. See Arbitration and Award

Choice of forum. See Choice of Forum

Minnesota Human Rights Act, exclusivity of state law claims, 18:21

Workers' compensation. See Workers' Compensation

FAIR LABOR STANDARDS ACT

Generally, 5:11 et seq.

Child labor. See Child Labor Standards

Compensable working time, 5:24 Computer employees exemption, 5:15

Coverage, 5:11

Exemptions from coverage, generally, 5:13

Living wages, 5:34

Minimum wage requirements

Generally, 5:31-5:34

Living wages, 5:34

Noncash payments, 5:32

Tip credit, 5:33

Working time for minimum wage and overtime purposes, below

Minnesota FLSA. See Minnesota Fair Labor Standards Act

Miscellaneous exemptions, 5:18, 5:19

Noncash payments, 5:32

Noncompensable working time, 5:25

Outside salesperson exemption, 5:16

Overtime pay requirements

Generally, 5:41-5:43

Alternative overtime pay arrangements, 5:43

Regular rate of pay, 5:42

Working time for minimum wage and overtime purposes, below

Principal activities, 5:23

FAIR LABOR STANDARDS ACT —Cont'd

Recordkeeping requirements, 5:52 Status as worker, tests for determining, 3:10

Tip credit, 5:33

Trainee exemption, 5:17

Wage and hour enforcement

Generally, 5:51

Proceedings, 5:53

Recordkeeping requirements, 5:52

White collar exemptions, 5:14

Working time for minimum wage and overtime purposes

Generally, 5:22-5:26

Compensable working time, 5:24 Noncompensable working time,

5:25

Principal activities, 5:23

FALSE CLAIMS

Minnesota False Claims Act, 13:31

FALSE IMPRISONMENT

Common law limitations on screening and investigations, 1:43

FAMILY AND MEDICAL LEAVE

Generally, 6:1 et seq.

Americans with Disabilities Act, 6:16 Comparison of state and federal law

Medical and family care leaves, 6:20

Parental leave, 6:19

Coronavirus, Families First Response Act, 6:12

Covered employers, 6:5

Eligible employees, 6:4

Employer obligations, 6:9, 6:11

Enforcement, 6:10

Families First Coronavirus Response Act, 6:12

Family and Medical Leave Act, generally, 6:2 et seq.

Intermittent leave, 6:6

Medical certification, 6:8

Military, relatives of mobilized members, 6:41

Minnesota parenting leave law, 6:17 Notice requirements, 6:7

FAMILY AND MEDICAL LEAVE —Cont'd

Other laws and employer obligations, effect on, 6:11

Parenting leave law, 6:17

Pregnancy Discrimination Act of 1978, 6:15

Purposes for which leave provided, 6:3

School conferences and activities, leave for, 6:18

Sick or injured child care leave, 6:18 Status as worker, tests for determining, 3:11

FAMILY STATUS

Employment discrimination, 11:13

FEDERAL PREEMPTION

See Preemption

FOURTEENTH AMENDMENT

Public sector employees, limitations on discharge., 14:6-14:9.50

FREE SPEECH

Public sector employees, limitations on discharge, 14:3-14:5

GENDER DISCRIMINATION

Generally, 11:6 et seq.

Bona fide occupational qualification defense, 10:23

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Equal pay for equal work, 11:8

Pregnancy and childbirth, 11:7

Sexual harassment, 11:9, 11:32

GENDER IDENTITY

Minnesota Human Rights Act, 11:15 Title VII, 11:14, 11:16

GENETIC TESTS AND SCREENING

Employment, applicants for, 1:20

GOOD FAITH AND FAIR DEALING

Employment, implied covenant, 13:5

GOOD WILL

Noncompete clauses, protection of good will, 15:5

GOVERNMENT DATA PRACTICES

See Minnesota Government Data Practices Act

HARASSMENT

Government data practices, harassment data, 4:26

Leaves of absence relating to, 6:36 Sample policies, 11:32

Sexual harassment, 11:9

HEALTH AND SANITATION

See Occupational Safety and Health

HEALTH BENEFIT PLANS FOR EMPLOYEES

Disability discrimination, 12:33

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPAA)

Generally, 16:22

HEARINGS

OSHA, contested case hearings, 8:85

HIRING

Negligent hiring, 9:12

HUMAN RIGHTS ACT

See Minnesota Human Rights Act

IMMIGRANTS AND IMMIGRATION

Employment, applicants for, screening immigration records, 1:21

IMMUNITY

See Privilege or Immunity

INDEMNITY AND INDEMNIFICATION

Vicarious liability for employee conduct, 9:3

INDEPENDENT CONTRACTORS

Reference guide, application of independent contractor tests under specific statutes, 3:18

INDEPENDENT CONTRACTORS —Cont'd

Sample agreement, 3:17 Setting up independent contractor relationship, 3:16

Unemployment compensation, 17:8

INFLICTION OF EMOTIONAL DISTRESS

Insurance coverage for employment claims, 20:42
Intentional infliction, 1:45, 13:12

Negligent infliction, 13:13

INJUNCTIONS

Noncompete clause, breach of, 15:14 Tort and contract claims, 13:16

INSPECTION AND INSPECTORS

OSHA. See Occupational Safety and Health

INSURANCE COVERAGE FOR EMPLOYMENT CLAIMS

Generally, 20:1 et seq.

Assault and battery claims, 20:46

Automobile insurance, 20:22

Breach of contract claims, 20:43

Coverage analysis, 20:1-20:3

Defamation claims, 20:41

Directors and officers, coverage for wrongful acts, 20:26

Discrimination claims, 20:44

Duty to defend, 20:3

Emotional distress claims, 20:42

Employer's liability insurance, 20:23

Excess liability insurance, 20:24

Invasion of privacy claims, 20:47

Liability insurance

Generally, 20:11-20:14

Exclusions, 20:14

ISO CGL, 20:12

Words and phrases, 20:13

Workers' compensation and employer's liability insurance, 20:23

Litigation regarding coverage, 20:3 Management of covered claims, 20:3

Personal lines insurance, 20:31

Privacy, invasion of, 20:45

INSURANCE COVERAGE FOR **EMPLOYMENT CLAIMS**

—Cont'd

Property insurance, 20:21 Recommended steps in coverage analysis, 20:2

Rules of policy interpretation, 20:1

Settlement issues, 20:3

Specialty coverages/EPLI, 20:25

Umbrella insurance, 20:24

Wrongful acts coverage, directors and officers, 20:26

Wrongful discharge claims, 20:43 Wrongful interference claims, 20:47

INTENTIONAL INFLICTION OF **EMOTIONAL DISTRESS**

Employment, limitations on discharge, 13:12

INTERVIEWS

Co-worker presence at disciplinary interview, 1:35

Employment, applicant screening, 1:13

INVESTIGATIONS AND **INVESTIGATORS**

See Employment

JURISDICTION

OSHA. See Occupational Safety and Health

JURY AND JURY TRIAL

Leave of absence for jury service, 6:33

LAWFUL CONSUMABLE PRODUCTS ACT

Generally, 2:32

LAYOFFS

WARN Act. See Plant Closings

LEAVES OF ABSENCE

Generally, 6:30 et seq. Bone marrow donations, 6:31 Civil air patrol, 6:35

Elections, leaves related to, 6:30 Family and medical leave. See Family and Medical Leave

Jury service, 6:33

LEAVES OF ABSENCE—Cont'd

Medical leave. See Family and Medical Leave Military leaves, 6:40, 6:41 Organ donation, 6:32

Sick and safe leave ordinances

Generally, 6:21

Challenges to, 6:22

Voting and elections, 6:30

LIMITATION OF ACTIONS

Personnel data, record retention, 4:46 Public sector employees, Section 1983 actions, 14:16 Section 1983 actions, 14:16 Whistleblower claims, 13:26

LOYALTY, DUTY OF

Generally, 15:31 Misconduct by employee, 15:33 Unfair competition, 15:32

MARITAL STATUS

Employment discrimination, 11:12

MEDICAL CANNABIS

Minnesota Drug and Alcohol Testing in Workplace Act, 2:14

MEDICAL EXAMINATIONS

Applicants for employment, 1:18 Current employees, 1:32

MILITARY LEAVES OF ABSENCE

Generally, 6:40 Family members of mobilized

military members, 6:41

MINIMUM WAGES

See Fair Labor Standards Act

MINNESOTA DRUG AND ALCOHOL TESTING IN THE WORKPLACE ACT

See Employment

MINNESOTA FAIR LABOR STANDARDS ACT

Child labor standards, 5:68

Coverage, 5:12

Exemptions, 5:20

Wage and hour enforcement proceedings, 5:54

MINNESOTA FAIR LABOR STANDARDS ACT—Cont'd

Working time, 5:26

MINNESOTA FALSE CLAIMS ACT

Generally, 13:31

MINNESOTA GOVERNMENT DATA PRACTICES ACT

Generally, 4:21

Complaint data, 4:24

Constitutionality, 4:33

Data access by nonemployees, 4:30

Data under act, 4:22

Defamation, 4:32

Disciplinary action data, 4:25

Employee rights, 4:28

Enforcement, 4:31

Harassment data, 4:26

Nonemployees, data access, 4:30

Open Meeting Law, 4:27

Public personnel data, 4:23

Tennessen Warning, 4:29

MINNESOTA HUMAN RIGHTS ACT

Generally, 10:10 et seq.

Covered entities, 10:11, 10:13

Disability discrimination, 12:8

Drug and alcohol testing, 2:44

Enforcement procedures, 10:15

Exclusivity of state law claims, 18:21

Exemptions from coverage, 10:13

Gender identity and sexual orientation, 11:15

Preclusion of claims, 10:16

Prohibited acts, 10:12

Protected groups, 10:10

Race discrimination, generally, 11:3

Religious discrimination, 11:19

Remedies, 10:14

Settlements and releases, 19:3

Sexual orientation and gender

identity, 11:15

Status of worker, tests for determining, 3:9

MINNESOTA PARENTING LEAVE LAW

Family and medical leave, 6:17

MINNESOTA PERSONNEL RECORDS STATUTE

Generally, 4:11

MINNESOTA WAGE THEFT ACT

Generally, 4:2

MOTIVE

Mixed motives, civil rights and discrimination, 10:22

NATIONAL LABOR RELATIONS ACT

Preemption. See Preemption

Status of worker, tests for determining, 3:14

NATIONAL ORIGIN DISCRIMINATION

Employment, 11:30

NEGLIGENCE

See Employment

NONCOMPETE CLAUSES

See Employment Contracts

NUISANCE

OSHA, employee rights and protection, 8:95

OCCUPATIONAL SAFETY AND HEALTH

Generally, 8:1 et seq.

Abatement

Failure to abate citations, 8:59

Petition for modification of abatement date, 8:29

Accompaniment right for inspections, 8:45

Advance notice of inspection, prohibition, 8:36

Appeal and review

Post-inspection procedures, 8:86

Variances, 8:28

Applicable statutes and rules, 8:4

AWAIR Act, 8:24

Challenges to warrants, 8:43

Citations

Generally, 8:51 et seq.

Construction manager responsibility, 8:63

OCCUPATIONAL SAFETY AND	OCCUPATIONAL SAFETY AND
HEALTH—Cont'd	HEALTH—Cont'd
Citations—Cont'd	Employee rights and protections
Contractor responsibility, 8:61,	—Cont'd
8:62	Protected activity, 8:93
Defenses to citations, 8:54	Public nuisance, 8:95
Failure to abate citations, 8:59	Remedies, 8:94
General duty clause, 8:53	Evidence, collection in inspection,
Multi-employer workplace	8:46
responsibility, 8:60	Exceptions to warrant requirement,
Principals, responsibility of, 8:64	8:42
Repeated citations, 8:57	Federal OSHA
Serious, nonserious and de minimis citations, 8:58	Generally, 8:3
	Preemption, 8:12
Specific standards, violations of, 8:52	General contractor responsibility, 8:61
Types of violations, 8:55	General duty clause
Willful violations, 8:56	Generally, 8:22
Collection of evidence at inspection,	Citations, 8:53
8:46 Construction managers, responsibility	Hazardous work refusal, 8:91
Construction managers, responsibility of, 8:63	Hearings in contested cases, 8:85
Contested case	Incident reporting, 8:30
Appeals, 8:86	Inspection and inspectors Generally, 8:44
Employee rights, 8:84	Accompaniment right, 8:45
Hearings, 8:85	Administrative search warrants,
Informal conferences, 8:82	8:41-8:43
Notice of contest, 8:81	Advance notice prohibition, 8:36
Contractor responsibility, 8:61, 8:62	Collection of evidence, 8:46
COVID-19 guidance, 8:96	Presentment of credentials, 8:45
Credentials, presentment at inspec-	Programmed inspections, 8:35
tion, 8:45	Trade secrets protection, 8:47
Criminal penalties, 8:73	Types and scheduling, 8:33
De minimis citations, 8:58	Unprogrammed inspections, 8:34
Defenses to citations, 8:54	Jurisdiction
Discrimination	Preemption, 8:12
Generally, 8:92	Scope, 8:11
Protected activity, 8:93	Modification of abatement date, peti-
Remedies, 8:94	tion for, 8:29
Egregious violations, 8:72	Multi-employer workplace
Employee Right to Know Standards,	responsibility, 8:60
8:23	Nonserious citations, 8:58
Employee rights and protections	Notice of contest, 8:81
Generally, 8:91-8:96	Organization of MN OSHA, 8:2
COVID-19 guidance, 8:96	Penalties
Discrimination law, 8:92	Civil penalties, 8:71
Hazardous work refusal, 8:91	Criminal penalties, 8:73
Post-inspection procedures, 8:84	Egregious violations, 8:72

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Permanent variances, 8:26

Post-inspection procedures

Generally, 8:81-8:86

Contested hearings, 8:85

Employee rights, 8:84

Informal conferences, 8:82

Notice of contest, 8:81

Settlements, 8:82

Preemption, 8:12

Presentment of credentials at inspection, 8:45

Principals, responsibility of, 8:64

Programmed inspections, 8:35

Protected activity, employee rights, 8:93

Public nuisances, 8:95

Recordkeeping requirements, 8:31

Regulatory structure, 8:1

Relationship of state and federal laws, 8:3

Remedies, employee rights and protection, 8:94

Repeated citations, 8:57

Reporting incidents to OSHA, 8:30

Scheduling inspections, 8:33

Search warrants

Generally, 8:41

Challenges to warrants, 8:43

Exceptions to warrant requirement, 8:42

Serious, nonserious and de minimis citations, 8:58

Settlements, 8:83

Standards

Generally, 8:21 et seq.

Abatement date, petition for modification, 8:29

AWAIR Act, 8:24

Employee-right-to-know standards, 8:23

General duty clause, 8:22

Incident reporting, 8:30

Recordkeeping requirements, 8:31

Statutes and rules, applicable, 8:4

Subcontractor responsibility, 8:62

Temporary variances, 8:27

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Trade secrets, 8:47

Types of violations, 8:55

Unprogrammed inspections, 8:34

Variances from standards

Generally, 8:25

Appeal rights, 8:28

Permanent variances, 8:26

Temporary variances, 8:27

Warrants. Search warrants, above

Willful violations, 8:56

OFFICERS

Insurance coverage for wrongful acts, 20:26

OPEN MEETING LAW

Government data protection and open meetings, 4:27

ORAL CONTRACTS

Limitations on discharge, 13:3

ORGAN DONATION

Leave of absence, 6:32

OSHA

See Occupational Safety and Health

OVERTIME

See Fair Labor Standards Act

PAYMENT

Wages, payment of. See Compensation and Salaries

PERSONAL LINES INSURANCE

Employment claims, 20:31

PERSONNEL MANUALS AND DOCUMENTS

Acknowledgment of receipt of handbook, sample, 13:37 Limitations on discharge, 13:2

PERSONNEL RECORDS

Generally. See Employment

Public sector employees. See Minnesota Government Data Practices Act

PLANT CLOSINGS

Generally, 16:1 et seq.

PLANT CLOSINGS—Cont'd **PRIVACY** Minnesota plant closing law, 16:10 Common law limitations on invasion WARN Act of privacy, 1:42 Discharge, limitations on, 13:15 Generally, 16:2 et seq. Insurance coverage for employment Affected employees, 16:5 claims, 20:45 Covered employers, 16:3 COVID-19, 16:9 Personal matters, constitutional privacy interest in avoiding Enforcement, 16:8 disclosure, 1:36 Excluded actions, 16:7 Public sector drug testing and Fourth Mass layoffs, 16:4 Amendment, 2:2 Notice requirements, 16:6 PRIVILEGE OR IMMUNITY POLYGRAPH TESTS AND Defamation immunity, discharge of **EVIDENCE** public sector employee, 14:56 Employment, applicants for, 1:17 Eleventh amendment immunity, dis-**PREEMPTION** charge of public sector Generally, 18:1 et seq. employee, 14:21 Employee Retirement Income Secu-Section 1983 immunity, discharge of rity Act public sector employee, 14:18 Generally, 18:9-18:11 PROMISSORY ESTOPPEL Limitations on ERISA preemption, Employment contracts, 13:4 Test for ERISA preemption, 18:10 PROPERTY INSURANCE Employment discrimination, preemp-Employment claims, 20:21 tion by federal statutes, 18:12 National Labor Relations Act PUBLIC SECTOR EMPLOYMENT Generally, 18:2-18:8 Generally, 14:1 et seq. Garmon preemption, 18:3 See also, Minnesota Government Machinists preemption, 18:4 **Data Practices Act** Section 301 preemption Anti-discrimination and common law Generally, 18:5 limitations on discharge claims generally not preempted, Generally, 14:51 18:8 Certiorari, review by, 14:52 claims generally preempted, Immunity from tort liability 18:7 Generally, 14:53 test for, 18:6 Common law official immunity, Occupational safety and health, 8:12 14:55 Defamation immunity, 14:56 PREGNANCY AND CHILDBIRTH Governmental immunity, 14:54 Gender discrimination, 11:7 Attorneys' fees, Section 1983 claims, Leave of absence, 6:15 14:20 Pregnancy Discrimination Act of Burden of proof, equal protection 1978, 6:15 claims, 14:13 PRESUMPTIONS AND BURDEN Certiorari review of discharge, 14:52 OF PROOF Civil Service Act, 14:31 Public sector employees, burden of Common law. Anti-discrimination

proof for equal protection

claims, 14:13

and common law limitations.

above

PUBLIC SECTOR EMPLOYMENT PUBLIC SECTOR EMPLOYMENT —Cont'd —Cont'd Constitutional limitations on dis-Due process. Constitutional limitacharge tions on discharge, above Generally, 14:2 et seq. Equal protection. Constitutional limitations on discharge, above Due process First Amendment rights, 14:3-14:5 Generally, 14:6-14:9.50 Forum for Section 1983 claims, Liberty interests, 14:8 14:15 Procedural due process, 14:9 **Immunity** Property interests, 14:7 Anti-discrimination and common Substantive due process, 14:9.50 law limitations, above Eleventh Amendment immunity, Eleventh Amendment, 14:21 14:21 Section 1983, 14:19 Equal protection Labor Relations Act, 14:31 Generally, 14:10-14:13 Liberty interests under Fourteenth Burden of proof, 14:13 Amendment, 14:8 Employee's case, 14:11 Personnel records. See Minnesota Employer's case, 14:12 Government Data Practices Act First Amendment rights, 14:3-14:5 Political patronage under First Free speech, 14:4 Amendment, 14:5 Liberty interests, 14:8 Procedural due process, 14:9 Political patronage under First Property interests, 14:7 Amendment, 14:5 Public school teachers, limitations on Procedural due process, 14:9 discharge Property interests, 14:7 Generally, 14:38 Section 1983 claims Continuing Contract Act, 14:39 Generally, 14:14-14:20 Teacher Tenure Act, 14:40 Attorneys' fees, 14:20 Remedies under Section 1983, 14:19 Forum, 14:15 Section 1983. Constitutional limita-Immunity from suit, 14:18 tions on discharge, above Persons subject to suit, 14:17 State law limitations on discharge Remedies, 14:19 Generally, 14:31-14:40 Statute of limitations, 14:16 Civil Service Act, 14:31 State action, 14:2 Labor Relations Act, 14:31 Substantive due process, 14:9.50 Public school teachers, above Continuing Contract Act, 14:39 Veterans. See Veterans Preference Data practices. See Minnesota Act Government Data Practices Act Statute of limitations, Section 1983 Defamation immunity, 14:56 claims, 14:16 Discharge, limitations on Substantive due process, 14:9.50 Anti-discrimination and common Teachers. Public school teachers, law limitations, above above Constitutional limitations, above Veterans. See Veterans Preference State law limitations, below Act Drug and alcohol testing, public sec-RACE DISCRIMINATION tor testing and Fourth Amend-

Generally, 11:2

ment, 2:2

RACE DISCRIMINATION—Cont'd

See also Civil Rights and Discrimination; Title VII

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Minnesota Human Rights Act, generally, 11:3

Section 1981 claims, 11:4

RECONSIDERATION

Unemployment compensation determination, 17:25

RECORD RETENTION

Generally, 4:41-4:46 Personnel records. See Employment

RELEASE OR DISCHARGE

Employment-related settlements and releases. See Employment, this index

ERISA, release of claims, 7:34

RELIGION AND RELIGIOUS SOCIETIES

Liability of religious employer to third parties, 9:21

RELIGIOUS DISCRIMINATION

Generally, 11:18 et seq. Defenses, 11:23

Disparate treatment and disparate impact, 11:22

Minnesota Human Rights Act, 11:19 Reasonable accommodation, 11:21 Title VII, 11:20

REMEDIES

Minnesota Human Rights Act, 10:14 Noncompete clause, breach of, 15:13-15:15

Occupational safety and health, employee rights, 8:94 Whistleblower claims, 13:27

RES JUDICATA

Generally, 18:41-18:45

Administrative agency proceedings, successive, 18:44

Discrimination claims, 18:45 Teacher termination decisions, 18:42

RES JUDICATA—Cont'd

Unemployment insurance decisions, 18:43

RESPONDEAT SUPERIOR

Generally, 9:2

RETIREMENT AND PENSIONS

Early retirement, ending employment relationship, 16:17

ERISA. See Employee Retirement Income Security Act

Mandatory retirement

Age Discrimination in Employment Act, 16:15, 16:16
Prohibition, 16:14-16:16

SALESPERSONS

Fair Labor Standards Act, exemption for outside salespersons, 5:16

SCHOOLTEACHERS

Continuing Contract Act, 14:39

Discharge or demotion, state law limitations, 14:38-14:40

Res judicata and collateral estoppel, teacher termination decisions, 18:42

Teacher Tenure Act, 14:40

SCREENING

Applicant screening. See Employment

SEARCHES AND SEIZURES

Employees, 1:33

OSHA, administrative search warrants, 8:41-8:43

SECTION 1983

See Public Sector Employment

SEX DISCRIMINATION

See Gender Discrimination

SEXUAL HARASSMENT

Generally, 11:9

Sample policies, 11:32

SEXUAL ORIENTATION

Employment discrimination, 11:14-11:16

Minnesota Human Rights Act, 11:15 Title VII, 11:14, 11:16

SICK AND SAFE LEAVES

Generally, 6:21 Challenges to, 6:22

SICK OR INJURED CHILD CARE LEAVE

Generally, 6:18

SOCIAL SECURITY

Employer use of Social Security numbers, 4:12

STATE ACTION

Public sector employees, limitations on discharge, 14:2

STATUTES OF LIMITATION

See Limitation of Actions

SUBCONTRACTORS

OSHA, subcontractor responsibility, 8:62

SUPERVISION

Employer negligence, 9:14

TAX CUTS AND JOBS ACT OF 2017

Deductibility of settlements under, 19:26

TAXATION

Employment-related claims, tax consequences. See Employment, this index

ERISA, tax penalties and liability, 7:29

TERMINATION OF EMPLOYMENT

Continuation of benefits COBRA, 16:21 HIPAA, 16:22

Limitations on discharge. See Employment

Model Employee Termination Act, 13:36

Whistleblower claims. See Whistleblowers

TESTS AND SCIENTIFIC EVIDENCE

Genetic screening, preemployment, 1:20

TESTS AND SCIENTIFIC EVIDENCE—Cont'd

Integrity tests, preemployment, 1:19 Personality tests, preemployment, 1:19

Polygraph tests, preemployment, 1:17

THIRD PERSONS

Employer liability to third persons. See Employment

TIPS

Minimum wage requirements, tip credit, 5:33

TITLE VII OF CIVIL RIGHTS ACT OF 1964

Generally, 10:2 et seq. Civil Rights Act of 1991, 10:7 Covered entities, 10:3

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Enforcement procedures, 10:5 Gender identity, 11:14, 11:16

Prohibited acts, 10:4

Protected groups, 10:2 Race discrimination, generally, 11:3

Religious discrimination, 11:20

Remedies, 10:6

Sexual orientation, 11:14, 11:16

TORTS

Defamation, 13:10, 14:56

Emotional distress

Intentional infliction, 13:12

Negligent infliction, 13:13

Fraud and misrepresentation, 13:14 Limitations on discharge, 13:10 et seq.

Privacy, invasion of, 13:15

Tax consequences, recoveries for tort claims, 19:18

Tortious interference with contract, 13:11

TRADE SECRETS

Defend Trade Secrets Act of 2016, 15:28

Employer claims, 15:21-15:26 Misappropriation, 15:25

TRADE SECRETS—Cont'd Noncompete clauses, 15:22 Occupational safety and health, 8:47

Remedies, 15:26 Uniform Trade Secrets Act, 15:23-15:26

TRAINING

Fair Labor Standards Act, exemption for trainees, 5:17

TRANSPORTATION

Drug and alcohol testing for transportation workers, 2:52

UMBRELLA INSURANCE

Employment claims, 20:24

UNEMPLOYMENT COMPENSATION

Generally, 17:1 et seq.

Actively seeking work, 17:12

Aggravated misconduct, 17:19

Amounts, 17:3

Appeal and review

Contesting department's determi-

nation, below

Timeline, 17:23

Unemployment law judge, appeal to, 17:24

Benefits

Determinations, 17:2, 17:3

Process of benefit determination,

Contesting department's determination

Generally, 17:23-17:27

Judicial review, 17:26

Other proceedings, impact of unemployment compensation hearing, 17:27

Reconsideration, request for, 17:25 Timeline for appeal, 17:23

Unemployment law judge, appeal to, 17:24

Coordination with other payments, 17:30

Covered employment

Generally, 17:6-17:8

Employees and independent contractors, 17:8

UNEMPLOYMENT COMPENSATION—Cont'd

Covered employment—Cont'd

Positions of non-covered employment, 17:7

Disqualification from benefits

Generally, 17:16-17:20

Aggravated misconduct, 17:19

Good cause attributable to employer, 17:17

Misconduct, 17:18, 17:19

Other disqualification issues, 17:20

Voluntary quit, 17:17

Eligibility

Generally, 17:11-17:13

Actively seeking employment, 17:12

Claimants not eligible, 17:13

Independent contractors, 17:8

Judicial review, 17:26

Misconduct, 17:18, 17:19

Noncovered employment, 17:7

Offsetting other payments against benefits, 17:30

Other payments, coordination with, 17:30

Other proceedings, impact of unemployment compensation hearing, 17:27

Reconsideration, request for, 17:25

Res judicata and collateral estoppel, 18:43

Timeline for appeal, 17:23

Unemployment law judge, appeal to, 17:24

Voluntary quit/good cause attributable to employer, 17:17

UNFAIR COMPETITION

Duty of loyalty, breach of, 15:32

UNIFORM TRADE SECRETS ACT

Generally, 15:23-15:26

VARIANCES

See Occupational Safety and Health

VETERANS PREFERENCE ACT

Generally, 14:32-14:37

Covered employees, 14:34

VETERANS PREFERENCE ACT —Cont'd

Covered employers, 14:33
Procedures for removal from office, 14:37
Removal from office, 14:35, 14:37
Substantive standard for removal, 14:36

VICARIOUS LIABILITY

Employee conduct, 9:2, 9:3

WAGE AND HOUR LAWS

FLSA. See Fair Labor Standards Act Payment of wages. See Compensation and Salaries

WAGE THEFT ACT

Generally, 4:2

WARN ACT

See Plant Closings

WARRANTS

OSHA, administrative search warrants, 8:41-8:43

WHISTLEBLOWERS

Generally, 13:20 et seq.
Defenses, 13:25
Federal laws, 13:32
Minnesota False Claims Act, 13:31
Minnesota Notice of Termination
Law
Generally, 13:21
Additional employer obligations, 13:28
Procedural issues, 13:23

WHISTLEBLOWERS—Cont'd

Public policy exception, termination of employment, 13:20 Remedies, 13:27 Retaliation, 13:20 et seq. Statute of limitations, 13:26 Statutory exclusivity, 13:22 Substantive issues, 13:24

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT

See WARN Act

WORKERS' COMPENSATION Assault exception to exclusivity,

18:25
Exclusivity
Generally, 18:22 et seq.
Assault exception, 18:25
Gross negligence exception, 18:24
Intentional tort exception, 18:23
Statutory claims, exclusivity and, 18:26

Gross negligence exception to
exclusivity, 18:24
Insurance coverage, 20:23
Intentional tort exception to exclusivity, 18:23
Status as worker, tests for determining, 3:7

WRONGFUL DISCHARGE

Insurance coverage, 20:43

WRONGFUL INTERFERENCE

Insurance coverage for employment claims, 20:47

Index

ADMINISTRATIVE LAW

Res judicata and collateral estoppel, successive agency proceedings, 18:44

ADVERTISING

Job advertisements, 1:12

AFFIRMATIVE ACTION

Generally, 10:31 et seq. Class actions and employment, 10:40 Plan requirements under state and federal law, 10:36

Reference guides
State and federal statutes, 10:35
Written plan requirements under state and federal law, 10:36

Sample affirmative action plan, 10:37 State and federal statutes, 10:35

AFTER-ACQUIRED EVIDENCE

Employee misconduct. See Employment

AGE DISCRIMINATION

Generally, 11:26 et seq.

Age Discrimination in Employment Act

Generally, 11:28

Ending employment relationship and ban on mandatory retirement, 16:15, 16:16

Remedies, 11:29

Settlements and releases, ADEA requirements, 19:4

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Minnesota Human Rights Act and related state laws, 11:27

Retirement and pensions

Early retirement programs, 16:17 Ending employment relationship and prohibition on mandatory retirement, 16:14-16:16

ALCOHOL

Lawful Consumable Products Act, 2:32

ALCOHOL TESTING

Drug and alcohol testing. See Employment

AMERICANS WITH DISABILITIES ACT

Drug and alcohol testing, 2:43 Family and medical leaves, 6:16

ANATOMICAL GIFTS

Bone marrow donors, leave of absence, 6:31

APPELLATE REVIEW

OSHA. See Occupational Safety and Health

Unemployment compensation. See Unemployment Compensation

APPLICANTS AND APPLICATIONS

Screening applicants for employment. See Employment

ARBITRATION AND AWARD

Collective bargaining agreement, preclusive effect of arbitration under, 18:32

Document production, 18:37

Due process issues, agreements to arbitrate statutory claims, 18:34

ERISA, enforceability of arbitration provisions, 7:27

Exclusivity and arbitration agreements

Generally, 18:31 et seq.

Collective bargaining agreements, preclusive effect of arbitration, 18:32

Document production, 18:37

ARBITRATION AND AWARD —Cont'd

Exclusivity and arbitration agreements—Cont'd

Statutory claims, agreements to arbitrate

Generally, 18:33

Due process issues, 18:34

Statutory claims, agreements to arbitrate, 18:33, 18:34

ASSAULT AND BATTERY

Insurance coverage for employment claims, 20:46

Workers' compensation, assault exception to exclusivity, 18:25

ATTORNEY-CLIENT PRIVILEGE

ERISA, benefit plans and privilege, 7:32

ATTORNEYS' FEES

ERISA, fee awards under, 7:33 Public sector employees, Section 1983 claim, 14:20 Tort claims, 13:16

AUTOMOBILE INSURANCE

Insurance coverage for employment claims, 20:22

BONA FIDE OCCUPATIONAL QUALIFICATION

Defense to disparate treatment claim, 10:23

BONE MARROW TRANSPLANTS

Leave of absence, 6:31

CERTIORARI

Public sector employees, review of discharge, 14:52

CHILD LABOR STANDARDS

Generally, 5:61 et seq.
FLSA enforcement, 5:67
FLSA exemptions, 5:66
FLSA minimum age standards
Generally, 5:62
Eighteen-year minimum age, 5:63
Fourteen-year minimum age, 5:65
Sixteen-year minimum age, 5:64

CHILD LABOR STANDARDS —Cont'd

Minnesota Child Labor Standards Act, 5:68

CHOICE OF FORUM

Generally, 18:1 et seq.
Arbitration agreements, exclusivity
and. See Arbitration and Award
Federal preemption. See Preemption
Minnesota Human Rights Act, 18:21
Workers' compensation. See Workers' Compensation

CITATIONS

See Occupational Safety and Health

CIVIL AIR PATROL

Leaves of absence, 6:35

CIVIL RIGHTS ACT OF 1991

Generally, 10:7

CIVIL RIGHTS AND DISCRIMINATION

Generally, 10:1 et seq. See also, Minnesota Human Rights Act; Title VII of the Civil Rights Act of 1964

Affirmative action. See Affirmative Action

Age discrimination. See Age Discrimination

Bona fide occupational qualification, 10:23

Business necessity defense, 10:25 Civil Rights Act of 1991, 10:7

Classes protected under antidiscrimination statutes, 11:1 et

Comparison of state and federal statutes, 10:35

Disability discrimination. See Disability Discrimination

Disparate treatment and disparate impact

Generally, 10:20 et seq.

Bona fide occupational qualification, 10:23

Business necessity defense, 10:25 Claims and defenses, 10:20

CIVIL RIGHTS AND DISCRIMINATION—Cont'd Disparate treatment and disparate impact—Cont'd Conflict between disparate treatment and disparate impact, 10:26 Defenses generally, 10:20 bona fide occupational qualification, 10:23 business necessity, 10:25 Disparate impact, generally, 10:24 McDonnell Douglas test, 10:21 Mixed motive, 10:22 Religious discrimination, 11:22 Family status, 11:13 Gender discrimination. See Gender Discrimination Gender identity, 11:14-11:16 Insurance coverage for employment claims, 20:44 Marital status, 11:12 Mixed motives, 10:22 National origin discrimination, 11:30 Offensive behavior, sample policies, 11:32 OSHA discrimination laws, 8:92-8:94 Preemption by federal statutes, 18:12 Proof constructs. Disparate treatment and disparate impact, above Protected classes under antidiscrimination statutes, 11:1 et Public sector employees, limitations on discharge. See Public Sector **Employment** Race discrimination. See Race Discrimination Res judicata and collateral estoppel, discrimination claims, 18:45 Sample policies, sexual harassment and offensive behavior, 11:32 Section 1983 claims. See Public Sector Employment Sex discrimination. See Gender

Discrimination

Sexual orientation. See Sexual Orientation, this index

CIVIL RIGHTS AND DISCRIMINATION—Cont'd

Tax consequences of employment claims, 19:19 Title VII. See Title VII of Civil Rights Act of 1964

CLASS ACTIONS OR PROCEEDINGS

Affirmative action and employment, 10:40

COBRA

Health benefit plan continuation, 16:21

COLLATERAL ESTOPPEL

Generally, 18:41 et seq.
Administrative agency proceedings, successive, 18:44
Discrimination claims, 18:45
Teacher termination decisions, 18:42
Unemployment compensation, 18:43

COMPENSATION AND SALARIES

Generally, 5:1 et seq. See also Fair Labor Standards Act; Minnesota Fair Labor Standards Act

Current employees, payment of wages, 5:71
Deductions from wages, 5:73

Federal and state legislation

Generally, 5:1

Relationship between, 5:2

FLSA. See Fair Labor Standards Act; Minnesota Fair Labor Standards Act

Minimum wages. See Fair Labor Standards Act

Minnesota wage notice, 5:75

Overtime compensation. See Fair Labor Standards Act

Payment

Generally, 5:71 et seq. Current employees, 5:71 Deductions from wages, 5:73 Minnesota wage notice, 5:75 Terminating employees, 5:72 Wage disclosure protection, 5:74

COMPENSATION AND SALARIES —Cont'd

Terminating employees, payment of wages, 5:72

Wage disclosure protection, 5:74

COMPROMISE AND SETTLEMENT

Employment-related settlements and releases, generally. See Employment, this index

ERISA, settlement agreements, 7:34 OSHA settlements, 8:83

COMPUTERS

Fair Labor Standards Act, exemption for computer employees, 5:15

CONSIDERATION

Noncompete clause, 15:10

CONSTITUTIONAL LAW

Employees, privacy interests in avoiding disclosure of personal matters, 1:36

Public sector employees. See Public Sector Employment

CONTRACTORS

OSHA, general contractor responsibility, 8:61

CONTRACTS AND AGREEMENTS

Breach of contract claims, insurance coverage, 20:43

Employment contracts. See Employment Contracts

Noncompete clauses. See Employment Contracts

Tortious interference with contract, limitations on discharge of employee, 13:11

COVID-19

Families First Coronavirus Response Act, 6:12

Medical inquiries and tests, 12:30 OSHA guidance, 8:96 WARN Act, 16:9

CREDIT

Employment, applicant for, screening credit records, 1:16

CRIMINAL BACKGROUND CHECKS

Employment, applicant screening, 1:15

CRIMINAL PENALTIES

ERISA, 7:28 OSHA, 8:73

DAMAGES

Noncompete clause, breach of, 15:15

DATA PRACTICES

See Minnesota Government Data Practices Act

DEFAMATION

Common law limitations, 1:44

Discharge, limitations on, 13:10

Government Data Practices Act, 4:32

Immunity, discharge of public sector employee, 14:56

Insurance coverage for employment claims, 20:41

Public sector employees, defamation immunity, 14:56

DESTRUCTION OF EVIDENCE

Employment records, document destruction and potential litigation, 4:44

DIRECTORS

Insurance coverage for wrongful acts, 20:26

DISABILITY DISCRIMINATION

Generally, 12:1 et seq.

Accommodation. Reasonable accommodation requirement, below

Causation, proving, 12:17

Covered entities, 12:2

COVID-19 pandemic, medical inquiries and tests, 12:30

Defenses

Accommodation claims, undue hardship, 12:21

Discrimination claims, 12:16

Disclosure of use of medical information, 12:29

Drug and alcohol testing, 2:42-2:44

DISABILITY DISCRIMINATION —Cont'd

Employees, medical inquiries and examinations, 12:27

Enforcement, 12:35

Exclusions, 12:9

Health plan benefits, 12:33

Maintenance of medical information on applicants and employees, 12:28

Major life activities, physical or mental impairment that limits, 12:4

Medical inquiries and information COVID-19 pandemic, inquiries and tests, 12:30

Disclosure of use of medical information, 12:29

Employee inquiries and examinations, 12:27

Maintaining medical information on applicants and employees, 12:28

Pre-employment inquiries and examinations, 12:26

Minnesota Human Rights Act, 12:8 Other related state laws, 12:34

Physical or mental impairment Individuals with record of, 12:5

Major life activities, limiting, 12:4

Pre-employment

Medical inquiries and examinations, 12:26

Tests, 12:25

Prohibited discrimination

Generally, 12:15

Employer defenses, 12:16

Proving causation, 12:17

Protected individuals, 12:3 et seq.

Qualified individuals, 12:7

Reasonable accommodation requirement

Generally, 12:20

Undue hardship defense, 12:21

Record of physical or mental impairment, 12:5

Regarded as having physical or mental impairment, 12:6

Remedies, 12:35

DISABILITY DISCRIMINATION

—Cont'd

Undue hardship defense, 12:21

DISCIPLINARY INTERVIEW

Co-worker presence, 1:35

DISCOVERY

Personnel records, electronic discovery rules, 4:45

DISPARATE TREATMENT AND DISPARATE IMPACT

See Civil Rights and Discrimination

DOMESTIC VIOLENCE AND ABUSE

Leave of absence relating to, 6:36

DRUG AND ALCOHOL TESTING

Commercial drivers license holders, mandatory testing, 2:54

Employee testing. See Employment Transportation workers, mandatory testing, 2:52

DRUG FREE WORKPLACE ACT OF 1988

Generally, 2:53

DUE PROCESS OF LAW

Arbitration of statutory claims, due process issues, 18:34

Public sector employees, limitations on discharge. See Public Sector Employment

DUTY OF LOYALTY

See Loyalty, Duty of

EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)

Generally, 7:1 et seq.

Arbitration provisions, enforceability, 7:27

Attorney-client privilege, 7:32

Attorneys' fee awards, 7:33

Background, 7:2

Civil liability and penalties, 7:26

COBRA coverage, 7:11

Criminal penalties, 7:28

EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)—Cont'd Domestic partners, employer-

provided benefits, 7:14

Duties and obligations, 7:20 et seq.

Employee benefit plans, 7:9 et seq.

Enactment, 7:2

Federal preemption, 18:9-18:11

Fiduciary duties and obligations, 7:21-7:23

Governmental reporting obligations, 7:17

HIPAA, 7:12

Jurisdictional scope, 7:6

Organization, 7:3

Pension plans, 7:13

Plan sponsor, duties and obligations, 7:20

Policy, 7:2

Preemption of state law, 18:9-18:11

Release of claims, 7:34

Reporting and disclosure obligations, 7:16, 7:17

Same-sex spouses, employerprovided benefits, 7:14

Settlement agreements, 7:34

Sponsor of plan, duties and obligations, 7:20

Status as worker, tests for determining, 3:13

Tax penalties and liability, 7:29

Welfare benefit plans, 7:10

Written disclosures to plan participants, 7:16

EMPLOYMENT

Advertisements for jobs, 1:12

Affirmative action. See Affirmative Action

After-acquired evidence of misconduct. Employee misconduct, below

Age. See Age Discrimination Alcohol

Drug and alcohol testing, below Lawful Consumable Products Act, 2:32

EMPLOYMENT—Cont'd

Americans with Disabilities Act

Drug and alcohol testing, 2:43

Family and medical leaves, 6:16

Applicant screening

Generally, 1:1 et seq.

Advertisements for jobs, 1:12

Common law limitations, below

Credit records, 1:16

Criminal records, 1:15

Disability discrimination, preemployment tests and inquiries, 12:25 et seq.

Drug and alcohol testing

flow chart, 2:18

sample policy, 2:20

Immigration records, 1:21

Limitations, generally, 1:11

Medical examinations, 1:18

Personality tests, 1:19

Polygraphs, 1:17

Reasons to screen, 1:1

References, 1:14

Arbitration agreements, exclusivity and. See Arbitration and Award

Attorney fees

Tax consequences of employment claims, payments to attorneys, 19:21

Tort and contract claims, 13:16

At-will employment

Generally, 13:1

Disclaimer, sample provisions, 13:38

Limitations on discharge, below

Pay policies, other, sample policy, 13:39

PTO, sample policy, 13:39

State and federal laws limiting doctrine, 13:40

Vacation, sample policy, 13:39

Benefits, continuation of

COBRA, 16:21

HIPAA, 16:22

Bone marrow donors, leave of absence, 6:31

Choice of forum. See Choice of Forum

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Civil Air Patrol service, leave for, Defining employment relationship 6.35—Cont'd Civil rights. See Civil Rights and Categories of relationships, rela-Discrimination; Title VII tive merits, 3:2 COBRA, continuation of benefits. Employer status, 3:19 16:21 Status of worker, tests for Collateral estoppel. Res judicata and determining, below collateral estoppel, below Disability discrimination. See Dis-Common law limitations on screenability Discrimination ing and investigations Discharge Generally, 1:41-1:45 Limitations on discharge, below Defamation, 1:44 Public sector employees. See Public Sector Employment False imprisonment, 1:43 Intentional infliction of emotional Disciplinary proceedings distress, 1:45 Co-worker presence at disciplinary Invasion of privacy, 1:42 interview, 1:35 Compensation. See Compensation Government Data Practices Act, and Salaries final disciplinary action, 4:25 Constitutional privacy interest in Discrimination avoiding disclosure of personal See also Civil Rights and matters, 1:36 Discrimination; Title VII Contracts Federal statutes and tests for Noncompete clauses. See Employdetermining worker status, ment Contracts Tax consequences, recoveries for Tax consequences, recoveries for discrimination claims, 19:19 contract claims, 19:17 Co-workers, presence at disciplinary Domestic abuse, leaves of absence interview, 1:35 relating to, 6:36 Drug and alcohol testing Current employees Medical examinations, 1:32 Generally, 2:1 et seq. Privacy interests, 1:36 Americans with Disabilities Act, 2:43 Searches, 1:33 Disability discrimination statutes, Specific inquiries regarding, limi-2:42-2:44 tations on, 1:31-1:36 Disciplinary actions, 2:15 Surveillance and monitoring, 1:34 Dissemination of test results, 2:16 Damages, effect of after-acquired evidence of misconduct, 1:54 Flow charts, applicant and employee testing, 2:18, 2:19 Data practices. See Minnesota Government Data Practices Act Job applicants, 2:18, 2:20 Minnesota Drug and Alcohol Test-Defamation ing in Workplace Act, below Common law limitations on screening and investigations, Minnesota Human Rights Act, 2:44 Public sector testing and Fourth Discharge, limitations on, 13:10 Amendment, 2:2 Government Data Practices Act, Reliability and fairness safeguards, 4:32 2:13 Defining employment relationship Remedies, 2:17 Generally, 3:1 et seq. Sample policies, 2:20, 2:21

EMPLOYMENT—Cont'd

Drug and alcohol testing—Cont'd Use of test results, 2:16 Worker status, tests for determin-

worker status, tests for determining, 3:12

Drug Free Workplace Act of 1988, 2:54

Elections, leaves of absence, 6:30 Emotional distress. See Infliction of Emotional Distress

Employee misconduct

After-acquired evidence

Generally, 1:51-1:56

Competing doctrines, 1:52

Damages, effect of afteracquired evidence, 1:54

McKennon rule, 1:55, 1:56

Substantive claims, effect on, 1:53

Breach of duty of loyalty, 15:33 Unemployment compensation, 17:18, 17:19

Employee status. Status of worker, tests for determining, below

ERISA. See Employee Retirement Income Security Act (ERISA)

False imprisonment, common law limitations on screening and investigations, 1:43

Family leave. See Family and Medical Leave

FLSA. See Fair Labor Standards Act Forum. See Choice of Forum

Fraud and misrepresentation, limitations on discharge, 13:14

Gender discrimination. See Gender Discrimination

Genetic screening, preemployment, 1:20

Harassment, leaves of absence relating to, 6:36

HIPAA, continuation of benefits, 16:22

Hiring, negligent, 9:12

Human rights. See Minnesota Human Rights Act

Indemnification of employees, 9:3 Infliction of emotional distress. See Infliction of Emotional Distress

EMPLOYMENT—Cont'd

Injunctions

Breach of noncompete clause, 15:14

Limitations on discharge, tort and contract claims, 13:16

Insurance. See Insurance Coverage for Employment Claims, this index

Interference

Tort action against new employer, breach of noncompete clause, 15:16

Tortious interference with contract, 13:11

Intermittent family and medical leave, 6:6

Internet

Electronic discovery rules, 4:45 Record retention requirements, Internet applicants, 4:43

Invasion of privacy

Common law limitations, 1:42 Discharge, limitations on, 13:15

Investigations. Common law limitations on screening and investigation, above

Lawful Consumable Products Act, 2:32

Leaves of absence. See Family and Medical Leaves; Leaves of Absence

Liability insurance. See Insurance Coverage for Employment Claims, this index

Liability of employer

Negligence, below

Third parties, employer liability to, below

Limitations on discharge

Generally, 13:1 et seq.

Attorney fees, 13:16

Defamation, 13:10

Emotional distress, infliction of, 13:12, 13:13

Fraud and misrepresentation, 13:14

Good faith and fair dealing, implied covenant, 13:5

Injunctive relief, 13:16

EMPLOYMENT—Cont'd	EMPLOYMENT—Cont'd
Limitations on discharge—Cont'd	Misconduct. Employee misconduct,
Invasion of privacy, 13:15	above
Model Employee Termination Act, 13:36	Model Employee Termination Act, 13:36
Oral contracts, 13:3	National Labor Relations Act
Promissory estoppel, 13:4	Preemption. See Preemption
Public policy exception, 13:20	Tests for determining worker
Public sector employees. See Pub-	status, 3:14
lic Sector Employment	National origin discrimination, 11:30
Third-party beneficiaries, 13:6	Negligence of employer
Tort claims, 13:10 et seq.	Generally, 9:11
Tortious interference with contract,	Hiring, 9:12
13:11	Religious employers, liability to
Whistleblower claims. See	third parties, 9:21
Whistleblowers	Retention, 9:13
Written contracts, 13:2	Supervision, 9:14
Limitations on specific inquiries regarding current employees, 1:31-1:36	Noncompete clauses. See Employment Contracts
Loyalty. See Loyalty, Duty of	Notice of family and medical leave,
Medical certification, family and	6:7
medical leave, 6:8	Notice of termination law
Medical examinations	Generally, 13:21
Current employees, 1:32	Additional employer obligations, 13:28
Job applicants, 1:18	
Medical leave. See Family and Medi-	Nursing mothers, break time, 6:34 Offensive behavior, sample policies,
cal Leave	11:32
Medical marijuana, 2:14	Ordinances, sick and safe leaves
Minnesota Drug and Alcohol Testing	Generally, 6:21
in Workplace Act Generally, 2:11-2:21	Challenges to, 6:22
Disciplinary actions, 2:15	OSHA. See Occupational Safety and
Dissemination and use of test	Health
results, 2:16	Personal matters, constitutional
Flow chart, applicants and employ-	privacy interest in avoiding
ees, 2:18, 2:19	disclosure, 1:36
Medical marijuana, 2:14	Personnel records data
Permissible testing under Act, 2:12	Generally, 4:1 et seq.
Reliability and fairness safeguards, 2:13	Document destruction and potential litigation, 4:44
Remedies, 2:17	Electronic discovery rules, 4:45
Sample policies for applicants and	Internet applicants, 4:43
employees, 2:20, 2:21	Minnesota personnel records stat-
Test results, dissemination and use,	ute, 4:11
2:16	Minnesota Wage Theft Act, 4:2
Minnesota Human Rights Act. See	Private employment
Minnesota Human Rights Act	Minnesota personnel records
Minnesota Wage Theft Act, 4:2	statute, 4:11

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Personnel records data—Cont'd Retention Private employment—Cont'd Negligent retention of employee, Social Security numbers, 9:13 employer use, 4:12 Record retention. Personnel Public sector employees. See Minrecords data, above nesota Government Data School conferences and activities. Practices Act leave for, 6:18 Record retention Screening. Applicant screening, Generally, 4:41-4:46 above Document destruction and Settlements and releases potential litigation, 4:44 Generally, 19:1 et seq. Electronic discovery rules, 4:45 Age Discrimination in Employ-Internet applicants, 4:43 ment Act, 19:4 Mandatory requirements, 4:42 Knowing and voluntary action, Statutes of limitation, 4:46 19:2 Minnesota Human Rights Act Social Security numbers, employer use, 4:12 claims, 19:3 Reference guide to release of Statutes of limitation, record retenclaims, 19:7 tion, 4:46 Sample separation agreement and Polygraph testing, applicants for release with rescission proviemployment, 1:17 sions, 19:8 Preemployment tests. Applicant Statutory claims, additional restricscreening, above tions on release of, 19:5 Privacy. See Privacy Tax consequences of employment Public sector employment. See Public claims, below Sector Employment Tax Cuts and Jobs Act of 2017, Race discrimination. See Race deductibility of settlements Discrimination under, 19:26 Releases. Settlements and releases, Unexecuted releases as evidence, below 19:6 Religion Sex discrimination. See Gender Discrimination. See Religious Discrimination Discrimination Sexual harassment Religious employers, liability to Generally, 11:9 third parties, 9:21 Sample policies, 11:32 Remedies Sexual orientation. See Sexual Drug and alcohol testing, 2:17 Orientation Noncompete clauses, 15:13-15:15 Sick and safe leaves Res judicata and collateral estoppel Generally, 6:21 Generally, 18:41 et seq. Challenges to, 6:22 Discrimination claims, 18:45 Sick or injured child care leave, 6:18 Successive administrative agency Status as employer, 3:19 proceedings, 18:44 Status of worker, tests for determin-Teacher termination decisions, 18:42 ing Generally, 3:3 et seq. Unemployment compensation decisions, 18:43 Common law test, 3:4 Respondeat superior, 9:2 Drug and alcohol testing, 3:12

EMPLOYMENT—Cont'd EMPLOYMENT—Cont'd Status of worker, tests for determin-Tests and testing—Cont'd Genetic screening, preemploying—Cont'd Employee Retirement Income ment, 1:20 Security Act, 3:13 Integrity and personality tests, pre-Fair Labor Standards Acts, 3:10 employment, 1:19 Family and Medical Leave Act. Polygraph tests for applicants, 1:17 3.11 Third parties, employer liability to Federal discrimination statutes, 3:8 Generally, 9:1 et seq. Minnesota Human Rights Act, 3:9 Employee conduct, generally, 9:1 National Labor Relations Act, 3:14 Indemnification of employee, 9:3 Specific statutes, 3:5 et seq. Negligence, above State statutes defining worker Religious employer liability, 9:21 status for specific industries, Respondeat superior, 9:2 3:15 Vicarious liability, 9:2-9:3 Tax codes, 3:6 Third-party beneficiaries, limitations Workers' Compensation Act, 3:7 on discharge, 13:6 Statute of limitations, record reten-Title VII. See Title VII of Civil tion, 4:46 Rights Act Supervision of employee, negligent, Tort claims 9:14 Limitations on discharge, 13:10 et Surveillance and monitoring current employees, 1:34 Tax consequences, 19:18 Tax codes, tests for determining Trade secrets. See Trade Secrets worker status, 3:6 Unemployment benefits. See Tax consequences of employment **Unemployment Compensation** claims Unfair competition, breach of duty of Generally, 19:15 et seq. loyalty, 15:32 Apportioning settlement amounts, Vicarious liability and respondeat 19:20 superior, 9:2, 9:3 Attorneys, payments to, 19:21 Wage Theft Act, 4:2 Basic principles, 19:16 Whistleblower claims. See Contract claims, 19:17 Whistleblowers Discrimination claims, 19:19 EMPLOYMENT CONTRACTS Reference guide, 19:25 Tax Cuts and Jobs Act of 2017. Confidential information, protection deductibility of claims, 19:26 of. 15:6 Tort claims, 19:18 Consideration for noncompete clause, 15:10 Tax Cuts and Jobs Act of 2017, deductibility of settlements Damages, breach of noncompete under, 19:26 clause, 15:15 Tennessen warning under MGDPA, Discharge, limitations on, 13:2 et seq. 4:29 Fair dealing, implied covenant, 13:5 Termination Good faith, implied covenant, 13:5 Limitations on discharge, above Good will, protection of, 15:5 Model Employee Termination Act, Injunctive relief, breach of 13:36 noncompete clause, 15:14 Tests and testing Limitations on discharge, contracts Drug and alcohol testing, above and quasi-contracts, 13:2 et seq.

EMPLOYMENT CONTRACTS

-Cont'd

Noncompete clauses

Generally, 15:1 et seq.

Bennett test, 15:3

Business interests which justify enforcement

Generally, 15:4

Confidential information, protecting, 15:6

Good will, protecting, 15:5

Confidential information, protecting, 15:6

Consideration, 15:10

Damages, 15:15

Disfavor, 15:2

Enforceability, 15:12

Geographic restrictions under reasonableness test, 15:9

Good will, protection of, 15:5

Injunctive relief, 15:14

Interference tort action against new employer, 15:16

Modification of unenforceable clause, 15:11

New employer, interference tort action against, 15:16

Reasonableness test

Generally, 15:7

Nature and character of employment, 15:8

Time and geographic restrictions, 15:9

Remedies, 15:13-15:15

Time and geographic restrictions under reasonableness test, 15:9

Oral contracts, 13:3

Personnel manuals and documents, 13:2

Promissory estoppel, 13:4

Trade secrets, protection of, 15:22

EQUAL PROTECTION

Public sector employees, limitations on discharge. See Public Sector Employment

ERISA

See Employee Retirement Income Security Act (ERISA)

EXCESS LIABILITY INSURANCE

Employment claims, 20:24

EXCLUSIVITY

Arbitration agreements and exclusivity. See Arbitration and Award

Choice of forum. See Choice of Forum

Minnesota Human Rights Act, exclusivity of state law claims, 18:21

Workers' compensation. See Workers' Compensation

FAIR LABOR STANDARDS ACT

Generally, 5:11 et seq.

Child labor. See Child Labor Standards

Compensable working time, 5:24

Computer employees exemption, 5:15

Coverage, 5:11

Exemptions from coverage, generally, 5:13

Living wages, 5:34

Minimum wage requirements

Generally, 5:31-5:34

Living wages, 5:34

Noncash payments, 5:32

Tip credit, 5:33

Working time for minimum wage and overtime purposes, below

Minnesota FLSA. See Minnesota Fair Labor Standards Act

Miscellaneous exemptions, 5:18, 5:19

Noncash payments, 5:32

Noncompensable working time, 5:25

Outside salesperson exemption, 5:16

Overtime pay requirements

Generally, 5:41-5:43

Alternative overtime pay arrangements, 5:43

Regular rate of pay, 5:42

Working time for minimum wage and overtime purposes, below

Principal activities, 5:23

FAIR LABOR STANDARDS ACT —Cont'd

Recordkeeping requirements, 5:52 Status as worker, tests for determining, 3:10

Tip credit, 5:33

Trainee exemption, 5:17

Wage and hour enforcement

Generally, 5:51

Proceedings, 5:53

Recordkeeping requirements, 5:52

White collar exemptions, 5:14

Working time for minimum wage and overtime purposes

Generally, 5:22-5:26

Compensable working time, 5:24 Noncompensable working time,

5:25

Principal activities, 5:23

FALSE CLAIMS

Minnesota False Claims Act, 13:31

FALSE IMPRISONMENT

Common law limitations on screening and investigations, 1:43

FAMILY AND MEDICAL LEAVE

Generally, 6:1 et seq.

Americans with Disabilities Act, 6:16 Comparison of state and federal law

Medical and family care leaves, 6:20

Parental leave, 6:19

Coronavirus, Families First Response Act, 6:12

Covered employers, 6:5

Eligible employees, 6:4

Employer obligations, 6:9, 6:11

Enforcement, 6:10

Families First Coronavirus Response Act, 6:12

Family and Medical Leave Act, generally, 6:2 et seq.

Intermittent leave, 6:6

Medical certification, 6:8

Military, relatives of mobilized members, 6:41

Minnesota parenting leave law, 6:17 Notice requirements, 6:7

FAMILY AND MEDICAL LEAVE —Cont'd

Other laws and employer obligations, effect on, 6:11

Parenting leave law, 6:17

Pregnancy Discrimination Act of 1978, 6:15

Purposes for which leave provided, 6:3

School conferences and activities, leave for, 6:18

Sick or injured child care leave, 6:18 Status as worker, tests for determining, 3:11

FAMILY STATUS

Employment discrimination, 11:13

FEDERAL PREEMPTION

See Preemption

FOURTEENTH AMENDMENT

Public sector employees, limitations on discharge., 14:6-14:9.50

FREE SPEECH

Public sector employees, limitations on discharge, 14:3-14:5

GENDER DISCRIMINATION

Generally, 11:6 et seq.

Bona fide occupational qualification defense, 10:23

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Equal pay for equal work, 11:8

Pregnancy and childbirth, 11:7

Sexual harassment, 11:9, 11:32

GENDER IDENTITY

Minnesota Human Rights Act, 11:15 Title VII, 11:14, 11:16

GENETIC TESTS AND SCREENING

Employment, applicants for, 1:20

GOOD FAITH AND FAIR DEALING

Employment, implied covenant, 13:5

GOOD WILL

Noncompete clauses, protection of good will, 15:5

GOVERNMENT DATA PRACTICES

See Minnesota Government Data Practices Act

HARASSMENT

Government data practices, harassment data, 4:26

Leaves of absence relating to, 6:36 Sample policies, 11:32

Sexual harassment, 11:9

HEALTH AND SANITATION

See Occupational Safety and Health

HEALTH BENEFIT PLANS FOR EMPLOYEES

Disability discrimination, 12:33

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPAA)

Generally, 16:22

HEARINGS

OSHA, contested case hearings, 8:85

HIRING

Negligent hiring, 9:12

HUMAN RIGHTS ACT

See Minnesota Human Rights Act

IMMIGRANTS AND IMMIGRATION

Employment, applicants for, screening immigration records, 1:21

IMMUNITY

See Privilege or Immunity

INDEMNITY AND INDEMNIFICATION

Vicarious liability for employee conduct, 9:3

INDEPENDENT CONTRACTORS

Reference guide, application of independent contractor tests under specific statutes, 3:18

INDEPENDENT CONTRACTORS —Cont'd

Sample agreement, 3:17 Setting up independent contractor relationship, 3:16

Unemployment compensation, 17:8

INFLICTION OF EMOTIONAL DISTRESS

Insurance coverage for employment claims, 20:42
Intentional infliction, 1:45, 13:12

Negligent infliction, 13:13

INJUNCTIONS

Noncompete clause, breach of, 15:14 Tort and contract claims, 13:16

INSPECTION AND INSPECTORS

OSHA. See Occupational Safety and Health

INSURANCE COVERAGE FOR EMPLOYMENT CLAIMS

Generally, 20:1 et seq.

Assault and battery claims, 20:46

Automobile insurance, 20:22

Breach of contract claims, 20:43

Coverage analysis, 20:1-20:3

Defamation claims, 20:41

Directors and officers, coverage for wrongful acts, 20:26

Discrimination claims, 20:44

Duty to defend, 20:3

Emotional distress claims, 20:42

Employer's liability insurance, 20:23

Excess liability insurance, 20:24

Invasion of privacy claims, 20:47

Liability insurance

Generally, 20:11-20:14

Exclusions, 20:14

ISO CGL, 20:12

Words and phrases, 20:13

Workers' compensation and employer's liability insurance, 20:23

Litigation regarding coverage, 20:3 Management of covered claims, 20:3

Personal lines insurance, 20:31

Privacy, invasion of, 20:45

INSURANCE COVERAGE FOR **EMPLOYMENT CLAIMS**

—Cont'd

Property insurance, 20:21 Recommended steps in coverage analysis, 20:2

Rules of policy interpretation, 20:1

Settlement issues, 20:3

Specialty coverages/EPLI, 20:25

Umbrella insurance, 20:24

Wrongful acts coverage, directors and officers, 20:26

Wrongful discharge claims, 20:43 Wrongful interference claims, 20:47

INTENTIONAL INFLICTION OF **EMOTIONAL DISTRESS**

Employment, limitations on discharge, 13:12

INTERVIEWS

Co-worker presence at disciplinary interview, 1:35

Employment, applicant screening, 1:13

INVESTIGATIONS AND **INVESTIGATORS**

See Employment

JURISDICTION

OSHA. See Occupational Safety and Health

JURY AND JURY TRIAL

Leave of absence for jury service, 6:33

LAWFUL CONSUMABLE PRODUCTS ACT

Generally, 2:32

LAYOFFS

WARN Act. See Plant Closings

LEAVES OF ABSENCE

Generally, 6:30 et seq. Bone marrow donations, 6:31 Civil air patrol, 6:35

Elections, leaves related to, 6:30 Family and medical leave. See Family and Medical Leave

Jury service, 6:33

LEAVES OF ABSENCE—Cont'd

Medical leave. See Family and Medical Leave Military leaves, 6:40, 6:41 Organ donation, 6:32

Sick and safe leave ordinances

Generally, 6:21

Challenges to, 6:22

Voting and elections, 6:30

LIMITATION OF ACTIONS

Personnel data, record retention, 4:46 Public sector employees, Section 1983 actions, 14:16 Section 1983 actions, 14:16 Whistleblower claims, 13:26

LOYALTY, DUTY OF

Generally, 15:31 Misconduct by employee, 15:33 Unfair competition, 15:32

MARITAL STATUS

Employment discrimination, 11:12

MEDICAL CANNABIS

Minnesota Drug and Alcohol Testing in Workplace Act, 2:14

MEDICAL EXAMINATIONS

Applicants for employment, 1:18 Current employees, 1:32

MILITARY LEAVES OF ABSENCE

Generally, 6:40 Family members of mobilized

military members, 6:41

MINIMUM WAGES

See Fair Labor Standards Act

MINNESOTA DRUG AND ALCOHOL TESTING IN THE WORKPLACE ACT

See Employment

MINNESOTA FAIR LABOR STANDARDS ACT

Child labor standards, 5:68

Coverage, 5:12

Exemptions, 5:20

Wage and hour enforcement proceedings, 5:54

MINNESOTA FAIR LABOR STANDARDS ACT—Cont'd

Working time, 5:26

MINNESOTA FALSE CLAIMS ACT

Generally, 13:31

MINNESOTA GOVERNMENT DATA PRACTICES ACT

Generally, 4:21

Complaint data, 4:24

Constitutionality, 4:33

Data access by nonemployees, 4:30

Data under act, 4:22

Defamation, 4:32

Disciplinary action data, 4:25

Employee rights, 4:28

Enforcement, 4:31

Harassment data, 4:26

Nonemployees, data access, 4:30

Open Meeting Law, 4:27

Public personnel data, 4:23

Tennessen Warning, 4:29

MINNESOTA HUMAN RIGHTS ACT

Generally, 10:10 et seq.

Covered entities, 10:11, 10:13

Disability discrimination, 12:8

Drug and alcohol testing, 2:44

Enforcement procedures, 10:15

Exclusivity of state law claims, 18:21

Exemptions from coverage, 10:13

Gender identity and sexual orientation, 11:15

Preclusion of claims, 10:16

Prohibited acts, 10:12

Protected groups, 10:10

Race discrimination, generally, 11:3

Religious discrimination, 11:19

Remedies, 10:14

Settlements and releases, 19:3

Sexual orientation and gender

identity, 11:15

Status of worker, tests for determining, 3:9

MINNESOTA PARENTING LEAVE LAW

Family and medical leave, 6:17

MINNESOTA PERSONNEL RECORDS STATUTE

Generally, 4:11

MINNESOTA WAGE THEFT ACT

Generally, 4:2

MOTIVE

Mixed motives, civil rights and discrimination, 10:22

NATIONAL LABOR RELATIONS ACT

Preemption. See Preemption Status of worker, tests for determin-

ing, 3:14

NATIONAL ORIGIN DISCRIMINATION

Employment, 11:30

NEGLIGENCE

See Employment

NONCOMPETE CLAUSES

See Employment Contracts

NUISANCE

OSHA, employee rights and protection, 8:95

OCCUPATIONAL SAFETY AND HEALTH

Generally, 8:1 et seq.

Abatement

Failure to abate citations, 8:59

Petition for modification of abatement date, 8:29

Accompaniment right for inspections, 8:45

Advance notice of inspection, prohibition, 8:36

Appeal and review

Post-inspection procedures, 8:86

Variances, 8:28

Applicable statutes and rules, 8:4

AWAIR Act, 8:24

Challenges to warrants, 8:43

Citations

Generally, 8:51 et seq.

Construction manager responsibility, 8:63

OCCUPATIONAL SAFETY AND	OCCUPATIONAL SAFETY AND
HEALTH—Cont'd	HEALTH—Cont'd
Citations—Cont'd	Employee rights and protections
Contractor responsibility, 8:61,	—Cont'd
8:62	Protected activity, 8:93
Defenses to citations, 8:54	Public nuisance, 8:95
Failure to abate citations, 8:59	Remedies, 8:94
General duty clause, 8:53	Evidence, collection in inspection,
Multi-employer workplace	8:46
responsibility, 8:60	Exceptions to warrant requirement,
Principals, responsibility of, 8:64	8:42
Repeated citations, 8:57	Federal OSHA
Serious, nonserious and de minimis citations, 8:58	Generally, 8:3
	Preemption, 8:12
Specific standards, violations of, 8:52	General contractor responsibility, 8:61
Types of violations, 8:55	General duty clause
Willful violations, 8:56	Generally, 8:22
Collection of evidence at inspection,	Citations, 8:53
8:46 Construction managers, responsibility	Hazardous work refusal, 8:91
Construction managers, responsibility of, 8:63	Hearings in contested cases, 8:85
Contested case	Incident reporting, 8:30
Appeals, 8:86	Inspection and inspectors Generally, 8:44
Employee rights, 8:84	Accompaniment right, 8:45
Hearings, 8:85	Administrative search warrants,
Informal conferences, 8:82	8:41-8:43
Notice of contest, 8:81	Advance notice prohibition, 8:36
Contractor responsibility, 8:61, 8:62	Collection of evidence, 8:46
COVID-19 guidance, 8:96	Presentment of credentials, 8:45
Credentials, presentment at inspec-	Programmed inspections, 8:35
tion, 8:45	Trade secrets protection, 8:47
Criminal penalties, 8:73	Types and scheduling, 8:33
De minimis citations, 8:58	Unprogrammed inspections, 8:34
Defenses to citations, 8:54	Jurisdiction
Discrimination	Preemption, 8:12
Generally, 8:92	Scope, 8:11
Protected activity, 8:93	Modification of abatement date, peti-
Remedies, 8:94	tion for, 8:29
Egregious violations, 8:72	Multi-employer workplace
Employee Right to Know Standards,	responsibility, 8:60
8:23	Nonserious citations, 8:58
Employee rights and protections	Notice of contest, 8:81
Generally, 8:91-8:96	Organization of MN OSHA, 8:2
COVID-19 guidance, 8:96	Penalties
Discrimination law, 8:92	Civil penalties, 8:71
Hazardous work refusal, 8:91	Criminal penalties, 8:73
Post-inspection procedures, 8:84	Egregious violations, 8:72

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Permanent variances, 8:26

Post-inspection procedures

Generally, 8:81-8:86

Contested hearings, 8:85

Employee rights, 8:84

Informal conferences, 8:82

Notice of contest, 8:81

Settlements, 8:82

Preemption, 8:12

Presentment of credentials at inspection, 8:45

Principals, responsibility of, 8:64

Programmed inspections, 8:35

Protected activity, employee rights, 8:93

Public nuisances, 8:95

Recordkeeping requirements, 8:31

Regulatory structure, 8:1

Relationship of state and federal laws, 8:3

Remedies, employee rights and protection, 8:94

Repeated citations, 8:57

Reporting incidents to OSHA, 8:30

Scheduling inspections, 8:33

Search warrants

Generally, 8:41

Challenges to warrants, 8:43

Exceptions to warrant requirement, 8:42

Serious, nonserious and de minimis citations, 8:58

Settlements, 8:83

Standards

Generally, 8:21 et seq.

Abatement date, petition for modification, 8:29

AWAIR Act, 8:24

Employee-right-to-know standards, 8:23

General duty clause, 8:22

Incident reporting, 8:30

Recordkeeping requirements, 8:31

Statutes and rules, applicable, 8:4

Subcontractor responsibility, 8:62

Temporary variances, 8:27

OCCUPATIONAL SAFETY AND HEALTH—Cont'd

Trade secrets, 8:47

Types of violations, 8:55

Unprogrammed inspections, 8:34

Variances from standards

Generally, 8:25

Appeal rights, 8:28

Permanent variances, 8:26

Temporary variances, 8:27

Warrants. Search warrants, above

Willful violations, 8:56

OFFICERS

Insurance coverage for wrongful acts, 20:26

OPEN MEETING LAW

Government data protection and open meetings, 4:27

ORAL CONTRACTS

Limitations on discharge, 13:3

ORGAN DONATION

Leave of absence, 6:32

OSHA

See Occupational Safety and Health

OVERTIME

See Fair Labor Standards Act

PAYMENT

Wages, payment of. See Compensation and Salaries

PERSONAL LINES INSURANCE

Employment claims, 20:31

PERSONNEL MANUALS AND DOCUMENTS

Acknowledgment of receipt of handbook, sample, 13:37

Limitations on discharge, 13:2

PERSONNEL RECORDS

Generally. See Employment

Public sector employees. See Minnesota Government Data Practices Act

PLANT CLOSINGS

Generally, 16:1 et seq.

PLANT CLOSINGS—Cont'd **PRIVACY** Minnesota plant closing law, 16:10 Common law limitations on invasion WARN Act of privacy, 1:42 Discharge, limitations on, 13:15 Generally, 16:2 et seq. Insurance coverage for employment Affected employees, 16:5 claims, 20:45 Covered employers, 16:3 COVID-19, 16:9 Personal matters, constitutional privacy interest in avoiding Enforcement, 16:8 disclosure, 1:36 Excluded actions, 16:7 Public sector drug testing and Fourth Mass layoffs, 16:4 Amendment, 2:2 Notice requirements, 16:6 PRIVILEGE OR IMMUNITY POLYGRAPH TESTS AND Defamation immunity, discharge of **EVIDENCE** public sector employee, 14:56 Employment, applicants for, 1:17 Eleventh amendment immunity, dis-**PREEMPTION** charge of public sector Generally, 18:1 et seq. employee, 14:21 Employee Retirement Income Secu-Section 1983 immunity, discharge of rity Act public sector employee, 14:18 Generally, 18:9-18:11 PROMISSORY ESTOPPEL Limitations on ERISA preemption, Employment contracts, 13:4 Test for ERISA preemption, 18:10 PROPERTY INSURANCE Employment discrimination, preemp-Employment claims, 20:21 tion by federal statutes, 18:12 National Labor Relations Act PUBLIC SECTOR EMPLOYMENT Generally, 18:2-18:8 Generally, 14:1 et seq. Garmon preemption, 18:3 See also, Minnesota Government Machinists preemption, 18:4 **Data Practices Act** Section 301 preemption Anti-discrimination and common law Generally, 18:5 limitations on discharge claims generally not preempted, Generally, 14:51 18:8 Certiorari, review by, 14:52 claims generally preempted, Immunity from tort liability 18:7 Generally, 14:53 test for, 18:6 Common law official immunity, Occupational safety and health, 8:12 14:55 Defamation immunity, 14:56 PREGNANCY AND CHILDBIRTH Governmental immunity, 14:54 Gender discrimination, 11:7 Attorneys' fees, Section 1983 claims, Leave of absence, 6:15 14:20 Pregnancy Discrimination Act of Burden of proof, equal protection 1978, 6:15 claims, 14:13 PRESUMPTIONS AND BURDEN Certiorari review of discharge, 14:52 OF PROOF Civil Service Act, 14:31 Public sector employees, burden of Common law. Anti-discrimination

proof for equal protection

claims, 14:13

and common law limitations.

above

PUBLIC SECTOR EMPLOYMENT PUBLIC SECTOR EMPLOYMENT —Cont'd —Cont'd Constitutional limitations on dis-Due process. Constitutional limitacharge tions on discharge, above Generally, 14:2 et seq. Equal protection. Constitutional limitations on discharge, above Due process First Amendment rights, 14:3-14:5 Generally, 14:6-14:9.50 Forum for Section 1983 claims, Liberty interests, 14:8 14:15 Procedural due process, 14:9 **Immunity** Property interests, 14:7 Anti-discrimination and common Substantive due process, 14:9.50 law limitations, above Eleventh Amendment immunity, Eleventh Amendment, 14:21 14:21 Section 1983, 14:19 Equal protection Labor Relations Act, 14:31 Generally, 14:10-14:13 Liberty interests under Fourteenth Burden of proof, 14:13 Amendment, 14:8 Employee's case, 14:11 Personnel records. See Minnesota Employer's case, 14:12 Government Data Practices Act First Amendment rights, 14:3-14:5 Political patronage under First Free speech, 14:4 Amendment, 14:5 Liberty interests, 14:8 Procedural due process, 14:9 Political patronage under First Property interests, 14:7 Amendment, 14:5 Public school teachers, limitations on Procedural due process, 14:9 discharge Property interests, 14:7 Generally, 14:38 Section 1983 claims Continuing Contract Act, 14:39 Generally, 14:14-14:20 Teacher Tenure Act, 14:40 Attorneys' fees, 14:20 Remedies under Section 1983, 14:19 Forum, 14:15 Section 1983. Constitutional limita-Immunity from suit, 14:18 tions on discharge, above Persons subject to suit, 14:17 State law limitations on discharge Remedies, 14:19 Generally, 14:31-14:40 Statute of limitations, 14:16 Civil Service Act, 14:31 State action, 14:2 Labor Relations Act, 14:31 Substantive due process, 14:9.50 Public school teachers, above Continuing Contract Act, 14:39 Veterans. See Veterans Preference Data practices. See Minnesota Act Government Data Practices Act Statute of limitations, Section 1983 Defamation immunity, 14:56 claims, 14:16 Discharge, limitations on Substantive due process, 14:9.50 Anti-discrimination and common Teachers. Public school teachers, law limitations, above above Constitutional limitations, above Veterans. See Veterans Preference State law limitations, below Act Drug and alcohol testing, public sec-RACE DISCRIMINATION tor testing and Fourth Amend-

Generally, 11:2

ment, 2:2

RACE DISCRIMINATION—Cont'd

See also Civil Rights and Discrimination; Title VII

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Minnesota Human Rights Act, generally, 11:3

Section 1981 claims, 11:4

RECONSIDERATION

Unemployment compensation determination, 17:25

RECORD RETENTION

Generally, 4:41-4:46 Personnel records. See Employment

RELEASE OR DISCHARGE

Employment-related settlements and releases. See Employment, this index

ERISA, release of claims, 7:34

RELIGION AND RELIGIOUS SOCIETIES

Liability of religious employer to third parties, 9:21

RELIGIOUS DISCRIMINATION

Generally, 11:18 et seq. Defenses, 11:23

Disparate treatment and disparate impact, 11:22

Minnesota Human Rights Act, 11:19 Reasonable accommodation, 11:21 Title VII, 11:20

REMEDIES

Minnesota Human Rights Act, 10:14 Noncompete clause, breach of, 15:13-15:15

Occupational safety and health, employee rights, 8:94 Whistleblower claims, 13:27

RES JUDICATA

Generally, 18:41-18:45

Administrative agency proceedings, successive, 18:44

Discrimination claims, 18:45 Teacher termination decisions, 18:42

RES JUDICATA—Cont'd

Unemployment insurance decisions, 18:43

RESPONDEAT SUPERIOR

Generally, 9:2

RETIREMENT AND PENSIONS

Early retirement, ending employment relationship, 16:17

ERISA. See Employee Retirement Income Security Act

Mandatory retirement

Age Discrimination in Employment Act, 16:15, 16:16
Prohibition, 16:14-16:16

SALESPERSONS

Fair Labor Standards Act, exemption for outside salespersons, 5:16

SCHOOLTEACHERS

Continuing Contract Act, 14:39

Discharge or demotion, state law limitations, 14:38-14:40

Res judicata and collateral estoppel, teacher termination decisions, 18:42

Teacher Tenure Act, 14:40

SCREENING

Applicant screening. See Employment

SEARCHES AND SEIZURES

Employees, 1:33

OSHA, administrative search warrants, 8:41-8:43

SECTION 1983

See Public Sector Employment

SEX DISCRIMINATION

See Gender Discrimination

SEXUAL HARASSMENT

Generally, 11:9

Sample policies, 11:32

SEXUAL ORIENTATION

Employment discrimination, 11:14-11:16

Minnesota Human Rights Act, 11:15 Title VII, 11:14, 11:16

SICK AND SAFE LEAVES

Generally, 6:21 Challenges to, 6:22

SICK OR INJURED CHILD CARE LEAVE

Generally, 6:18

SOCIAL SECURITY

Employer use of Social Security numbers, 4:12

STATE ACTION

Public sector employees, limitations on discharge, 14:2

STATUTES OF LIMITATION

See Limitation of Actions

SUBCONTRACTORS

OSHA, subcontractor responsibility, 8:62

SUPERVISION

Employer negligence, 9:14

TAX CUTS AND JOBS ACT OF 2017

Deductibility of settlements under, 19:26

TAXATION

Employment-related claims, tax consequences. See Employment, this index

ERISA, tax penalties and liability, 7:29

TERMINATION OF EMPLOYMENT

Continuation of benefits COBRA, 16:21 HIPAA, 16:22

Limitations on discharge. See Employment

Model Employee Termination Act, 13:36

Whistleblower claims. See Whistleblowers

TESTS AND SCIENTIFIC EVIDENCE

Genetic screening, preemployment, 1:20

TESTS AND SCIENTIFIC EVIDENCE—Cont'd

Integrity tests, preemployment, 1:19 Personality tests, preemployment, 1:19

Polygraph tests, preemployment, 1:17

THIRD PERSONS

Employer liability to third persons. See Employment

TIPS

Minimum wage requirements, tip credit, 5:33

TITLE VII OF CIVIL RIGHTS ACT OF 1964

Generally, 10:2 et seq. Civil Rights Act of 1991, 10:7 Covered entities, 10:3

Disparate treatment and disparate impact. See Civil Rights and Discrimination

Enforcement procedures, 10:5 Gender identity, 11:14, 11:16

Prohibited acts, 10:4

Protected groups, 10:2 Race discrimination, generally, 11:3

Religious discrimination, 11:20

Remedies, 10:6

Sexual orientation, 11:14, 11:16

TORTS

Defamation, 13:10, 14:56

Emotional distress

Intentional infliction, 13:12

Negligent infliction, 13:13 Fraud and misrepresentation, 13:14

Limitations on discharge, 13:10 et seq.

Privacy, invasion of, 13:15

Tax consequences, recoveries for tort claims, 19:18

Tortious interference with contract, 13:11

TRADE SECRETS

Defend Trade Secrets Act of 2016, 15:28

Employer claims, 15:21-15:26 Misappropriation, 15:25

TRADE SECRETS—Cont'd Noncompete clauses, 15:22 Occupational safety and health, 8:47

Remedies, 15:26 Uniform Trade Secrets Act, 15:23-15:26

TRAINING

Fair Labor Standards Act, exemption for trainees, 5:17

TRANSPORTATION

Drug and alcohol testing for transportation workers, 2:52

UMBRELLA INSURANCE

Employment claims, 20:24

UNEMPLOYMENT COMPENSATION

Generally, 17:1 et seq.

Actively seeking work, 17:12

Aggravated misconduct, 17:19

Amounts, 17:3

Appeal and review

Contesting department's determi-

nation, below

Timeline, 17:23

Unemployment law judge, appeal to, 17:24

Benefits

Determinations, 17:2, 17:3

Process of benefit determination,

Contesting department's determination

Generally, 17:23-17:27

Judicial review, 17:26

Other proceedings, impact of unemployment compensation hearing, 17:27

Reconsideration, request for, 17:25 Timeline for appeal, 17:23

Unemployment law judge, appeal to, 17:24

Coordination with other payments, 17:30

Covered employment

Generally, 17:6-17:8

Employees and independent contractors, 17:8

UNEMPLOYMENT COMPENSATION—Cont'd

Covered employment—Cont'd

Positions of non-covered employment, 17:7

Disqualification from benefits

Generally, 17:16-17:20

Aggravated misconduct, 17:19

Good cause attributable to employer, 17:17

Misconduct, 17:18, 17:19

Other disqualification issues, 17:20

Voluntary quit, 17:17

Eligibility

Generally, 17:11-17:13

Actively seeking employment, 17:12

Claimants not eligible, 17:13

Independent contractors, 17:8

Judicial review, 17:26

Misconduct, 17:18, 17:19

Noncovered employment, 17:7

Offsetting other payments against benefits, 17:30

Other payments, coordination with,

17:30
Other proceedings, impact of

unemployment compensation hearing, 17:27

Reconsideration, request for, 17:25 Res judicata and collateral estoppel, 18:43

Timeline for appeal, 17:23

Unemployment law judge, appeal to, 17:24

Voluntary quit/good cause attributable to employer, 17:17

UNFAIR COMPETITION

Duty of loyalty, breach of, 15:32

UNIFORM TRADE SECRETS ACT

Generally, 15:23-15:26

VARIANCES

See Occupational Safety and Health

VETERANS PREFERENCE ACT

Generally, 14:32-14:37

Covered employees, 14:34

VETERANS PREFERENCE ACT —Cont'd

Covered employers, 14:33
Procedures for removal from office, 14:37
Removal from office, 14:35, 14:37
Substantive standard for removal, 14:36

VICARIOUS LIABILITY

Employee conduct, 9:2, 9:3

WAGE AND HOUR LAWS

FLSA. See Fair Labor Standards Act Payment of wages. See Compensation and Salaries

WAGE THEFT ACT

Generally, 4:2

WARN ACT

See Plant Closings

WARRANTS

OSHA, administrative search warrants, 8:41-8:43

WHISTLEBLOWERS

Generally, 13:20 et seq.
Defenses, 13:25
Federal laws, 13:32
Minnesota False Claims Act, 13:31
Minnesota Notice of Termination
Law
Generally, 13:21
Additional employer obligations, 13:28
Procedural issues, 13:23

WHISTLEBLOWERS—Cont'd

Public policy exception, termination of employment, 13:20 Remedies, 13:27 Retaliation, 13:20 et seq. Statute of limitations, 13:26 Statutory exclusivity, 13:22 Substantive issues, 13:24

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT

See WARN Act

WORKERS' COMPENSATION Assault exception to exclusivity,

18:25
Exclusivity
Generally, 18:22 et seq.
Assault exception, 18:25
Gross negligence exception, 18:24
Intentional tort exception, 18:23
Statutory claims, exclusivity and, 18:26

Gross negligence exception to
exclusivity, 18:24
Insurance coverage, 20:23
Intentional tort exception to exclusivity, 18:23
Status as worker, tests for determining, 3:7

WRONGFUL DISCHARGE

Insurance coverage, 20:43

WRONGFUL INTERFERENCE

Insurance coverage for employment claims, 20:47