

# Table of Contents

## **PART I. ESTABLISHING AND TERMINATING THE EMPLOYMENT RELATIONSHIP**

### **CHAPTER 1. ESTABLISHING THE EMPLOYMENT RELATIONSHIP**

- § 1.05 Recent cases *[New]*
- § 1.1 Employee or independent contractor?—Introduction
- § 1.2 Employee or independent contractor?—Workers' compensation test
- § 1.3 Employee or independent contractor?—Unemployment compensation and Wage & Hour law: The "ABC Test" *[Retitled]*
- § 1.5 The hiring process—Employment advertisements
- § 1.6 The hiring process—Employment applications
- § 1.8 The hiring process—Improper and permissible inquiries
- § 1.9 Drug testing—Introduction
- § 1.10 Drug testing—Public sector
- § 1.11 Drug testing—Private sector
- § 1.13 Criminal records
- § 1.17 Psychological testing
- § 1.18 Physical and intellectual ability testing
- § 1.19 HIV testing
- § 1.20 Genetic testing
- § 1.21 Cigarette smoking
- § 1.22 Employment agencies
- § 1.23 Negligent hiring
- § 1.24 Temporary labor *[New]*
- § 1.25 Form—Temporary labor assignment notification *[New]*

### **CHAPTER 2. EXPRESS AND IMPLIED EMPLOYMENT CONTRACTS**

#### **A. IN GENERAL**

- § 2.05 Recent cases *[New]*
- § 2.1 Employment-at-will
- § 2.2 Employment contracts
- § 2.3 Individual at-will employment agreements
- § 2.4 Lifetime contracts
- § 2.5 Contracts terminated for cause

**B. CREATION OF CONTRACTUAL OBLIGATIONS**

- § 2.6 Company-wide written representations
- § 2.7 Company-wide written representations—Express language of the manual
- § 2.8 Company-wide written representations—Distribution of the manual *[Retitled]*
- § 2.9 Company-wide written representations—Entire manual v. portions of a manual
- § 2.10 Modification of express and implied employment contracts—Employment obligations arising from handbooks or manuals
- § 2.11 Company-wide oral representations
- § 2.12 Covenant of good faith and fair dealing

**C. DEFENSES IN AN EXPRESS OR IMPLIED CONTRACT ACTION**

- § 2.13 Disclaimers
- § 2.14 Waivers or releases—In general
- § 2.15 Waivers or releases—Consideration
- § 2.16 Waivers or releases—Duress
- § 2.17 Waivers or releases—Ratification
- § 2.18 Exhaustion of remedies
- § 2.19 Agreements to arbitrate disputes
- § 2.20 Preclusion of remedies
- § 2.21 Statute of frauds

**D. REMEDIES**

- § 2.22 Standard contractual damages available
- § 2.23 Compensatory damages
- § 2.24 Punitive damages
- § 2.25 Emotional distress damages
- § 2.26 Specific performance of individual employment contracts
- § 2.27 Prejudgment interest

**E. SAMPLE CONTRACTS AND FORMS**

- § 2.28 Checklist—Drafting employment agreements
- § 2.29 Form—Contract of employment
- § 2.30 Form—Contract of employment—Short form
- § 2.31 Form—Contract of employment—Executive
- § 2.32 Form—Contract of employment—Physician
- § 2.32.50 Form—Contract of employment—Between physician and associate *[New]*
- § 2.33 Checklist—Disseminating employment policies
- § 2.34 Form—Contract of employment—Salesperson
- § 2.34.50 Form—Contract of employment—Overseas employment *[New]*
- § 2.35 Form—Contract of employment—Several employers *[New]*
- § 2.36 Form—Contract of employment—Real estate salesperson—With real estate broker *[New]*

TABLE OF CONTENTS

**CHAPTER 3. THE PUBLIC POLICY  
EXCEPTION TO THE EMPLOYMENT AT  
WILL DOCTRINE**

**A. IN GENERAL**

- § 3.05 Recent cases [*New*]
- § 3.1 Introduction
- § 3.2 *Pierce v. Ortho Pharmaceutical Corp.*: The public policy cause of action
- § 3.3 The sources of public policy

**B. ORDER, ALLOCATION AND BURDENS OF PROOF**

- § 3.4 In general
- § 3.5 Articulation of a legally sufficient mandate of public policy
- § 3.6 Discharge in retaliation for exercising a statutory right
- § 3.7 Discharge in violation of constitutional or common law principles
- § 3.8 Retaliation against whistleblowers
- § 3.11 Proof of causation

**C. THEORY OF RECOVERY: CONTRACT VS. TORT**

- § 3.12 In general
- § 3.13 The statute of limitations

**D. STATE LAW PREEMPTION OF WRONGFUL DISCHARGE CLAIMS**

- § 3.15 State law statutory preemption

**CHAPTER 4. NEW JERSEY LAW AGAINST DISCRIMINATION**

**A. IN GENERAL**

- § 4.05 Recent cases [*New*]
- § 4.1 Introduction
- § 4.2 Persons protected
- § 4.3 Persons regulated

**B. PROTECTED CLASSIFICATIONS**

- § 4.4 Race
- § 4.5 Creed
- § 4.6 Color
- § 4.7 National origin
- § 4.8 Ancestry
- § 4.9 Age discrimination

- § 4.10 Mandatory retirement
- § 4.11 Marital status
- § 4.11A Domestic partnership status
- § 4.11B Civil union status
- § 4.12 Affectional or sexual orientation
- § 4.13 Sex
- § 4.13A Gender identity or expression
- § 4.14 Pregnancy discrimination
- § 4.14A Breastfeeding
- § 4.15 Sexual harassment
- § 4.16 Liability for sexual harassment
- § 4.19 Atypical hereditary cellular or blood trait
- § 4.20 Genetic information and testing
- § 4.21 Liability for services in the armed forces
- § 4.22 Disability [*Retitled*]
- § 4.23 Reasonable accommodation
- § 4.24 Exceptions to disability discrimination [*Retitled*]
- § 4.25 Safety exception
- § 4.26 Displaying the American flag

### **C. PROHIBITED AND PERMITTED CONDUCT**

- § 4.27 In general
- § 4.28 Pre-employment inquiries
- § 4.29 Retaliation
- § 4.30 Aiding, abetting, inciting, compelling or coercing discrimination
- § 4.31 Constructive discharge
- § 4.32 Bona fide occupational qualifications (“BFOQS”)

### **D. REMEDIES**

- § 4.33 In general
- § 4.35 Back pay
- § 4.36 Mitigation
- § 4.37 Front pay
- § 4.38 Compensatory damages
- § 4.39 Punitive damages
- § 4.40 Attorney fees and costs

### **E. PROCEDURE**

- § 4.41 Statute of limitations—In general
- § 4.42 Statute of limitations—Continuing violation
- § 4.43 Statute of limitations—Tolling of the statute of limitations
- § 4.44 Standards of proof
- § 4.45 Standards of proof—Disparate treatment
- § 4.46 Standards of proof—Disparate impact
- § 4.47 Procedure for filing complaint
- § 4.48 Commencing actions in the DCR
- § 4.49 The DCR investigation
- § 4.50 Commencing actions in Superior Court
- § 4.51 Form—Complaint—Violation of law against discrimination—  
Retaliatory discharge

## TABLE OF CONTENTS

- § 4.52 Complaint—Violation of law against discrimination—Denial of disability benefits
- § 4.52.50 Complaint—Discrimination in employment based on race  
*[New]*
- § 4.53 Complaint—By employer—For mandatory injunction—To compel former employee to assign to former employer patent for invention conceived and perfected in course of employment
- § 4.54 Complaint—Discrimination in employment based on sex—Damages for discrimination, unlawful discharge and fraud
- § 4.55 Complaint—Allegations of employment discrimination based on medical condition and retaliation
- § 4.55.50 Complaint—Violation of Law Against Discrimination—Refusal to accommodate plaintiff's disability—Migraines  
*[New]*
- § 4.56 Compromise and settlement agreement—Age discrimination

## **CHAPTER 5. CONSCIENTIOUS EMPLOYEE PROTECTION ACT**

### **A. IN GENERAL**

- § 5.05 Recent cases *[New]*
- § 5.1 Purpose
- § 5.2 Scope

### **B. PROTECTED ACTIVITY UNDER CEPA**

- § 5.3 Protection for disclosure of employer conduct
- § 5.4 Protection for testifying or giving information to a public body
- § 5.5 Protection for objecting to or refusing to participate in illegal conduct

### **C. PRACTICE AND PROCEDURE**

- § 5.6 Practice and procedure
- § 5.7 Establishing a CEPA claim
- § 5.8 Reasonable belief of violation
- § 5.9 Clear mandate of public policy
- § 5.10 Whistleblowing activity
- § 5.11 Retaliatory or adverse employment action
- § 5.12 Causal connection between protected activity and employer action
- § 5.13 Individual liability under CEPA
- § 5.14 Remedies
- § 5.15 Effect of CEPA on rights, privileges and remedies available under other laws, regulations and agreements
- § 5.16 Complaint—By employee—For wrongful discharge in violation of Conscientious Employee Protection Act and New Jersey Law Against Discrimination
- § 5.16.50 Complaint—By employee—For wrongful discharge in violation of Conscientious Employee Protection Act—Refusal to remove asbestos *[New]*

- § 5.17 Complaint—By employee—For wrongful discharge in violation of CEPA—Employee’s information or testimony to public body regarding employer’s violation of statute or rule *[New]*
- § 5.18 Complaint—By employee—For wrongful discharge in violation of CEPA—Employee’s objection to or refusal to participate in wrongful or improper activity of employer *[New]*

## CHAPTER 6. WAGE AND HOUR LAW

### A. IN GENERAL

- § 6.05 Recent cases *[New]*
- § 6.1 In general
- § 6.2 Wages
- § 6.5 Termination of employment
- § 6.6 Withholding or diverting wages
- § 6.7 Dissemination of information to employees
- § 6.8 Agreements by employer with employee
- § 6.9 Minimum wage and overtime pay rates
- § 6.11 Pay for hours worked
- § 6.12 Retaliation
- § 6.13 Discrimination in wages based on sex
- § 6.15 Discrimination in wages based on sex—Civil suits
- § 6.15A Discrimination in wages based on sex—Notice requirement
- § 6.16 Records
- § 6.17 Inspection of records
- § 6.18 Wage and hour commission—Scope of power
- § 6.19 Wage and hour commission—Appointment of wage board
- § 6.20 Wage and hour commission—Membership of wage board
- § 6.22 Wage and hour commission—Evidence presented to wage board
- § 6.23 Wage and hour commission—Wage board decisions

### B. REMEDIES

- § 6.24 Penalties for violation of wage payment requirements (non-payment of wages)
- § 6.25 Penalties for violation of minimum wage law requirements (minimum wages, overtime and record keeping)
- § 6.26 Wage Collection Division of the Department of Labor and Workforce Development—Powers of the Commissioner *[Retitled]*
- § 6.27 Wage settlement agreements
- § 6.32 Civil suits for violation of minimum wage law
- § 6.32.50 Complaint—By employee—To recover amount of minimum wage less amount paid
- § 6.33 Statute of limitations

### C. PUBLIC WORKS

- § 6.34 Required contract provisions
- § 6.35 Record of wages paid by contractor and subcontractor

## TABLE OF CONTENTS

- § 6.36 Establishment of prevailing wage rate
- § 6.37 Authority of Commissioner
- § 6.38 Failure to pay the prevailing rate
- § 6.39 Penalties for violations
- § 6.40 Private cause of action
- § 6.41 Listing of contractors failing to pay the prevailing wage
- § 6.42 Debarment

## **D. CHILD LABOR**

- § 6.43 In general
- § 6.44 Minors under 16
- § 6.45 Minors under 18
- § 6.46 Hours worked by minors—In general
- § 6.47 Hours worked by minors—Specific occupations
- § 6.48 Records of employment, for minors
- § 6.51 Employment certificates—Parties who receive copies
- § 6.52 Employment certificates—Prerequisites
- § 6.53 Employment certificates—Contents
- § 6.56 Street trades, agricultural pursuits, and newspaper carriers
- § 6.58 Enforcement and violation

## **CHAPTER 7. THE NEW JERSEY FAMILY LEAVE ACT**

- § 7.1 In general
  - § 7.2 Employers covered
  - § 7.3 Eligible employees
  - § 7.4 Circumstances under which leave must be granted
  - § 7.5 Serious health conditions
  - § 7.6 Determining the amount and duration of qualifying leave
  - § 7.7 Intermittent and reduced leave
  - § 7.8 Use of paid leave
  - § 7.9 Employee notice requirements
  - § 7.10 Obligation to furnish medical certification
  - § 7.11 Subsequent recertifications of medical condition
  - § 7.12 Employer's duty to designate the leave as FMLA leave
  - § 7.13 The employer's notice requirements
  - § 7.14 Entitlement to benefits while on FMLA leave
  - § 7.15 Rights and duties after family or medical leave ends
  - § 7.16 Key employees
  - § 7.17 Supplemental employment while on leave
  - § 7.18 Record keeping requirements
  - § 7.19 Enforcement mechanisms
  - § 7.21 Department of Labor Forms for FMLA Leaves [*Retitled*]
- 7-A. APPENDIX OF FORMS

## **PART II. STATUTORY REGULATION OF THE EMPLOYMENT RELATIONSHIP**

### **CHAPTER 7A. MILITARY LEAVE**

- § 7A.1 In general
- § 7A.2 Employers covered
- § 7A.3 Employees covered
- § 7A.4 Reemployment rights and eligibility
- § 7A.5 Reemployment and reinstatement of benefits
- § 7A.6 Protection from discrimination
- § 7A.7 Enforcement mechanisms
- § 7A.8 Remedies

### **CHAPTER 7B. DOMESTIC/SEXUAL VIOLENCE LEAVE**

- § 7B.1 In general
- § 7B.2 Employers covered
- § 7B.3 Eligible employees
- § 7B.4 Circumstances under which leave must be granted
- § 7B.5 Use of paid leave
- § 7B.6 Employee notice requirements
- § 7B.7 Employer notice requirements
- § 7B.8 Remedies

### **CHAPTER 7C. LOCAL SICK LEAVE LAWS**

- § 7C.05 Recent cases [*New*]
- § 7C.1 Introduction
- § 7C.2 Key Provisions of Local Sick Leave Laws

### **CHAPTER 7D. NEW JERSEY PAID SICK LEAVE ACT**

- § 7D.05 Recent cases [*New*]
- § 7D.1 In general
- § 7D.2 Employers covered
- § 7D.3 Eligible employees
- § 7D.4 Circumstances under which leave must be granted
- § 7D.5 Increments of leave
- § 7D.6 Use of paid leave
- § 7D.7 Employee notice requirements
- § 7D.8 Rights and duties during and after sick leave begins
- § 7D.9 The employer's notice requirements
- § 7D.10 Record keeping requirements
- § 7D.11 Enforcement mechanisms
- § 7D.12 Remedies

TABLE OF CONTENTS

**CHAPTER 7E. THE NEW JERSEY  
COMPUTER RELATED OFFENSES ACT**

**A. IN GENERAL**

- § 7E.1 In general
- § 7E.2 Scope
- § 7E.3 Liability
- § 7E.4 Damages
- § 7E.5 Injunctive relief

**CHAPTER 8. SMOKING IN THE  
WORKPLACE**

- § 8.1 In general
- § 8.2 Regulating workplace smoking
- § 8.3 Covered employers
- § 8.4 Prohibition against tobacco—Use discrimination
- § 8.5 Sensitivity or addiction to tobacco products as a handicap under  
the New Jersey Law Against Discrimination
- § 8.6 Enforcement and other remedies

**CHAPTER 9. WORKER AND COMMUNITY  
RIGHT TO KNOW ACT**

- § 9.1 Purpose
- § 9.2 Environmental Hazardous Substance List
- § 9.3 Workplace Hazardous Substances List
- § 9.5 Rights of employees
- § 9.6 Employer obligations
- § 9.8 Trade secret claims—Procedure
- § 9.9 Trade secret claims—Adjudication
- § 9.10 Trade secret claims—Disclosure of information
- § 9.11 Trade secret claims—Penalties
- § 9.12 Retaliation
- § 9.14 Remedies
- § 9.15 Preemption
- § 9.16 Advisory council
- § 9.17 Right to Know fund

**CHAPTER 9A. WORKER ADJUSTMENT AND  
RETRAINING**

- § 9A.1 The New Jersey Warn Notification Procedures
- § 9A.2 Millville Dallas Airmotive Plant Job Loss Notification Act
- 9A-A. APPENDIX OF FORMS

**CHAPTER 10. OTHER STATUTES  
PROSCRIBING RETALIATION**

- § 10.05 Recent cases *[New]*

- § 10.1 Workers' Compensation Act
- § 10.2 Casino Control Act
- § 10.3 Informing the Ombudsman for the Institutionalized Elderly
- § 10.4 "Conscience law"—Refusing to perform abortions
- § 10.5 Farm laborers
- § 10.6 Public Employees Occupational Safety and Health Act  
*[Retitled]*
- § 10.7 Public School Safety Law
- § 10.8 Reporting child abuse
- § 10.9 Wage and hour law
- § 10.10 Jury duty
- § 10.12 Use of tobacco
- § 10.14 Employer—Sponsored meetings

## **PART III. JUDICIAL REGULATION OF THE EMPLOYMENT RELATIONSHIP**

### **CHAPTER 11. RESTRICTIVE COVENANTS**

- § 11.05 Recent cases *[New]*
- § 11.1 Common law duty of loyalty
- § 11.2 Restrictive covenants
- § 11.3 Restrictive covenants—Protectable interests
- § 11.4 Restrictive covenants—Trade secrets and proprietary  
information
- § 11.5 Restrictive covenants—Customer relationships
- § 11.6 Restrictive covenants—Other protectable information
- § 11.7 The scope of the restriction
- § 11.8 Public policy considerations
- § 11.9 Consideration
- § 11.10 Liquidated damages and other remedies *[Retitled]*
- § 11.11 The Blue Pencil Doctrine
- § 11.12 Employee confidential information and invention agreement
- § 11.13 Checklist—Matters to be considered when seeking injunction  
against violation of covenant in employment contract  
restricting competition by former employee *[New]*
- § 11.14 Restrictive agreement with independent contractor *[New]*

### **CHAPTER 12. EMPLOYMENT LAW TORTS**

- § 12.05 Recent cases *[New]*
- § 12.2 Defamation—Elements
- § 12.3 Defamation—Elements—False statement of fact
- § 12.4 Defamation—Elements—Statement must have a defamatory  
meaning
- § 12.5 Defamation—Elements—Publication
- § 12.6 Defamation—Elements—Fault
- § 12.7 Defamation—Elements—Damages
- § 12.8 Defamation—First Amendment implications
- § 12.9 Defamation—Defenses—Truth
- § 12.10 Defamation—Defenses—Absolute privilege
- § 12.11 Defamation—Defenses—Qualified privilege

TABLE OF CONTENTS

- § 12.13 Workers' Compensation Act bar to recovery for employer's negligence
- § 12.14 Workers' Compensation Act bar to recovery for employer's negligence—Exception for intentional acts
- § 12.15 Negligent infliction of emotional distress—Elements—In general
- § 12.16 Negligent infliction of emotional distress—Elements—Duty of care
- § 12.17 Negligent infliction of emotional distress—Elements—Severity of emotional distress suffered
- § 12.18 Negligent infliction of emotional distress—Defenses
- § 12.20 Intentional infliction of emotional distress—Elements—Intentional or reckless conduct
- § 12.21 Intentional infliction of emotional distress—Elements—Extreme and outrageous conduct
- § 12.22 Intentional infliction of emotional distress—Elements—Severity of emotional distress suffered
- § 12.23 Interference with contractual relations or prospective economic advantage—In general
- § 12.24 Interference with contractual relations or prospective economic advantage—Elements
- § 12.26 Interference with contractual relations or prospective economic advantage—Employment—Related cases
- § 12.27 Interference with contractual relations or prospective economic advantage—Union interference with member's employment
- § 12.28 Interference with contractual relations or prospective economic advantage—Defenses
- § 12.29 Fraud—In general
- § 12.30 Fraud—Elements—Legal fraud
- § 12.31 Fraud—Elements—Equitable fraud
- § 12.32 Fraud—Defenses
- § 12.33 Employer liability for injuries caused by employees—Respondeat superior
- § 12.34 Employer liability for injuries caused by employees—Respondeat superior—Employee must be engaged in the type of conduct for which he was hired
- § 12.36 Employer liability for injuries caused by employees—Respondeat superior—Employee's conduct must serve the employer's purposes
- § 12.38 Employer liability for injuries caused by employees—Negligent hiring/retention—Elements
- § 12.39 Employer liability for injuries caused by employees—Negligent misrepresentation
- § 12.42 Employer liability for injuries caused by employees—Negligent misrepresentation—False or inaccurate employment references
- § 12.43 Employer liability for injuries caused by employees—Liability to third parties for negligent acts of independent contractors
- § 12.44 Employer liability for injuries caused by employees—Punitive damages
- § 12.45 Complaint—By third person—Employee's negligent operation of employer's motor vehicle *[New]*

## **CHAPTER 13. PRIVACY IN THE WORKPLACE**

- § 13.05 Recent cases *[New]*
- § 13.1 Introduction
- § 13.2 Common law invasion of privacy
- § 13.3 The New Jersey Constitution—In general
- § 13.4 The New Jersey Constitution—Drug testing—Private sector
- § 13.5 The New Jersey Constitution—Drug testing—Public sector
- § 13.6 Personal information
- § 13.7 Personal information—Dissemination of personal information
- § 13.8 Personal information—Access to employee personnel files
- § 13.9 “Non-fraternization” policies and office romances
- § 13.10 Searches and surveillance
- § 13.11 Electronic monitoring
- § 13.12 Electronic monitoring—Telephone surveillance
- § 13.13 Electronic monitoring—Electronic mail
- § 13.14 Electronic monitoring—Pagers
- § 13.15 Electronic monitoring—Video surveillance
- § 13.16 Electronic monitoring—Online activity and social media  
*[Retitled]*
- § 13.16A Social Media Law
- § 13.17 Electronic monitoring—ISP account information

## **PART IV. UNION-MANAGEMENT RELATIONS**

### **CHAPTER 14. DISPUTES AND DISPUTE RESOLUTION**

- § 14.05 Recent cases *[New]*
- § 14.1 Obtaining injunctive relief during labor disputes
- § 14.3 Obtaining injunctive relief during labor disputes—Nature of activity sought to be restrained
- § 14.6 Labor-management arbitration
- § 14.7 Labor-management arbitration—Initiation of an arbitration
- § 14.8 Labor-management arbitration—Choosing an arbitrator
- § 14.9 Labor-management arbitration—Attendance of parties and witnesses at the hearing
- § 14.10 Labor-management arbitration—The award

## **PART V. EMPLOYMENT BENEFITS**

### **CHAPTER 15. UNEMPLOYMENT COMPENSATION LAW**

- § 15.05 Recent cases *[New]*
- § 15.1 Introduction
- § 15.2 Eligibility—In general
- § 15.3 Eligibility—Able to work
- § 15.4 Eligibility—Available for work

## TABLE OF CONTENTS

§ 15.5	Eligibility—Actively seeking work
§ 15.6	Disqualification—In general
§ 15.7	Disqualification—Voluntarily leaving work
§ 15.8	Disqualification—Misconduct, severe misconduct and gross misconduct <i>[Retitled]</i>
§ 15.9	Disqualification—Failure to apply for or accept suitable work
§ 15.10	Disqualification—Labor dispute
§ 15.11	Disqualification—Remuneration in lieu of notice/severance pay/continuation
§ 15.12	Disqualification—Out of state or federal benefits
§ 15.13	Disqualification—Full-time student
§ 15.14	Disqualification—Fraud
§ 15.15	Filing of claims
§ 15.16	Amount of benefits—In general
§ 15.17	Amount of benefits—Overpayment of benefits
§ 15.18	Independent contractors
§ 15.19	Exempt employment
§ 15.20	Employer obligations—Multiple state employment for same employer
§ 15.21	Employer obligations—Contributions to unemployment compensation fund
§ 15.22	Employer obligations—Record keeping
§ 15.22A	Employer obligations—Termination of employment
§ 15.23	Extended benefits
§ 15.24	Appeals—In general
§ 15.25	Appeals—Filing a request for an appeal
§ 15.27	Appeals—Discovery
§ 15.29	Appeals—Hearings
§ 15.31	Penalties
15-A.	APPENDIX OF FORMS

## **CHAPTER 16. GROUP LIFE AND HEALTH INSURANCE**

§ 16.1	Introduction
§ 16.2	Group life insurance—Scope of group coverage
§ 16.3	Group life insurance—Applicability to labor unions and trustee groups
§ 16.4	Group life insurance—Dependents
§ 16.5	Group life insurance—Standard provisions
§ 16.6	Group life insurance—Payment and investigation of claims
§ 16.7	Group life insurance—Conversion rights
§ 16.9	Group health insurance—Benefits for dependents
§ 16.10	Group health insurance—Standard provisions
§ 16.12	Group health insurance—Covered treatment
§ 16.15	Group health insurance—Small employers

## **CHAPTER 17. TEMPORARY DISABILITY BENEFITS LAW**

§ 17.1	Introduction
§ 17.2	State plan—Generally

- § 17.3 State plan—Coverage
- § 17.4 State plan—Wage requirements
- § 17.5 State plan—Average weekly wage
- § 17.6 State plan—Weekly benefit amount
- § 17.8 State plan—Non-duplication of benefits
- § 17.9 State plan—Filing of claims
- § 17.10 State plan—Medical examinations
- § 17.15 Private plans—Evidence of consent
- § 17.17 Private plans—Termination of private plan
- § 17.18 Private plans—Employer responsibility after discontinuance
- § 17.19 Private plans—Insurer liability
- § 17.20 Security required
- § 17.23 Review of denial of benefits under a private plan
- § 17.25 Penalties
- § 17.26 Record keeping requirements
- § 17.27 Taxation of benefits
- § 17.28 Family temporary disability leave benefits

17-A. APPENDIX OF FORMS

**Table of Laws and Rules**

**Table of Cases**

**Index**