

Index

ABANDONMENT

National Labor Relations Board, 7:69

ABSENCE

Labor Management Relations Act,
2:2, 6:2, 7:22, 7:24, 7:69, 14:11

ABUSE

Unfair labor practices, 2:2, 2:94,
10:31

ACCESS

Labor Management Relations Act,
7:5, 7:22, 7:69

ACKNOWLEDGMENT

Labor Management Relations Act,
7:69
National Labor Relations Board,
7:57, 7:69

ACQUIESCENCE

Unfair labor practices, 2:3

ACQUISITION

Agreements, 2:86
Amendments, 2:86, 17:79
Disability, 2:56, 17:79
Disabled employees, 2:56
Modification, 2:56, 17:79
Termination, 2:86

ACTIVE DUTY

Family and Medical Leave Act, 2:87

ADA AMENDMENTS ACT OF 2008

Americans with Disabilities Act,
2:53, 2:54, 14:23, 17:78, 17:79

ADMINISTRATION

National Labor Relations Act, 1:1,
1:3, 2:1, 2:9, 2:60, 2:92, 5:5,
5:11, 5:16, 6:17, 7:69
Railway Labor Act, 2:1, 2:92, 7:69

ADMINISTRATIVE LAW JUDGES

National Labor Relations Act, 2:2

ADMINISTRATIVE PROCEDURE ACT

Title VII, 2:29, 10:32

ADMINISTRATIVE PROCEEDINGS

Delaware, 8:30
Discovery, 2:86
Labor relations, 1:1, 2:2, 2:80, 7:34,
10:15

ADMISSIONS

Collective bargaining agreements,
15:12

ADVERSE EMPLOYMENT ACTION

Americans with Disabilities Act, 1:2,
2:30, 2:36, 2:43, 2:53, 2:54,
2:56, 2:60, 2:75, 2:77, 2:101,
2:112, 7:7, 7:19, 7:69, 9:28,
12:1, 17:74, 17:77

ADVISORY OPINIONS

Equal Employment Opportunity
Commission, 11:4

AFFIRMATIVE ACTION

Compliance, 2:29, 2:49, 2:58
Coverage, 2:29, 2:49
Discovery, 11:8, 11:11, 15:5, 15:7
Enforcement, 2:28, 2:29, 11:8
Establishment, 2:29
Evidence, 2:28, 2:29, 2:58, 11:8,
11:11
Flexibility, 8:8
Good faith, 11:8
Government contractors, 2:49
Manifest racial imbalance, 2:28
Methods of proof, 2:29
Notice, 2:29
Proof, 2:29, 8:8
Racial discrimination, 2:28
Reverse discrimination, 2:28, 2:29
Sex discrimination, 2:29

AFFIRMATIVE ACTION—Cont’d
Women, 2:26, 2:29

AFTER-ACQUIRED EVIDENCE
Employment practices, 2:5

AGE DISCRIMINATION

ADEA, 1:1 to 1:3, 2:1, 2:4, 2:5, 2:7 to 2:11, 2:13, 2:14, 2:22, 2:23, 2:38 to 2:40, 2:42 to 2:48, 2:76, 2:79, 2:102, 2:103, 5:16, 7:2, 7:3, 7:5, 7:7, 7:27, 7:28, 7:31, 7:33, 7:35, 7:36, 7:61, 7:64, 7:69 to 7:71, 8:1, 8:4, 8:5, 8:7, 8:8, 8:14, 8:17, 8:28, 8:30, 8:38, 9:15, 9:26, 9:27, 10:13, 10:17 to 10:21, 10:29, 10:33, 11:4, 11:35, 12:1, 14:13, 17:64, 17:68, 17:69, 17:71

Agencies, 1:2, 2:1, 2:3 to 2:5, 2:8, 2:11, 7:2, 7:7, 7:31, 7:33, 7:35, 7:64, 7:69, 8:8, 10:18, 10:19, 15:11

Benefits, 1:1 to 2:1, 2:3 to 2:5, 2:9, 2:38, 2:43, 2:46 to 2:48, 2:79, 2:103, 2:112, 6:15, 7:2, 7:3, 7:24, 7:27, 7:61, 7:69, 8:7, 8:8, 8:14, 8:17, 9:27, 10:33, 11:35, 11:39, 12:11, 12:23, 14:12, 14:13, 16:2, 17:69, 17:70, 17:72

Business necessity, 2:38, 2:43

Causation, 2:13, 2:14, 2:43, 2:44, 2:79, 8:5

Class actions, 2:9, 2:42, 7:61, 7:69

Comparators, 2:14, 12:1

Compensation, 1:1 to 2:3, 2:9, 2:11, 2:43, 2:46, 2:47, 2:79, 2:112, 6:15, 7:2, 7:24, 7:26, 7:33, 7:61, 7:69, 7:70, 8:4, 8:8, 8:14, 8:36, 8:38, 10:13, 10:18, 16:14, 16:17

Complaint, 1:1, 2:3, 2:9, 2:11, 2:38, 2:40, 2:41, 2:43 to 2:45, 2:76, 2:79, 2:103, 2:112, 3:11, 5:16, 6:15, 7:7, 7:24, 7:31, 7:61, 7:64, 7:69, 8:7, 8:30, 8:38, 11:4, 14:12, 14:13

Conciliation efforts, 10:17, 10:19

Consent requirements, 2:112

Constructive discharge, 1:1 to 2:3, 2:40, 2:45, 2:47, 2:76, 2:103,

AGE DISCRIMINATION—Cont’d
8:8, 10:18, 10:29, 17:68

Continuing violations, 7:64

Damages, 1:1 to 1:3, 2:3, 2:4, 2:9, 2:10, 2:13, 2:14, 2:22, 2:44, 2:46, 2:76, 2:79, 2:102, 2:103, 2:112, 5:16, 7:5, 7:26, 7:28, 7:31, 7:33, 7:35, 7:61, 7:64, 7:69 to 7:71, 8:1, 8:4, 8:5, 8:7, 8:8, 8:14, 8:17, 8:28, 8:30, 8:36, 8:38, 9:26, 10:13, 10:17, 10:33, 11:19, 11:35, 11:39, 12:11, 12:23, 14:12, 14:13, 17:69 to 17:72

Defenses, 2:9, 2:43, 9:15, 9:26, 9:27, 11:4

Discipline, 1:1, 1:2, 2:43, 2:79, 2:103, 2:112, 7:2, 7:69, 8:28, 12:1, 12:11, 14:12

Disparate impact, 2:17, 2:22, 2:43, 2:103, 7:64, 7:69

Disparate treatment, 1:2, 2:14, 2:17, 2:43, 2:44, 2:79, 7:64, 7:69, 10:29, 11:19, 11:35

Emotional and mental distress, 2:46

Employees, 1:1 to 1:3, 2:1, 2:3, 2:5, 2:7 to 2:10, 2:14, 2:17, 2:38, 2:42 to 2:48, 2:76, 2:79, 2:102, 2:103, 2:112, 3:11, 5:16, 6:15, 7:2, 7:3, 7:5, 7:7, 7:24, 7:26, 7:27, 7:31, 7:33, 7:61, 7:64, 7:69, 7:70, 8:4, 8:5, 8:7, 8:8, 8:14, 8:28, 8:30, 8:36, 9:27, 10:17 to 10:19, 10:33, 11:4, 11:19, 11:35, 11:39, 12:1, 12:11, 12:23, 14:12, 14:13, 15:11, 16:2

Employers, 1:1 to 1:3, 2:3 to 2:5, 2:9 to 2:11, 2:38, 2:43 to 2:48, 2:79, 2:103, 2:112, 3:11, 5:16, 7:2, 7:5, 7:7, 7:61, 7:64, 7:69 to 7:71, 8:1, 8:4, 8:7, 8:14, 8:28, 9:27, 10:17, 10:19, 10:20, 11:39

Equal Employment Opportunity

Commission, 1:1, 1:3, 2:1, 2:4, 2:8, 2:9, 2:11, 2:13, 2:17, 2:38 to 2:41, 2:79, 2:103, 3:11, 5:16, 7:7, 7:27, 7:31, 7:64, 7:69, 8:30, 10:17 to 10:21, 10:33, 11:4, 14:12, 14:13, 15:11, 16:14

Exhaustion of remedies, 2:1, 7:64

Federal employers, 2:44, 7:5

INDEX

AGE DISCRIMINATION—Cont'd

Federal law, 1:1, 2:8, 2:9, 2:103, 2:112, 7:64, 7:69
Foreign employers, 7:2
Fringe benefits, 2:3, 2:46, 2:79, 7:2, 7:3, 11:35, 12:11, 14:12, 14:13, 17:69
Front pay, 2:46, 2:79, 2:103, 7:70, 8:7, 8:8, 8:17, 9:26, 11:35
Generally, 9:15
Good cause, 1:1, 2:102, 7:61
Government employers, 2:44, 2:46, 10:17
Harassment, 1:2, 2:3, 2:8, 2:10, 2:17, 2:22, 2:43, 2:45, 2:76, 2:79, 2:103, 2:112, 3:11, 7:5, 7:7, 7:69, 7:71, 8:28, 8:30, 10:18, 11:4, 11:19, 17:68
Hostile environment, 7:64
Injunctions, 2:3, 2:44, 7:5, 7:69, 8:7
Jurisdiction, 2:3, 2:7 to 2:9, 2:41, 2:79, 2:112, 3:11, 7:7, 7:26, 7:31, 7:33, 7:64, 7:69, 7:71, 8:7, 8:17, 9:27, 10:18, 10:33, 14:12, 14:13, 16:17
Knowing and voluntary, 1:2, 2:9, 2:40, 7:24, 7:27, 9:27, 10:17
Law enforcement officers, 2:38
Liquidated damages, 2:9, 2:46, 2:112, 7:69, 8:4, 8:38, 11:35, 17:71
Local government employers, 2:44, 10:17
Membership, 1:1, 2:5, 2:17, 2:43, 7:69, 16:17
Notice, 1:1 to 2:4, 2:8, 2:9, 2:39, 2:40, 2:42, 2:102, 2:112, 3:11, 7:7, 7:61, 7:64, 7:69, 8:7, 10:17, 10:19 to 10:21, 12:23
Notices, 1:1, 2:42, 7:7, 7:69, 8:7, 10:17, 11:4
Officials, 1:1, 3:11, 7:69, 10:29, 10:33, 15:11, 16:2
Overseas employees, 7:2
Parties, 1:3, 2:3, 2:5, 2:8, 2:9, 2:46, 2:79, 2:102, 3:11, 7:2, 7:3, 7:26, 7:31, 7:33, 7:61, 7:64, 7:69, 8:4, 8:8, 8:17, 8:28, 8:30, 10:17 to 10:21, 11:4, 11:39, 16:2, 17:71

AGE DISCRIMINATION—Cont'd

Pendent jurisdiction, 2:41, 10:33, 14:12, 14:13
Pensions, 1:2
Pleading, 1:3, 2:8, 10:18
Pretext, 2:13, 2:14, 2:43 to 2:45, 2:47, 2:112, 7:69, 12:1, 17:67
Prima facie case, 2:14, 2:17, 2:43 to 2:45, 2:47, 2:76, 2:79, 2:103, 2:112, 7:69, 10:18, 11:35, 12:1
Qualifications, 1:2, 2:43, 14:12, 14:13, 16:17
Rebuttal, 7:7, 12:1, 12:23
Reduction in force, 1:2, 7:61, 15:11
Reinstatement, 2:3, 2:9, 2:13, 2:14, 2:44, 2:46, 2:79, 2:103, 2:112, 7:5, 7:24, 7:69, 7:70, 8:1, 8:7, 8:8, 8:17, 9:26, 11:39, 14:13
Release agreements, 9:27
Religious employers, 2:112
Remedies, 1:1 to 1:3, 2:1, 2:8, 2:10, 2:22, 2:39, 2:43, 2:44, 2:46, 2:79, 2:102, 2:103, 2:112, 3:11, 5:16, 6:15, 7:5, 7:7, 7:26, 7:36, 7:61, 7:64, 7:69, 7:70, 8:1, 8:4, 8:5, 8:7, 8:8, 8:14, 8:17, 8:28, 8:30, 8:36, 8:38, 9:15, 10:17, 10:18, 11:39, 14:12, 14:13
Replacement requirement, 2:43
Retaliation, 1:3, 2:3, 2:8, 2:13, 2:14, 2:17, 2:38, 2:43, 2:76, 2:79, 2:103, 2:112, 3:11, 5:16, 7:2, 7:31, 7:64, 7:69, 7:71, 8:1, 8:4, 8:7, 8:8, 8:28, 10:17, 10:18, 11:4
Sick leave, 7:69
State government employers, 2:46
State remedies, 2:8, 2:39
Tax, 1:1, 1:3, 7:2, 7:69, 8:36, 8:38
Tenure, 1:1, 2:43, 2:45, 7:35, 7:69, 11:19
Waivers, 1:2, 2:9, 2:40, 2:112, 7:24, 7:26, 7:27, 7:61, 10:17, 10:18
Willfulness, 8:4

AGE DISCRIMINATION IN EMPLOYMENT ACT

Alternative dispute resolution, 1:3, 2:9, 2:103, 11:39

**AGE DISCRIMINATION IN
EMPLOYMENT ACT—Cont'd**

Arbitration agreements, 1:1, 2:9,
11:39

Attorneys, 1:1, 2:9, 2:79, 7:7, 8:28,
8:30, 10:13, 10:17, 10:18, 11:4,
14:12

Bonuses, 8:14

Business judgment, 1:1

Class actions, 2:9, 2:42, 7:61, 7:69

Complaints, 2:8 to 2:10, 2:14, 2:38,
2:43, 2:45, 2:79, 2:103, 5:16,
7:69, 11:4, 14:12

Conciliation, 2:8, 2:39, 2:41, 8:30,
10:17, 10:19

Conference, 2:39, 7:61, 8:30, 10:13,
10:19, 11:4, 11:35

Constitutionality, 7:61

Continuing violations, 7:64

Counsel, 1:2, 1:3, 2:9, 2:43, 2:79,
2:102, 7:7, 7:27, 7:28, 7:31,
7:33, 7:64, 7:69, 8:8, 8:28,
8:30, 10:13, 10:17 to 10:21,
10:29, 10:33, 11:4, 11:35, 12:1

Counseling, 2:76, 7:64, 7:69, 10:18,
10:19

Date, 1:1, 2:8, 2:23, 2:45, 2:46,
2:103, 7:2, 7:27, 7:64, 7:69,
9:26, 10:13, 10:17, 10:18, 11:4,
11:35, 14:12, 17:69

Defenses, 2:9, 2:43, 9:15, 9:26, 9:27,
11:4

Disclosures, 2:103, 10:17, 11:4

Election of remedies, 2:39, 10:18

Employment agencies, 2:8

Equal Employment Opportunity
Commission, 1:1, 1:3, 2:1, 2:4,
2:8, 2:9, 2:11, 2:13, 2:38 to
2:41, 2:79, 2:103, 5:16, 7:7,
7:27, 7:31, 7:64, 7:69, 8:30,
10:17 to 10:21, 10:33, 11:4,
14:12

Estoppel, 7:31, 7:33, 7:35, 7:36,
7:64, 14:12

Evidence, 1:1, 1:2, 2:5, 2:8, 2:13,
2:14, 2:38, 2:42 to 2:47, 2:76,
2:79, 2:103, 7:7, 7:28, 7:33,
7:64, 7:69, 8:5, 8:7, 8:17, 8:30,
9:26, 10:19 to 10:21, 10:29,

**AGE DISCRIMINATION IN
EMPLOYMENT ACT—Cont'd**

11:4, 11:35, 11:39, 12:1, 17:63,
17:69, 17:71

Exhaustion of administrative reme-
dies, 2:103, 7:64

Fact-finding conferences, 10:19

Fringe benefits, 2:46, 2:79, 7:2, 7:3,
11:35, 14:12, 17:69

Intent, 2:8, 2:13, 2:14, 2:43, 2:79,
2:103, 7:3, 7:64, 8:1, 10:33,
11:4

Investigations, 2:9, 2:79, 7:69, 10:17,
10:19

Jurisdiction, 2:7 to 2:9, 2:41, 2:79,
7:7, 7:31, 7:33, 7:64, 7:69,
7:71, 8:7, 8:17, 9:27, 10:18,
10:33, 14:12

Labor organizations, 2:5

Law enforcement officers, 2:38

Notice, 1:1, 1:2, 2:4, 2:8, 2:9, 2:39,
2:40, 2:42, 2:102, 7:7, 7:61,
7:64, 7:69, 8:7, 10:17, 10:19 to
10:21

Older Workers Benefit Protection
Act, 2:48, 7:27, 7:28, 10:17

Parties, 1:3, 2:5, 2:8, 2:9, 2:46, 2:79,
2:102, 7:2, 7:3, 7:31, 7:33,
7:61, 7:64, 7:69, 8:8, 8:17,
8:28, 8:30, 10:17 to 10:21, 11:4,
11:39, 17:71

Pretext, 2:13, 2:14, 2:43 to 2:45,
2:47, 7:69, 12:1

Private employers, 2:11, 2:38, 7:69

Public employers, 2:38, 7:7, 7:69

Referral agency, 10:18

Reports, 2:5, 2:76, 7:2, 7:69, 8:28

Retaliation, 1:3, 2:8, 2:13, 2:14,
2:38, 2:43, 2:76, 2:79, 2:103,
5:16, 7:2, 7:31, 7:64, 7:69,
7:71, 8:1, 8:7, 8:8, 8:28, 10:17,
10:18, 11:4

Service, 1:1, 1:2, 2:9, 2:43, 2:45,
2:47, 2:103, 7:2, 7:5, 7:7, 7:61,
7:64, 7:69, 8:5, 8:28, 8:38, 11:4,
14:12

Statistical evidence, 2:13, 2:43, 2:45

Terms, 1:1 to 1:3, 2:9, 2:13, 2:38,
2:42, 2:43, 2:45, 2:76, 2:79,
2:103, 7:7, 7:28, 7:31, 7:69,

INDEX

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

8:7, 8:8, 8:30, 9:27, 11:39,
14:12

Tolling, 2:8, 7:64, 7:69

Training, 1:1, 2:4, 2:9, 2:43, 2:45,
2:79, 2:103, 7:3, 7:69, 8:7

AGENCIES

Labor relations, 2:1, 2:3, 2:70, 2:75,
2:83, 5:12, 7:2, 7:34, 7:57,
7:64, 7:69, 8:8, 8:13, 13:13

AGENTS

Termination of employment, 2:37,
14:8

AGGRIEVED INDIVIDUALS

Parties, 2:8, 10:17

AIDS

Amendment, 7:1, 7:68, 7:69

Americans with Disabilities Act,
2:55, 2:59, 7:68, 7:69, 11:16

Analysis, 7:69

Announcement, 7:69

Answers, 7:68

Appeals, 11:16

Applicants for employment, 7:68

Applications, 7:69

Arbitration, 7:69

Arrangements, 7:69

Assessment, 2:55

Assignments, 2:55, 7:69

Assistance, 7:68, 7:69

Attendance, 2:55, 7:69, 11:16

Availability, 7:69

Bargaining, 7:69

Benefits, 2:59, 7:69

Bias, 7:69

Breaks, 7:69

Business, 2:55, 7:68, 7:69

Care, 2:59, 7:68, 7:69

Career, 2:55

Centers, 7:69

Certification, 7:69

Change, 7:69

Claims, 2:55, 6:61, 7:1, 7:68, 7:69

Classification, 7:69

Clearance, 2:55, 7:69

AIDS—Cont'd

COBRA, 7:1, 7:69

Collective bargaining, 7:69

Collective bargaining agreements,
7:69

Compensation, 7:1, 7:69

Complaints, 7:69

Compliance, 2:55, 7:69

Components, 11:16

Concerns, 2:55, 7:68, 7:69

Conditions, 7:69

Conflicts, 2:55

Consolidated Omnibus Budget

Reconciliation Act, 7:1, 7:69

Constructive discharge, 7:1

Contractors, 7:69

Contributions, 7:69

Costs, 2:59, 7:69

Counsel, 7:69

Coverage, 2:59, 7:1, 7:69

Current employees, 2:55

Data, 11:16

Day care, 7:69

Dealing with, 7:69

Death, 7:68

Defamation, 7:68

Discipline, 7:69

Discrimination, 2:55, 2:59, 7:68,
7:69

Diseases, 2:59, 7:69

Disputes, 7:69

Drivers, 7:68

Drugs, 7:69

Duration, 7:69

E-mail, 7:69

Early retirement, 2:55

Eeo, 7:69

Electricians, 7:69

Eligibility, 7:69

Emergency, 2:55, 7:68, 7:69

Employee Retirement Income Secu-
rity Act, 7:69

Enforcement, 7:69

Equal Employment Opportunity
Commission, 2:59, 7:68, 7:69,
11:16

Equal employment opportunity, 2:59,
7:68, 7:69, 11:16

AIDS—Cont'd

Erisa, 7:69
 Essential functions, 2:55, 7:69
 Evidence, 2:55, 7:1, 7:69
 Exemptions, 7:69
 Exercise, 7:69
 Experience, 2:55, 7:69
 Exposure, 7:69
 Facilities, 7:69, 11:16
 Factors, 7:69
 Facts, 6:61, 7:69
 Fair, 7:69
 Fair Labor Standards Act, 7:69
 Family, 7:69
 Family and Medical Leave Act, 7:69
 Family and medical leave, 7:69
 Fees, 7:69
 Filing, 7:69
 Flsa, 7:69
 Fmla, 2:55, 7:69
 Forms, 7:69
 Funding, 7:69
 Funds, 7:69
 Grievances, 7:69
 Guidelines, 7:69
 Handling, 2:55
 Harassment, 7:68, 7:69
 Health, 2:59, 7:1, 7:68, 7:69
 Health care, 2:59, 7:68, 7:69
 Health care industry, 7:68
 Health Insurance Portability and Accountability Act of 1996, 7:69
 Homes, 7:69
 Hospitals, 7:69
 Hours, 2:55, 7:69
 Illnesses, 7:68
 Importance, 2:55, 7:68
 Income, 7:69
 Independent contractors, 7:69
 Information, 2:55, 6:61, 7:68, 7:69, 11:16
 Injuries, 7:69
 Inquiry, 2:55, 7:69
 Insurance, 2:59, 7:1, 7:69
 Investigations, 7:69
 Issues, 2:55, 7:1, 7:68, 7:69
 Job descriptions, 2:55

AIDS—Cont'd

Jurisdiction, 7:69
 Labor relations, 7:69
 Laws, 7:68, 7:69
 Layoffs, 7:69
 Leaves of absence, 7:69
 Legal, 7:68, 7:69
 Liability, 7:69
 Making, 7:69
 Management, 7:68, 7:69
 Managers, 2:55, 7:69
 Mcdonnell Douglas, 7:69
 Meetings, 7:69
 Merit, 2:55
 Minimum, 7:69
 Minimum wages, 7:69
 Misconduct, 7:69
 Motivation, 7:69
 National Labor Relations Act, 7:69
 National Labor Relations Board, 7:69
 Needs, 2:55, 7:69
 Nlra, 7:69
 Nlrb, 7:69
 Notice, 7:69
 Number, 2:55, 7:1, 7:69
 Occupational Safety and Health Administration, 7:69
 Options, 2:55, 7:69
 Osha, 7:69
 Overtime, 2:55, 7:69
 Paid, 2:55, 7:69
 Paid time off, 2:55, 7:69
 Parking, 7:69
 Part-time, 7:69
 Participation, 7:69
 Parties, 7:69
 Pay, 7:1, 7:69
 Payment, 7:69
 Performance, 2:55, 7:69
 Personal days, 7:69
 Personal protective equipment, 7:69
 Place, 7:69
 Plans, 2:59, 7:69
 Points, 11:16
 Policies, 2:55, 7:69, 11:16
 Power, 7:69
 Prevention, 7:69
 Proceedings, 6:61

INDEX

AIDS—Cont'd

- Programs, 7:69
- Promotions, 2:55
- Proof, 2:55, 7:69
- Property, 7:69
- Protection, 2:55, 2:59, 7:68, 7:69
- Public employers, 7:69
- Questions, 7:1, 7:68, 7:69
- Rates, 7:68
- Rationale, 7:69
- Recalls, 7:69
- Recommendations, 7:69
- Reduction, 7:69
- Refusal, 2:55, 7:68, 7:69
- Rehabilitation, 7:68, 7:69
- Religion, 7:69
- Reporting, 7:69
- Reports, 2:55, 7:69
- Requests, 2:55, 7:68, 7:69
- Resignation, 7:69
- Response, 7:69
- Restaurants, 7:69
- Restrictions, 2:55, 2:59, 7:69
- Retirement, 2:55, 7:69
- Rights, 2:55, 7:1, 7:68, 7:69
- Rules, 7:69
- Safety, 2:55, 7:68, 7:69
- Salary, 7:69
- Schedules, 7:69
- Scheduling, 7:69
- Schools, 7:69
- Screening, 7:69
- Seniority, 2:55, 7:69
- Services, 7:69
- Severance, 2:55, 7:1, 7:69
- Sex discrimination, 7:69
- Social, 7:69
- Standards, 2:55, 7:69
- State, 2:55, 2:59, 7:68, 7:69
- Statements, 7:68, 7:69
- Statutes, 7:69
- Stores, 2:55
- Stress, 7:69
- Substance abuse, 7:69
- Supervisors, 2:55
- Suppliers, 7:69
- Support, 7:68

AIDS—Cont'd

- Systems, 2:55, 7:69
- Task force, 7:69
- Techniques, 7:69
- Termination, 2:55, 7:68, 7:69
- Theft, 6:61
- Time, 2:55, 7:1, 7:68, 7:69
- Time off, 2:55, 7:69
- Training, 2:55, 7:69
- Trends, 7:69
- Types, 7:68, 7:69
- Unemployment, 7:1, 7:69
- Unions, 7:69
- Use, 2:55, 7:68, 7:69
- Violations, 7:69, 11:16
- Voluntary, 7:69
- Wages, 7:69
- Withdrawal, 7:69
- Women, 7:69
- Working conditions, 7:69
- Workplace safety, 7:68, 7:69
- Wrongful discharge, 7:69
- Younger workers, 7:69

AIR CARRIERS

- Unions, 2:92

ALABAMA

- Administrative procedures, 7:57
- Age discrimination, 7:69, 7:71, 16:2
- Assignments, 2:29, 2:54, 7:69
- At-will employment, 7:57
- Compensation, 2:29, 7:57, 7:69, 8:20, 17:40
- Conditions, 2:29, 2:54, 4:3, 7:57, 7:69, 17:40
- Constitutionality, 8:20
- Criminal sanctions, 8:27
- Employment practices, 2:29
- Exemptions, 7:69
- Notices, 7:69
- Overtime pay, 7:57
- Permits, 2:54, 7:57, 7:69, 16:2
- Remedies, 2:20, 2:54, 2:77, 7:57, 7:69, 8:20, 8:27, 17:40
- Restitution, 7:57
- Sanctions, 8:27
- State statutes, 7:57
- Unemployment compensation, 7:69

ALABAMA—Cont'd

Vacations, 4:3

ALASKA

Affirmative action plans, 2:29

Age Discrimination in Employment Act, 2:103, 7:69

Age discrimination, 2:103, 7:69

Assignments, 2:29, 7:69

Board, 7:69

Compensation, 2:29, 7:60, 7:69

Complaints, 2:29, 2:103, 7:69

Conditions of employment, 2:103, 7:69

Costs, 7:69

Disclosures, 2:103

Employment practices, 2:29, 2:103

Enforcement, 2:29, 7:69

Equipment, 7:69

Exemptions, 7:69

Federal contractors, 7:69

Harassment, 2:29, 2:103, 7:60, 7:69

Injunction, 2:29, 7:69

Investigations, 7:69

Losses, 7:69, 8:19

Marital status, 2:29, 2:103

Minimum wages, 7:69

National origin discrimination, 2:103

Notice, 2:29, 7:20, 7:69

Permits, 2:103, 7:69

Religious discrimination, 7:69

Remedies, 2:103, 6:28, 7:60, 7:69, 8:19

Restraining order, 7:69

State statutes, 2:103

Terms, 2:103, 7:69

Unemployment compensation, 7:69

ALIENS

Adjustment of status, 2:97

Discrimination, 2:62, 2:97, 7:2, 7:61

Hearing officer, 7:66

Hearings, 2:97

Independent contractors, 7:2, 7:42

Investigations, 2:97

Judicial review, 2:97, 7:66

Managers, 7:2

National Labor Relations Act, 7:2

National Labor Relations Board, 7:61

ALIENS—Cont'd

Notice, 2:97, 7:61

Review, 2:97, 7:66

Unauthorized aliens, 7:61

Unfair employment practices, 2:97

ALTER EGOS

National Labor Relations Act, 10:31

Unfair labor practices, 10:31

ALTERNATIVE DISPUTE RESOLUTION

Americans with Disabilities Act, 1:3, 2:9, 2:103

AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009

Consolidated Omnibus Budget Reconciliation Act, 7:47, 7:50

AMERICANS WITH DISABILITIES ACT

Acceptance, 2:86, 3:2

Accommodations, 1:2, 2:36, 2:51, 2:53 to 2:56, 2:58, 2:60, 2:87, 7:19, 7:68, 7:69, 14:20, 14:22, 17:79, 17:81

ADD, 2:54, 2:75, 2:86, 7:69

ADHD, 2:87

Adverse employment action, 1:2, 2:30, 2:36, 2:43, 2:53, 2:54, 2:56, 2:60, 2:75, 2:77, 2:101, 2:112, 7:7, 7:19, 7:69, 9:28, 12:1, 17:74, 17:77

AIDS, 2:55, 2:59, 7:68, 7:69, 11:16

Alcohol testing, 2:112, 7:19

Alcoholism, 2:51, 2:54, 7:21

Alternative dispute resolution, 1:3, 2:9, 2:103

Arbitration agreements, 1:1, 2:9, 2:75, 2:112, 3:2

Arthritis, 2:55, 2:87

Attendance, 2:36, 2:51, 2:54 to 2:56, 2:58, 2:75, 2:87, 2:101, 3:9, 7:69, 10:19, 11:16, 17:79

Attention Deficit Hyperactivity Disorder, 2:87

Attorneys, 1:1, 2:9, 7:7, 8:28, 10:17 to 14:18, 14:20, 14:22, 14:23, 16:19

INDEX

AMERICANS WITH DISABILITIES ACT—Cont'd

Back pain, 7:19
Backpay, 14:19
Bankruptcy, 11:22
Best accommodation, 17:79
Burden of proof, 1:1, 2:43, 2:55,
2:86, 2:87, 3:2, 9:25
Cancer, 2:54, 2:87, 7:69
Categories, 2:10, 2:36, 2:53, 2:54,
2:112
Collective bargaining agreements,
1:1, 2:49, 2:112, 7:69
Compensatory damages, 2:19, 2:49,
2:75, 2:103, 5:16, 7:69, 8:5,
8:17, 8:38, 14:22, 14:23
Complaints, 2:8 to 2:10, 2:36, 2:38,
2:43, 2:56, 2:75, 2:86, 2:101,
2:103, 2:112, 5:16, 6:32, 7:69,
9:25, 14:17 to 14:20, 14:22,
14:23, 17:82
Constructive discharge, 1:1, 1:2,
2:30, 2:36, 2:40, 2:56, 2:86,
2:103, 7:62, 10:18, 10:29
Contractual relations, 1:1
Covered entities, 2:60
Criminal record, 11:22
Damages, 1:1 to 1:3, 2:4, 2:9, 2:10,
2:19, 2:22, 2:30, 2:36, 2:49,
2:53, 2:54, 2:75, 2:77, 2:86,
2:87, 2:103, 2:112, 3:2, 5:16,
7:61, 7:64, 7:69, 7:71, 8:5, 8:7,
8:17, 8:28, 8:38, 9:26, 10:17,
10:33, 11:21, 11:22, 14:17 to
14:20, 14:22, 14:23, 16:19
Defenses, 2:9, 2:36, 2:43, 9:25, 9:26,
9:28
Depression, 2:30, 2:53, 2:54, 2:56,
2:87, 7:69, 14:20
Determination, 1:3, 2:1, 2:36, 2:38,
2:54 to 2:58, 2:87, 2:103, 2:112,
7:7, 7:19, 7:61, 7:62, 7:64,
7:69, 8:17, 10:17, 10:19 to
10:21, 14:22, 14:23
Diabetes, 2:55, 2:60
Direct threat, 2:51, 2:54 to 2:56,
2:60, 7:21, 7:69
Disability, 1:1, 1:3, 2:1, 2:10, 2:19,
2:22, 2:30, 2:36, 2:49, 2:51,
2:53 to 2:60, 2:75, 2:77, 2:87,

AMERICANS WITH
DISABILITIES ACT—Cont'd
2:101, 2:103, 2:112, 3:9, 3:20,
6:15, 7:7, 7:19, 7:21, 7:61,
7:64, 7:68, 7:69, 8:7, 9:25,
9:28, 10:17, 10:29, 11:16,
11:21, 11:22, 14:17 to 14:20,
14:22, 17:78 to 17:82
Disability benefits, 2:1, 2:54, 2:60,
2:103, 6:15, 7:61
Disclosures, 2:75, 2:86, 2:103, 10:17
Discovery, 1:3, 2:43, 2:54, 2:86, 3:2,
7:64, 10:19, 10:33, 11:16, 11:21
Discrimination, 1:1 to 1:3, 2:1, 2:4,
2:7 to 2:10, 2:19, 2:22, 2:30,
2:36, 2:38, 2:40, 2:43, 2:49,
2:51, 2:53 to 2:60, 2:75, 2:77,
2:78, 2:86, 2:87, 2:101, 2:103,
2:112, 3:2, 3:9, 5:16, 6:15, 7:7,
7:19, 7:21, 7:61, 7:62, 7:64,
7:68, 7:69, 7:71, 8:5, 8:7, 8:17,
8:28, 8:38, 9:25, 9:26, 9:28,
10:17 to 10:21, 10:29, 10:33,
12:1, 14:17, 14:18, 14:20,
14:22, 14:23, 17:73 to 17:82
Disparate impact, 2:19, 2:22, 2:30,
2:43, 2:53, 2:103, 7:19, 7:64,
7:69
Documentation, 2:30, 2:51, 2:54,
2:55, 2:60, 2:87, 2:103, 2:112,
6:15, 7:68, 7:69, 10:21
Drug testing, 1:3, 2:58, 2:60, 2:112,
7:19, 7:21
Employee Retirement Income Secu-
rity Act, 1:1 to 1:3, 2:1, 2:112,
6:15, 6:32, 7:61, 7:69, 8:28,
8:38
Employers, 1:1 to 1:3, 2:4, 2:9, 2:10,
2:19, 2:30, 2:36, 2:38, 2:43,
2:49, 2:51, 2:53 to 2:56, 2:59,
2:60, 2:75, 2:77, 2:86, 2:87,
2:101, 2:103, 2:112, 3:2, 5:16,
7:7, 7:19, 7:21, 7:61, 7:62,
7:64, 7:68, 7:69, 7:71, 8:7,
8:28, 9:25, 10:17, 10:19, 10:20
Employment agencies, 2:8
Employment discrimination, 2:1, 2:8,
2:9, 2:30, 2:36, 2:56, 2:78,
2:101, 2:103, 2:112, 7:21, 7:62,
7:68, 7:69, 8:7, 8:17, 10:17,
10:18, 12:1, 17:73, 17:74, 17:82

**AMERICANS WITH
DISABILITIES ACT—Cont'd**

Enforcement, 1:1, 2:4, 2:9, 2:30,
2:36, 2:38, 2:40, 2:56, 2:75,
2:86, 2:112, 3:2, 7:7, 7:64, 7:69,
10:17, 10:19, 14:18, 14:19

Epilepsy, 2:87

Equal Employment Opportunity
Commission, 1:1, 1:3, 2:1, 2:4,
2:8, 2:9, 2:19, 2:30, 2:36, 2:38,
2:40, 2:49, 2:53, 2:54, 2:56 to
2:60, 2:75, 2:87, 2:103, 3:9,
5:16, 6:32, 7:7, 7:64, 7:68,
7:69, 9:28, 10:17 to 10:21,
10:33, 11:16, 14:17 to 14:20,
14:22, 14:23, 16:19, 17:77

Essential job functions, 2:54

Estoppel, 2:53, 7:64, 9:28

Evidence, 1:1, 1:2, 2:8, 2:30, 2:36,
2:38, 2:43, 2:53 to 2:56, 2:58,
2:60, 2:75, 2:77, 2:86, 2:87,
2:103, 2:112, 3:2, 6:32, 7:7,
7:19, 7:62, 7:64, 7:69, 8:5, 8:7,
8:17, 9:25, 9:26, 9:28, 10:19 to
10:21, 10:29, 11:21, 12:1,
14:23, 17:73 to 17:77, 17:79 to
17:82

Exhaustion of remedies, 2:1, 3:2,
7:64

Failure to accommodate, 2:36, 2:51,
2:54 to 2:56, 2:60, 2:103, 7:19,
7:69, 9:28

Failure to state a claim, 2:60, 2:112,
3:9, 9:28, 10:29

Federal contractors, 1:2, 2:4, 2:36,
2:49, 2:58, 2:78, 7:21, 7:69

Government contractors, 2:49, 2:86

Guidelines, 2:36, 2:60, 2:87, 2:103,
7:69

HIV, 2:54, 7:64, 7:68, 7:69

Hostile work environment, 2:43,
2:53, 2:86, 2:112, 7:64, 9:25,
9:28

Human Immunodeficiency Virus,
7:68

Illegal drugs, 2:54, 2:60, 7:19, 7:21

Informal interactive process, 2:56

Insurance, 1:1 to 1:3, 2:38, 2:54,
2:59, 2:60, 2:112, 6:15, 7:61,
7:69, 8:5, 8:28, 10:33, 14:22

**AMERICANS WITH
DISABILITIES ACT—Cont'd**

Job applicants, 1:2, 2:75, 2:103, 7:19

Job restructuring, 2:56, 17:79

Job-related requirements, 17:79

Jury instructions, 1:3

Law enforcement personnel, 2:38

Litigation issues, 10:18

Local governments, 2:38, 2:86, 10:17

Major life activities, 2:51, 2:54, 2:58,
7:21, 7:69, 14:20, 14:22, 17:79
to 17:81

Marijuana, 2:60, 2:77, 2:112, 7:7,
7:19, 7:21

Medical examinations, 2:54, 2:58,
2:60, 7:69, 14:23

Mental illness, 2:54, 17:79

Mental impairment, 2:51, 2:54, 2:60,
7:7, 7:21, 17:79 to 17:81

Misconduct, 1:1, 2:53, 2:54, 2:56,
2:75, 2:86, 2:103, 3:2, 6:32,
7:7, 7:69, 8:5, 8:38, 9:26, 12:1

Modified work schedules, 2:56,
17:79

Multiple sclerosis, 2:55, 2:86, 7:69,
17:80

National Labor Relations Board, 2:1,
2:9, 2:60, 2:75, 3:9, 7:61, 7:64,
7:69, 8:7

Notice, 1:1, 1:2, 2:4, 2:8, 2:9, 2:36,
2:40, 2:53, 2:54, 2:86, 2:87,
2:101, 2:112, 3:2, 3:9, 7:7, 7:19,
7:61, 7:62, 7:64, 7:69, 8:7,
9:25, 9:28, 10:17, 10:19 to
10:21, 14:17, 14:20, 14:22,
14:23

Obesity, 2:54

Parties, 1:3, 2:8, 2:9, 2:54, 2:86, 3:2,
7:61, 7:64, 7:69, 8:17, 8:28,
10:17 to 10:21, 14:18 to 14:20,
14:22, 14:23, 16:19, 17:73,
17:79

Physical impairment, 2:54, 7:68,
14:17, 17:79

Pregnancy, 2:30, 2:54, 2:56, 2:103,
2:112, 14:19

Private employers, 2:38, 2:112, 7:69

Proceedings, 1:1, 2:1, 2:8, 2:9, 2:49,
2:75, 2:77, 2:86, 2:103, 3:9,
9:25, 9:28, 11:22

INDEX

AMERICANS WITH

DISABILITIES ACT—Cont'd

Public employers, 2:38, 7:7, 7:69
Public transportation, 2:53, 2:54
Punitive damages, 1:1, 2:10, 2:19,
2:30, 2:36, 2:87, 2:103, 3:2,
5:16, 7:64, 7:69, 8:5, 8:38,
10:17, 10:33, 14:17 to 14:20,
14:22, 14:23
Qualified individuals, 7:19, 14:18,
14:19
Reasonable accommodation, 2:30,
2:36, 2:51, 2:53 to 2:56, 2:60,
2:77, 2:78, 2:87, 2:103, 7:19,
7:21, 7:64, 7:68, 7:69, 9:25,
14:18, 14:19, 14:22, 14:23,
17:79, 17:81
Reassignment, 2:30, 2:51, 2:55, 2:56,
2:60, 2:103, 10:29, 17:79
Record of impairment, 2:54, 17:79
Rehabilitation act, 1:3, 2:1, 2:49,
2:51, 2:53, 2:78, 7:7, 7:21,
7:61, 7:64, 7:68, 7:69, 8:17,
14:22
Releases, 1:2, 1:3
Religion, 1:1, 2:1, 2:4, 2:10, 2:36,
2:103, 2:112, 7:64, 7:69, 10:17,
10:18
Remedies, 1:1 to 1:3, 2:1, 2:8, 2:10,
2:19, 2:22, 2:30, 2:43, 2:49,
2:54, 2:75, 2:77, 2:86, 2:87,
2:103, 2:112, 3:2, 3:9, 5:16,
6:15, 6:32, 7:7, 7:19, 7:61,
7:64, 7:69, 8:5, 8:7, 8:17, 8:28,
8:38, 9:28, 10:17 to 14:17,
14:20, 14:22
Request, 2:8, 2:9, 2:30, 2:36, 2:38,
2:43, 2:51, 2:53 to 2:56, 2:58,
2:60, 2:75, 2:77, 2:86, 2:87,
2:103, 2:112, 3:2, 6:15, 7:19,
7:62, 7:64, 7:69, 8:17, 8:28,
9:25, 9:28, 10:17 to 10:19,
10:21, 11:16, 14:22, 17:79
Retaliation, 1:3, 2:8, 2:30, 2:36,
2:38, 2:43, 2:49, 2:51, 2:53 to
2:56, 2:58, 2:60, 2:75, 2:77,
2:78, 2:86, 2:87, 2:101, 2:103,
2:112, 3:2, 3:9, 5:16, 7:19, 7:62,
7:64, 7:69, 7:71, 8:7, 8:28,
9:25, 9:28, 10:17, 10:18, 14:22,
14:23, 16:19, 17:77

AMERICANS WITH

DISABILITIES ACT—Cont'd

Risk, 2:30, 2:36, 2:38, 2:51, 2:54 to
2:56, 2:60, 2:103, 2:112, 7:19,
7:69, 8:28, 14:19
Smoking, 2:54, 7:19
State governments, 2:86, 7:69
Stress, 2:30, 2:56, 2:87, 2:103, 6:15,
7:19, 7:69, 14:22
Stroke, 2:60
Substance abuse, 2:43, 2:51, 2:54,
2:112, 7:19, 7:69
Substantially limits, 2:51, 2:54, 7:21,
7:69, 17:79 to 17:81
Subterfuge, 2:59
Summary judgment, 1:1, 2:8, 2:30,
2:36, 2:43, 2:51, 2:54 to 2:56,
2:58, 2:60, 2:77, 2:87, 2:103,
3:2, 7:19, 7:62, 7:69, 8:28,
9:25, 9:26, 9:28, 12:1
Technical Assistance Manual, 2:58
Transportation, 2:9, 2:53, 2:54, 2:60,
2:112, 7:19, 14:22
Treatment, 1:1, 1:2, 2:19, 2:30, 2:36,
2:43, 2:53, 2:54, 2:56, 2:60,
2:75, 2:86, 2:87, 2:112, 3:2,
6:15, 7:19, 7:21, 7:64, 7:69,
8:38, 9:25, 10:17, 10:29, 14:19,
14:20, 17:73
Undue hardship, 2:30, 2:36, 2:51,
2:54, 2:56, 2:57, 2:60, 2:75,
2:87, 7:69, 17:79
Unions, 1:2, 2:4, 2:60, 2:86, 3:2,
7:64, 7:69, 10:29
Venue, 14:19, 14:20, 14:22, 14:23
Waivers, 1:2, 2:9, 2:40, 2:112, 7:61,
10:17, 10:18
Working at home, 1:3, 7:68
Workplace violence, 2:103

AMPHETAMINES

Drug screening, 7:19

ANSWERS

Affirmative defenses, 11:3
Counterclaims, 11:3
Retaliation, 2:37, 9:25, 11:4

ANTAGONISM

Front pay, 8:17

ANTITRUST

At-will employment, 5:5, 7:57
 National Labor Relations Act, 5:5, 7:57
 National Labor Relations Board, 5:5, 7:57

APPEARANCES

National Labor Relations Board, 13:13

APPOINTMENT

Railway Labor Act, 2:79, 2:87

APPORTIONMENT

Labor Management Relations Act, 3:15

ARBITRATION

Age Discrimination in Employment Act, 1:1, 2:9, 2:10, 2:43, 2:79, 2:103, 7:3, 7:7, 7:64, 7:69, 8:8, 8:28, 11:39
 Age discrimination claims, 2:43, 2:103
 Agreements, 1:1, 2:2, 2:3, 2:9, 2:26, 2:32, 2:75, 2:88, 2:92, 2:103, 2:112, 3:1 to 3:7, 3:9 to 3:11, 3:13, 3:15, 3:17, 4:19, 4:30, 6:17, 7:7, 7:23, 7:47, 7:57, 7:69, 8:8, 10:15, 10:28, 11:39, 13:19, 13:21, 17:87
 Alternative dispute resolution, 2:9, 2:26, 2:103, 11:38, 11:39
 Americans with Disabilities Act, 1:1, 2:9, 2:10, 2:36, 2:43, 2:75, 2:103, 2:112, 3:2, 3:9, 7:7, 7:64, 7:69, 8:28, 9:28
 Appeal, 2:3, 2:9, 2:36, 2:79, 2:88, 2:92, 2:103, 2:112, 3:2, 3:3, 3:6, 3:9, 3:10, 4:19, 7:7, 7:56, 7:57, 7:64, 7:69, 8:20, 8:28, 9:17, 9:24, 9:28, 10:8, 13:8, 17:87
 Arbitration provisions, 2:9, 2:88
 Awards, 2:80, 2:88, 2:92, 2:103, 3:2, 3:6, 7:32, 7:56, 7:57, 8:20, 8:28, 11:39, 13:19
 Backpay, 14:11
 Bias, 1:1, 2:2, 2:9, 2:36, 2:43, 2:79, 3:3, 4:19, 7:3, 7:69, 10:28, 13:8
 Binding arbitration, 2:9, 2:80, 3:6, 4:19, 10:15, 11:39

ARBITRATION—Cont'd

Class actions, 2:9, 7:69, 10:28
 Collateral estoppel, 7:30, 7:32, 9:29
 Collective bargaining agreements, 1:1, 2:92, 2:112, 3:1, 3:4, 3:17, 6:17, 7:23, 7:69
 Consideration, 1:1, 2:9, 2:79, 2:103, 3:2, 4:30, 7:57, 7:64, 7:69, 8:20, 9:17, 10:15, 13:19, 17:87
 Contracts, 1:1, 2:9, 2:32, 2:36, 2:75, 2:88, 2:103, 2:112, 3:1, 3:2, 3:4, 3:10, 3:17, 4:30, 7:23, 7:57, 7:64, 7:69, 11:38, 17:87
 Costs, 1:1, 2:32, 2:36, 2:43, 2:112, 7:57, 7:69, 8:8, 8:28, 10:15, 11:38, 11:39, 13:19, 13:21
 Damage awards, 7:56, 8:20
 Defenses, 2:9, 2:36, 2:43, 2:88, 9:17, 9:19, 9:24, 9:28 to 10:28
 Discharge cases, 2:2, 2:3, 2:92, 3:2, 3:6
 Disclosure, 2:2, 2:32, 2:75, 2:88, 2:112, 3:3, 4:30, 6:24, 7:23, 7:57, 7:59, 7:69
 Discovery, 2:3, 2:43, 3:2, 3:6, 7:64, 9:24, 11:38, 11:39, 13:8
 Dismissals, 3:9, 7:7
 Double recovery, 8:20
 EEOC charges, 2:75, 7:69
 Evidence, 1:1, 2:2, 2:3, 2:36, 2:43, 2:75, 2:79, 2:80, 2:88, 2:92, 2:103, 2:112, 3:2, 3:3, 3:6, 3:7, 3:11, 6:24, 7:7, 7:57, 7:64, 7:69, 8:20, 9:24, 9:28, 10:8, 10:28, 11:39, 13:8, 14:11, 17:87
 Federal Arbitration Act, 1:1, 2:9, 2:32, 2:103, 2:112, 3:1, 3:3, 3:6, 7:45, 7:57, 10:28
 Federal preemption, 2:112, 6:17
 Federal question, 3:2, 3:3, 3:6
 Financial burden, 7:69
 Handbooks, 2:9, 2:32, 4:19, 7:64, 10:8, 11:39
 Hearings, 2:3, 2:9, 2:92, 3:2, 3:7, 3:9, 7:7, 7:30, 10:8
 Judicial review, 2:92, 3:6, 7:7, 7:32, 9:17, 11:39
 Jurisdiction, 2:2, 2:3, 2:9, 2:36, 2:79, 2:92, 2:112, 3:2, 3:3, 3:6, 3:9, 3:11, 6:17, 7:7, 7:22, 7:57, 7:59,

INDEX

ARBITRATION—Cont'd

7:64, 7:69, 8:20, 9:24, 9:28,
10:28, 13:19, 14:11
Liquidated damages, 2:2, 2:9, 2:75,
2:112, 7:57, 7:69
Litigation, 2:3, 2:9, 2:80, 2:92,
2:112, 3:17, 7:23, 7:32, 7:56,
7:57, 7:59, 7:64, 7:69, 8:28,
9:28, 9:29, 10:8, 10:15, 10:28,
11:38, 11:39, 13:19, 13:21
Motion to compel, 2:9, 2:88, 3:2,
3:3, 4:19, 11:39
Notice of rights, 7:45
Process, 1:1, 2:2, 2:3, 2:9, 2:36,
2:43, 2:92, 2:103, 2:112, 3:2,
3:3, 3:7, 3:9, 3:11, 4:19, 4:30,
6:24, 7:22, 7:23, 7:56, 7:64,
7:69, 9:17, 9:24, 9:28, 10:28,
11:38, 11:39, 13:8
Punitive damage awards, 8:20
Qualification, 2:43
Reasonableness, 2:79, 2:92, 3:11,
7:22, 7:57, 7:69, 8:20, 17:87
Rehabilitation Act, 7:7, 7:64, 7:69,
10:28
Remedies, 1:1, 2:2, 2:10, 2:43, 2:75,
2:79, 2:80, 2:88, 2:92, 2:103,
2:112, 3:1 to 3:7, 3:9 to 3:11,
3:13, 3:15, 3:17, 4:19, 6:17,
6:24, 7:7, 7:30, 7:57, 7:59,
7:64, 7:69, 8:8, 8:20, 8:28,
9:17, 9:24, 9:28, 10:8, 10:28,
11:39, 13:8, 14:11
Res judicata, 7:30, 7:32, 9:29
Res judicata and collateral estoppel,
7:30, 7:32, 9:29
Severability, 2:112
Standard of review, 2:9, 2:92, 7:69
Subject matter jurisdiction, 2:2, 2:9,
2:79, 2:112, 3:3, 3:6, 3:9, 3:11,
7:22, 7:69
Title VII, 1:1, 2:2, 2:9, 2:10, 2:26,
2:32, 2:36, 2:43, 2:75, 2:79,
2:88, 2:92, 2:103, 3:4, 3:11, 7:7,
7:64, 7:69, 8:20, 9:17, 9:28,
10:28, 11:39
Vacating arbitration award, 3:3
Waiver, 2:2, 2:9, 2:88, 2:103, 2:112,
3:2, 7:64
Written agreements, 10:15

ARIZONA

Age Discrimination in Employment
Act, 2:9, 7:69
Age discrimination, 2:9, 2:112, 7:69
Assignments, 2:29, 2:110, 7:69
At-will employment, 2:112, 5:3, 7:57
Collective bargaining agreement, 2:9,
2:112, 5:13, 7:57, 7:69
Compensation, 2:9, 2:29, 2:110,
2:112, 7:57, 7:69
Conditions of employment, 7:57,
7:69
Costs, 2:110, 2:112, 7:57, 7:69
Court order, 2:9
Criminal penalties, 2:112
Department of Labor, 2:29, 7:57,
7:69
Disclosures, 2:110
Employment practices, 2:29
Evidence, 2:29, 2:110, 2:112, 5:3,
7:57, 7:69
Exemptions, 7:69
Family leave, 2:112
Federal contractors, 7:69
Harassment, 2:29, 2:112, 7:57, 7:69
Hearings, 2:9
Investigations, 2:9, 7:57, 7:69
Jury duty, 2:112
Minimum wages, 7:69
National origin discrimination, 2:9
Notice, 2:9, 2:29, 2:112, 7:57, 7:69
Overtime pay, 2:9, 7:57
Privacy, 2:9, 2:112, 7:69
Race discrimination, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:110, 2:112, 5:13, 7:57,
7:69
Sex discrimination, 2:29, 2:112, 7:69
Sick leave, 7:69
State statutes, 2:110, 2:112, 7:57
Technical assistance, 2:29, 7:69
Termination of employment, 7:57
Terms, 2:9, 7:57, 7:69
Unemployment compensation, 7:69

ARKANSAS

Age Discrimination in Employment
Act, 7:69
Age discrimination, 6:15, 7:69

ARKANSAS—Cont'd

Assignments, 2:29, 7:69
 Compensation, 2:29, 6:15, 7:69
 Conditions, 2:29, 7:69
 Employment practices, 2:29
 Equal pay, 2:29
 Exemptions, 7:69
 Federal contractors, 7:69
 Harassment, 2:29, 7:69
 Medical examinations, 7:69
 Minimum wage, 7:69
 Minimum wages, 7:69
 Notice, 2:29, 6:13, 7:69
 Permits, 6:15, 7:69
 Race discrimination, 7:69
 Remedies, 6:13, 6:15, 7:69
 Sex discrimination, 2:29, 7:69
 State statutes, 6:15
 Students, 2:69
 Terms, 2:69, 7:69
 Unemployment compensation, 6:15, 7:69

ASSEMBLY

Labor-Management Reporting and Disclosure Act, 2:95
 Unfair labor practices, 2:2, 2:95

ASSIGNMENTS

Federal employment, 7:69

ASSISTANCE

Federal employment, 7:69
 National Labor Relations Board, 2:60, 7:57, 7:69, 10:8

ASSISTANTS

Managers, 2:2

ASSOCIATIONS

Unions, 1:2, 2:86

AT-WILL EMPLOYMENT

Antitrust violations, 5:5
 Attorney, 1:1, 1:3, 2:112, 4:1, 5:5, 7:57
 Breach of contract, 1:1, 2:112, 5:5, 6:2, 7:57, 9:7
 Compensation rights, 2:112
 Defined, 2:112, 7:57, 17:9
 Drug testing, 1:3, 2:112

AT-WILL EMPLOYMENT—Cont'd

Environment, 2:112, 5:5
 Fair dealing, 1:1, 6:27, 7:57
 Falsification of records, 2:112
 First Amendment rights, 2:112
 Fraud, 1:1, 2:75, 5:1, 7:57, 12:25
 Good faith, 1:1, 5:5, 6:27, 7:57, 17:9
 Intentional infliction of emotional distress, 1:1, 5:5
 Interference with contractual relations, 1:1, 5:5, 6:2
 Jury duty, 2:112, 5:1, 5:14
 Perjury, 2:112, 5:1
 Privacy, 1:1, 2:112
 Public policy exception, 2:75, 2:112, 5:1, 5:3, 5:14
 Sexual advances, 2:75
 Third parties, 6:2
 Torts, 1:1, 2:112, 6:2
 Union workers, 1:1

ATTENDANCE

Absenteeism, 2:55
 Collective bargaining agreements, 7:69
 Discipline, 2:54, 2:75, 7:69, 10:28, 15:8
 National Labor Relations Board, 2:3, 2:75, 3:9, 7:69
 Termination of employment, 2:37, 2:54

ATTENTION DEFICIT

HYPERACTIVITY DISORDER

Americans with Disabilities Act, 2:87

ATTITUDE

Discipline, 4:18, 7:9, 12:6

ATTORNEYS

At-will employment, 1:1, 5:5, 7:57
 Discovery, 3:6, 8:34, 10:13, 11:3, 11:4, 11:8, 11:9, 11:11, 11:15, 11:18, 11:19, 11:34, 11:38, 15:2, 15:5 to 15:7, 15:9, 15:10, 15:14, 15:20, 15:23, 16:17
 Representation by counsel, 7:7

BACKPAY

Americans with Disabilities Act, 14:19

INDEX

BACKPAY—Cont'd

Front pay, **14:5, 14:11, 14:19**
Interest, **14:19**
Labor Management Relations Act,
14:11
Prejudgment interest, **14:19**
Specification, **14:15**
Title VII, **14:15, 14:19**

BAD FAITH

Labor Management Relations Act,
3:2, 3:3, 3:8, 3:10, 3:11, 9:17,
14:11

BANK TELLERS

Compensation, **7:57**

BANKRUPTCY

Arbitration, **2:2, 2:92, 7:56**
Assumption, **12:19**
Back pay, **2:2, 2:92, 7:56**
Collective bargaining agreements,
2:92
Duty to bargain, **2:2**
Employee claims, **7:56**
Participation, **7:41**
Proposal, **2:2**
Resources, **2:2**
Severance pay, **7:56, 7:65**
Strike, **2:2, 7:56**
WARN, **2:2, 7:56**
Wages, **7:65, 12:19**

BAR

National Labor Relations Board, **2:9,**
2:60, 7:34, 7:57, 7:64, 7:69,
7:70, 8:10, 10:8, 10:15

BEHAVIOR

Unfair labor practices, **2:95, 7:64**

BENEFICIARIES

Employee Retirement Income Security Act, **6:50, 7:37, 7:42, 7:45,**
7:47, 7:48, 7:52, 7:61

BENEFITS

Computers, **3:2, 14:5, 14:10**
Credit unions, **2:88**
Personal services, **8:7**
Publications, **11:22**

BENEFITS—Cont'd

Transportation, **2:9, 2:53, 2:54, 2:60,**
2:88, 2:89, 2:92, 2:97, 2:112,
3:6, 7:19, 7:23, 8:8, 8:11, 10:28,
14:8, 14:22

BIAS

Labor Management Relations Act,
2:2, 2:74, 3:3, 7:69

BILL OF RIGHTS

Union members, **2:95**

BREACH

Labor-Management Reporting and
Disclosure Act, **2:95**

BREAKS

Unfair labor practices, **2:2, 2:94,**
7:64
Work rules, **2:2**

BRIEFS

Railway Labor Act, **2:92**

BUSINESS JUDGMENT

Age Discrimination in Employment
Act, **1:1**

BUSINESS NECESSITY

Evidence, **2:15, 2:29, 2:30, 2:37,**
2:38, 2:43, 2:54, 2:55, 2:58,
13:9
Retirement plans, **2:38**
Summary judgment, **2:15, 2:29, 2:30,**
2:43, 2:54, 2:55, 2:58

CALIFORNIA

Age Discrimination in Employment
Act, **2:4, 2:9, 2:103, 5:16, 7:2,**
7:69, 10:13, 11:4
Age discrimination, **2:3, 2:4, 2:9,**
2:103, 2:112, 5:16, 7:2, 7:69,
10:13, 11:4, 12:23
Assignments, **2:30, 2:110, 7:2, 7:62,**
7:69
At-will employment, **2:112, 5:5,**
6:27, 7:57
Collective bargaining agreements,
2:112, 7:69
Compensation, **2:3, 2:9, 2:58, 2:86,**
2:88, 2:110, 2:112, 3:2, 5:2,
5:10, 6:55, 7:2, 7:57, 7:60,

LITIGATING WRONGFUL DISCHARGE CLAIMS

CALIFORNIA—Cont'd

7:69, 8:20, 10:13
 Complaints, 2:3, 2:9, 2:36, 2:86, 2:88, 2:103, 2:110, 2:112, 4:19, 5:2, 5:10, 5:12, 5:16, 7:57, 7:69, 8:20, 9:17, 9:25, 11:4
 Conciliation, 2:36
 Conditions, 2:9, 2:30, 2:36, 2:86, 2:103, 2:110, 4:30, 5:12, 7:2, 7:19, 7:56, 7:57, 7:62, 7:63, 7:69, 9:17
 Constitutionality, 8:20
 Contractors, 2:3, 2:4, 2:9, 2:36, 2:58, 2:86, 2:88, 7:2, 7:19, 7:56, 7:57, 7:60, 7:69
 Criminal penalties, 2:112, 5:10, 7:19, 7:56
 Disclosures, 2:86, 2:88, 2:103, 2:110, 5:8, 11:4
 Dispute, 2:3, 2:9, 2:32, 2:86, 2:88, 2:103, 3:2, 4:19, 5:10, 5:12, 7:2, 7:69, 8:11, 9:17, 12:23
 Employment practices, 2:103
 Equal pay, 2:88, 2:103, 2:110, 2:111
 Equipment, 2:86, 2:110, 7:2, 7:56, 7:57, 7:69
 Evidence, 2:3, 2:30, 2:36, 2:58, 2:86, 2:88, 2:103, 2:110 to 2:112, 3:2, 3:7, 4:16, 5:5, 5:8, 5:10, 5:12, 6:14, 6:41, 7:19, 7:57, 7:62, 7:63, 7:69, 8:11, 8:20, 9:25, 10:23, 10:24, 11:4, 12:23, 16:5
 Exemptions, 2:3, 2:36, 2:86, 7:69
 Family leave, 2:103, 2:112
 Federal contractors, 2:4, 2:36, 2:58, 7:69
 Fringe benefits, 2:3, 2:111, 7:2, 7:57, 8:11
 Harassment, 2:3, 2:32, 2:36, 2:93, 2:103, 2:112, 3:2, 4:30, 5:5, 5:12, 6:14, 6:55, 7:57, 7:60, 7:63, 7:69, 8:11, 8:20, 11:4, 16:5
 Health, 2:30, 2:36, 2:58, 2:86, 2:88, 2:103, 2:110, 2:112, 5:2, 5:5, 5:8, 5:11, 5:12, 5:16, 6:41, 7:2, 7:19, 7:56, 7:57, 7:69, 8:11, 8:20, 9:17, 10:23, 12:23
 Hearings, 2:3, 2:9, 3:2, 3:7
 Holidays, 2:36

CALIFORNIA—Cont'd

Hospital employees, 7:2
 Investigations, 2:9, 2:88, 5:5, 7:57, 7:69
 Judicial remedies, 2:111
 Jury duty, 2:112, 5:2
 Layoffs, 2:88, 2:103, 7:56, 7:69, 9:25
 Life insurance, 8:11
 Marital status, 2:103, 2:110
 Minimum wages, 7:69
 Mining, 2:88
 National origin discrimination, 2:9, 2:103, 11:4
 Notice, 2:3, 2:4, 2:9, 2:36, 2:86, 2:111, 2:112, 3:2, 4:16, 7:19, 7:20, 7:56, 7:57, 7:62, 7:69, 8:11, 9:17, 9:25, 12:23
 Overtime pay, 2:9, 7:57
 Penalties, 2:86, 2:88, 2:103, 2:111, 2:112, 3:2, 5:10, 7:2, 7:19, 7:56, 7:57
 Permits, 2:9, 2:36, 2:86, 2:88, 2:103, 2:113, 3:2, 5:10, 7:19, 7:57, 7:69, 11:4, 16:5
 Polygraph tests, 2:106
 Pregnancy, 2:30, 2:103, 2:112
 Privacy, 2:9, 2:112, 6:14, 6:39, 6:41, 6:48, 7:19, 7:20, 7:60, 7:69, 9:17
 Race discrimination, 2:103, 5:12, 5:16, 7:69
 Remedies, 2:30, 2:86, 2:88, 2:103, 2:110 to 2:112, 3:2, 3:7, 4:19, 5:2, 5:5, 5:8, 5:10, 5:11, 5:16, 6:14, 6:27, 6:39, 6:41, 6:48, 6:55, 7:19, 7:57, 7:60, 7:63, 7:69, 8:6, 8:11, 8:20, 8:24, 9:17, 10:23
 Rest breaks, 10:23
 Sanctions, 2:88, 5:5
 Sex discrimination, 2:30, 2:32, 2:93, 2:112, 5:12, 7:62, 7:63, 7:69, 9:25, 11:4
 Sick leave, 7:69, 8:11
 State statutes, 2:103, 2:105, 2:106, 2:110 to 2:113, 3:2, 5:5, 6:14, 7:57
 Strikes, 3:2

INDEX

CALIFORNIA—Cont'd

Taxes, 7:2
Technical assistance, 2:58, 7:69
Termination of employment, 4:19,
7:57, 7:63, 9:25
Terms, 2:9, 2:32, 2:86, 2:88, 2:103,
3:2, 4:16, 4:19, 6:27, 7:56,
7:57, 7:63, 7:69, 8:6, 8:20, 9:17
Transfers, 2:36
Unemployment compensation, 7:69

CAPACITY

National Labor Relations Board,
2:60, 5:12, 7:57

CAUSATION

Retaliation, 2:13, 2:14, 2:43, 2:77,
2:79, 2:86, 2:87, 2:101, 5:9,
5:10, 9:28, 17:40
Section 1981, 2:79
Statistics, 2:14, 2:43

CAUSE

Unfair labor practices, 2:2, 2:3, 2:94,
2:95, 7:64

CEASE AND DESIST ORDERS

National Labor Relations Board, 7:57

CERTIORARI

National Labor Relations Board, 2:2,
2:9

CHARACTERISTICS

Unfair labor practices, 7:64

CHARGES

Collective bargaining agreements,
2:112, 7:69
Labor-Management Reporting and
Disclosure Act, 2:95

CIRCUMSTANTIAL EVIDENCE

Discipline, 2:2, 2:43, 12:1, 16:13
Evidence, 2:2, 2:14, 2:17, 2:29, 2:30,
2:43, 2:44, 2:65, 2:80, 5:3,
5:10, 5:12, 8:4, 11:32, 12:1,
16:3, 16:13, 17:40, 17:100
National Labor Relations Board, 2:2,
2:80, 5:12
Unfair labor practices, 2:2

CIVIL RIGHTS

National Labor Relations Board, 2:1,
2:9, 2:60, 2:75, 5:11, 5:12, 7:26,
7:34, 7:61, 7:64, 7:69, 8:1, 8:7,
8:10, 8:14, 10:8, 10:30, 10:31,
13:3, 16:14
Railway Labor Act, 2:1, 2:43, 2:79,
2:87, 2:92, 3:11, 7:69, 8:28
Unions, 1:2, 2:4, 2:5, 2:60, 2:63,
2:86, 2:88, 2:92, 7:64, 7:69,
10:29

CIVIL RIGHTS ACT

Arbitration agreements, 1:1, 2:9,
2:26, 2:75, 11:39
Criminal sanctions, 8:27
Employment agencies, 2:8
Employment practices, 2:5, 2:15,
2:27, 2:29, 2:63, 2:65, 2:97,
2:103, 10:18, 14:15, 14:17 to
14:19

CIVIL SERVICE

At-will employment, 1:1

CLAIMS

Labor-Management Reporting and
Disclosure Act, 2:95
National Labor Relations Act, 1:1,
1:3, 2:1, 2:3, 2:9, 2:13, 2:43,
2:60, 2:70, 2:81, 2:92, 2:95,
2:103, 3:3, 3:9 to 3:11, 5:5,
5:11, 5:12, 5:16, 6:17, 6:18,
7:26, 7:57, 7:59, 7:64, 7:69,
8:7, 8:8, 8:38, 9:16, 9:17,
10:28, 10:31, 10:33

CLASS ACTIONS

Adequacy of representation, 10:28
Age Discrimination in Employment
Act, 2:9, 2:42, 7:61, 7:69
Age discrimination, 2:9, 2:42, 7:61,
7:69
Appeal, 2:9, 2:87, 7:69
Arbitration, 2:9, 7:69, 10:28
Attorneys, 2:9
Burden of proof, 2:87
Certification, 2:42, 2:87, 7:69, 10:28
Commonality, 10:28
Discovery, 2:42

CLASS ACTIONS—Cont'd

Disparate treatment, 2:87, 7:69, 10:28
 Employee Retirement Income Security Act, 7:61, 7:69
 Evidence, 2:42, 2:87, 7:69, 10:28
 Hearings, 2:9
 Hostile environment, 2:87
 Jurisdiction, 2:9, 7:69, 10:28
 Labor Management Relations Act, 7:69
 Membership, 7:69
 Motion for certification, 7:69
 Notice, 2:9, 2:42, 2:87, 7:61, 7:69, 10:28
 Notice requirements, 2:87
 Numerosity, 7:69, 10:28
 Potential class members, 2:42, 7:69
 Railway Labor Act, 2:87, 7:69
 Representation, 7:69, 8:35, 10:28
 Requirements, 2:9, 2:42, 2:87, 7:61, 7:69, 10:28
 Review, 2:9, 2:87, 7:69
 Settlement, 2:42, 8:35, 10:28
 Title VII, 2:9, 2:42, 2:87, 7:61, 7:69, 10:28
 Typicality, 10:28

COACHES

Compensation, 2:29

COCAINE

Drug screening, 7:19

COERCION

Discrimination, 2:30, 2:75, 2:97, 7:26, 7:63
 Settlements, 7:26

COLLECTIVE BARGAINING

Acquiescence, 2:3
 Agreement, 1:1 to 2:3, 2:9, 2:43, 2:69, 2:79 to 2:81, 2:87, 2:92, 2:95, 2:106, 2:112, 3:1 to 3:4, 3:6, 3:8, 3:10 to 4:10, 4:19, 5:10, 5:12, 5:13, 6:2, 6:4, 6:17, 6:24, 6:27, 6:35, 7:15, 7:22 to 7:24, 7:30, 7:31, 7:56, 7:57, 7:59, 7:64, 7:65, 7:69, 9:17, 9:19, 9:28, 10:8, 10:28, 10:31, 13:8, 14:11, 15:12, 17:87

**COLLECTIVE BARGAINING
 —Cont'd**

Alter egos, 10:31
 Americans with Disabilities Act, 1:1, 1:2, 2:9, 2:43, 2:49, 2:87, 2:112, 3:2, 7:64, 7:69, 9:28
 Bankruptcy, 2:2, 2:92, 7:56, 7:65
 Bargaining unit, 2:2, 3:2, 3:8, 7:69, 10:31
 Disabilities, 1:1, 1:2, 2:9, 2:43, 2:49, 2:87, 2:112, 3:2, 7:64, 7:69, 9:28, 17:87
 Effects bargaining, 2:2, 7:69
 Fair representation, 2:3, 2:92, 3:3, 3:4, 3:8, 3:10, 3:11, 3:17, 7:23, 7:64, 7:69, 8:18, 9:17, 13:8, 14:11, 17:87
 Good faith, 1:1, 1:2, 2:79, 2:81, 2:87, 2:92, 3:10, 3:11, 6:24, 6:27, 7:56, 7:57, 7:65, 8:18, 17:87
 Negotiations, 2:2, 3:11, 7:57, 10:28
 Plant closings, 7:56, 7:69
 Remedies, 1:1 to 2:2, 2:43, 2:49, 2:79 to 2:81, 2:87, 2:92, 2:112, 3:1 to 3:4, 3:6, 3:8, 3:10, 3:11, 3:17, 4:19, 5:10, 5:13, 6:2, 6:4, 6:17, 6:18, 6:24, 6:27, 6:35, 6:38, 7:30, 7:57, 7:59, 7:64, 7:69, 8:18, 9:17, 9:28, 10:8, 10:28, 13:8, 14:11
 Unilateral changes, 2:2
 Waiver, 2:2, 2:9, 2:112, 3:2, 7:24, 7:64

**COLLECTIVE BARGAINING
 AGREEMENTS**

Access, 2:112, 7:69
 Admissions, 15:12
 Alcohol, 2:112, 7:23
 Amendment, 2:49, 2:112, 6:38, 7:69
 Arbitration, 1:1, 2:92, 2:112, 3:1, 3:4, 3:17, 6:17, 7:23, 7:69
 Awards, 2:92
 Bargaining unit, 7:69
 Benefits, 1:1, 2:92, 2:112, 6:38, 7:23, 7:69
 Breach of agreement, 6:17
 Business, 1:1, 2:112, 6:18, 6:38, 7:23, 7:69, 15:12

INDEX

COLLECTIVE BARGAINING AGREEMENTS—Cont'd

Changes, 1:1, 2:92, 7:69
Compensation, 1:1, 2:92, 2:112,
6:17, 6:18, 7:69, 8:18
Conditions, 1:1, 2:92, 6:18, 7:23,
7:69
Confidentiality, 2:112, 7:23
Damages, 1:1, 2:49, 2:112, 6:17,
6:18, 6:38, 7:23, 7:69, 8:18,
15:12
Date, 1:1, 2:92, 2:112, 3:17, 7:69,
8:18, 15:12
Death, 2:92
Description, 1:1, 15:12
Determinations, 2:92
Discharge of employees, 4:18
Discipline, 1:1, 2:92, 2:112, 4:18,
7:69
Drugs, 2:112, 6:38, 7:23, 7:69
Duties, 1:1, 2:112, 15:12
Eligibility, 1:1, 2:112, 7:69
Evaluation, 7:23
Evidence, 1:1, 2:92, 2:112, 4:18,
6:38, 7:69, 15:12

COLORADO

Age Discrimination in Employment
Act, 8:5, 11:39
Age discrimination, 2:112, 8:5, 11:39
Appeals, 2:110, 9:1, 11:39
Assignments, 2:110
At-will employment, 2:112, 7:57
Board, 2:110, 2:112, 7:57
Compensation, 2:110, 2:112, 7:57
Conciliation, 2:36
Conditions, 2:36, 2:110, 4:30, 7:57
Criminal penalties, 2:112
Disclosures, 2:110
Dispute, 11:39
Evidence, 2:36, 2:110, 2:112, 7:57,
8:5, 11:39
Exemptions, 2:36
Family leave, 2:112
Federal contractors, 2:36
Fringe benefits, 7:57
Gratuities, 2:112
Harassment, 2:36, 2:112, 4:30, 7:57
Health, 2:36, 2:110, 2:112, 7:57

COLORADO—Cont'd

Holidays, 2:36
Insurance, 2:112, 7:57, 8:5
Investigations, 7:57
Jury duty, 2:112
Marital status, 2:110
Notice, 2:36, 2:112, 7:57
Overtime pay, 7:57
Permits, 2:36, 7:57, 9:1
Persons protected, 11:39
Remedies, 2:110, 2:112, 7:57, 8:5,
8:6, 11:39
Retaliation, 2:36, 2:110, 2:112, 4:30,
7:57, 9:1
Sex discrimination, 2:112
State statutes, 2:110, 2:112, 7:57, 8:5
Termination of employment, 7:57
Terms, 7:57, 8:6, 11:39
Tips, 2:112

COMBINATION

National Labor Relations Act, 2:13,
7:69
Unions, 7:69

COMMERCE

Labor Management Relations Act,
14:11
Unfair labor practices, 2:3

COMMITTEES

Labor Management Relations Act,
3:11

COMMON LAW

Social security, 7:2

COMMON OWNERSHIP

Unfair labor practices, 10:31

COMPENSATION

ADEA, 1:1, 1:2, 2:9, 2:11, 2:43,
2:46, 2:47, 2:79, 7:2, 7:33,
7:61, 7:69, 7:70, 8:4, 8:8, 8:14,
8:38, 10:13, 10:18
Affirmative action plans, 2:29
Americans With Disabilities Act, 1:1,
1:2, 2:9, 2:19, 2:43, 2:58, 2:60,
2:86, 2:87, 2:112, 3:2, 6:15,
7:61, 7:69, 8:38, 9:28, 10:18,
14:17 to 14:19, 17:78

COMPENSATION—Cont'd

At-will employment, 1:1, 2:112, 5:1, 5:14, 7:57, 17:9
 Bank tellers, 7:57
 Defenses, 2:9, 2:43, 2:88, 9:9, 9:23, 9:28, 15:8
 Disciplinary action, 2:3, 2:79, 15:8, 17:22
 Discrimination, 1:1 to 2:3, 2:9, 2:11, 2:19, 2:29, 2:43, 2:46, 2:47, 2:58, 2:60, 2:79, 2:81, 2:86 to 2:88, 2:92, 2:97, 2:100, 2:110, 2:112, 3:2, 5:10, 6:6, 6:15, 6:17, 6:59, 7:2, 7:24, 7:26, 7:29, 7:30, 7:33, 7:47, 7:57, 7:60, 7:61, 7:69, 7:70, 8:4, 8:8, 8:14, 8:20, 8:33, 8:36, 8:38, 9:28, 10:6, 10:8, 10:13, 10:15, 10:18, 12:4, 13:13, 14:17, 14:18, 14:21, 15:8, 16:13, 16:14, 16:17, 17:78
 Drivers, 2:3, 2:9, 2:60, 2:88, 7:2
 ERISA, 1:1, 1:2, 2:112, 6:15, 6:50, 7:24, 7:47, 7:61, 7:69, 8:38
 Establishment, 2:2, 2:29, 2:43, 14:21
 Family and Medical Leave Act, 1:1, 2:43, 2:60, 2:86, 2:87, 2:97, 3:2, 6:15, 7:24, 7:61, 7:69, 9:28
 FMLA, 1:1, 2:43, 2:60, 2:86, 2:87, 2:97, 2:112, 3:2, 6:15, 7:24, 7:61, 7:69, 8:4, 9:28
 Intent to discriminate, 14:21
 Janitors, 7:2
 Managers, 1:2, 2:2, 2:43, 2:60, 2:81, 2:86, 2:87, 2:112, 3:2, 4:7, 7:2, 7:57, 7:69, 10:6 to 15:8
 Market rate, 16:16
 OWBPA, 1:2
 Seniority system, 2:60
 Service, 1:1 to 2:2, 2:9, 2:43, 2:47, 2:86 to 2:88, 2:97, 2:110, 2:112, 3:2, 3:22, 5:14, 6:49, 7:2, 7:29, 7:30, 7:47, 7:57, 7:59, 7:61, 7:69, 8:36, 8:38, 8:41, 10:4, 10:6, 10:32, 12:19, 13:3, 16:6, 16:10, 16:11, 16:13, 17:40
 Sex discrimination, 2:29, 2:100, 2:112, 7:33, 7:69
 State laws, 1:1, 2:86, 2:92, 2:100, 2:112, 7:57, 7:61, 7:69

COMPENSATION—Cont'd

Supervisors, 1:2, 2:2, 2:3, 2:43, 2:60, 2:86 to 2:88, 2:112, 3:2, 4:7, 6:17, 6:24, 6:49, 6:56, 6:58, 7:2, 7:16, 7:57, 10:6, 13:3, 13:6, 15:8
 Teachers, 2:47
 Title VII, 1:1, 2:2, 2:9, 2:11, 2:19, 2:29, 2:43, 2:60, 2:79, 2:81, 2:86 to 2:88, 2:92, 2:97, 2:100, 6:18, 6:56, 7:2, 7:24, 7:26, 7:33, 7:61, 7:69, 8:14, 8:15, 8:20, 8:33, 8:36, 8:38, 9:28, 10:13, 10:18, 10:32, 14:17 to 14:19, 17:78

COMPLAINTS

Americans with Disabilities Act, 2:8 to 2:10, 2:36, 2:38, 2:43, 2:56, 2:75, 2:86, 2:101, 2:103, 2:112, 5:16, 6:32, 7:69, 9:25, 14:17 to 14:20, 14:22, 14:23, 17:82
 Federal employment, 2:9, 7:69
 Jurisdiction over defendant, 14:14
 Parties, 2:3, 2:8, 2:9, 2:29, 2:34, 2:79, 2:86, 2:92, 2:110, 6:2, 7:26, 7:57, 7:69, 11:4 to 11:6, 11:38, 12:25, 13:25, 14:8, 14:10, 14:14, 14:15, 14:18 to 14:23, 15:12
 Relief, 2:2, 2:3, 2:8, 2:9, 2:14, 2:56, 2:70, 2:79, 2:83, 2:86, 2:95, 2:103, 2:110, 2:112, 5:16, 7:26, 7:50, 7:57, 7:69, 11:4, 14:8, 14:9, 14:11 to 14:20, 14:22, 14:23
 Retaliation, 2:2, 2:3, 2:8, 2:14, 2:27, 2:34, 2:36, 2:38, 2:43, 2:56, 2:70, 2:75, 2:79, 2:81, 2:83, 2:85, 2:86, 2:88, 2:92, 2:96, 2:97, 2:99, 2:101, 2:103, 2:110, 2:112, 5:2, 5:10, 5:12, 5:16, 6:2, 6:10, 7:8, 7:15, 7:57, 7:69, 8:20, 8:25, 9:17, 9:25, 11:4, 12:25, 14:3, 14:6, 14:8, 14:14, 14:22, 14:23, 15:8
 Right-to-sue letter, 2:8
 Section 1983, 2:10, 2:70, 5:12, 7:15
 Service Contract Act, 2:86
 Subject matter jurisdiction, 2:2, 2:9, 2:79, 2:112, 7:26, 7:69, 14:14

INDEX

COMPLAINTS—Cont'd

Title VII cases, 7:26

COMPLIANCE

Labor Management Relations Act,
2:81, 7:69

Unions, 1:2, 2:4, 2:60, 2:86, 2:88,
7:69

COMPUTERS

Benefits, 3:2, 14:5, 14:10

CONCERTED ACTIVITY

Collective bargaining agreements,
1:1, 7:69

CONCILIATION

Enforcement, 2:36, 2:39, 8:30, 10:1,
10:17, 10:19

Equal Employment Opportunity
Commission, 2:8, 2:36, 2:39,
2:41, 2:49, 7:34, 8:30, 10:1,
10:17, 10:19

Rehabilitation Act, 2:49

CONCLUSIONS

Labor Management Relations Act,
7:59

CONFIDENTIALITY

Age Discrimination in Employment
Act, 2:8, 2:103, 10:19, 11:35

Collective bargaining agreements,
2:112, 7:23

Equal Employment Opportunity
Commission, 2:8, 2:60, 2:88,
2:103, 7:57, 10:19

Equal Pay Act, 2:88, 10:19

CONGRESS

Fair Labor Standards Act, 2:9, 2:87,
7:2, 7:61, 7:69, 8:4, 10:17

CONNECTICUT

Age Discrimination in Employment
Act, 2:103, 7:33, 7:69

Age discrimination, 2:103, 2:112,
7:33, 7:69

Appeals, 2:103, 2:110, 5:5, 7:33

Assignments, 2:54, 2:110, 7:69

At-will employment, 2:112, 5:5, 7:57

Compensation, 2:81, 2:110, 2:112,
6:55, 7:33, 7:57, 7:69, 9:28

CONNECTICUT—Cont'd

Complaints, 2:81, 2:103, 2:110,
2:112, 7:57, 7:69

Conditions, 2:54, 2:103, 2:110, 7:19,
7:56, 7:57, 7:69

Criminal penalties, 2:112, 7:19, 7:56

Disclosure, 2:54, 2:110, 2:112, 7:19,
7:57, 7:69

Employment practices, 2:103

Equal pay, 2:103, 2:110

Evidence, 2:54, 2:103, 2:110, 2:112,
5:5, 6:41, 7:19, 7:33, 7:57,
7:69, 9:28

Executives, 2:81, 2:112, 7:56, 7:57

Exemptions, 7:69

Family leave, 2:103, 2:112

Harassment, 2:103, 2:112, 5:5, 6:55,
7:57, 7:69, 9:28

Health, 2:54, 2:103, 2:110, 2:112,
5:5, 6:41, 7:19, 7:56, 7:57, 7:69

Health insurance, 5:5, 7:69

Investigations, 5:5, 7:57, 7:69

Jury duty, 2:112

Layoffs, 2:103, 7:56, 7:69

Losses, 7:56, 7:69

Marital status, 2:103, 2:110

Minimum wages, 7:69

National origin discrimination, 2:103

Notice, 2:54, 2:81, 2:112, 7:19, 7:56,
7:57, 7:69, 9:28

Overtime pay, 7:57

Penalties, 2:103, 2:112, 7:19, 7:56,
7:57

Permits, 2:54, 2:103, 7:19, 7:57,
7:69, 9:28

Pregnancy discrimination, 2:103

Privacy, 2:112, 6:41, 7:19, 7:69

Professionals, 2:112, 7:57

Race discrimination, 2:103, 7:69

Releases, 7:56, 7:57

Remedies, 2:54, 2:81, 2:103, 2:110,
2:112, 5:5, 6:41, 6:55, 7:19,
7:57, 7:69, 9:28

Sanctions, 5:5

Sex discrimination, 2:54, 2:112,
7:33, 7:69

Sick leave, 7:69

State statutes, 2:103, 2:110, 2:112,
5:5, 7:57

CONNECTICUT—Cont'd

Termination of employment, **2:54, 7:57**
 Terms, **2:54, 2:103, 7:56, 7:57, 7:69**
 Time off, **2:81, 7:69**
 Unemployment compensation, **7:33, 7:69**

CONSIDERATION

Settlements, **1:2, 2:29, 2:103, 4:30, 7:26, 10:17, 11:34**
 Termination of employment, **7:57, 14:8**

**CONSOLIDATED OMNIBUS
 BUDGET RECONCILIATION
 ACT**

Acquisitions, **1:2**
 American Recovery and Reinvestment Act of 2009, **7:47, 7:50**
 Antidiscrimination, **1:1**
 Coverage, **1:1 to 7:1, 7:37, 7:40 to 7:50, 7:52 to 7:55, 7:69**
 Department of Labor, **1:2, 7:69**
 Duration of, **7:50, 7:55, 7:69**
 Eligibility for, **1:1, 7:43, 7:48, 7:50, 7:69**
 Exclusions, **7:55**
 Mergers, **1:2**
 Notices, **1:1, 7:37, 7:43 to 7:45, 7:69**
 Overview, **1:2, 7:37**
 Penalties, **1:1, 7:45, 7:52**
 Preemption, **1:3, 7:1, 7:47**
 Preexisting condition, **7:48**
 Qualifying events, **7:41, 7:43, 7:45, 7:48**
 Remedies, **1:1 to 1:3, 7:37, 7:52, 7:53, 7:69**

CONSPIRACY

Section 1985, **2:74**

CONSTRUCTION WORKERS

Enforcement, **1:1**
 National Labor Relations Act, **1:1**
 Remedies, **1:1**
 Statute of limitations, **1:1**

CONSTRUCTIVE DISCHARGE

At-will employment, **1:1, 5:1**

**CONSTRUCTIVE DISCHARGE
 —Cont'd**

Employee Retirement Income Security Act, **1:1, 1:2**
 Resignation, **2:3, 2:29, 2:40, 7:23, 7:62, 7:63, 17:68**

CONTEMPT

Costs of litigation, **7:67**

CONTEST

Notice of, **6:40, 7:7, 8:11**

CONTINUING VIOLATIONS

Age Discrimination in Employment Act, **7:64**
 Jurisdiction, **7:64, 9:24**

CONTRACTORS

California, **2:3, 2:4, 2:9, 2:36, 2:58, 2:86, 2:88, 7:2, 7:19, 7:56, 7:57, 7:60, 7:69**

CONVERSATIONS

National Labor Relations Board, **2:2, 2:9, 10:8**

COPIES

National Labor Relations Board, **5:11, 10:8, 13:11**
 Unions, **13:8**

CORRUPTION

National Labor Relations Act, **2:92, 3:3**
 Railway Labor Act, **2:92, 3:3**

COST OF LIVING

Social security, **16:16**

COSTS AND EXPENSES

Benefits, **10:15, 14:20**
 Expert witness fees, **8:33**
 Title VII, **8:33**

COUNTERCLAIMS

Answers, **11:3**

COURTS

Collective bargaining agreements, **1:1, 2:49, 2:92, 3:1, 4:18, 6:17, 6:18, 6:38, 7:23, 7:69, 8:18**
 Labor relations, **1:1, 2:1 to 2:3, 2:9, 2:13, 2:43, 2:60, 2:83, 2:92,**

INDEX

COURTS—Cont'd

2:95, 2:103, 2:107, 3:3, 5:5,
5:8, 5:11, 5:12, 5:16, 6:17, 6:18,
6:58, 7:2, 7:4, 7:23, 7:26, 7:34,
7:57, 7:59, 7:61, 7:64, 7:69,
7:70, 8:1, 8:7, 8:10, 8:12 to
8:14, 8:38, 9:16, 9:17, 10:28,
10:30, 10:31, 10:33

Worker Adjustment and Retraining
Notification Act, 7:56, 8:15

COVERAGE

Medical benefits, 7:41

CREDIBILITY

Labor Management Relations Act,
7:69

National Labor Relations Board,
7:69, 7:70

CREDIT UNIONS

Benefits, 2:88

DAMAGES

Accommodation, 2:2, 2:30, 2:36,
2:53, 2:54, 2:75, 2:77, 2:87,
2:89, 2:103, 6:14, 7:23, 7:64,
7:69, 8:28, 14:18, 14:19, 14:21
to 14:23, 15:12

Age claims, 2:103

Age discrimination, 1:1 to 1:3, 2:3,
2:4, 2:9, 2:10, 2:13, 2:14, 2:22,
2:44, 2:46, 2:76, 2:79, 2:102,
2:103, 2:112, 5:16, 7:5, 7:26,
7:28, 7:31, 7:33, 7:35, 7:61,
7:64, 7:69 to 7:71, 8:1, 8:4, 8:5,
8:7, 8:8, 8:14, 8:17, 8:28, 8:30,
8:36, 8:38, 9:26, 10:13, 10:17,
10:33, 11:19, 11:35, 11:39,
12:11, 12:23, 14:12, 14:13,
17:69 to 17:72

Allocations, 8:41

Americans with Disabilities Act, 1:1
to 1:3, 2:4, 2:9, 2:10, 2:19,
2:22, 2:30, 2:36, 2:49, 2:53,
2:54, 2:75, 2:77, 2:86, 2:87,
2:103, 2:112, 3:2, 5:16, 7:61,
7:64, 7:69, 7:71, 8:5, 8:7, 8:17,
8:28, 8:38, 9:26, 10:17, 10:33,
11:21, 11:22, 14:17 to 14:20,
14:22, 14:23, 16:19

DAMAGES—Cont'd

Arbitration awards, 2:80, 3:2, 3:6,
13:19

Backpay, 14:5, 14:11, 14:15, 14:19

Benefits, 1:1 to 2:4, 2:9, 2:19, 2:30,
2:34, 2:46, 2:53, 2:54, 2:61,
2:75, 2:79, 2:87 to 2:89, 2:91,
2:93, 2:94, 2:103, 2:110 to
2:112, 3:2, 3:3, 3:6, 3:14, 5:5,
5:9, 5:10, 6:6, 6:24, 6:38, 7:14,
7:23, 7:29, 7:52, 7:56, 7:57,
7:60, 7:61, 7:69, 8:2, 8:3, 8:7,
8:8, 8:10, 8:11, 8:14, 8:17, 8:31,
8:37, 8:41, 9:18, 10:8, 10:11,
10:15, 10:23, 10:28, 10:33,
11:2, 11:21, 11:22, 11:33, 11:35,
11:36, 11:38, 11:39, 12:11,
12:19, 12:22, 12:23, 13:12,
13:19, 14:3, 14:5 to 14:8, 14:10
to 14:13, 14:15 to 14:17, 14:20
to 14:23, 16:1, 16:6, 16:16,
17:9, 17:22, 17:40, 17:60,
17:69, 17:70, 17:72, 17:103,
17:105, 17:108, 17:117

Compensation, 1:1 to 2:3, 2:9, 2:19,
2:46, 2:79, 2:81, 2:86 to 2:88,
2:110, 2:112, 3:2, 3:22, 5:10,
5:14, 6:6, 6:17, 6:18, 6:24,
6:29, 6:49, 6:56, 7:14, 7:16,
7:26, 7:29, 7:33, 7:57, 7:59 to
7:61, 7:69, 7:70, 8:3, 8:4, 8:8,
8:14, 8:15, 8:18, 8:20, 8:21,
8:29, 8:36, 8:38, 8:41, 10:4,
10:8, 10:13, 10:15, 11:23,
11:31, 11:38, 12:19, 13:13,
14:17 to 14:19, 14:21, 16:6,
16:9, 16:16, 17:9, 17:22, 17:40,
17:49, 17:103, 17:114, 17:117

Computation, 12:19

Defined, 1:2, 2:2, 2:3, 2:34, 2:54,
2:83, 2:86, 2:93, 2:94, 2:103,
2:112, 3:2, 7:9, 7:15 to 7:17,
7:31, 7:52, 7:56, 7:57, 7:59,
7:61, 7:69, 8:13, 8:38, 11:2,
14:8, 14:18, 14:20, 14:22, 17:9,
17:51, 17:88, 17:107, 17:109,
17:110

Disability discrimination, 2:3, 2:10,
2:49, 2:52 to 2:54, 2:77, 2:87,
2:103, 7:23, 7:60, 8:7, 8:11,
8:20, 14:14, 14:21, 15:12

Emotional damages, 6:14, 8:37, 8:38

DAMAGES—Cont'd

Emotional distress, 1:1, 2:3, 2:19, 2:22, 2:27, 2:66, 2:73, 2:75, 2:81, 2:94, 2:96, 2:111, 2:112, 3:2, 3:15, 5:5, 6:6 to 6:9, 6:14, 6:17, 6:26, 6:29, 6:36, 6:38, 6:56, 6:61, 7:5, 7:9, 7:14 to 7:16, 7:29, 7:60, 7:63, 7:64, 7:69, 8:1, 8:2, 8:5, 8:6, 8:11, 8:20, 8:36 to 8:38, 8:41, 10:11, 11:14, 11:15, 11:19, 11:22 to 11:24, 11:33, 11:35, 11:36, 12:2, 12:23, 13:9, 14:3, 14:4, 14:6, 14:8, 14:10, 14:11, 14:13 to 14:17, 14:19, 14:20, 14:23, 16:6, 16:7, 17:54, 17:60, 17:108 to 17:111, 17:116

Employment discrimination, 2:9, 2:14, 2:27, 2:30, 2:36, 2:63, 2:79, 2:89, 2:99, 2:103, 2:110, 2:112, 4:37, 6:44, 7:63, 7:69, 8:7, 8:8, 8:17, 8:36, 10:17, 11:39, 14:15, 16:7

Employment history, 8:19, 12:11

Expert witnesses, 8:34, 11:21, 12:2, 12:14, 13:19

Family and Medical Leave Act, 1:1, 1:3, 2:30, 2:54, 2:75, 2:86, 2:87, 3:2, 7:56, 7:61, 7:69, 7:71, 8:5, 8:17, 8:30, 10:28, 14:20

Federal government, 1:2, 2:4, 2:44, 2:49, 2:53, 2:63, 2:74, 2:83, 2:86, 2:89, 5:5, 7:15, 8:40, 14:21

Fringe benefits, 2:3, 2:46, 2:79, 2:111, 7:57, 8:3, 8:11, 8:37, 10:11, 11:2, 11:33, 11:35, 11:36, 12:11, 14:3, 14:5 to 14:7, 14:10 to 14:13, 14:15, 14:16, 14:21, 16:16, 17:69, 17:103, 17:105

Front pay, 2:2, 2:19, 2:30, 2:46, 2:79, 2:103, 2:110, 3:2, 3:15, 4:38, 5:7, 7:14, 7:70, 8:7, 8:8, 8:10, 8:11, 8:16 to 8:19, 8:27, 8:37, 9:26, 10:11, 11:2, 11:10, 11:23, 11:33, 11:35, 14:5, 14:11, 14:14, 14:19, 14:21 to 14:23, 16:1, 17:104, 17:105

Good faith efforts, 2:19, 8:20, 8:25, 8:26

DAMAGES—Cont'd

Government employers, 2:44, 2:46, 7:15, 10:17

Intentional discrimination, 2:19, 2:27, 2:54, 2:79, 2:99

Labor-Management Reporting and Disclosure Act, 2:95

Liquidated damages, 2:2, 2:9, 2:46, 2:75, 2:87, 2:89, 2:96, 2:112, 7:57, 7:69, 8:4, 8:15, 8:38, 8:39, 11:35, 11:36, 14:20, 17:71

Medical expenses, 8:38, 8:41, 11:33, 14:8, 14:18, 17:49

National Labor Relations Board, 2:2, 2:3, 2:9, 2:75, 2:80, 2:83, 2:95, 5:5, 6:17, 7:26, 7:57, 7:59, 7:61, 7:64, 7:69, 7:70, 8:1, 8:7, 8:8, 8:10, 8:13, 8:14, 10:8, 10:15, 13:13

National origin discrimination, 2:9, 2:79, 2:103, 7:64

Nonpunitive damages, 8:38

Pensions, 1:2, 2:94

Period, 1:1, 2:2, 2:3, 2:9, 2:14, 2:27, 2:36, 2:46, 2:54, 2:66, 2:76, 2:79, 2:81, 2:83, 2:86 to 2:89, 2:93, 2:94, 2:98, 2:103, 2:110, 2:111, 5:5, 5:10, 6:8, 6:38, 6:40, 7:28, 7:29, 7:52, 7:56, 7:57, 7:60, 7:61, 7:64, 7:69, 7:70, 8:3, 8:8, 8:10, 8:11, 8:15, 8:19, 8:20, 8:25, 8:27 to 8:29, 8:41, 10:10, 10:11, 10:15, 10:28, 11:2, 11:14, 11:31, 11:33, 11:39, 12:19, 12:24, 14:5, 14:7, 14:8, 14:10, 14:12, 14:19, 14:22, 14:23, 15:5, 15:12, 16:16, 16:19, 17:54, 17:88, 17:104, 17:106, 17:113

Physical injuries, 7:60, 8:36 to 8:38, 8:41

Prejudgment interest, 2:46, 2:66, 2:94, 7:56, 8:4, 8:15, 11:33, 11:35, 14:8, 14:18 to 14:20, 14:22, 14:23

Punitive damages, 1:1, 2:10, 2:19, 2:21, 2:27, 2:30, 2:36, 2:46, 2:52, 2:61, 2:66, 2:73, 2:74, 2:79, 2:81, 2:83, 2:87, 2:90, 2:94, 2:95, 2:103, 2:107, 2:110, 2:111, 3:2, 3:15, 5:5, 5:7, 5:10,

INDEX

DAMAGES—Cont'd

5:16, 6:14, 6:17, 6:18, 6:24,
6:26, 6:36, 6:38, 6:40, 6:61,
7:5, 7:17, 7:23, 7:56, 7:59,
7:63, 7:64, 7:69, 8:1, 8:5, 8:11,
8:20 to 8:27, 8:36 to 8:39, 8:41,
9:18, 10:11, 10:17, 10:23,
10:28, 10:33, 11:6, 11:33,
11:38, 11:39, 12:22, 12:23,
14:3, 14:4, 14:6 to 14:8, 14:10,
14:13 to 14:20, 14:22, 14:23,
16:6, 16:9, 17:69, 17:116
Railway Labor Act, 2:3, 2:79, 2:87,
3:3, 7:59, 7:69, 8:28
Ratification, 2:61, 3:3, 7:26
Rehabilitation Act, 1:3, 2:49, 2:52,
2:53, 2:74, 7:60, 7:61, 7:64,
7:69, 8:17, 10:28, 14:21, 14:22
Reinstatement, 2:2, 2:3, 2:9, 2:13,
2:14, 2:30, 2:44, 2:46, 2:63,
2:74, 2:75, 2:79 to 2:83, 2:86 to
2:89, 2:91, 2:94, 2:103, 2:110,
2:112, 3:2, 3:6, 3:12, 3:22, 5:5,
5:10, 6:17, 6:24, 6:38, 7:5,
7:14, 7:23, 7:29, 7:59, 7:69,
7:70, 8:1, 8:7, 8:8, 8:10, 8:13,
8:16, 8:17, 8:20, 8:37, 8:41,
9:26, 10:11, 10:15, 11:2, 11:10,
11:36, 11:39, 13:19, 14:5,
14:11, 14:13, 14:15, 14:19,
14:21, 14:22
Remedies, 1:1 to 1:3, 2:2, 2:10, 2:19
to 2:22, 2:30, 2:44, 2:46, 2:49,
2:52, 2:54, 2:61, 2:66, 2:72,
2:74, 2:75, 2:77, 2:79 to 2:81,
2:83, 2:86 to 2:88, 2:94, 2:96,
2:99, 2:102, 2:103, 2:110 to
2:112, 3:2, 3:3, 3:6, 3:12, 3:14,
3:15, 3:22, 5:5, 5:10, 5:14,
5:16, 6:2, 6:6 to 6:9, 6:14, 6:17,
6:18, 6:23, 6:24, 6:26, 6:27,
6:29, 6:36, 6:38, 6:40, 6:44,
6:49, 6:56, 6:57, 6:60, 6:61,
7:5, 7:9, 7:14, 7:17, 7:26, 7:52,
7:57, 7:59 to 7:61, 7:63, 7:64,
7:69, 7:70, 8:1 to 8:8, 8:10,
8:11, 8:13 to 8:31, 8:34, 8:36 to
8:41, 10:4, 10:8, 10:17, 10:23,
10:28, 11:2, 11:39, 13:25, 14:11
to 14:13, 14:17, 14:20 to 14:22,
17:40
Restatement of Agency, 8:25, 8:26

DAMAGES—Cont'd

Restrictions, 1:1, 2:2, 2:30, 2:87,
2:103, 5:10, 7:56, 7:57, 7:69,
7:71, 14:19, 14:23
Tax, 1:1, 1:3, 2:2, 2:19, 2:75, 2:86,
2:88, 6:14, 7:29, 7:52, 7:69,
8:11, 8:36 to 8:41, 10:11, 11:36,
12:19, 16:6, 16:7, 16:9
Title VII, 1:1, 1:3, 2:2, 2:4, 2:9,
2:10, 2:13, 2:14, 2:19 to 2:22,
2:27, 2:30, 2:32 to 2:34, 2:36,
2:44, 2:53, 2:54, 2:61, 2:63,
2:66, 2:74, 2:75, 2:77, 2:79,
2:81, 2:86 to 2:88, 2:99, 2:102,
2:103, 6:14, 6:18, 6:44, 6:56,
7:17, 7:26, 7:31, 7:33, 7:35,
7:61, 7:64, 7:69, 7:71, 8:1, 8:5,
8:7, 8:10, 8:14, 8:15, 8:17,
8:20, 8:25 to 8:27, 8:30, 8:36,
8:38, 10:13, 10:17, 10:28,
10:33, 11:2, 11:19, 11:39, 13:2,
14:15, 14:17 to 14:19
Tolling, 2:2, 2:83, 2:86, 7:64, 7:69
Total, 2:36, 2:86 to 2:88, 3:6, 3:12,
6:24, 7:52, 7:57, 7:60, 8:11,
8:19, 8:20, 8:27 to 8:29, 8:31,
8:34, 10:13, 10:15, 11:35,
12:19, 13:13, 14:8, 14:11,
16:16, 16:19, 17:49
Unfit agent, 8:26
Wage loss, 2:66, 7:60, 8:18, 8:19,
8:38, 16:16
Willfulness, 2:81, 6:44, 8:4, 8:15,
8:20

DEDUCTIONS

National Labor Relations Board, 8:14
Social security, 2:46, 8:14, 8:41

DEFAMATION

Labor Management Relations Act,
2:81, 7:19, 9:17
National Labor Relations Act, 1:1,
2:81, 7:64, 8:38, 9:17, 10:33
National Labor Relations Board, 7:64

DEFAULT JUDGMENT

Discovery, 11:4

DEFENSES

Age Discrimination in Employment
Act, 2:9, 2:43, 9:15, 9:26, 9:27,
11:4

LITIGATING WRONGFUL DISCHARGE CLAIMS

DEFENSES—Cont'd

Age discrimination, 2:9, 2:43, 9:15, 9:26, 9:27, 11:4
Benefit claims, 9:18
Business Necessity, 2:43
Compensation, 2:9, 2:43, 2:88, 9:9, 9:23, 9:28, 15:8
Disability discrimination, 8:11, 9:25, 9:28, 15:12
Disparate treatment, 2:36, 2:43, 10:28, 11:2
Equal Pay Act, 2:88
Generally, 9:15, 10:10
Harassment, 2:36, 2:43, 8:11, 9:28, 11:4, 15:8
Hostile environment, 2:36
Laches, 9:24
Legitimate nondiscriminatory reason, 2:43
Mitigation of damages, 9:30
National origin discrimination, 2:9, 11:4
Qualifications, 2:43, 11:2, 15:12
Reinstatement, 2:9, 2:88, 9:26, 10:11, 11:2
Retaliation, 2:36, 2:43, 2:88, 9:1, 9:17, 9:21, 9:22, 9:25, 9:28, 9:31, 10:28, 11:4, 15:8
Undue hardship, 2:36

DEGREE

Violation, 2:3, 2:5, 2:34, 2:83, 6:14, 6:50, 7:2, 7:19, 7:56, 7:70, 8:20, 8:25, 10:30

DELAWARE

Age Discrimination in Employment Act, 8:30
Age discrimination, 2:112, 8:30
At-will employment, 2:112, 5:5, 7:57
Compensation, 2:112, 7:57
Conciliation, 8:30
Criminal penalties, 2:112
Dispute, 5:12, 8:30
Family leave, 2:112
Fringe benefits, 7:57
Health, 2:112, 5:5, 5:12, 7:57, 8:30
Investigations, 5:5, 7:57
Jury duty, 2:112
Laid off employees, 7:57

DELAWARE—Cont'd

Notice, 2:112, 7:57
Overtime pay, 7:57
Permits, 7:57
Race discrimination, 5:12
Remedies, 2:112, 5:5, 7:57, 8:30
Retaliation, 2:112, 5:5, 5:12, 7:57
Sanctions, 5:5
Sex discrimination, 2:112, 5:12
State statutes, 2:112, 5:5, 7:57
Termination of employment, 7:57
Terms, 7:57, 8:30

DELIBERATIONS

National Labor Relations Board, 16:14

DELIVERY

National Labor Relations Act, 2:9, 5:16, 7:2

DEPARTMENT OF LABOR

Exemptions, 2:3, 2:86, 7:69
Inspector General, 2:83, 7:69
Occupational Safety and Health Administration, 2:29, 2:54, 2:75, 2:83, 2:88, 5:5, 5:11, 5:16, 7:69
Secretary of Labor, 2:49, 2:83, 2:89
Solicitor of Labor, 2:83

DEPENDENTS

Medical benefits, 7:41

DISABILITIES

Accommodations, 1:2, 2:36, 2:51, 2:53 to 2:56, 2:58, 2:60, 2:87, 7:19, 7:68, 7:69, 14:20, 14:22, 17:79, 17:81
After-acquired evidence, 8:7, 8:17, 9:26
Age, 1:1 to 1:3, 2:1, 2:4, 2:7 to 2:10, 2:22, 2:30, 2:38, 2:40, 2:43, 2:54, 2:60, 2:103, 2:112, 5:16, 6:15, 7:7, 7:61, 7:64, 7:69, 7:71, 8:5, 8:7, 8:17, 8:28, 8:38, 9:25, 9:26, 10:17 to 10:21, 10:29, 10:33, 12:1
Alcohol use, 2:54, 2:58, 3:20, 7:21
Alter ego, 7:60, 10:29

INDEX

DISABILITIES—Cont'd

Americans with Disabilities Act, 1:1
to 1:3, 2:1, 2:4, 2:7 to 2:10,
2:19, 2:22, 2:30, 2:36, 2:38,
2:40, 2:43, 2:49, 2:51, 2:53 to
2:60, 2:75, 2:77, 2:78, 2:86,
2:87, 2:101, 2:103, 2:112, 3:2,
3:9, 3:20, 5:16, 6:15, 6:32, 7:7,
7:19, 7:21, 7:61, 7:62, 7:64,
7:68, 7:69, 7:71, 8:5, 8:7, 8:17,
8:28, 8:38, 9:25, 9:26, 9:28,
10:17 to 10:21, 10:29, 10:33,
11:16, 11:21, 11:22, 12:1, 14:17
to 14:20, 14:22, 14:23, 16:19,
17:73 to 17:82

Arbitration, 1:1, 2:9, 2:10, 2:36,
2:43, 2:75, 2:103, 2:112, 3:2,
3:9, 7:7, 7:64, 7:69, 8:28, 9:28,
17:87

Assessment, 2:43, 2:55, 2:56, 10:18,
10:19

Associational discrimination, 2:53

Attendance, 2:36, 2:51, 2:54 to 2:56,
2:58, 2:75, 2:87, 2:101, 3:9,
7:69, 10:19, 11:16, 17:79

Awards, 1:3, 2:103, 3:2, 8:5, 8:28,
8:38, 16:19

Back pay, 1:1, 2:9, 2:19, 2:53, 2:75,
2:86, 2:103, 2:112, 3:2, 5:16,
7:69, 8:7, 8:28, 8:38, 9:26,
14:18, 14:21 to 14:23

Benefits, 1:1 to 2:1, 2:4, 2:9, 2:19,
2:30, 2:38, 2:43, 2:53, 2:54,
2:57, 2:59, 2:60, 2:75, 2:87,
2:103, 2:112, 3:2, 6:15, 7:19,
7:60, 7:61, 7:69, 8:7, 8:17,
10:33, 11:21, 11:22, 14:17,
14:20 to 14:23, 17:75, 17:76,
17:79

Burden of proof, 1:1, 2:43, 2:55,
2:86, 2:87, 3:2, 9:25

Business necessity, 2:30, 2:38, 2:43,
2:54, 2:55, 2:58, 7:21

Causation, 2:43, 2:77, 2:86, 2:87,
2:101, 8:5, 9:28

Certification requirements, 2:60

Choosing, 11:22

Claim preclusion, 5:16

Class actions, 2:9, 2:87, 7:61, 7:69

Collective bargaining agreements,
1:1, 2:49, 2:112, 7:69

DISABILITIES—Cont'd

Compensatory damages, 2:19, 2:49,
2:75, 2:103, 5:16, 7:69, 8:5,
8:17, 8:38, 14:21 to 14:23

Confidentiality, 2:8, 2:60, 2:103,
2:112, 10:19

Continuing violations, 7:64

Costs, 1:1, 1:2, 2:19, 2:30, 2:36,
2:43, 2:57, 2:59, 2:86, 2:112,
7:69, 8:28, 9:25, 14:17 to
14:22, 16:19

Declaratory relief, 2:112

Defenses, 2:9, 2:36, 2:43, 9:25, 9:26,
9:28

Direct threat, 2:51, 2:54 to 2:56,
2:60, 7:21, 7:69

Drug use, 2:54, 2:60, 3:20, 7:19,
7:21

Eleventh amendment, 1:3, 2:30,
2:53, 2:77, 7:7, 7:71, 10:29

Equitable tolling, 7:64, 7:69, 9:28

Estoppel, 2:53, 7:64, 9:28

Evidence, 1:1, 1:2, 2:8, 2:30, 2:36,
2:38, 2:43, 2:53 to 2:56, 2:58,
2:60, 2:75, 2:77, 2:86, 2:87,
2:103, 2:112, 3:2, 6:32, 7:7,
7:19, 7:62, 7:64, 7:69, 8:5, 8:7,
8:17, 9:25, 9:26, 9:28, 10:19 to
10:21, 10:29, 11:21, 12:1,
14:23, 17:73 to 17:77, 17:79 to
17:82, 17:87

Examinations, 2:54, 2:56, 2:58, 2:60,
7:69, 14:23, 17:79

Exclusivity, 2:60, 7:61

Fair representation, 2:56, 2:60, 3:9,
7:7, 7:64, 7:69, 17:87

Family and Medical Leave Act, 1:1,
1:3, 2:30, 2:43, 2:54, 2:56,
2:60, 2:75, 2:86, 2:87, 2:101,
3:2, 6:15, 7:61, 7:69, 7:71, 8:5,
8:17, 9:28, 14:20

Front pay, 2:19, 2:30, 2:103, 3:2,
8:7, 8:17, 9:26, 14:19, 14:21 to
14:23

Harassment, 1:2, 2:8, 2:10, 2:19,
2:22, 2:36, 2:43, 2:53, 2:75,
2:87, 2:103, 2:112, 3:2, 6:32,
7:7, 7:60, 7:68, 7:69, 7:71,
8:28, 9:28, 10:18, 17:75, 17:76

Health insurance, 1:1 to 1:3, 2:38,
2:60, 7:69

DISABILITIES—Cont'd

Hearings, 2:9, 3:2, 3:9, 7:7
 Immunity, 1:3, 2:30, 2:36, 2:53, 2:77, 2:112, 7:7, 7:71, 9:28, 10:29, 10:33
 Impairment, 2:38, 2:43, 2:51, 2:54, 2:56, 2:58, 2:60, 7:7, 7:19, 7:21, 7:60, 7:68, 7:69, 14:17, 14:23, 17:79 to 17:81
 Individual defendants, 10:33
 Injunctive relief, 2:9, 2:53, 5:16, 7:69, 8:7
 Inquiries, 2:38, 2:54, 2:55, 2:58, 2:87, 3:2, 7:69
 Insurance, 1:1 to 1:3, 2:38, 2:54, 2:59, 2:60, 2:112, 6:15, 7:61, 7:69, 8:5, 8:28, 10:33, 14:21, 14:22
 Interactive process, 2:30, 2:54 to 2:56, 2:58, 2:60, 7:19, 7:69, 9:26, 14:22
 Interest, 1:1, 2:9, 2:36, 2:86, 2:87, 2:112, 3:20, 7:69, 7:71, 8:7, 10:17, 10:33, 14:17 to 14:20, 14:22, 14:23
 Interference, 1:1, 2:36, 2:56, 2:75, 2:87, 2:101, 2:112, 3:2, 7:69, 8:5, 9:28, 10:29, 10:33
 Investigations, 2:9, 2:75, 2:77, 6:32, 7:69, 10:17, 10:19
 Job restructuring, 2:56, 17:79
 Learning disabilities, 2:54
 Leave of absence, 2:54 to 2:56, 2:60, 2:87
 Major life activity, 2:54, 2:60, 7:21, 7:69, 17:79 to 17:81
 Mental disabilities, 2:53
 National Labor Relations Act, 1:1, 1:3, 2:1, 2:9, 2:43, 2:60, 2:103, 3:9, 5:16, 7:64, 7:69, 8:7, 8:38, 10:33
 Notices, 1:1, 7:7, 7:69, 8:7, 9:28, 10:17, 14:19
 Perceived disability, 2:54, 14:17, 14:19, 14:20, 14:22
 Privacy rights, 7:19, 7:68
 Procedure, 2:8, 2:43, 2:86, 2:103, 2:112, 3:2, 7:7, 7:61, 7:69, 9:28, 14:23
 Production standards, 2:55

DISABILITIES—Cont'd

Punitive damages, 1:1, 2:10, 2:19, 2:30, 2:36, 2:87, 2:103, 3:2, 5:16, 7:64, 7:69, 8:5, 8:38, 10:17, 10:33, 14:17 to 14:20, 14:22, 14:23
 Reasonable accommodation, 2:30, 2:36, 2:51, 2:53 to 2:56, 2:60, 2:77, 2:78, 2:87, 2:103, 7:19, 7:21, 7:64, 7:68, 7:69, 9:25, 14:18, 14:19, 14:22, 14:23, 17:79, 17:81
 Reassignment, 2:30, 2:51, 2:55, 2:56, 2:60, 2:103, 10:29, 14:21, 17:79
 Record of disability, 2:60, 7:69
 Rehabilitation Act, 1:3, 2:1, 2:49, 2:51, 2:53, 2:78, 7:7, 7:21, 7:60, 7:61, 7:64, 7:68, 7:69, 8:17, 14:21, 14:22
 Reinstatement, 2:9, 2:30, 2:75, 2:86, 2:87, 2:103, 2:112, 3:2, 3:9, 7:69, 8:7, 8:17, 9:26, 14:19, 14:21, 14:22
 Remedies, 1:1 to 1:3, 2:1, 2:8, 2:10, 2:19, 2:22, 2:30, 2:43, 2:49, 2:54, 2:75, 2:77, 2:86, 2:87, 2:103, 2:112, 3:2, 3:9, 5:16, 6:15, 6:32, 7:7, 7:19, 7:60, 7:61, 7:64, 7:69, 8:5, 8:7, 8:17, 8:28, 8:38, 9:28, 10:17 to 14:17, 14:20 to 14:22
 Remission, 2:54, 17:80, 17:81
 Request for accommodation, 2:51, 2:53, 2:56
 Retaliation, 1:3, 2:8, 2:30, 2:36, 2:38, 2:43, 2:49, 2:51, 2:53 to 2:56, 2:58, 2:60, 2:75, 2:77, 2:78, 2:86, 2:87, 2:101, 2:103, 2:112, 3:2, 3:9, 5:16, 7:19, 7:62, 7:64, 7:69, 7:71, 8:7, 8:28, 9:25, 9:28, 10:17, 10:18, 14:22, 14:23, 16:19, 17:77
 Seniority, 2:19, 2:30, 2:43, 2:55, 2:57, 2:60, 2:86, 2:103, 7:64, 7:69, 8:7, 14:22
 Serious health condition, 2:54, 2:60, 2:87, 7:69, 14:20
 Statute of limitations, 1:1, 2:8, 2:40, 2:53, 2:54, 2:75, 2:86, 2:87, 2:103, 7:64, 10:33

INDEX

DISABILITIES—Cont'd

Substantially limits, 2:51, 2:54, 7:21, 7:69, 17:79 to 17:81
Undue hardship, 2:30, 2:36, 2:51, 2:54, 2:56, 2:57, 2:60, 2:75, 2:87, 7:69, 17:79
Unfair labor practices, 7:64
Waiver, 2:9, 2:38, 2:103, 2:112, 3:2, 7:19, 7:64, 7:71, 8:7, 10:17, 10:18, 10:33
Work activities, 2:112

DISABILITY BENEFITS

Americans with Disabilities Act, 2:1, 2:54, 2:60, 2:103, 6:15, 7:61
Compensation, 2:60, 6:15, 7:60, 7:61, 16:10
Employee Retirement Income Security Act, 2:1, 6:15, 7:61
Life insurance, 16:10
Medical benefits, 7:61
Statute of limitations, 2:54, 2:94, 2:103
Waiting period, 7:61

DISCIPLINE

Attendance problems, 2:54
Burden of proof, 1:1, 2:43, 3:2, 7:15, 9:25, 11:5
Compensation, 1:1 to 2:2, 2:43, 2:79, 2:92, 2:112, 3:2, 4:7, 7:2, 7:69, 10:6, 10:32, 13:3, 15:8, 16:13, 17:9
Customers, 2:34, 2:96, 2:112, 7:2, 7:69, 13:12, 14:6
Evidence, 1:1 to 2:2, 2:34, 2:43, 2:54, 2:75, 2:79, 2:84, 2:92, 2:95, 2:96, 2:103, 2:112, 3:2, 4:15, 4:18, 7:9, 7:15, 7:69, 9:25, 10:6, 10:28, 11:5, 11:11, 11:12, 12:1, 12:11, 13:8, 13:12, 14:8, 15:2, 15:8, 16:13, 17:9, 17:13
Fighting, 2:2, 9:25
Forum, 2:103, 2:112, 10:28, 11:5
Front pay, 2:2, 2:79, 2:103, 3:2
Harassment, 1:2, 2:2, 2:34, 2:43, 2:75, 2:79, 2:92, 2:103, 2:112, 3:2, 6:30, 7:15, 7:69, 8:28, 11:11, 15:8
Illegal conduct, 2:96

DISCIPLINE—Cont'd

Insubordination, 2:2, 2:75, 2:79, 4:15, 9:25, 15:2, 15:9
Iowa, 2:103, 2:112, 7:69
Labor Management Relations Act, 2:2, 3:2, 7:22, 7:69
Labor-Management Reporting and Disclosure Act, 2:95
National Labor Relations Board, 2:2, 2:75, 2:95, 7:69, 13:3
Performance standards, 15:13
Prima facie case, 2:2, 2:34, 2:43, 2:54, 2:75, 2:79, 2:92, 2:103, 2:112, 7:69, 12:1
Remedies, 1:1 to 2:2, 2:43, 2:54, 2:75, 2:79, 2:92, 2:96, 2:103, 2:112, 3:2, 4:19, 6:30, 7:9, 7:69, 8:28, 10:28, 13:8, 14:12
Replacement requirement, 2:43
Retaliation, 2:2, 2:34, 2:43, 2:54, 2:68, 2:75, 2:79, 2:84, 2:92, 2:96, 2:103, 2:112, 3:2, 7:2, 7:15, 7:69, 8:28, 9:25, 10:28, 14:6, 14:8, 15:8
State law, 1:1, 2:43, 2:54, 2:68, 2:79, 2:92, 2:95, 2:103, 2:112, 7:9, 7:15, 7:69, 8:28, 10:28, 14:6
Statutory prohibitions, 2:68
Termination of employment, 2:54, 4:19, 9:25, 14:8
Uniformed Services Employment and Reemployment Rights Act, 1:1

DISCLAIMERS

Termination of employment, 4:19

DISCLOSURES

Age Discrimination in Employment Act, 2:103, 10:17, 11:4
Americans with Disabilities Act, 2:75, 2:86, 2:103, 10:17
Employee Polygraph Protection Act, 2:88
Service Contract Act, 2:86
Title VII, 2:75, 2:86, 2:88, 2:103, 10:17, 11:4

DISCOVERY

Admissibility, 16:4
Affirmative action plans, 11:11, 15:5, 15:7

DISCOVERY—Cont'd

Attorney-client privilege, 2:86, 11:14
 Burdensome, 11:11, 11:34, 15:4,
 15:7, 15:10, 15:14, 16:5
 Class action, 2:42, 2:86, 3:2, 16:17
 Class actions, 2:42
 Computer data, 11:7
 Defenses, 2:43, 7:67, 9:24, 10:12,
 11:2 to 11:5, 11:13, 12:21, 15:2,
 15:8, 15:12
 Depositions, 10:33, 11:1, 11:4, 11:5,
 11:8, 11:20, 11:23, 11:32, 11:33,
 11:38, 11:39, 12:18, 15:2, 15:15
 to 15:18, 15:22, 15:23, 16:5,
 16:17
 Discharge cases, 2:3, 3:2, 3:6, 10:13,
 10:19, 11:12, 11:14, 11:21,
 11:33
 Expert testimony, 11:21
 Expert witnesses, 8:34, 11:1, 11:7,
 11:12, 11:20, 11:21, 15:9, 16:17
 Harassment, 2:3, 2:34, 2:43, 3:2, 3:6,
 6:30, 6:40, 11:4, 11:11, 11:14,
 11:15, 11:19, 15:8, 15:24, 16:5
 Hostile environment, 2:34, 2:86,
 7:64, 11:15
 Interrogatories, 11:4, 11:8, 11:13,
 11:14, 11:17 to 11:19, 11:23,
 15:6, 15:9 to 15:14, 15:22, 16:5
 Mental examinations, 11:14
 Names, 8:34, 10:19, 11:13, 11:20,
 11:23, 15:9, 15:11, 15:12,
 15:15, 16:5, 16:17
 National origin discrimination, 7:64,
 11:4, 15:4, 15:10
 Potential class members, 2:42
 Privacy, 6:30, 6:40, 11:11, 11:14,
 11:15
 Privilege, 2:86, 10:19, 11:4, 11:9,
 11:11, 11:14, 11:15, 11:23, 15:2,
 15:5 to 15:7, 16:4
 Production of documents, 11:4, 15:2
 to 15:8, 15:20, 16:17
 Protective orders, 11:8, 11:15
 Psychotherapist-patient privilege,
 11:15
 Relevance, 11:4, 11:14, 11:15
 Relief, 1:3, 2:3, 2:63, 2:86, 3:6, 7:64,
 7:70, 10:19, 10:23, 10:25, 11:2,
 11:4, 11:8, 11:33

DISCOVERY—Cont'd

Request for admission, 15:1, 15:12
 Sanctions, 2:96, 7:67, 11:3, 11:5
 Scope of discovery, 10:23, 11:4,
 11:7, 16:5
 Spoliation, 11:4
 Statistical information, 11:11, 15:14
 Summary judgment, 2:3, 2:15, 2:34,
 2:43, 2:54, 2:96, 3:2, 7:70, 11:4,
 11:18, 11:27, 11:32, 11:38,
 15:23, 16:1
 Work product privilege, 11:23

DISCRIMINATION

Alabama, 2:29, 2:53, 2:54, 2:77,
 7:57, 7:69, 7:71, 8:20, 16:2
 Alaska, 2:29, 2:103, 6:28, 7:60, 7:69
 Arizona, 2:9, 2:29, 2:110, 2:112,
 7:57, 7:69
 Arkansas, 2:29, 2:69, 6:15, 7:69,
 16:3
 California, 2:3, 2:4, 2:9, 2:30, 2:32,
 2:36, 2:58, 2:86, 2:88, 2:93,
 2:103, 2:110, 2:112, 3:2, 4:19,
 4:30, 5:8, 5:10, 5:12, 5:16,
 6:14, 7:2, 7:19, 7:56, 7:57,
 7:60, 7:62, 7:63, 7:69, 8:11,
 8:20, 9:25, 10:13, 10:23, 10:24,
 11:4, 12:23
 Colorado, 2:36, 2:110, 2:112, 4:30,
 7:57, 8:5, 9:1, 11:39
 Connecticut, 2:54, 2:81, 2:103,
 2:110, 2:112, 7:19, 7:33, 7:56,
 7:57, 7:69, 9:28
 Delaware, 2:112, 5:12, 7:57, 8:30
 District of Columbia, 2:5, 2:29, 3:10,
 4:30, 7:26, 7:57
 Florida, 2:5, 2:8, 2:9, 2:30, 2:38,
 2:92, 2:110, 3:2, 5:10, 7:19,
 7:57, 7:69, 7:71, 8:7, 12:1
 Georgia, 2:8, 2:14, 2:29, 2:30, 2:51,
 2:79, 2:103, 7:24, 7:57, 7:69,
 10:28
 Hawaii, 2:32, 2:81, 2:103, 2:110,
 7:69
 Idaho, 2:29, 7:69, 17:41
 Illinois, 2:9, 2:29, 2:32, 2:54, 2:71,
 2:103, 2:110, 2:112, 4:30, 5:10,
 7:57, 7:69, 8:28

INDEX

DISCRIMINATION—Cont'd

Indiana, 2:29, 2:54, 5:10, 7:23, 7:57, 7:69
Iowa, 2:103, 2:112, 7:69, 8:17, 8:30
Kansas, 2:29, 2:112, 3:2, 7:69, 16:2
Kentucky, 2:3, 2:9, 2:29, 2:54, 2:110, 7:19, 7:69, 10:28
Louisiana, 2:2, 2:29, 2:43, 2:45, 2:54, 2:110, 2:112, 5:16, 7:69, 8:1, 8:28
Maine, 2:32, 2:103, 5:12, 7:31, 7:57, 7:69
Maryland, 2:32, 2:96, 2:110, 7:57
Massachusetts, 2:36, 2:79, 2:86, 2:92, 2:93, 2:103, 2:112, 5:12, 6:15, 7:15, 7:21, 7:57, 7:69, 8:4
Michigan, 2:103, 2:110, 3:11, 5:8, 5:10, 7:57, 7:64, 7:69, 9:28
Minnesota, 2:29, 2:53, 2:58, 2:103, 2:104, 2:110, 2:112, 7:57, 7:60
Mississippi, 2:29, 7:69
Missouri, 2:29, 2:38, 2:86, 2:103, 3:2, 5:10, 7:19, 7:47, 7:69
Montana, 1:1, 2:29, 2:102, 6:17, 7:19, 7:69, 9:25
Nebraska, 2:29, 7:57, 7:69
Nevada, 2:32, 2:110, 2:112, 3:6, 4:30, 7:19, 7:56, 7:57, 8:7
New Hampshire, 2:110, 7:19, 7:57, 7:60, 7:69
New Jersey, 2:9, 2:32, 2:93, 2:103, 2:104, 2:110, 2:112, 5:10, 5:12, 7:15, 7:19, 7:56, 7:57, 7:69, 16:2, 17:73
New Mexico, 2:32, 2:103, 2:110, 7:69
New York, 1:1, 2:8, 2:29, 2:31, 2:32, 2:35, 2:43, 2:54, 2:60, 2:65, 2:75, 2:77, 2:79, 2:83, 2:88, 2:89, 2:103, 2:104, 2:110, 2:112, 3:2, 3:6, 3:9, 3:11, 4:19, 5:10, 5:16, 7:19, 7:23, 7:33, 7:56, 7:57, 7:61, 7:69, 9:18, 9:28, 10:29, 10:31
North Carolina, 2:60, 2:87, 2:110, 7:19, 7:69
North Dakota, 7:57, 7:69
Ohio, 2:9, 2:29, 2:60, 2:87, 2:103, 2:110, 7:19, 7:23, 7:57, 7:60, 7:69, 15:4, 16:2, 16:4

DISCRIMINATION—Cont'd

Oklahoma, 2:29, 7:57, 7:69
Oregon, 2:2, 2:32, 2:103, 2:104, 4:30, 5:16, 6:15, 7:57
Pennsylvania, 2:8, 2:9, 2:43, 2:54, 2:65, 2:70, 2:77, 2:86, 2:88, 2:103, 2:110, 2:112, 3:2, 3:11, 5:10, 5:16, 7:8, 7:19, 7:57, 7:60, 7:69, 7:71, 8:30
Rhode Island, 2:69, 2:88, 2:104, 2:110, 7:19, 7:57
South Carolina, 1:1, 2:28, 2:29, 2:112, 7:18, 7:69
South Dakota, 2:29, 7:19, 7:69
Tennessee, 2:2, 2:9, 2:29, 2:30, 2:42, 2:89, 2:103, 2:110, 7:31, 7:69
Texas, 2:9, 2:29, 2:30, 2:36, 2:89, 3:2, 5:10, 5:12, 7:19, 7:26, 7:57, 7:69, 9:28, 16:2, 17:77
Utah, 7:57, 7:69
Vermont, 2:32, 2:103
Virginia, 2:8, 2:9, 2:22, 2:29, 2:32, 2:92, 2:103, 3:6, 7:69, 8:20, 8:30
Washington, 2:3, 2:32, 2:54, 2:77, 2:86, 2:102, 2:103, 4:19, 4:30, 5:8, 7:57, 7:60, 7:69, 16:2
West Virginia, 2:22, 2:29, 3:6, 7:69, 8:20, 8:30
Wisconsin, 2:2, 2:86, 2:110
Wyoming, 2:9, 7:69

DISCRIMINATORY DISCHARGE

Arbitration, 7:64
Deferral, 2:8, 7:64
Grievances, 7:64
Intent, 2:8, 7:64
NLRA, 7:64
Public employees, 7:64
Public policy, 5:15, 7:64
Remedies, 2:8, 2:61, 5:15, 7:64, 7:70
Retaliation, 2:8, 2:17, 5:15, 7:64

DISCUSSIONS

National Labor Relations Board, 13:13

DISMISSAL

Labor-Management Reporting and Disclosure Act, 2:95

DISMISSAL—Cont'd

National Labor Relations Act, 1:1,
2:13, 2:43, 2:60, 2:92, 2:95,
2:103, 3:3, 3:9, 3:10, 5:12,
7:26, 7:64, 7:69, 8:8, 8:10

Unfair labor practices, 2:95, 7:64

DISPARATE IMPACT

Adverse employment action, 2:12,
2:30, 2:43, 2:53, 2:65, 7:19,
7:69

Affirmative action, 2:29

Age discrimination claims, 2:43,
2:103

Business necessity standard, 2:15

Civil Rights Act, 2:12, 2:15 to 2:17,
2:19, 2:21, 2:22, 2:29, 2:30,
2:37, 2:43, 2:53, 2:65, 2:103,
6:56, 7:64, 7:69, 11:2

Disability discrimination, 2:53,
2:103, 7:19

Harassment, 2:17, 2:19, 2:22, 2:29,
2:37, 2:43, 2:53, 2:65, 2:103,
7:69

Insurance, 2:29, 2:65, 7:69

National origin discrimination, 2:37,
2:103, 7:64

Performance, 2:12, 2:29, 2:43, 2:103,
6:56, 7:19, 7:56, 7:69

Pretext, 2:12, 2:29, 2:30, 2:43, 2:65,
7:19, 7:69

Public policy, 2:103, 7:19, 7:64,
7:69, 11:2

Recruiting, 7:19

Rehabilitation Act, 2:53, 7:64, 7:69,
10:28

Remedies, 2:19, 2:21, 2:22, 2:30,
2:37, 2:43, 2:103, 6:56, 7:19,
7:64, 7:69, 10:28, 11:2

Retaliation, 2:17, 2:30, 2:37, 2:43,
2:53, 2:65, 2:103, 7:19, 7:56,
7:64, 7:69, 10:28

Sexual orientation, 2:29, 2:103, 7:64

Standard of review, 7:69

Statistical evidence, 2:12, 2:16, 2:17,
2:29, 2:43, 10:28

Subjective criteria, 2:16

Tenure, 2:29, 2:43, 7:69

Tests, 2:43, 7:19, 7:69

DISPARATE TREATMENT

Age discrimination, 1:2, 2:14, 2:17,
2:43, 2:44, 2:79, 7:64, 7:69,
10:29, 11:19, 11:35

Business necessity standard, 2:15

Civil Rights Act, 2:12, 2:14 to 2:17,
2:19, 2:27 to 2:31, 2:36, 2:37,
2:43, 2:44, 2:53, 2:60, 2:79,
2:87, 7:64, 7:69, 10:29, 11:2,
11:19

Class actions, 2:87, 7:69, 10:28

Comparative evidence, 2:14

Comparators, 2:14

Congressional intent, 2:79, 2:87

Damages, 1:2, 2:2, 2:14, 2:19, 2:27,
2:30, 2:36, 2:44, 2:53, 2:79,
2:80, 2:87, 7:64, 7:69, 10:28,
11:2, 11:19, 11:35

Defenses, 2:36, 2:43, 10:28, 11:2

Direct evidence of discrimination,
2:12, 2:28, 2:29, 7:64

Disability discrimination, 2:53, 2:60,
2:87, 10:29

Discriminatory animus, 2:12, 2:29,
2:36, 2:87

Factual findings, 10:28

Harassment, 1:2, 2:2, 2:17, 2:19,
2:27 to 2:29, 2:31, 2:36, 2:37,
2:43, 2:53, 2:79, 2:87, 7:69,
11:19

Hiring, 1:2, 2:2, 2:12, 2:14, 2:15,
2:17, 2:28, 2:29, 2:31, 2:36,
2:37, 2:43, 2:44, 2:79, 7:69,
10:28

Intentional discrimination, 2:12,
2:15, 2:19, 2:27, 2:29, 2:43,
2:79

Labor Management Relations Act,
2:2, 7:69

Layoffs and recalls, 7:64

Mixed motives, 2:2

National origin discrimination, 2:37,
2:79, 7:64, 10:29

Older employees, 2:43, 7:69, 11:35

Pretext, 2:2, 2:12, 2:14, 2:29, 2:30,
2:43, 2:44, 2:60, 2:87, 7:69,
17:83

Prima facie case, 2:2, 2:12, 2:14,
2:15, 2:17, 2:27, 2:29, 2:30,
2:43, 2:44, 2:53, 2:79, 2:87,

INDEX

DISPARATE TREATMENT

—Cont'd

7:69, 11:2, 11:35, 17:83
Protected class, 2:12, 2:15, 2:17,
2:28 to 2:30, 2:37, 2:43, 11:2
Public policy, 2:36, 2:87, 7:64, 7:69,
11:2
Punitive damages, 2:19, 2:27, 2:30,
2:36, 2:79, 2:87, 7:64, 7:69,
10:28
Rehabilitation Act, 2:53, 7:64, 7:69,
10:28
Religious discrimination, 2:36, 7:69
Remedies, 1:2, 2:2, 2:19, 2:30, 2:37,
2:43, 2:44, 2:79, 2:80, 2:87,
7:64, 7:69, 10:28, 11:2
Retaliation, 2:2, 2:14, 2:17, 2:27,
2:30, 2:36, 2:37, 2:43, 2:53,
2:60, 2:79, 2:80, 2:87, 7:64,
7:69, 10:28
Sexual orientation, 2:14, 2:29, 2:87,
7:64
Standard of review, 7:69
Statistical evidence, 2:12, 2:16, 2:17,
2:29, 2:43, 10:28
Strength, 7:69

DISTRICT OF COLUMBIA

Affirmative action plans, 2:29
Age Discrimination in Employment
Act, 2:5
Age discrimination, 2:5, 7:26
Assignments, 2:29
At-will employment, 7:57
Compensation, 2:29, 7:26, 7:57
Conditions of employment, 7:57
Employment practices, 2:5, 2:29
Evidence, 2:5, 2:29, 5:9, 7:57
Fines, 7:57
Fringe benefits, 7:57
Harassment, 2:29, 3:10, 4:30, 7:57
Health, 2:29, 5:9, 7:26, 7:57, 9:17
Health insurance, 5:9
Investigations, 7:57
Life insurance, 2:5
Marital status, 2:29
Notice, 2:29, 7:57, 9:17
Overtime pay, 7:57
Permits, 7:57

DISTRICT OF COLUMBIA

—Cont'd

Physical fitness, 2:29
Pregnancy discrimination, 2:5
Remedies, 3:10, 7:26, 7:57, 9:17
Retaliation, 4:30, 5:9, 7:57, 9:17
Sex discrimination, 2:5, 2:29
Termination of employment, 7:57
Terms, 7:26, 7:57, 9:17

DRUGS

Testing, 2:54, 2:58, 2:60, 2:86,
2:112, 6:38, 7:19, 7:21 to 7:23,
7:69, 12:25, 14:8

DUE PROCESS

Punitive damages, 1:1, 2:95, 6:38,
7:5, 7:17, 7:69, 8:22, 8:27,
14:8, 14:16
Railway Labor Act, 2:92, 3:3, 7:22,
7:69
Unfair labor practices, 2:2, 2:95

DURATION

Collective bargaining agreements,
1:1, 7:69

DURESS

Settlements, 7:26

EARLY RETIREMENT

Age discrimination, 1:1, 1:2, 2:47,
15:11, 17:66, 17:68
Benefits, 1:1, 1:2, 2:47, 2:54, 12:19
Communicating, 1:2, 2:54, 2:55
Discrimination, 1:1, 1:2, 2:47, 2:54,
2:55, 15:11, 17:66, 17:68
Employee Retirement Income Secu-
rity Act, 1:1, 1:2
ERISA, 1:1, 1:2
Incentives, 1:2, 2:47
Internal Revenue Code, 1:1, 1:2
Policies, 1:1, 1:2, 2:54, 2:55
Release, 1:2
Requirements, 1:1, 1:2, 2:54, 2:55
Separation, 1:2

EARNINGS

Labor Management Relations Act,
2:2, 3:15

EARNINGS—Cont'd

National Labor Relations Board, 2:2,
2:80, 7:57, 8:8, 8:12 to 8:14,
13:3
Unfair labor practices, 2:2

EFFECTIVE DATE

Collective bargaining agreements,
7:69
Worker Adjustment and Retraining
Notification Act, 7:56

EMPLOYEE

Rights and Duties, 6:2, 6:29

EMPLOYEE BENEFITS

Deferral, 2:3
Income, 6:15, 6:50, 12:19
Limitations, 2:3, 6:15, 8:7
Nondiscrimination, 8:7
Social security, 6:15, 12:19
Tax, 12:19
Withholding, 12:19

**EMPLOYEE POLYGRAPH
PROTECTION ACT**

Disclosures, 2:88
Evidence, 2:88, 6:38

**EMPLOYEE RETIREMENT
INCOME SECURITY ACT**

Amendment, 1:3, 2:112, 7:48, 7:69,
8:38
Beneficiaries, 6:50, 7:37, 7:42, 7:45,
7:47, 7:48, 7:52, 7:61
Church, 1:1, 7:69
Class actions, 7:61, 7:69
Criminal law, 2:93
Discharge from employment, 1:1
Discrimination, 1:1 to 1:3, 2:1, 2:93,
2:112, 6:15, 7:5, 7:24, 7:47,
7:56, 7:61, 7:69, 8:28, 8:38,
9:18
Employee assistance programs, 7:40
Employee benefit plan, 7:61
Employees, 1:1 to 1:3, 2:1, 2:93,
2:112, 5:5, 6:15, 6:32, 6:50, 7:5,
7:24, 7:37, 7:40, 7:45, 7:47,
7:56, 7:61, 7:65, 7:69, 8:28,
9:17, 9:18
Employers subject to ERISA, 7:52

**EMPLOYEE RETIREMENT
INCOME SECURITY ACT
—Cont'd**

Employment relationship, 1:1, 2:112,
7:42, 7:56, 7:69, 8:28
Exceptions, 1:1, 7:45, 7:56, 7:69
Federal employment, 7:69
Federal preemption, 2:112
Fiduciary, 2:93, 6:50, 7:24, 7:61,
7:65, 9:17
Former employees, 5:5, 7:40, 7:45,
7:47, 7:56, 7:69
Governmental plans, 7:52
Health maintenance organizations,
7:40
Highly compensated employees, 7:47
Independent contractors, 7:42, 7:56,
7:69
Interference, 1:1, 2:93, 2:112, 5:5,
7:69, 9:17
Interference with, 1:1, 2:93, 5:5
Jury trial, 1:2, 7:5, 7:56, 8:38
Labor Management Relations Act,
7:5, 7:24, 7:69, 9:17, 9:18
Layoffs, 1:1, 1:2, 7:56, 7:61, 7:69
Limitation, 2:112, 7:48, 7:69
Management, 1:1 to 1:3, 2:112, 7:5,
7:24, 7:69, 9:17, 9:18
Medical benefits, 7:61
National Labor Relations Board, 2:1,
5:5, 7:61, 7:69
Nonqualified deferred compensation,
1:2
Nonresident aliens, 7:42
Owners, 7:61
Partners, 7:42, 7:56
Pension plans, 1:1, 7:61
Plan, 1:1, 5:5, 6:15, 6:50, 7:24, 7:37,
7:40, 7:42, 7:44, 7:45, 7:47,
7:48, 7:52, 7:56, 7:61, 7:65,
7:69, 8:28, 9:18
Preemption, 1:3, 2:112, 6:50, 7:47,
7:56, 7:61, 9:17, 9:18
Remedies, 1:1 to 1:3, 2:1, 2:112, 5:5,
6:15, 6:32, 6:50, 7:5, 7:37,
7:52, 7:61, 7:69, 8:28, 8:38,
9:17
Requirements, 1:1, 1:2, 2:112, 5:5,
6:50, 7:42, 7:47, 7:52, 7:56,
7:61, 7:69

INDEX

EMPLOYEE RETIREMENT INCOME SECURITY ACT —Cont'd

Retaliation, 1:3, 2:112, 5:5, 7:56,
7:69, 8:28, 9:17
Section 510 claims, 7:61
Severance pay, 1:1, 1:2, 7:47, 7:56,
7:61, 7:65, 7:69
State law claims, 7:24, 7:61, 7:69
Termination, 1:1 to 1:3, 2:93, 2:112,
5:5, 6:15, 6:32, 7:24, 7:37,
7:42, 7:45, 7:47, 7:48, 7:56,
7:61, 7:65, 7:69, 8:28, 8:38,
9:17, 9:18
Union activities, 2:1
Welfare benefit, 7:56, 7:61, 7:65,
9:17
Welfare benefit plans, 7:61, 7:65,
9:17

EMPLOYMENT AGENCIES

Age Discrimination in Employment
Act, 2:8
Americans with Disabilities Act, 2:8
Employer, 2:8, 8:13
Equal Employment Opportunity
Commission, 2:8
Title VII, 2:8

EMPLOYMENT DISCRIMINATION

Affirmative defense, 2:8, 2:36, 2:89,
7:69, 9:1, 10:18
Age, 2:1, 2:8, 2:9, 2:14, 2:29, 2:30,
2:79, 2:103, 2:104, 2:112, 6:44,
7:69, 8:7, 8:8, 8:17, 8:36,
10:17, 10:18, 11:39, 12:1, 12:6,
16:14, 16:17
Age discrimination in Employment
Act, 2:1, 2:8, 2:9, 2:14, 2:79,
2:103, 7:69, 8:7, 8:8, 8:17,
10:17, 10:18, 11:39, 12:1
Americans with Disabilities Act, 2:1,
2:8, 2:9, 2:30, 2:36, 2:56, 2:78,
2:101, 2:103, 2:112, 7:21, 7:62,
7:68, 7:69, 8:7, 8:17, 10:17,
10:18, 12:1, 17:73, 17:74, 17:82
Arbitration, 2:9, 2:36, 2:79, 2:103,
2:112, 7:69, 8:8, 11:39
Back pay, 2:9, 2:37, 2:79, 2:89,
2:103, 2:112, 7:69, 8:7, 8:8,

EMPLOYMENT DISCRIMINATION—Cont'd

8:36, 11:39, 16:7
Burden of proof, 2:14, 9:1
Causation, 2:14, 2:79, 2:101
Citizenship, 2:37
Civil Rights Act, 2:1, 2:8, 2:9, 2:12,
2:14, 2:27, 2:29, 2:30, 2:36,
2:37, 2:63, 2:79, 2:99, 2:100,
2:103, 6:44, 7:62, 7:69, 8:7,
8:17, 8:36, 9:1, 10:17, 10:18,
10:30, 11:39, 12:1, 14:15,
17:73, 17:74
Collective bargaining agreement, 2:9,
2:79, 2:112, 7:69
Compensatory damages, 2:14, 2:79,
2:99, 2:103, 2:110, 7:69, 8:8,
8:17, 8:36
Contract claims, 8:36
Current employees, 10:18, 11:39
Direct evidence, 2:12, 2:29, 2:30,
2:79, 2:103, 17:73
Disability, 2:1, 2:29, 2:30, 2:36,
2:56, 2:89, 2:101, 2:103, 2:112,
7:21, 7:68, 7:69, 8:7, 10:17,
16:14, 17:82
Disparate impact, 2:12, 2:29, 2:30,
2:37, 2:103, 7:69
Disparate treatment, 2:12, 2:14, 2:27,
2:29, 2:30, 2:36, 2:37, 2:79,
7:69
Equal Pay Act, 2:29, 8:8, 8:17, 10:17
Equitable tolling, 7:69
ERISA, 2:1, 2:112, 7:69
Evidence, 2:8, 2:12, 2:14, 2:27, 2:29,
2:30, 2:36, 2:37, 2:56, 2:79,
2:89, 2:103, 2:110, 2:112, 4:37,
6:44, 7:62, 7:63, 7:69, 8:7,
8:17, 11:39, 12:1, 16:14, 17:73,
17:74, 17:82
Executive, 2:8, 2:29, 2:30, 2:37,
2:112, 7:69, 8:8
Exhaustion of administrative reme-
dies, 2:103
Former employees, 2:36, 7:69, 12:1
Forum, 2:103, 2:112, 11:39
Front pay, 2:30, 2:79, 2:103, 2:110,
8:7, 8:8, 8:17
Gender identity, 2:14, 2:29, 2:103

EMPLOYMENT**DISCRIMINATION—Cont'd**

Harassment, 2:8, 2:27, 2:29, 2:36, 2:37, 2:79, 2:99, 2:103, 2:112, 6:44, 7:63, 7:68, 7:69, 10:18, 14:15

Hostile work environment, 2:27, 2:29, 2:63, 2:112

Immigration status, 2:103

Injunctive relief, 2:9, 2:14, 2:63, 7:69, 8:7, 14:15

Labor Management Relations Act, 7:69

Liability, 2:14, 2:27, 2:29, 2:36, 2:63, 2:79, 2:89, 2:99, 2:101, 2:103, 2:110, 4:37, 7:69, 8:8, 9:1, 10:30, 12:1, 16:7

Liquidated damages, 2:9, 2:89, 2:112, 7:69

Mixed motive, 2:29

National origin, 2:1, 2:9, 2:12, 2:14, 2:27, 2:29, 2:36, 2:37, 2:79, 2:103, 6:44, 10:17, 16:14

Older Workers Benefit Protection Act, 10:17

Pattern or practice, 8:7, 10:17

Preemption, 2:112

Pregnancy, 2:30, 2:56, 2:79, 2:103, 2:112

Pretext, 2:12, 2:14, 2:29, 2:30, 2:112, 7:69, 12:1, 17:74

Procedure, 2:8, 2:29, 2:103, 2:112, 7:63, 7:69, 11:39

Protected activity, 2:9, 2:30, 2:78, 2:79, 2:103, 2:110, 2:112, 7:69, 17:82

Protected categories, 2:27, 2:36, 2:104

Punitive damages, 2:27, 2:30, 2:36, 2:79, 2:103, 2:110, 7:63, 7:69, 8:36, 10:17, 11:39, 14:15

Race, 2:1, 2:9, 2:12, 2:14, 2:27, 2:29, 2:36, 2:37, 2:63, 2:79, 2:103, 2:112, 7:69, 8:7, 9:1, 10:17, 10:18, 12:1, 14:15, 16:14

Reasonable accommodation, 2:30, 2:36, 2:56, 2:78, 2:103, 7:21, 7:68, 7:69

Reasonable belief, 2:110, 2:112

EMPLOYMENT**DISCRIMINATION—Cont'd**

Rehabilitation Act, 2:1, 2:78, 7:21, 7:68, 7:69, 8:17

Relief, 2:1, 2:8, 2:9, 2:14, 2:37, 2:56, 2:63, 2:79, 2:103, 2:110, 2:112, 7:69, 8:7, 8:8, 8:17, 8:36, 10:17, 14:15

Religion, 2:1, 2:12, 2:14, 2:27, 2:29, 2:36, 2:37, 2:100, 2:103, 2:110, 2:112, 6:44, 7:69, 10:17, 10:18, 16:14

Retaliation, 2:8, 2:14, 2:27, 2:30, 2:36, 2:37, 2:56, 2:78, 2:79, 2:89, 2:99, 2:101, 2:103, 2:110, 2:112, 7:62, 7:69, 8:7, 8:8, 9:1, 10:17, 10:18

Retirement, 2:1, 2:112, 7:69, 8:8, 14:15

Severance agreement, 2:103, 7:69

Sex, 2:1, 2:8, 2:12, 2:14, 2:29, 2:30, 2:36, 2:99, 2:100, 2:103, 2:112, 6:44, 7:62, 7:63, 7:69, 8:7, 10:17, 12:1, 16:14, 17:73, 17:74

Sexual orientation, 2:14, 2:29, 2:103, 2:112

Statistics, 2:12, 2:14

Statute of limitations, 2:8, 2:79, 2:103

Stereotyping, 2:29, 7:69

Tax, 7:69, 8:36, 16:7

Temporal proximity, 2:30, 2:79, 2:101

Torts, 2:103, 2:112, 10:30

Waiver, 2:9, 2:89, 2:103, 2:112, 8:7, 10:17, 10:18

EMPLOYMENT PRACTICES

Business necessity, 2:15, 2:29

Commerce, 14:13, 14:15, 14:18, 14:19

Compensatory damages, 2:103, 14:14

Exceptions, 2:5

Family and Medical Leave Act, 2:97

Federal employment, 2:63

Firefighters, 2:15

First Amendment, 2:65

Former employees, 2:5

INDEX

EMPLOYMENT PRACTICES

—Cont'd

Fringe benefits, 14:12, 14:13, 14:15, 15:8
Intentional discrimination, 2:15, 2:27, 2:29, 2:65, 2:97
Interest, 2:97, 14:14, 14:17 to 14:19
Number of employees, 2:63
Parent corporation, 2:5, 14:12
Person, 2:5, 2:27, 2:29, 2:97, 2:103, 14:17, 15:8
Private membership clubs, 2:5
Remedies, 2:103, 10:18, 14:12, 14:13, 14:17
Supervisors, 2:27, 2:103, 15:8
Third parties, 2:5
Whole, 14:12, 14:13, 14:15, 14:17 to 14:19

EMPLOYMENT RELATIONSHIP

Retaliation, 2:64, 2:111, 2:112, 6:2, 7:56, 7:57, 7:69, 8:28, 9:1, 14:8

ENERGY

National Labor Relations Board, 5:5, 7:57
Unions, 2:88

ENFORCEMENT

Access to information, 2:94
Arbitration, 1:1, 2:2, 2:3, 2:9, 2:36, 2:75, 2:88, 2:92, 2:112, 3:1, 3:2, 3:11, 7:7, 7:22, 7:32, 7:56, 7:57, 7:59, 7:64, 7:69
Attorney-client privilege, 2:86
Cause of action, 1:1, 2:2, 2:3, 2:9, 2:29, 2:34, 2:74, 2:75, 2:81, 2:88, 2:92, 2:96, 2:110, 2:112, 4:38, 5:5, 5:10, 5:12, 6:38, 7:2, 7:22, 7:32, 7:56, 7:57, 7:64, 7:69, 17:9
Civil suits, 2:93, 7:52, 7:56
Criminal penalties, 2:112, 5:10, 7:56
ERISA, 1:1, 2:93, 2:94, 2:112, 5:5, 7:52, 7:56, 7:65, 7:69
Exhaustion of administrative remedies, 2:75, 2:86, 2:94, 7:64
Fiduciary, 2:93, 2:94, 3:11, 7:7, 7:57, 7:65
Injunction, 2:2 to 2:4, 2:29, 2:110, 2:112, 3:2, 7:18, 7:26, 7:56,

ENFORCEMENT—Cont'd

7:57, 7:69, 14:18, 14:19

Internal Revenue Service, 2:86, 7:52
Maryland, 2:96, 2:110, 7:57
Settlement, 2:2, 2:3, 2:30, 2:42, 2:86, 2:88, 2:92, 5:5, 6:38, 7:26, 7:57, 7:64, 8:30, 10:1, 10:17, 10:19
Standard of review, 2:9, 2:92, 7:69
Statute of limitations, 1:1, 2:2, 2:3, 2:40, 2:75, 2:86, 2:88, 2:92, 2:94, 3:11, 5:12, 7:56, 7:57, 7:64
Venue, 14:19
Worker Adjustment and Retraining Notification Act, 7:56

ENTERPRISES

National Labor Relations Board, 10:31

ENTITIES

National Labor Relations Board, 2:60, 10:30, 10:31
Railway Labor Act, 7:22

EQUAL ACCESS TO JUSTICE ACT

Parties, 8:28
Prevailing parties, 8:28

EQUAL EMPLOYMENT OPPORTUNITY

Unfair labor practices, 7:64

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Admissibility, 10:21
Adverse employment action, 2:30, 2:36, 2:53, 2:54, 2:56, 2:60, 2:75, 2:79, 2:92, 7:7, 7:69, 9:24, 9:28, 15:8, 17:77
Adverse impact, 2:37, 7:27, 10:28
Advisory opinions, 11:4
Age discrimination claims, 2:103
Americans with Disabilities Act, 1:1, 1:3, 2:1, 2:4, 2:8, 2:9, 2:19, 2:30, 2:36, 2:38, 2:40, 2:49, 2:53, 2:54, 2:56 to 2:60, 2:75, 2:87, 2:103, 3:9, 5:16, 6:32, 7:7, 7:64, 7:68, 7:69, 9:28, 10:17 to 10:21, 10:33, 11:16,

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

14:17 to 14:20, 14:22, 14:23,
16:19, 17:77

Appeals, 2:9, 2:11, 2:34, 2:88, 2:92,
2:103, 3:11, 7:7, 7:18, 7:64,
8:30, 10:15, 11:16, 11:38, 14:22

Arbitration provisions, 2:9, 2:88

Burdensome, 2:9, 10:28

Causation, 2:13, 2:79, 2:87, 9:28

Charges of discrimination, 2:8, 2:29,
10:19

Class actions, 2:9, 2:87, 7:69, 10:28

Commencement, 2:39, 7:27

Commissioners, 10:1

Complaints, 2:8, 2:9, 2:27, 2:29,
2:34, 2:36, 2:38, 2:56, 2:70,
2:75, 2:79, 2:88, 2:92, 2:96,
2:97, 2:103, 5:16, 6:32, 7:8,
7:57, 7:69, 8:25, 11:4, 11:38,
13:25, 14:12 to 14:15, 14:17 to
14:20, 14:22, 14:23, 15:2, 15:8

Compliance Manual, 2:36, 2:37,
2:54, 2:75, 10:18, 10:21

Conciliation, 2:8, 2:36, 2:39, 2:41,
2:49, 7:34, 8:30, 10:1, 10:17,
10:19

Conciliation efforts, 10:17, 10:19

Confidentiality, 2:8, 2:60, 2:88,
2:103, 7:57, 10:19

Coverage, 1:1, 2:9, 2:27, 2:29, 2:30,
2:36 to 2:38, 2:49, 2:53, 2:54,
2:59, 2:60, 2:87, 2:97, 2:103,
3:11, 7:57, 7:69, 10:15, 10:33

Delays, 2:34, 11:38

Disability discrimination, 2:49, 2:53,
2:54, 2:56 to 2:60, 2:87, 2:103,
3:9, 7:7, 7:68, 9:28, 14:14

Discovery, 1:3, 2:34, 2:54, 2:96,
7:64, 9:24, 10:19, 10:33, 11:4,
11:13, 11:16, 11:38, 15:2, 15:8,
15:11

District, 1:1, 2:4, 2:8, 2:9, 2:17,
2:19, 2:28 to 2:30, 2:33, 2:34,
2:36, 2:37, 2:39, 2:49, 2:54,
2:56, 2:58, 2:60, 2:70, 2:79,
2:87, 2:88, 2:92, 2:96, 2:103,
3:9, 3:11, 5:11, 5:16, 7:7, 7:18,
7:31, 7:57, 7:64, 7:69, 8:27,

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

8:30, 9:24, 9:28, 10:1, 10:18,
10:21, 10:28, 11:4, 11:16, 14:12
to 14:15, 14:17 to 14:20, 14:22,
14:23, 15:2, 15:11

Employees and their attorneys, 7:7

Employers, 1:1, 1:3, 2:4, 2:9, 2:11,
2:19, 2:26, 2:28 to 2:30, 2:34,
2:36 to 2:38, 2:49, 2:53, 2:54,
2:56, 2:59, 2:60, 2:75, 2:79,
2:87, 2:88, 2:92, 2:97, 2:100,
2:103, 3:11, 5:11, 5:16, 6:24,
7:7, 7:18, 7:57, 7:64, 7:68,
7:69, 9:24, 9:31, 10:7, 10:17,
10:19, 10:20, 10:28, 11:38, 13:3

Employment agencies, 2:8

Enforcement guidance, 2:30, 2:34,
2:37, 2:56, 2:75

Equal Pay Act, 2:29, 2:88, 10:17,
10:19, 10:21

Evidence, 1:1, 2:8, 2:13, 2:17, 2:27
to 2:30, 2:34, 2:36 to 2:38,
2:53, 2:54, 2:56, 2:58, 2:60,
2:70, 2:75, 2:79, 2:87, 2:88,
2:92, 2:96, 2:103, 3:11, 6:24,
6:32, 7:7, 7:18, 7:34, 7:57,
7:64, 7:69, 8:25, 8:30, 9:24,
9:28, 10:8, 10:19 to 10:21,
10:28, 11:4, 11:13, 12:4, 13:25,
14:23, 15:2, 15:8, 16:14, 17:77

Exemptions, 2:36, 2:37, 7:69, 10:1

Freedom of Information Act, 9:28,
10:7, 10:21

General counsel, 2:9, 2:60, 7:57,
7:64, 7:69

Investigation, 2:8, 2:9, 2:34, 2:36,
2:49, 2:58, 2:60, 2:70, 2:75,
2:79, 2:87, 2:88, 2:92, 2:96,
2:97, 2:103, 6:24, 6:32, 7:7,
7:18, 7:31, 7:34, 7:64, 8:30,
9:28, 10:1, 10:7, 10:8, 10:15,
10:17 to 10:21, 11:4, 11:16,
13:3, 13:11, 13:13, 14:18,
14:23, 15:8, 17:77

Jurisdiction, 2:8, 2:9, 2:29, 2:36,
2:37, 2:41, 2:79, 2:92, 3:9, 3:11,
5:11, 7:7, 7:8, 7:31, 7:57, 7:64,
7:69, 9:24, 9:28, 10:18, 10:28,
10:33, 14:12 to 14:15, 14:17 to

INDEX

EQUAL EMPLOYMENT

OPPORTUNITY

COMMISSION—Cont'd

14:20, 14:22, 14:23

Jury trials, 11:38

Laches, 9:24

Medical examinations, 2:54, 2:58,
2:60, 7:69, 14:23

Merit System Protection Board, 7:7

Motion to dismiss, 2:8, 2:54, 2:87,
2:88, 2:92, 5:16, 7:64, 7:69,
9:28

National Labor Relations Board, 2:1,
2:9, 2:60, 2:75, 3:9, 5:11, 7:30,
7:34, 7:57, 7:64, 7:69, 10:7,
10:8, 10:15, 10:30, 12:4, 13:3,
13:11, 13:13, 13:28, 16:14

Notice requirements, 2:87

Objections, 2:36, 2:54, 2:60, 7:69,
10:28, 11:13

Office of Federal Contract Compli-
ance Programs, 2:4, 2:36, 2:49,
2:58, 7:30

Opposition Clause, 2:79

Participation Clause, 2:79

Parties, 1:3, 2:8, 2:9, 2:29, 2:34,
2:54, 2:79, 2:92, 3:11, 6:24,
7:31, 7:57, 7:64, 7:69, 8:30,
10:17 to 10:21, 10:28, 11:4,
11:38, 13:25, 14:14, 14:15,
14:18 to 14:20, 14:22, 14:23,
16:19

Preliminary relief, 10:19

Privacy Act, 7:7

Private actions, 2:53

Questioning, 11:13

Reasonable accommodation, 2:30,
2:36, 2:53, 2:54, 2:56, 2:60,
2:87, 2:103, 7:64, 7:68, 7:69,
14:18, 14:19, 14:22, 14:23

Reasonable cause determinations,
2:29

Records, 1:1, 2:54, 2:58, 2:60, 2:75,
2:87, 7:8, 10:1, 10:15, 10:28,
11:4, 13:3, 13:11, 13:13, 14:13,
14:18, 14:20, 14:22, 15:2, 15:8

Remedies, 1:1, 1:3, 2:1, 2:8, 2:19,
2:30, 2:37, 2:39, 2:49, 2:54,
2:70, 2:75, 2:79, 2:87, 2:88,
2:92, 2:96, 2:103, 3:9, 3:11,

EQUAL EMPLOYMENT

OPPORTUNITY

COMMISSION—Cont'd

5:11, 5:16, 6:24, 6:32, 7:7, 7:30,
7:57, 7:64, 7:69, 8:25, 8:27,
8:30, 9:24, 9:28, 10:8, 10:17,
10:18, 10:28, 13:25, 14:12,
14:13, 14:17, 14:20, 14:22

Retaliation, 1:3, 2:8, 2:13, 2:17,
2:27, 2:30, 2:33, 2:34, 2:36 to
2:38, 2:49, 2:53, 2:54, 2:56,
2:58, 2:60, 2:70, 2:75, 2:79,
2:87, 2:88, 2:92, 2:96, 2:97,
2:103, 3:9, 3:11, 5:11, 5:16, 7:8,
7:18, 7:31, 7:57, 7:64, 7:69,
8:25, 9:28, 9:31, 10:1, 10:17,
10:18, 10:28, 11:4, 14:14,
14:22, 14:23, 15:8, 16:19, 17:77

Searches and seizures, 2:70

Settlements, 2:29, 2:38, 2:103,
10:17, 10:20

Sexual harassment, 2:8, 2:27, 2:29,
2:33, 2:34, 2:37, 2:53, 2:79,
2:92, 2:103, 6:24, 6:32, 7:8,
8:30, 10:18, 11:4, 14:14, 15:8

Strike, 9:24, 10:8

Successors, 14:17, 14:19

Supervisor harassment, 2:27

Time-barred, 2:53, 2:92, 7:64, 9:24,
9:28, 10:18

Tolling, 2:8, 2:92, 3:11, 7:64, 7:69,
9:28

Undue hardship, 2:30, 2:36, 2:54,
2:56, 2:57, 2:60, 2:75, 2:87,
7:69

Unfair labor practices, 7:64

Unions, 2:4, 2:60, 2:88, 2:92, 6:24,
7:64, 7:69

Vicarious liability, 2:33, 2:34

EQUAL PAY ACT

Compensation, 2:29, 2:88, 8:4, 8:8,
8:38

Coverage, 2:5, 2:29

Defenses, 2:88

Differentials, 2:5

Enforcement, 2:29, 2:88, 10:17,
10:19

Evidence, 2:5, 2:29, 2:88, 8:4, 8:17,
10:19, 10:21

EQUAL PAY ACT—Cont'd

Experience, 2:88
 Investigations, 2:88, 10:17, 10:19
 Jurisdiction, 2:29, 7:71, 8:17
 Parties, 2:5, 2:29, 8:4, 8:8, 8:17,
 10:17, 10:19, 10:21
 Prima facie case, 2:29
 Prohibition, 2:88
 Remedies, 2:88, 8:4, 8:8, 8:17, 8:38,
 10:17
 Retaliation, 2:88, 7:71, 8:4, 8:8,
 10:17
 Settlement attempts, 10:19
 Statistical evidence, 2:29

ERISA

Enforcement, 1:1, 2:93, 2:94, 2:112,
 5:5, 7:52, 7:56, 7:65, 7:69
 Fiduciary responsibility, 7:65
 Governmental plans, 7:52
 HIPAA, 7:37, 7:42, 7:48, 7:69
 Mergers and acquisitions, 1:2

ESSENTIAL FUNCTIONS

Job descriptions, 2:55, 17:79

EVIDENCE

Admissibility, 2:45, 10:21, 11:26,
 11:30
 Affidavits, 3:2, 8:34, 11:32, 12:3,
 16:2, 16:3, 16:5, 16:11, 16:13,
 16:14
 Affirmative action plans, 2:29, 11:11
 Age claims, 2:103
 Arbitration decisions, 2:92, 3:3
 Burden of establishing, 2:29, 17:52,
 17:99, 17:114
 Burden of Proof, 1:1, 2:3, 2:13 to
 2:15, 2:43, 2:44, 2:55, 2:86,
 2:87, 3:2, 3:21, 7:15, 8:4, 8:13,
 9:25, 10:31, 10:34, 11:5, 11:10,
 12:7, 12:23, 17:20, 17:49,
 17:51, 17:53, 17:68, 17:86,
 17:99, 17:114
 Business necessity, 2:15, 2:29, 2:30,
 2:37, 2:38, 2:43, 2:54, 2:55,
 2:58, 13:9
 Class actions, 2:42, 2:87, 7:69, 10:28
 Comparative evidence, 2:14
 Comparators, 2:14, 12:1

EVIDENCE—Cont'd

Compromise, 2:92, 3:2, 7:57
 Computer data, 11:7
 Cross-examination, 7:12, 8:34, 10:8,
 11:5, 11:14, 11:26, 12:1 to 12:3,
 12:9, 12:11, 12:13 to 12:15,
 12:19, 12:21, 16:3, 16:11
 Damages, 1:1 to 2:3, 2:13, 2:14,
 2:27, 2:30, 2:34, 2:36, 2:44,
 2:46, 2:53, 2:54, 2:61, 2:75 to
 2:77, 2:79, 2:80, 2:83, 2:86 to
 2:89, 2:94 to 2:96, 2:103, 2:110
 to 2:112, 3:2, 3:3, 3:6, 3:21,
 4:37, 5:5, 5:9, 5:10, 6:14, 6:23,
 6:24, 6:26, 6:29, 6:38, 6:44,
 7:9, 7:15, 7:17, 7:28, 7:33,
 7:57, 7:63, 7:64, 7:69, 7:70,
 8:4, 8:5, 8:7, 8:10, 8:11, 8:13,
 8:17, 8:19, 8:20, 8:22, 8:25,
 8:30, 8:31, 8:34, 9:26, 9:30,
 10:8, 10:10, 10:23, 10:28, 11:2,
 11:6, 11:10, 11:13 to 11:15,
 11:18, 11:21, 11:24, 11:27,
 11:29, 11:31, 11:35, 11:39, 12:2,
 12:7, 12:9, 12:11, 12:14, 12:19,
 12:22, 12:23, 13:9, 13:12,
 13:25, 13:26, 14:8, 14:11,
 14:23, 15:12, 15:23, 15:24,
 17:2, 17:8 to 17:11, 17:14,
 17:16, 17:22, 17:32, 17:40,
 17:41, 17:49, 17:51, 17:54,
 17:60, 17:69, 17:71, 17:72,
 17:88, 17:91, 17:93, 17:99,
 17:103 to 17:105, 17:108,
 17:111, 17:112, 17:114, 17:116
 Daubert Standard, 11:26
 Defenses, 2:36, 2:43, 2:88, 4:1, 4:32,
 4:37, 7:67, 8:11, 9:24 to 9:26,
 9:28, 9:30, 10:10, 10:28, 11:2,
 11:4, 11:5, 11:13, 12:21, 15:2,
 15:8, 15:12
 Demonstrative evidence, 11:28,
 11:29, 12:1, 12:2, 12:14
 Direct evidence, 2:2, 2:12, 2:13, 2:28
 to 2:30, 2:43 to 2:45, 2:47,
 2:79, 2:103, 6:14, 7:64, 16:13,
 17:73, 17:100
 Disciplinary proceedings, 2:92
 Discovery, 2:3, 2:15, 2:34, 2:42,
 2:43, 2:54, 2:86, 2:96, 3:2, 3:6,
 7:64, 7:67, 7:70, 8:34, 9:24,

INDEX

EVIDENCE—Cont'd

10:19, 10:23, 11:2, 11:4, 11:5,
11:7 to 11:15, 11:18, 11:20,
11:21, 11:27, 11:31, 11:32,
11:39, 12:5, 12:21, 13:8, 15:2,
15:8, 15:10, 15:12, 15:17, 15:22
to 15:24, 16:5
Disparate treatment, 1:2, 2:2, 2:12,
2:14 to 2:17, 2:27 to 2:30, 2:36,
2:37, 2:43, 2:44, 2:53, 2:60,
2:79, 2:80, 2:87, 7:64, 7:69,
10:28, 10:29, 11:2, 11:35, 15:22
Disparate treatment and disparate
impact, 7:69
Documentary evidence, 2:96, 16:3
Education, 2:2, 2:29, 2:58, 2:79,
2:88, 2:103, 7:24, 7:28, 8:13,
10:6, 10:29, 11:5, 13:12, 17:79,
17:91, 17:99
EEOC findings, 10:21
Employee Polygraph Protection Act,
2:88, 6:38
Employee Retirement Income Secu-
rity Act, 1:1, 1:2, 2:112, 5:5,
6:32, 7:24, 7:69
Employment agency, 2:8, 7:64
Employment history, 8:19, 12:11
Exhibits, 2:94, 8:34, 11:27 to 11:30,
12:2, 12:3, 12:14, 12:19, 12:22,
12:23, 15:10, 16:5, 17:100
Expert testimony, 2:12, 2:79, 7:19,
8:5, 8:20, 11:21, 11:24, 11:26,
12:10
Expert witnesses, 8:34, 11:7, 11:12,
11:20, 11:21, 11:26, 11:28, 12:2,
12:10, 12:14
Findings of fact, 8:20, 8:34, 11:27
Judicial notice, 7:64, 9:28, 17:112
Legitimate, 1:1 to 2:2, 2:12, 2:13,
2:28 to 2:30, 2:36, 2:38, 2:43,
2:44, 2:54, 2:55, 2:75 to 2:77,
2:79, 2:86, 2:87, 2:92, 2:94,
2:103, 2:110, 2:112, 3:11, 5:3,
5:5, 5:8, 5:12, 6:24, 7:7, 7:9,
7:15, 7:19, 7:24, 7:57, 7:69,
7:70, 8:7, 8:10, 9:25, 9:26,
10:31, 11:9, 11:10, 11:14, 11:32,
12:1, 12:23, 13:8, 17:10, 17:41,
17:73, 17:74, 17:77
Mixed motives, 2:2, 2:13, 2:103,
9:25

EVIDENCE—Cont'd

Motions in limine, 11:29, 11:30,
12:2, 12:4
Objections, 2:36, 2:54, 2:60, 7:67,
7:69, 10:28, 11:6, 11:13, 11:14,
13:6, 15:22
Order of proof, 12:1
Personal knowledge, 2:30, 11:32,
12:19, 16:3
Plaintiff, 1:2, 2:2, 2:3, 2:5, 2:8, 2:12
to 2:17, 2:27 to 2:30, 2:34,
2:36, 2:37, 2:42 to 2:47, 2:53 to
2:56, 2:58, 2:60, 2:61, 2:64,
2:65, 2:70, 2:75, 2:77, 2:79,
2:84 to 2:89, 2:92, 2:94, 2:95,
2:103, 2:110, 2:112, 3:2, 3:3,
3:11, 4:1, 4:10, 4:15, 4:16, 4:18,
5:3, 5:5, 5:8 to 5:10, 5:12, 6:13,
6:14, 6:20, 6:23, 6:24, 6:26,
6:29, 6:32, 7:15, 7:17 to 7:19,
7:24, 7:28, 7:33, 7:41, 7:57,
7:62 to 7:64, 7:69, 7:70, 8:4,
8:5, 8:7, 8:10 to 8:13, 8:17,
8:19, 8:20, 8:25, 8:30, 8:31,
8:34, 9:24, 9:25, 9:28, 9:30,
10:8, 10:10, 10:23, 10:24,
10:28, 10:29, 10:34, 11:2, 11:4
to 11:15, 11:18, 11:20, 11:21,
11:24, 11:26 to 11:28, 11:31,
11:32, 11:35, 11:39, 12:1 to
12:5, 12:7, 12:9 to 12:11, 12:13
to 12:15, 12:19, 12:21 to 12:23,
14:8, 14:11, 14:23, 15:2, 15:8,
15:10, 15:17, 15:23, 16:2, 16:3,
16:5, 16:11, 16:13, 16:14, 17:2,
17:8 to 17:11, 17:16, 17:18 to
17:20, 17:22, 17:25, 17:32,
17:34 to 17:36, 17:39 to 17:41,
17:49, 17:50, 17:53 to 17:55,
17:60, 17:63, 17:67 to 17:69,
17:71 to 17:77, 17:79 to 17:82,
17:86 to 17:88, 17:90 to 17:93,
17:97, 17:99, 17:101, 17:103 to
17:105, 17:108, 17:114, 17:116
Pretext, 2:2, 2:12 to 2:14, 2:29, 2:30,
2:34, 2:43 to 2:45, 2:47, 2:54,
2:60, 2:65, 2:86, 2:87, 2:94,
2:111, 2:112, 7:15, 7:19, 7:69,
11:32, 12:1, 13:7, 17:40, 17:67,
17:74, 17:77
Prima facie case, 2:2, 2:12, 2:14,
2:15, 2:17, 2:27, 2:29, 2:30,

EVIDENCE—Cont'd

2:34, 2:43 to 2:45, 2:47, 2:53, 2:54, 2:65, 2:75 to 2:77, 2:79, 2:86, 2:87, 2:92, 2:94, 2:103, 2:110, 2:112, 3:21, 5:3, 5:5, 5:10, 5:12, 7:69, 11:2, 11:6, 11:35, 12:1, 12:5, 17:73, 17:74, 17:77

Privileges, 2:38, 2:56, 2:61, 2:86, 2:112, 6:24, 6:29, 7:69, 11:7, 11:15, 14:23, 17:79

Proffer, 2:17, 17:77

Proof of Facts, 17:100

Railway Labor Act, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:69

Remarks, 2:2, 2:12 to 2:14, 2:27, 2:29, 2:36, 2:43, 2:45, 2:76, 2:103, 2:112, 5:12, 6:23, 7:15, 8:4, 11:35, 15:23, 15:24, 17:51

Retaliation, 2:2, 2:3, 2:8, 2:13, 2:14, 2:17, 2:27, 2:30, 2:34, 2:36 to 2:38, 2:43, 2:53 to 2:56, 2:58, 2:60, 2:64, 2:65, 2:70, 2:75 to 2:77, 2:79, 2:80, 2:83 to 2:89, 2:92, 2:96, 2:103, 2:110 to 2:112, 3:2, 3:3, 3:11, 5:3, 5:5, 5:8 to 5:10, 5:12, 7:15, 7:18, 7:19, 7:57, 7:62, 7:64, 7:69, 8:4, 8:7, 8:20, 8:25, 9:25, 9:28, 10:28, 11:4, 12:25, 13:26, 14:8, 14:23, 15:8, 17:32, 17:34 to 17:36, 17:39 to 17:41, 17:77, 17:90, 17:91

Sanctions, 2:79, 2:88, 2:96, 5:5, 7:7, 7:67, 8:22, 11:5

Similarly situated employees, 2:14, 2:65, 2:75, 2:80, 2:94, 6:38, 8:11, 8:19, 10:6, 10:10, 11:4, 12:11, 13:12, 15:8, 17:40

Spoliation, 11:4

State law, 1:1, 2:3, 2:5, 2:8, 2:29, 2:30, 2:43, 2:53 to 2:55, 2:60, 2:61, 2:70, 2:77, 2:79, 2:87, 2:88, 2:92, 2:95, 2:103, 2:110, 2:112, 3:3, 3:6, 3:11, 5:5, 5:8, 6:14, 6:23, 6:26, 7:9, 7:15, 7:17 to 7:19, 7:24, 7:57, 7:69, 8:5, 8:7, 8:30, 9:28, 10:23, 10:24, 10:28, 11:15, 17:39, 17:90, 17:91

EVIDENCE—Cont'd

Statistical evidence, 2:12, 2:13, 2:16, 2:17, 2:29, 2:43, 2:45, 10:28, 11:11

Stereotyping, 2:29, 2:34, 2:38, 7:69, 11:24

Stray remarks, 2:29, 2:36, 2:43, 2:103

Summary judgment, 1:1, 2:2, 2:3, 2:5, 2:8, 2:12, 2:14, 2:15, 2:27, 2:29, 2:30, 2:34, 2:36, 2:43 to 2:45, 2:54 to 2:56, 2:58, 2:60, 2:64, 2:65, 2:70, 2:76, 2:77, 2:79, 2:87, 2:89, 2:94 to 2:96, 2:103, 2:110, 3:2, 3:7, 4:15, 5:5, 5:8, 7:15, 7:19, 7:24, 7:33, 7:62, 7:69, 7:70, 9:25, 9:26, 9:28, 10:10, 11:4, 11:18, 11:27, 11:28, 11:32, 12:1, 15:23, 16:2, 16:3

Title VII, 1:1, 2:2, 2:5, 2:8, 2:12 to 2:17, 2:27 to 2:30, 2:34, 2:36, 2:37, 2:42 to 2:44, 2:53 to 2:56, 2:60, 2:61, 2:65, 2:70, 2:75, 2:77, 2:79, 2:86 to 2:88, 2:92, 2:103, 3:11, 5:12, 6:14, 6:32, 6:44, 7:7, 7:17, 7:24, 7:33, 7:34, 7:62, 7:64, 7:69, 8:5, 8:7, 8:10, 8:17, 8:20, 8:25, 8:30, 9:28, 10:19 to 10:21, 10:28, 10:29, 10:31, 11:2, 11:4, 11:9, 11:39, 12:1, 17:73 to 17:77, 17:79 to 17:82

Types of evidence, 2:29, 2:45, 4:15, 10:28

Weight, 2:29, 2:95, 2:112, 5:9, 6:38, 8:25, 10:21, 10:28, 12:5, 16:13, 17:49, 17:90, 17:91

Witnesses, 2:2, 2:3, 2:29, 2:34, 2:79, 2:80, 2:92, 5:12, 6:51, 7:12, 7:15, 7:33, 7:69, 8:7, 8:34, 9:24, 10:6, 10:8, 10:10, 10:19, 10:23, 11:4 to 11:7, 11:9, 11:12, 11:14, 11:18, 11:20, 11:21, 11:24, 11:26, 11:28, 11:35, 12:1 to 12:3, 12:5, 12:9 to 12:11, 12:14, 12:15, 12:23, 13:8, 13:12, 14:11, 14:23, 15:2, 15:10, 16:2, 16:3, 16:11, 16:13, 16:14, 17:22, 17:73, 17:100

Work history, 6:51, 13:12

INDEX

EXAMINATION

Labor Management Relations Act,
3:11

EXCLUSIVITY

Unions, 2:60

EXEMPTIONS

Service Contract Act, 2:86

EXHAUSTION OF REMEDIES

Railway Labor Act, 2:1
Rehabilitation Act, 2:1, 7:64

EXISTENCE

Unfair labor practices, 2:94

EXPECTATION

Unfair labor practices, 2:2
Unions, 2:2

EXPERT

Costs, 2:43, 5:5, 8:33 to 8:35, 10:16,
13:19, 14:17, 16:17
Discovery, 2:43, 2:54, 8:34, 11:1,
11:4, 11:7, 11:12, 11:14, 11:15,
11:20, 11:21, 11:23, 13:8, 15:6,
15:7, 15:9, 16:1, 16:17
Fair Labor Standards Act, 10:28
Selection, 2:17, 11:12, 12:3
Witness, 2:22, 2:43, 2:54, 2:79, 5:5,
8:33, 8:34, 10:7, 11:4, 11:12,
11:14, 11:20, 11:22 to 11:26,
11:28, 12:2, 12:3, 12:8, 12:10,
12:19, 13:19, 14:17, 15:6, 15:7,
16:1

EXTENT

Federal employment, 7:69
Labor Management Relations Act,
6:17, 7:69
Unions, 1:2, 2:92, 7:69, 10:29, 17:87

FACTORS

Federal employment, 2:9, 7:69,
10:30
Labor Management Relations Act,
2:2, 2:74, 3:2, 3:10, 6:2, 7:22,
7:69

FAILURE TO FILE

Federal employment, 7:69

FAILURE TO FILE—Cont'd

National Labor Relations Board,
2:95, 7:69

FAIR DEALING

At-will employment, 1:1, 6:27, 7:57

FAIR HEARING

Labor Management Relations Act,
3:3, 14:11
Labor-Management Reporting and
Disclosure Act, 2:95

FAIR LABOR STANDARDS ACT

Airlines, 2:87, 7:57, 7:69
Answers, 11:5
Appeals, 2:9, 5:8, 8:30
Approval, 2:42, 2:87, 10:28
Arbitration agreements, 2:9, 2:75,
2:112, 7:57, 10:28
Assignments, 7:2, 7:69
Bad faith, 8:30
Bankruptcy, 8:1
Burden of proof, 2:87, 8:1, 8:4, 11:5
Civil rights cases, 8:30
Collective bargaining agreements,
2:112, 7:69
Commerce, 2:9, 2:112, 10:28
Common law, 2:81, 2:112, 7:2, 7:26,
7:57, 7:61, 8:1, 10:32
Complaints, 2:9, 2:75, 2:81, 2:112,
7:26, 7:57, 7:69, 11:5
Congress, 2:9, 2:87, 7:2, 7:61, 7:69,
8:4, 10:17
Constitutionality, 7:61
Costs, 2:42, 2:112, 7:57, 7:69, 8:30
Coverage, 2:9, 2:87, 2:112, 7:2, 7:26,
7:57, 7:69
Credit, 2:75, 7:69
Criminal prosecutions, 2:112
Damages, 2:9, 2:75, 2:81, 2:87,
2:112, 7:26, 7:57, 7:61, 7:69,
8:1, 8:4, 8:30, 10:17, 10:28
Date, 2:87, 2:112, 7:2, 7:57, 7:69,
8:4, 10:17, 10:28, 10:32, 11:5
Defenses, 2:9, 10:28, 11:5
Department of Labor, 2:75, 2:81,
2:87, 5:8, 7:2, 7:26, 7:57, 7:69,
10:32
Depositions, 11:5

FAIR LABOR STANDARDS ACT

—Cont'd

Discovery, 2:42, 11:5
 Discrimination, 2:9, 2:42, 2:75, 2:81, 2:87, 2:112, 5:8, 7:2, 7:26, 7:57, 7:61, 7:69, 8:1, 8:4, 8:30, 10:17, 10:28, 11:5
 Emotional distress, 2:75, 2:81, 2:112, 7:69, 8:1
 Employ, 2:112, 10:32
 Employee, 2:9, 2:42, 2:75, 2:81, 2:87, 2:112, 5:8, 7:2, 7:26, 7:57, 7:61, 7:69, 8:1, 8:4, 8:30, 10:17, 10:28, 10:32, 11:5
 Employer, 2:9, 2:75, 2:81, 2:87, 2:112, 5:8, 7:2, 7:26, 7:57, 7:61, 7:69, 8:1, 8:4, 8:30, 10:17, 10:28, 10:32, 11:5
 Employment contracts, 2:9, 7:57, 8:4
 Employment records, 10:32
 Enforcement, 2:9, 2:42, 2:75, 2:81, 2:112, 5:8, 7:2, 7:26, 7:57, 7:69, 8:30, 10:17
 Enterprize, 7:69
 Evidence, 2:42, 2:75, 2:87, 2:112, 5:8, 7:57, 7:69, 8:4, 8:30, 10:28, 11:5
 Exceptions, 7:57, 7:69, 11:5
 Exclusions, 7:2
 Exemptions, 7:69
 Family members, 2:87, 7:69
 Federal employment, 2:9, 7:69, 10:17
 Federal law, 2:9, 2:81, 2:112, 5:8, 7:57, 7:69
 Findings of fact, 2:9
 Fine, 7:69
 Fraud, 2:9, 2:75, 2:87, 5:8, 7:26, 7:57
 Gender, 10:28
 Good faith, 2:81, 2:87, 7:57, 8:4
 Goods, 2:9, 7:57, 7:69, 10:28
 Hourly rates, 8:30
 Independent contractors, 2:9, 7:2, 7:57, 7:69
 Injunctions, 7:57, 7:69
 Internal complaints, 2:75, 2:112, 7:69
 Joint employers, 10:32

FAIR LABOR STANDARDS ACT

—Cont'd

Jurisdiction, 2:9, 2:81, 2:112, 5:8, 7:26, 7:57, 7:69, 10:28, 11:5
 Jury trial, 2:9, 8:1
 Knowledge, 2:87, 5:8, 7:26, 7:57, 7:69, 10:28
 Legislative history, 8:1
 Liquidated damages, 2:9, 2:75, 2:87, 2:112, 7:57, 7:69, 8:4
 Materials, 7:2, 7:61
 Minimum wage, 2:9, 2:81, 7:57, 7:69
 National Labor Relations Board, 2:9, 2:75, 5:8, 7:26, 7:57, 7:61, 7:69, 8:1
 New trial, 8:30
 Notice, 2:9, 2:42, 2:81, 2:87, 2:112, 7:57, 7:61, 7:69, 10:17, 10:28, 11:5
 Overtime, 2:9, 2:81, 7:57, 7:69, 8:1
 Parts, 2:9, 11:5
 Pleadings, 2:112, 7:26
 Police, 2:112, 7:69
 Prejudgment interest, 8:4
 Prima facie case, 2:75, 2:81, 2:87, 2:112, 7:69
 Protective services, 5:8
 Public employees, 7:2
 Punitive damages, 2:81, 2:87, 7:69, 8:1, 10:17, 10:28
 Recordkeeping, 11:5
 Regulations, 2:75, 2:87, 2:112, 5:8, 7:69, 10:17
 Reimbursement, 2:81, 7:57
 Related claims, 2:9, 7:61, 7:69
 Remedies, 2:75, 2:81, 2:87, 2:112, 5:8, 7:26, 7:57, 7:61, 7:69, 8:1, 8:4, 8:30, 10:17, 10:28
 Reports, 2:87, 2:112, 7:2, 7:69
 Retaliation, 2:75, 2:81, 2:87, 2:112, 5:8, 7:2, 7:57, 7:69, 8:1, 8:4, 10:17, 10:28
 Schools, 7:69
 Settlement, 2:42, 7:26, 7:57, 8:30, 10:17, 10:28, 11:5
 Settlements, 7:26, 10:17
 Sex, 2:112, 7:61, 7:69, 10:17
 Statute of limitations, 2:75, 2:87, 7:57

INDEX

FAIR LABOR STANDARDS ACT —Cont'd

Summary judgment, 2:87, 5:8, 7:69
Temporary employees, 7:2
Tipped employees, 7:69
Transportation workers, 2:9, 10:28
Trial, 2:9, 2:42, 2:75, 2:87, 2:112,
5:8, 7:57, 7:69, 8:1, 8:4, 8:30,
10:28, 11:5
United States, 2:42, 2:112, 7:2, 7:57,
7:69, 10:17
Volunteers, 7:2, 7:57
Waiting, 7:61, 7:69, 10:17
Willful violations, 2:81, 2:87, 8:4

FAIR REPRESENTATION

Arbitrary conduct, 3:11, 17:87
Back pay, 2:3, 2:92, 3:3, 3:14, 3:15,
5:5, 7:69, 8:8, 14:11
Bad faith conduct, 9:17
Claims, 2:3, 2:60, 2:92, 3:3, 3:8 to
3:11, 3:14, 3:16, 5:5, 5:11, 7:7,
7:23, 7:64, 7:69, 8:8, 9:17,
17:87
Contracts, 3:4, 3:10, 3:17, 7:23,
7:64, 7:69, 17:87
Disabilities, 2:56, 2:60, 3:9, 7:7,
7:64, 7:69, 17:87
Discriminatory conduct, 2:92, 7:64
Dues, 2:92, 14:11
Economic damages, 8:20
Emotional distress, 2:3, 2:60, 3:15,
5:5, 7:64, 7:69, 8:20, 9:17,
14:11
Exhaustion of remedies, 7:64
Grievance handling, 3:9, 13:8
Hiring hall, 9:17
Internal union remedies, 3:13, 13:8,
14:11
Jury trial, 3:14
Limitations period, 7:64, 13:8
Procedure, 2:3, 2:92, 3:3, 3:4, 3:7,
3:17, 7:7, 7:23, 7:69, 9:17,
13:8, 14:11
Punitive damages, 3:15, 5:5, 7:23,
7:64, 7:69, 8:20
Reinstatement, 2:3, 3:9, 5:5, 7:23,
7:69, 8:8, 8:20, 13:8, 14:11

FAIR REPRESENTATION—Cont'd

Relief, 2:3, 2:56, 2:60, 3:13, 5:5,
7:64, 7:69, 8:8, 14:11
Standard, 2:3, 2:92, 3:11, 5:5, 5:11,
7:7, 7:69, 8:8

FALSE CLAIMS ACT

Whistleblowing, 2:86, 5:5

FALSE IMPRISONMENT

Labor Management Relations Act,
6:59

FAMILY AND MEDICAL LEAVE ACT

50 employees, 2:30, 2:87, 7:56
Adoption, 2:30, 2:87
Benefits, 1:1, 2:30, 2:43, 2:54, 2:60,
2:75, 2:87, 2:97, 3:2, 6:15,
7:24, 7:56, 7:61, 7:69, 8:17,
10:28, 14:20
Birth, 2:30, 2:87
Burden of proof, 1:1, 2:43, 2:86,
2:87, 3:2
Certification, 2:43, 2:54, 2:60, 2:86,
2:87, 3:2, 7:69, 10:28
Collective bargaining agreements,
1:1, 7:69
Compensation, 1:1, 2:43, 2:60, 2:86,
2:87, 2:97, 3:2, 6:15, 7:24,
7:61, 7:69, 9:28
Conditions of employment, 2:60,
2:86, 2:87, 7:69
Coverage, 1:1, 2:30, 2:54, 2:60,
2:87, 2:97, 7:37, 7:54, 7:56,
7:69
Damages, 1:1, 1:3, 2:30, 2:54, 2:75,
2:86, 2:87, 3:2, 7:56, 7:61,
7:69, 7:71, 8:5, 8:17, 8:30,
10:28, 14:20
Daughter, 2:87, 3:2
Department of Labor, 2:54, 2:75,
2:86, 2:87, 2:97, 7:56, 7:69
Disability, 1:1, 1:3, 2:30, 2:54, 2:56,
2:60, 2:75, 2:87, 2:101, 6:15,
7:24, 7:61, 7:69, 9:28, 10:28,
14:20
Discrimination, 1:1, 1:3, 2:30, 2:43,
2:54, 2:56, 2:60, 2:75, 2:86,
2:87, 2:97, 2:101, 3:2, 6:15,
7:22, 7:24, 7:56, 7:61, 7:69,

FAMILY AND MEDICAL LEAVE**ACT—Cont'd**

7:71, 8:5, 8:17, 8:30, 9:28,
10:28, 14:20
Duration, 1:1, 2:54, 2:56, 2:60, 2:87,
7:56, 7:69, 8:17
Educational agencies, 2:87
Effective date, 2:30, 2:86, 7:56, 7:69
Employees, 1:1, 1:3, 2:30, 2:43,
2:54, 2:56, 2:60, 2:75, 2:86,
2:87, 2:97, 2:101, 3:2, 6:15,
7:22, 7:24, 7:37, 7:56, 7:61,
7:69, 8:5, 8:30, 9:28, 10:28,
14:20
Employees covered, 1:1
Employers, 1:1, 1:3, 2:30, 2:43,
2:54, 2:56, 2:60, 2:75, 2:86,
2:87, 2:97, 2:101, 3:2, 7:22,
7:37, 7:56, 7:61, 7:69, 7:71,
10:28
Enactment, 2:54, 7:37, 7:69
Enforcement, 1:1, 2:30, 2:56, 2:75,
2:86, 2:97, 3:2, 7:22, 7:56,
7:69, 8:30
Equivalent benefits, 2:87
Equivalent position, 2:87
Evidence, 1:1, 2:30, 2:43, 2:54, 2:56,
2:60, 2:75, 2:86, 2:87, 3:2,
7:24, 7:69, 8:5, 8:17, 8:30,
9:28, 10:28
Exemptions, 2:86, 7:69
Family member, 2:101, 7:69
Federal government, 2:86
Gender discrimination, 10:28
Group health plan, 2:54, 2:60
Health benefits, 2:30, 2:43, 2:87,
7:69
Health conditions, 2:87, 7:69
Immunity, 1:3, 2:30, 7:71, 9:28
Interference with rights, 2:87
Intermittent leave, 2:87, 2:101
Involuntary leave, 7:69
Litigation, 1:3, 2:86, 7:56, 7:61,
7:69, 7:71, 8:5, 8:17, 8:30,
9:28, 10:28
Local governments, 2:86, 7:56
Maternity leave, 2:30
Notice, 1:1, 2:54, 2:86, 2:87, 2:97,
2:101, 3:2, 7:54, 7:56, 7:61,

FAMILY AND MEDICAL LEAVE**ACT—Cont'd**

7:69, 9:28, 10:28, 14:20
Notices, 1:1, 7:37, 7:56, 7:69, 9:28
Opinion letters, 2:54
Overtime, 7:69
Paid leave, 2:87, 7:69
Part-time employees, 2:87, 7:56
Pregnant employees, 2:30
Public policy, 1:1, 1:3, 2:54, 2:75,
2:86, 2:87, 3:2, 7:22, 7:24,
7:61, 7:69, 8:5, 9:28
Purpose, 1:1, 1:3, 2:54, 2:87, 7:69,
8:30, 10:28
Recertification, 2:87
Reduced schedule, 2:60, 2:87
Reemployment rights, 1:1
Regulations, 2:54, 2:56, 2:60, 2:75,
2:86, 2:87, 2:97, 7:56, 7:69
Regulatory provisions, 2:86
Reinstatement, 2:30, 2:75, 2:86,
2:87, 3:2, 7:22, 7:24, 7:69, 8:17
Remedies, 1:1, 1:3, 2:30, 2:43, 2:54,
2:75, 2:86, 2:87, 3:2, 6:15,
7:37, 7:61, 7:69, 8:5, 8:17,
8:30, 9:28, 10:28, 14:20
Requirements, 1:1, 2:30, 2:54, 2:56,
2:60, 2:75, 2:86, 2:87, 2:97,
2:101, 7:22, 7:56, 7:61, 7:69,
7:71, 9:28, 10:28, 14:20
Retaliation, 1:3, 2:30, 2:43, 2:54,
2:56, 2:60, 2:75, 2:86, 2:87,
2:97, 2:101, 3:2, 7:56, 7:69,
7:71, 9:28, 10:28
Schools, 7:69
Serious health condition, 2:54, 2:60,
2:87, 7:69, 14:20
Serious health conditions, 2:87
Sick leave, 2:87, 2:101, 7:69
State governments, 2:86, 7:69
State laws, 1:1, 2:86, 7:61, 7:69
Statute of limitations, 1:1, 2:54, 2:75,
2:86, 2:87, 7:24, 7:56
Subsidiaries, 7:56
Substance abuse, 2:43, 2:54, 7:22,
7:69
Universities, 2:86
Vacation leave, 2:87
Vacation time, 2:87

INDEX

FAMILY AND MEDICAL LEAVE ACT—Cont'd

Waiver, 3:2, 7:24, 7:71

FEDERAL ARBITRATION ACT

Labor Management Relations Act,
3:1, 3:3

National Labor Relations Board, 2:9,
7:57

FEDERAL EMPLOYMENT

Accommodations, 2:53, 7:69

Administrative law judge, 2:9

Agencies, 2:53, 2:63, 7:69

Amendment, 2:53, 2:63, 2:100, 7:69

Applicability, 2:100

Arbitration, 2:9, 7:69

Availability, 2:9, 7:69

Binding arbitration, 2:9

Charges, 2:9, 2:53, 7:69, 10:17

Choice, 7:69

Collective bargaining, 2:9, 7:69

Collective bargaining agreements,
7:69

Complaints, 2:9, 7:69

Compliance, 7:69, 10:17

Conflict, 2:9, 7:69

Costs, 7:69

Courts, 2:9, 2:53, 7:69, 10:17, 10:30

Date, 7:69, 10:17

Decisions, 2:9, 2:53, 7:69, 10:30

Disclosures, 10:17

Discovery, 2:63

Discrimination, 2:9, 2:53, 2:63,
2:100, 7:69, 10:17, 10:30

Duties, 2:53

Eligibility, 7:69

Employee Retirement Income Secu-
rity Act, 7:69

Enforcement, 2:9, 2:100, 7:69, 10:17

Equal Employment Opportunity
Commission, 2:9, 2:53, 2:100,
7:69, 10:17, 10:30

Evidence, 2:53, 7:69

Exceptions, 7:69

Factors, 2:9, 7:69, 10:30

Fair Labor Standards Act, 2:9, 7:69,
10:17

Fees, 2:9, 2:63, 7:69

FEDERAL EMPLOYMENT —Cont'd

Filing, 2:9, 7:69, 10:17

Findings, 2:9

Findings of fact, 2:9

General Counsel, 2:9, 7:69

Grievances, 2:9, 7:69

Guidance, 7:69, 10:17

Hearings, 2:9

Injunctions, 7:69

Inquiries, 7:69

Investigations, 2:9, 7:69, 10:17

Issues, 2:9, 7:69, 10:17

Jurisdiction, 2:9, 7:69

Labor relations, 2:9, 7:69, 10:30

Meetings, 7:69

Members, 2:9, 7:69

Motions, 7:69

National Labor Relations Act, 2:9,
7:69

Nature, 2:100, 7:69

Notice, 2:9, 2:53, 7:69, 10:17

Number of employees, 2:63, 7:69

Objections, 7:69

Officials, 2:63, 7:69, 10:30

Orders, 7:69

Parties, 2:9, 2:63, 7:69, 10:17

Power, 2:9, 7:69

Private parties, 2:63

Proceedings, 2:9

Proof, 7:69

Protection, 2:9, 2:53, 2:63, 2:100,
7:69, 10:17

Railway Labor Act, 7:69

Recommendations, 7:69

Record, 7:69, 10:30

Regulation, 2:100

Regulations, 7:69, 10:17

Remedies, 7:69, 10:17

Representation, 7:69

Representatives, 7:69

Requests, 2:53, 7:69

Retaliation, 2:53, 7:69, 10:17

Review, 2:9, 7:69, 10:17

Revocation, 2:9, 10:17

Rights, 2:9, 2:53, 2:63, 2:100, 7:69,
10:17, 10:30

Role, 10:17, 10:30

**FEDERAL EMPLOYMENT
—Cont'd**

Rules, 2:9, 7:69, 10:17, 10:30
 Scope, 2:9, 7:69
 Service, 2:9, 7:69
 Settlements, 10:17
 Standards, 2:9, 7:69, 10:17
 Statements, 7:69
 Statute of limitations, 2:53
 Stays, 7:69
 Supervisors, 10:30
 Unions, 2:63, 7:69
 Violations, 2:9, 7:69, 10:17
 Work assignments, 7:69

FEDERAL QUESTION

Jurisdiction, 3:2, 3:3, 3:6, 10:23,
 14:20

**FEDERAL RULES OF CIVIL
PROCEDURE**

Administrative proceedings, 2:86

FEDERAL STATUTES

Affirmative defenses, 11:2
 Americans with Disabilities Act, 1:3,
 2:1, 2:49, 2:75, 2:101, 2:103,
 7:61, 7:64, 8:5, 8:28, 9:28
 Arbitration, 2:75, 2:88, 2:92, 2:103,
 7:3, 7:59, 7:64, 8:28, 9:28
 Collective bargaining agreement,
 2:92, 2:95, 7:59, 7:64, 9:28
 Color of state law, 2:70, 7:18
 Due process, 2:67, 2:70, 2:92, 2:95,
 6:30, 7:18
 Equal protection, 2:67, 2:70, 2:74,
 2:99
 Family and Medical Leave Act, 1:3,
 2:75, 2:97, 2:101, 7:61, 8:5,
 9:28
 Parties, 1:3, 2:74, 2:92, 7:3, 7:61,
 7:64, 8:4, 8:28, 8:34, 11:2,
 14:14
 Pregnancy discrimination, 2:103
 Rehabilitation Act, 1:3, 2:1, 2:49,
 2:74, 7:61, 7:64
 Remedies, 1:3, 2:1, 2:49, 2:70, 2:74,
 2:75, 2:88, 2:92, 2:94, 2:96,
 2:99, 2:103, 6:30, 7:59, 7:61,

FEDERAL STATUTES—Cont'd

7:64, 8:4, 8:5, 8:28, 8:34, 9:28,
 11:2

Restoration, 2:49, 2:100

Uniformed Services Employment and
 Reemployment Rights Act, 2:89

Veterans, 2:1, 2:88, 2:89

FEES

Collective bargaining agreements,
 1:1, 2:112, 6:38, 7:69

FIGHTING

Discipline, 2:2, 9:25

Termination of employment, 9:25

Unfair labor practices, 2:2

Work rules, 2:2

FILING

Health maintenance organizations,
 2:86

National Labor Relations Act, 2:2,
 2:3, 2:9, 2:60, 2:70, 2:80, 2:81,
 2:103, 3:9, 3:11, 5:5, 5:11, 6:17,
 7:57, 7:59, 7:64, 7:69, 8:7,
 10:28

Railway Labor Act, 2:3, 2:87, 3:11,
 7:59, 7:69

FINDINGS

Railway Labor Act, 2:79, 2:92, 7:59

FINDINGS OF FACT

National Labor Relations Board, 2:9

FINES

National Labor Relations Board, 2:2,
 7:57

FIRST AMENDMENT

Employment practices, 2:65

Federal preemption, 2:112

Retaliation claims, 2:54, 2:112, 7:15,
 7:69

Section 1983, 2:49, 2:65, 2:68, 2:70,
 2:72, 2:76, 5:12, 7:15 to 7:18,
 7:34, 8:38, 17:89 to 17:91

FIRST AMENDMENT RIGHTS

At-will employment, 2:112

INDEX

FLORIDA

Age Discrimination in Employment Act, 2:5, 2:8, 2:9, 2:38, 7:69, 7:71, 8:7, 12:1
Age discrimination, 2:5, 2:8, 2:9, 2:38, 7:69, 7:71, 8:7, 12:1
Assignments, 2:30, 2:110, 7:69, 8:7
At-will employment, 7:57
Compensation, 2:9, 2:92, 2:110, 3:2, 5:10, 7:57, 7:69
Complaints, 2:8, 2:9, 2:38, 2:92, 2:110, 5:10, 7:57, 7:69
Conciliation, 2:8
Conditions of employment, 7:57, 7:69
Disclosures, 2:110
Employment agencies, 2:8
Employment practices, 2:5
Evidence, 2:5, 2:8, 2:30, 2:38, 2:92, 2:110, 3:2, 3:3, 5:10, 7:19, 7:57, 7:69, 8:7, 12:1
Exemptions, 7:69
Federal contractors, 7:69
Fringe benefits, 7:57
Harassment, 2:8, 2:92, 3:2, 7:57, 7:69, 7:71
Health, 2:30, 2:38, 2:92, 2:110, 7:19, 7:57, 7:69
Hearings, 2:9, 2:92, 3:2
Investigations, 2:9, 7:57, 7:69
Life insurance, 2:5
Mandatory retirement, 2:38
Marital status, 2:110
Medical benefits, 8:7
National origin discrimination, 2:9
Notice, 2:8, 2:9, 2:92, 3:2, 7:19, 7:57, 7:69, 8:7
Overtime pay, 2:9, 7:57
Physical fitness, 8:7
Pregnancy discrimination, 2:5, 2:30
Race discrimination, 2:92, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:8, 2:30, 2:92, 2:110, 3:2, 3:3, 5:10, 7:19, 7:57, 7:69, 8:7
Sex discrimination, 2:5, 2:8, 2:30, 7:69, 8:7, 12:1
State statutes, 2:110, 3:2, 7:57
Technical assistance, 7:69

FLORIDA—Cont'd

Terms, 2:9, 2:38, 2:92, 3:2, 7:57, 7:69, 8:7
Unemployment compensation, 7:69

FMCS

Industry, 3:6
Issues, 3:6
Lists, 3:6
Mediation, 3:6
Parties, 3:6
Refusal, 3:6
Remedies, 3:6
Rights, 3:6
Rules, 3:6
Selection, 3:6
State, 3:6
Use, 3:6
Wages, 3:6

FOREIGN EMPLOYERS

National Labor Relations Act, 7:2

FOREIGN NATIONS

National Labor Relations Act, 7:2

FORMER EMPLOYEES

Employee Retirement Income Security Act, 5:5, 7:40, 7:45, 7:47, 7:56, 7:69
Employment practices, 2:5
Retaliation, 2:36, 2:83, 4:30, 5:5, 7:56, 7:57, 7:69, 9:21

FORMS

Unions, 1:2, 2:2, 2:5, 2:86, 2:88, 7:59, 7:69, 13:8, 17:87

FREQUENCY

Railway Labor Act, 7:22

FRINGE BENEFITS

Age Discrimination in Employment Act, 2:46, 2:79, 7:2, 7:3, 11:35, 14:12, 17:69
Employment practices, 14:12, 14:13, 14:15, 15:8
Rehabilitation Act, 14:21
Title VII, 2:79, 7:2, 11:2, 14:15

FRONT PAY

Antagonism, 8:17

FRONT PAY—Cont'd

Backpay, 14:5, 14:11, 14:19
 Compensatory damages, 2:2, 2:19,
 2:79, 2:103, 2:110, 8:8, 8:17,
 8:27, 8:37, 11:2, 14:5, 14:11,
 14:14, 14:21 to 14:23
 Discipline, 2:2, 2:79, 2:103, 3:2
 Liquidated damages, 2:2, 2:46, 11:35
 Reinstatement, 2:2, 2:30, 2:46, 2:79,
 2:103, 2:110, 3:2, 7:14, 7:70,
 8:7, 8:8, 8:10, 8:16, 8:17, 8:37,
 9:26, 10:11, 11:2, 11:10, 14:5,
 14:11, 14:19, 14:21, 14:22
 Tax consequences, 2:2

FULL AND FAIR HEARING

Labor-Management Reporting and
 Disclosure Act, 2:95

FULL FAITH AND CREDIT

Jurisdiction, 7:31

FULL INVESTIGATION

National Labor Relations Board, 2:2,
 7:34, 10:8

GARNISHMENT

Earnings, 2:90

GENDER DISCRIMINATION

Appearance, 11:39
 Discharge, 7:62
 Evidence, 7:62, 10:28, 11:39
 Family and Medical Leave Act,
 10:28
 Harassment, 2:99
 Marital status, 2:104
 Pregnancy, 10:28
 Remedies, 2:99, 10:28, 11:39
 Retaliation, 2:99, 7:62, 10:28
 Statistical evidence, 10:28

GENERAL DUTY CLAUSE

OSHA, 2:83, 5:16

GEORGIA

Age Discrimination in Employment
 Act, 2:8, 2:14, 2:79, 2:103, 7:69
 Age discrimination, 2:8, 2:14, 2:79,
 2:103, 7:24, 7:69
 At-will employment, 7:57

GEORGIA—Cont'd

Compensation, 2:29, 2:79, 7:24,
 7:57, 7:69
 Conditions of employment, 2:79,
 2:103, 7:57, 7:69
 Disclosures, 2:103
 Employment practices, 2:29, 2:103
 Equal pay, 2:29, 2:103
 Exemptions, 7:69
 Federal contractors, 7:69
 Health, 2:29, 2:30, 2:51, 2:94, 2:103,
 7:57, 7:69
 Marital status, 2:29, 2:103
 Minimum wages, 7:69
 Notice, 2:8, 2:29, 2:94, 6:13, 7:57,
 7:69, 10:28
 Overtime pay, 7:57
 Pension benefits, 2:94, 7:57
 Permits, 2:8, 2:103, 7:57, 7:69
 Physical fitness, 2:29
 Polygraph tests, 6:13
 Records, 10:28
 Remedies, 2:8, 2:30, 2:79, 2:94,
 2:103, 6:13, 7:57, 7:69, 10:28
 Sanctions, 2:79
 State statutes, 2:94, 2:103, 7:57
 Terms, 2:79, 2:103, 7:57, 7:69, 10:28
 Unemployment compensation, 7:69

GOOD CAUSE

Discipline, 1:1, 2:96, 4:15, 4:17,
 9:25
 National Labor Relations Board,
 2:60, 5:12, 7:61

GOOD FAITH

At-will employment, 1:1, 5:5, 6:27,
 7:57, 17:9
 Labor Management Relations Act,
 2:81, 3:10, 3:11, 7:19
 Preemption, 2:92, 3:11, 7:19, 7:47,
 7:56, 7:57, 10:33
 Retaliation, 2:8, 2:56, 2:72, 2:78,
 2:79, 2:81, 2:83, 2:87, 2:92,
 2:103, 2:110, 3:11, 5:5, 7:19,
 7:56, 7:57, 8:4, 8:20, 8:25,
 14:8, 17:1, 17:34, 17:42
 Worker Adjustment and Retraining
 Notification Act, 7:56

INDEX

GOOD STANDING

Unfair labor practices, **2:95**

GOODS

National Labor Relations Act, **2:9, 7:57, 7:69, 10:28**
National Labor Relations Board, **2:9, 7:57, 7:69, 16:14**

GOVERNMENT CONTRACTORS

Americans with Disabilities Act, **2:49, 2:86**
Rehabilitation Act, **2:49**

GOVERNMENTAL PLANS

ERISA, **7:52**
Internal Revenue Code, **7:52**
Penalties, **7:52**
Tax, **7:52**

GRIEVANCE PROCEDURES

Harassment, **3:1, 6:17, 9:28, 14:3**
Jurisdiction, **4:2, 6:17, 9:28**
Terms, **2:83, 3:1, 4:2, 4:18, 4:19, 6:17, 14:3**
Title VII, **9:28**

GRIEVANCES

National Labor Relations Act, **2:2, 2:9, 2:92, 3:10, 3:11, 5:5, 5:12, 6:35, 7:64, 7:69**
National Labor Relations Board, **2:2, 2:9, 3:10, 5:5, 5:12, 7:64, 7:69, 10:8**
Processing of grievances, **14:11**
Railway Labor Act, **2:92, 3:11, 7:69**

GUIDANCE

Federal employment, **7:69, 10:17**

HAWAII

Age discrimination, **2:103, 7:69**
Assignments, **2:110, 7:69**
Compensation, **2:81, 2:110, 7:69**
Complaints, **2:81, 2:103, 2:110, 7:69**
Conditions of employment, **2:103, 7:69**
Disclosure, **2:32, 2:110, 7:69**
Dispute, **2:32, 2:103, 7:69**
Employment practices, **2:103**
Evidence, **2:103, 2:110, 7:69, 17:35, 17:36**

HAWAII—Cont'd

Exemptions, **7:69**
Family leave, **2:103**
Federal contractors, **7:69**
Harassment, **2:32, 2:103, 7:69**
Health, **2:103, 2:110, 7:69**
Investigations, **7:69**
Marital status, **2:103, 2:110**
Minimum wages, **7:69**
National origin discrimination, **2:103**
Notice, **2:81, 7:69**
Permits, **2:103, 7:69**
Pregnancy discrimination, **2:103**
Race discrimination, **2:103, 7:69**
Religious discrimination, **2:110, 7:69**
Remedies, **2:81, 2:103, 2:110, 7:69**
Retaliation, **2:32, 2:81, 2:103, 2:110, 7:69, 17:35, 17:36**
Sex discrimination, **2:32, 7:69**
Sick leave, **7:69**
State statutes, **2:103, 2:110**
Terms, **2:32, 2:103, 7:69**
Tipped employees, **7:69**
Unemployment compensation, **7:69**

HEALTH CARE

Industry, **1:2, 2:86, 2:88, 7:57, 7:68, 7:69**
National Labor Relations Board, **2:60, 5:12, 7:26, 7:57, 7:69**
Unions, **1:2, 2:60, 2:86, 2:88, 7:69**

HEALTH INSURANCE

PORTABILITY AND ACCOUNTABILITY ACT

Coverage, **7:37, 7:42, 7:48, 7:55, 7:69**
Creditable coverage, **7:55**
Discrimination, **2:65, 7:69**
Eligibility, **7:37, 7:48, 7:69**
Notice, **7:48, 7:69**
Preexisting conditions, **7:48, 7:55, 7:69**
Premiums, **7:48**
Privacy, **5:9, 7:69**

HEALTH MAINTENANCE ORGANIZATIONS

Employee Retirement Income Security Act, **7:40**

HEALTH MAINTENANCE**ORGANIZATIONS—Cont'd**Enforcement, **2:86**Payroll deductions, **7:40****HEARINGS**Aliens, **2:97**Class actions, **2:9**Collective bargaining agreements,
2:92Rehabilitation Act, **7:7****HIGHLY COMPENSATED
INDIVIDUALS**Employee Retirement Income Security Act, **7:52****HIRING**Affirmative action, **2:28, 2:29, 2:51, 15:5**Age discrimination, **1:1, 1:2, 2:13, 2:14, 2:17, 2:38, 2:43 to 2:45, 2:79, 2:103, 7:2, 7:69, 7:70, 8:4, 15:11**Agencies, **1:2, 2:29, 2:61, 2:75, 2:83, 6:24, 7:2, 7:17, 7:19, 7:69, 15:11**Aliens, **2:97, 7:2**Business necessity, **2:15, 2:29, 2:37, 2:38, 2:43, 7:21**Citizenship status, **2:97**Comparators, **2:14**Damage awards, **8:4**Defenses, **2:36, 2:43, 4:26, 4:37, 9:17, 9:18, 10:28, 15:2, 15:8**Employment agency, **10:32, 15:11**Evidence, **1:1 to 2:2, 2:12 to 2:15, 2:17, 2:28, 2:29, 2:34, 2:36 to 2:38, 2:43 to 2:45, 2:61, 2:75, 2:79, 2:83, 2:95, 2:103, 4:37, 6:24, 7:15, 7:17, 7:19, 7:69, 7:70, 8:4, 10:28, 11:12, 13:7, 15:2, 15:8, 17:75, 17:76, 17:87**Genetic Information Nondiscrimination Act, **7:69, 14:19**Immigration status, **2:2, 2:75, 2:103**Impairments, **7:69, 14:20, 14:21**Insurance, **1:1, 1:2, 2:29, 2:38, 7:2, 7:69, 8:2, 11:12, 14:21, 14:22, 15:8, 16:10**Interviews, **13:4, 13:7, 15:2****HIRING—Cont'd**Medical examinations, **7:69**National origin discrimination, **2:37, 2:79, 2:103**Physical condition, **17:87**Pre-employment, **7:19, 14:19, 15:8**Prima facie case, **2:2, 2:12, 2:14, 2:15, 2:17, 2:29, 2:34, 2:43 to 2:45, 2:75, 2:79, 2:101, 2:103, 7:69**Reasonable accommodation, **2:36, 2:51, 2:103, 7:19, 7:21, 7:69, 14:18, 14:19, 14:22**Recruitment, **4:26, 14:5, 15:11**Reinstatement, **2:2, 2:13, 2:14, 2:37, 2:44, 2:75, 2:79, 2:83, 2:103, 6:17, 6:24, 7:69, 7:70, 14:5, 14:15, 14:19, 14:21, 14:22, 16:10**Remedies, **1:1 to 2:2, 2:37, 2:43, 2:44, 2:61, 2:75, 2:79, 2:83, 2:103, 6:17, 6:24, 6:56, 7:17, 7:19, 7:69, 7:70, 8:2, 8:4, 8:26, 8:27, 9:17, 10:28, 14:17, 14:20 to 14:22**Selecting employees, **1:2**Sex discrimination, **2:29, 2:31, 2:34, 7:69**Sexual orientation, **2:14, 2:29, 2:34, 2:103**Standing, **1:1, 2:2, 2:17, 2:44, 2:79, 2:95, 10:28, 14:20**Statistical evidence, **2:12, 2:13, 2:17, 2:29, 2:43, 2:45, 10:28**Statistics, **1:1, 2:12, 2:14, 2:17, 2:38, 2:43, 2:45, 10:28, 13:7, 15:6**Tenure, **1:1, 2:2, 2:29, 2:43, 2:45, 7:69**Testimony, **2:12, 2:14, 2:34, 2:43, 2:79, 7:15, 7:19, 7:69, 7:70, 9:17, 9:18, 11:12, 11:22**Title VII, **1:1, 2:2, 2:12 to 2:15, 2:17, 2:28, 2:29, 2:31, 2:34, 2:36, 2:37, 2:43, 2:44, 2:61, 2:75, 2:79, 2:97, 2:103, 6:56, 7:2, 7:17, 7:69, 8:26, 8:27, 9:17, 10:28, 10:32, 14:15, 14:17 to 14:19, 17:75, 17:76, 17:78****HIV**Alcohol, **2:54**

INDEX

HIV—Cont'd

Amendment, 2:54, 7:68, 7:69
Americans with Disabilities Act,
2:54, 7:64, 7:68, 7:69
Analysis, 2:54, 7:69
Announcement, 7:69
Appeals, 7:64
Applicants for employment, 7:68
Applications, 7:64, 7:69
Arbitration, 7:64, 7:69
Arrangements, 7:69
Assignments, 2:54, 7:69
Assistance, 2:54, 7:68, 7:69
Attendance, 2:54, 7:69
Availability, 7:69
Bargaining, 7:64, 7:69
Behavior, 2:54, 7:64
Benefits, 2:54, 7:69
Bias, 7:69
Breaks, 7:64, 7:69
Building, 7:64
Business, 2:54, 7:68, 7:69
Care, 2:54, 7:68, 7:69
Centers, 7:69
Certification, 2:54, 7:69
Change, 2:54, 7:69
Characteristics, 2:54, 7:64
Claims, 2:54, 7:64, 7:68, 7:69
Classification, 7:69
Clearance, 7:64, 7:69
Collective bargaining, 7:64, 7:69
Collective bargaining agreements,
7:69
Compensation, 7:69
Complaints, 7:69
Compliance, 2:54, 7:69
Concerns, 2:54, 7:68, 7:69
Conditions, 2:54, 7:69
Conflicts, 7:64
Contractors, 7:69
Contributions, 7:69
Costs, 7:69
Counsel, 7:64, 7:69
Coverage, 2:54, 7:69
Day care, 7:69
Days off, 2:54
Dealing with, 7:69
Death, 7:68

HIV—Cont'd

Defamation, 7:64, 7:68
Departments, 2:54
Discipline, 2:54, 7:69
Discrimination, 2:54, 7:64, 7:68,
7:69
Diseases, 7:69
Disputes, 7:69
Diversity, 7:64
Documents, 2:54, 7:64
Drivers, 7:68
Drugs, 2:54, 7:69
Duration, 2:54, 7:69
E-mail, 7:69
Early retirement, 2:54
Earnings, 2:54
Eeo, 7:64, 7:69
Electricians, 7:69
Eligibility, 7:69
Emergency, 7:68, 7:69
Employee Retirement Income Secu-
rity Act, 7:69
Enforcement, 7:64, 7:69
Equal Employment Opportunity
Commission, 2:54, 7:64, 7:68,
7:69
Equal employment opportunity, 2:54,
7:64, 7:68, 7:69
Erisa, 7:69
Essential functions, 2:54, 7:69
Evaluation, 2:54
Evidence, 2:54, 7:64, 7:69
Examination, 2:54
Exemptions, 7:69
Exercise, 7:69
Experience, 7:64, 7:69
Exposure, 7:69
Facilities, 7:69
Factors, 2:54, 7:69
Facts, 7:69
Fair, 7:64, 7:69
Fair Labor Standards Act, 7:69
Family, 2:54, 7:69
Family and Medical Leave Act, 2:54,
7:69
Family and medical leave, 2:54, 7:69
Fees, 7:69
Files, 7:64

HIV—Cont'd

Filing, 7:64, 7:69
 Fitness, 2:54
 Flsa, 7:69
 Fmla, 2:54, 7:69
 Forms, 7:69
 Funding, 7:69
 Funds, 7:69
 Grievances, 2:54, 7:64, 7:69
 Guidelines, 7:69
 Handling, 7:64
 Harassment, 7:68, 7:69
 Health, 2:54, 7:68, 7:69
 Health care, 2:54, 7:68, 7:69
 Health care industry, 7:68
 Health Insurance Portability and
 Accountability Act of 1996,
 7:69
 Homes, 7:69
 Hospitals, 7:69
 Hours, 2:54, 7:69
 Illnesses, 7:68
 Importance, 2:54, 7:68
 Income, 2:54, 7:69
 Independent contractors, 7:69
 Information, 2:54, 7:64, 7:68, 7:69
 Injuries, 7:69
 Inquiry, 7:69
 Insurance, 2:54, 7:69
 Investigations, 7:69
 Issues, 2:54, 7:64, 7:68, 7:69
 Job performance, 2:54
 Jurisdiction, 7:64, 7:69
 Labor relations, 7:64, 7:69
 Laws, 7:64, 7:68, 7:69
 Layoffs, 7:64, 7:69
 Leaves of absence, 7:69
 Legal, 2:54, 7:64, 7:68, 7:69
 Liability, 7:64, 7:69
 Machinery, 2:54
 Making, 7:69
 Management, 7:68, 7:69
 Managers, 7:69
 McDonnell Douglas, 7:69
 Meetings, 7:69
 Minimum, 7:69
 Minimum wages, 7:69
 Misconduct, 2:54, 7:69

HIV—Cont'd

Modification, 7:64
 Motivation, 7:69
 National Labor Relations Act, 7:64,
 7:69
 National Labor Relations Board,
 7:64, 7:69
 National origin discrimination, 7:64
 Needs, 7:69
 Nlra, 7:64, 7:69
 Nlrb, 7:64, 7:69
 Notice, 2:54, 7:64, 7:69
 Number, 2:54, 7:64, 7:69
 Occupational Safety and Health
 Administration, 2:54, 7:69
 Operation, 2:54, 7:64
 Opiates, 2:54
 Options, 7:69
 Osha, 2:54, 7:69
 Overtime, 7:69
 Paid, 2:54, 7:69
 Parking, 7:69
 Part-time, 7:69
 Participation, 7:69
 Parties, 2:54, 7:64, 7:69
 Pay, 2:54, 7:64, 7:69
 Payment, 7:69
 Performance, 2:54, 7:69
 Personal days, 7:69
 Personal protective equipment, 7:69
 Place, 7:64, 7:69
 Plans, 7:69
 Policies, 2:54, 7:69
 Power, 2:54, 7:69
 Practices, 7:64
 Prevention, 7:69
 Programs, 2:54, 7:69
 Proof, 2:54, 7:69
 Property, 7:64, 7:69
 Protection, 2:54, 7:68, 7:69
 Public employers, 7:69
 Questions, 2:54, 7:64, 7:68, 7:69
 Rates, 7:68
 Rationale, 7:64, 7:69
 Recalls, 7:64, 7:69
 Recommendations, 7:69
 Records, 2:54
 Reduction, 2:54, 7:69

INDEX

HIV—Cont'd

Refusal, 7:68, 7:69
Regulation, 2:54
Rehabilitation, 2:54, 7:64, 7:68, 7:69
Religion, 7:64, 7:69
Reporting, 7:69
Reports, 7:69
Requests, 7:68, 7:69
Resignation, 7:69
Response, 7:69
Restaurants, 7:69
Restrictions, 7:69
Retirement, 2:54, 7:69
Rights, 2:54, 7:64, 7:68, 7:69
Rules, 2:54, 7:69
Safety, 2:54, 7:68, 7:69
Salary, 7:69
Sales, 2:54
Schedules, 2:54, 7:69
Scheduling, 7:69
Schools, 7:69
Screening, 7:69
Seniority, 7:64, 7:69
Services, 7:69
Severance, 7:69
Sex discrimination, 2:54, 7:69
Short, 2:54, 7:64
Skills, 2:54
Sleeping, 2:54
Smoking, 2:54
Social, 2:54, 7:69
Social Security, 2:54
Standards, 7:69
State, 2:54, 7:64, 7:68, 7:69
Statements, 7:64, 7:68, 7:69
Statutes, 7:64, 7:69
Stress, 7:69
Substance abuse, 2:54, 7:69
Supervisors, 2:54, 7:64
Suppliers, 7:69
Support, 2:54, 7:64, 7:68
Systems, 2:54, 7:69
Task force, 7:69
Techniques, 7:69
Termination, 2:54, 7:64, 7:68, 7:69
Termination of employment, 2:54
Time, 2:54, 7:64, 7:68, 7:69

HIV—Cont'd

Time off, 7:69
Tools, 2:54
Training, 2:54, 7:69
Transportation, 2:54
Trends, 7:69
Types, 2:54, 7:68, 7:69
Unemployment, 7:69
Unfair labor practices, 7:64
Unions, 7:64, 7:69
Use, 2:54, 7:64, 7:68, 7:69
Violations, 2:54, 7:64, 7:69
Voluntary, 7:69
Wages, 2:54, 7:69
Withdrawal, 7:69
Women, 7:69
Working conditions, 7:69
Workplace safety, 7:68, 7:69
Wrongful discharge, 7:64, 7:69
Younger workers, 7:69

HOSPITALS

National Labor Relations Act, 2:81,
7:69

HOSTILE WORK ENVIRONMENT

Harassment, 2:17, 2:27, 2:29, 2:32 to
2:34, 2:43, 2:53, 2:76, 2:112,
9:28, 14:14

HOSTILITY

Unfair labor practices, 2:2, 7:64

HOURS

Unions, 1:2, 2:2, 2:60, 2:86, 7:56,
7:69, 10:29

HOUSEKEEPING

National Labor Relations Act, 7:69

IDAHO

Age Discrimination in Employment
Act, 7:69
Age discrimination, 7:69
Assignments, 2:29, 7:69
Board, 7:69
Compensation, 2:29, 7:69
Complaints, 2:29, 7:69
Dispute, 7:69
Employment practices, 2:29
Equal pay, 2:29

IDAHO—Cont'd

Exemptions, 7:69
 Federal contractors, 7:69
 Harassment, 2:29, 7:69
 Health, 2:29, 7:69
 Investigations, 7:69
 Layoffs, 7:69
 Minimum wages, 7:69
 Notice, 2:29, 7:69
 Physical fitness, 2:29
 Race discrimination, 7:69
 Religious discrimination, 7:69
 Sex discrimination, 2:29, 7:69
 Sick leave, 7:69
 Technical assistance, 2:29, 7:69
 Terms, 7:69, 17:41
 Unemployment compensation, 7:69

ILLEGAL ACTS

Discipline, 2:75

ILLINOIS

Affirmative action plans, 2:29
 Age Discrimination in Employment Act, 2:9, 2:103, 7:69, 8:28
 Age discrimination, 2:9, 2:103, 2:112, 7:69, 8:28
 Assignments, 2:29, 2:54, 2:110, 7:69
 At-will employment, 2:112, 5:5, 7:57
 Collective bargaining agreements, 2:112, 7:69
 Compensation, 2:9, 2:29, 2:110, 2:112, 5:10, 7:16, 7:41, 7:57, 7:59, 7:69, 8:21, 17:40
 Conditions of employment, 2:103, 7:57, 7:59, 7:69
 Criminal penalties, 2:112, 5:10
 Disclosures, 2:103, 2:110
 Employment practices, 2:29, 2:103
 Equal pay, 2:29, 2:103, 2:110
 Executives, 2:112, 4:30, 7:57
 Exemptions, 7:69
 Family leave, 2:103, 2:112
 Federal contractors, 7:69
 Fringe benefits, 7:57
 Harassment, 2:29, 2:32, 2:71, 2:103, 2:112, 4:30, 5:5, 6:12, 7:57, 7:69, 8:28

ILLINOIS—Cont'd

Health, 2:29, 2:54, 2:103, 2:110, 2:112, 5:5, 7:41, 7:57, 7:69
 Health insurance plan, 5:5
 Hearings, 2:9
 Investigations, 2:9, 5:5, 7:57, 7:69
 Jury duty, 2:112
 Layoffs, 2:103, 7:69
 Marital status, 2:29, 2:103, 2:110
 Medical benefits, 7:41
 Minimum wages, 7:69
 National origin discrimination, 2:9, 2:103
 Notice, 2:9, 2:29, 2:54, 2:95, 2:112, 7:41, 7:57, 7:69
 Overtime pay, 2:9, 7:57
 Permits, 2:9, 2:54, 2:103, 5:10, 7:16, 7:57, 7:69
 Physical fitness, 2:29
 Pleadings, 2:110, 2:112
 Preferences, 2:103, 7:69
 Pregnancy discrimination, 2:103
 Privacy, 2:9, 2:112, 7:59, 7:69
 Professionals, 2:112, 7:57
 Race discrimination, 2:103, 7:69
 Religious discrimination, 2:110, 7:69
 Remedies, 2:54, 2:103, 2:110, 2:112, 5:5, 5:10, 6:4, 6:10, 6:12, 7:57, 7:59, 7:69, 8:21, 8:28, 17:40
 Reports, 2:110, 2:112, 5:5, 6:10, 7:69, 8:28
 Retaliation, 2:32, 2:54, 2:103, 2:110, 2:112, 4:30, 5:5, 5:10, 6:10, 7:57, 7:69, 8:21, 8:28, 17:40
 Rulemaking, 2:29, 7:57, 7:69
 Sanctions, 5:5
 Settlement, 2:32, 2:103, 4:30, 5:5, 7:57
 Sex discrimination, 2:29, 2:32, 2:54, 2:112, 7:69
 State statutes, 2:103, 2:105, 2:110, 2:112, 5:5, 7:57, 8:28
 Technical assistance, 2:29, 2:54, 7:69
 Termination of employment, 2:54, 7:41, 7:57
 Terms, 2:9, 2:32, 2:54, 2:103, 7:41, 7:57, 7:69
 Tipped employees, 7:69

INDEX

ILLINOIS—Cont'd

Unemployment compensation, **7:41, 7:69**

IMMIGRANT WORKERS

Status, **2:97**
Temporary work authorization, **2:97**
Undocumented workers, **2:97**

IMPAIRMENT

Collective bargaining agreements, **7:69**

IMPLEMENTATION

Federal employment, **7:69**
National Labor Relations Board, **7:69**

IMPOSITION

National Labor Relations Board, **2:9**
Railway Labor Act, **2:92**

INCAPACITY

Unfair labor practices, **7:64**

INCOME

Unfair labor practices, **2:94**

INDEPENDENCE

Unions, **7:56**

INDEPENDENT CONTRACTORS

Aliens, **7:2, 7:42**
Employee Retirement Income Security Act, **7:42, 7:56, 7:69**
Retirement plans, **2:38**
Worker Adjustment and Retraining Notification Act, **7:56**

INDIANA

Age Discrimination in Employment Act, **7:69**
Age discrimination, **7:69**
Assignments, **2:29, 2:54, 7:69**
At-will employment, **5:5, 6:2, 7:57**
Compensation, **2:29, 5:10, 6:50, 7:57, 7:69**
Conditions of employment, **7:57, 7:69**
Criminal penalties, **5:10**
Employment practices, **2:29**
Equal pay, **2:29**
Evidence, **2:29, 2:54, 5:5, 5:10, 7:57, 7:69**

INDIANA—Cont'd

Exemptions, **7:69**
Federal contractors, **7:69**
Harassment, **2:29, 5:5, 7:57, 7:69**
Health, **2:29, 2:54, 5:5, 7:57, 7:69**
Investigations, **5:5, 7:57, 7:69**
Minimum wages, **7:69**
Notice, **2:29, 2:54, 6:2, 7:23, 7:57, 7:69**
Overtime pay, **7:57**
Permits, **2:54, 5:10, 6:2, 7:23, 7:57, 7:69**
Physical fitness, **2:29**
Race discrimination, **7:69**
Religious discrimination, **7:69**
Remedies, **2:54, 5:5, 5:10, 6:2, 6:50, 7:57, 7:69**
Retaliation, **2:54, 5:5, 5:10, 6:2, 7:23, 7:57, 7:69, 16:19**
Sanctions, **5:5**
Severance pay, **7:57, 7:69**
Sex discrimination, **2:29, 2:54, 7:69**
State statutes, **5:5, 7:57**
Strike, **5:5**
Technical assistance, **2:29, 2:54, 7:69**
Termination of employment, **2:54, 7:57**
Terms, **2:54, 6:50, 7:57, 7:69**
Unemployment compensation, **7:69**

INFORMATION

Railway Labor Act, **2:87, 2:92, 7:22, 7:69, 8:28**

INJUNCTIONS

Discipline, **2:2, 7:69**
Federal employment, **7:69**
Irreparable harm, **2:3, 7:69, 8:7**
Irreparable injury, **7:69, 8:7**
National Labor Relations Act, **2:2, 2:3, 7:57, 7:69, 8:7**
Preliminary injunctions, **7:69, 8:7**
Termination of employment, **7:57**
Unions, **2:2, 7:69**

INSPECTOR GENERAL

Department of Labor, **2:83, 7:69**

INSTRUCTIONS

Unions, **6:24, 17:87**

INSUBORDINATION

Discipline, 2:2, 2:75, 2:79, 4:15,
9:25, 15:2, 15:9
Termination of employment, 9:25
Work rules, 2:2

INSURANCE

Discrimination claims, 2:29, 2:112,
7:29, 7:33, 7:61, 7:69
National Labor Relations Board,
2:60, 5:5, 7:57, 7:61, 7:69, 8:8,
10:15, 13:3
Notice requirements, 7:41
Public policy, 1:1, 1:3, 2:54, 2:93,
2:94, 2:112, 5:5, 5:9, 6:27, 7:57,
7:61, 7:69, 8:5, 8:20, 8:28,
11:36, 14:8, 17:40
Reasonable expectations, 6:27
Unions, 1:2, 2:5, 2:60, 2:93, 7:29,
7:69

INTELLIGENCE AGENCIES

Uniformed Services Employment and
Reemployment Rights Act, 2:89

INTENT

Age Discrimination in Employment
Act, 2:8, 2:13, 2:14, 2:43, 2:79,
2:103, 7:3, 7:64, 8:1, 10:33,
11:4
Harassment, 2:8, 2:29, 2:37, 2:43,
2:53, 2:65, 2:79, 2:87, 2:92,
2:94, 2:103, 3:2, 3:11, 6:6, 6:14,
7:15, 7:63, 8:20, 11:4, 11:11
Layoffs and recalls, 7:64
Rehabilitation Act, 2:53, 2:74, 7:64,
14:21
Section 1981, 2:37, 2:65, 2:74, 2:79
Section 1985, 2:74
Summary judgment, 2:8, 2:12, 2:14,
2:15, 2:29, 2:43, 2:65, 2:79,
2:87, 2:89, 2:94, 2:103, 3:2,
4:3, 5:8, 7:15, 7:62, 7:65, 11:4,
11:32, 16:2
Title VII, 2:8, 2:12 to 2:16, 2:29,
2:37, 2:43, 2:53, 2:65, 2:74,
2:79, 2:86 to 2:88, 2:92, 2:103,
3:11, 6:14, 6:18, 7:17, 7:62,
7:64, 8:1, 8:20, 8:36, 10:31,
10:33, 11:4, 17:73, 17:77

**INTENTIONAL INFLICTION OF
EMOTIONAL DISTRESS**

At-will employment, 1:1, 5:5
Labor Management Relations Act,
2:81, 6:17, 6:59, 7:19, 7:69,
9:17
National Labor Relations Act, 1:1,
2:3, 2:81, 5:5, 6:17, 7:69, 9:17

INTEREST

Employment practices, 2:97, 14:14,
14:17 to 14:19
Preemption, 2:3, 2:94, 2:112, 5:10,
6:17, 7:56, 7:57, 7:59, 10:33

INTERFERENCE

Federal employment, 7:69, 10:30
Labor Management Relations Act,
2:74, 3:2, 6:2, 6:59, 7:69, 9:17
National Labor Relations Act, 1:1,
2:95, 5:5, 7:57, 7:69, 9:17,
10:33
National Labor Relations Board,
2:75, 2:95, 5:5, 7:57, 7:69,
10:30

**INTERFERENCE WITH
CONTRACTUAL RELATIONS**

At-will employment, 1:1, 5:5, 6:2

INTERFERENCE WITH RIGHTS

Family and Medical Leave Act, 2:87

INTERROGATION

Unions, 2:2

INTIMIDATION

National Labor Relations Board,
2:80, 7:57
Unfair labor practices, 2:94

INVASION OF PRIVACY

Labor Management Relations Act,
7:59, 9:17

INVESTIGATIONS

Collective bargaining agreements,
6:38, 7:69
Equal Pay Act, 2:88, 10:17, 10:19
Family and Medical Leave Act, 2:75,
2:97, 7:69
Federal employment, 2:9, 7:69,
10:17

INDEX

INVESTIGATIONS—Cont'd

Jurisdiction, **2:9, 2:79, 5:5, 7:57, 7:69, 15:7**
Labor Management Relations Act, **7:69**
Polygraph tests, **6:38**
Railway Labor Act, **2:79, 7:69**
Retaliation, **2:75, 2:77, 2:79, 2:83, 2:88, 2:97, 5:5, 7:15, 7:57, 7:69, 10:17, 15:8**

INVOLVEMENT

Collective bargaining agreements, **2:92**
Unfair labor practices, **2:2**

IOWA

Age Discrimination in Employment Act, **2:103, 7:69, 8:17, 8:30**
Age discrimination, **2:103, 2:112, 7:69, 8:17, 8:30**
Assignments, **7:69**
At-will employment, **2:112**
Compensation, **2:112, 7:69**
Complaints, **2:103, 2:112, 7:69**
Conciliation, **8:30**
Conditions of employment, **2:103, 7:69**
Criminal penalties, **2:112**
Disclosures, **2:103**
Dispute, **2:103, 7:69, 8:30**
Employment practices, **2:103**
Evidence, **2:103, 2:112, 7:69, 8:17, 8:30**
Exemptions, **7:69**
Family leave, **2:103, 2:112**
Federal contractors, **7:69**
Gratuities, **2:112**
Harassment, **2:103, 2:112, 7:69, 8:30**
Health, **2:103, 2:112, 7:69, 8:30**
Investigations, **7:69**
Jury duty, **2:112**
Minimum wages, **7:69**
National origin discrimination, **2:103**
Notice, **2:112, 7:69**
Permits, **2:103, 7:69**
Pregnancy discrimination, **2:103**
Protective equipment, **7:69**
Race discrimination, **2:103, 7:69**

IOWA—Cont'd

Religious discrimination, **7:69**
Remedies, **2:103, 2:112, 7:69, 8:17, 8:30**
Retaliation, **2:103, 2:112, 7:69**
Sex discrimination, **2:112, 7:69**
State statutes, **2:103, 2:112, 8:17**
Terms, **2:103, 7:69, 8:30**
Unemployment compensation, **7:69**

ISSUANCE

Railway Labor Act, **2:79**

JURISDICTION

Arbitration, **2:2, 2:3, 2:9, 2:36, 2:79, 2:92, 2:112, 3:2, 3:3, 3:6, 3:9, 3:11, 6:17, 7:7, 7:22, 7:57, 7:59, 7:64, 7:69, 8:20, 9:24, 9:28, 10:28, 13:19, 14:11**
Collateral estoppel, **7:31, 7:33, 10:23, 11:2**
Complaints, **2:2, 2:3, 2:8, 2:9, 2:29, 2:36, 2:79, 2:81, 2:86, 2:92, 2:95, 2:112, 7:8, 7:26, 7:57, 7:69, 8:20, 11:5, 14:10 to 14:23**
Due process, **2:2, 2:69, 2:92, 2:95, 2:112, 3:3, 3:9, 7:8, 7:22, 7:31, 7:69, 14:16**
Federal question, **3:2, 3:3, 3:6, 10:23, 14:20**
Full faith and credit, **7:31**
Investigation, **2:2, 2:3, 2:8, 2:9, 2:36, 2:79, 2:81, 2:86, 2:89, 2:92, 2:112, 3:2, 3:6, 5:5, 5:13, 6:28, 6:55, 7:7, 7:31, 7:64, 7:67, 7:71, 9:28, 10:18, 12:6, 14:18, 14:23**
Labor-Management Reporting and Disclosure Act, **2:95**
National Labor Relations Act, **2:2, 2:3, 2:9, 2:81, 2:92, 2:95, 3:3, 3:9, 3:11, 5:5, 5:11, 6:17, 7:26, 7:57, 7:59, 7:64, 7:69, 8:7, 10:28, 10:33**
Reasonable cause finding, **2:8**
Removal to federal court, **10:23**
Res judicata, **7:31, 7:33, 10:23, 10:33, 11:2**
Retaliation claims, **2:79, 2:81, 2:86, 2:112, 5:8, 7:57, 7:69, 9:28**
Section 1981 claims, **2:61**

JURISDICTION—Cont'd

Section 1983 claims, **2:73**
 Settlements, **2:29, 7:26**
 State court proceedings, **3:9**
 Subject matter jurisdiction, **2:2, 2:9, 2:79, 2:112, 3:3, 3:6, 3:9, 3:11, 7:22, 7:26, 7:31, 7:69, 7:71, 10:18, 14:14**

JUST CAUSE

Labor Management Relations Act, **2:74, 3:1, 3:2, 3:11, 3:14, 6:2, 7:59, 14:11**

KANSAS

Affirmative action plans, **2:29**
 Age discrimination, **2:112, 7:69, 16:2**
 At-will employment, **2:112**
 Compensation, **2:29, 2:112, 3:2, 7:69**
 Conditions of employment, **7:69**
 Dispute, **3:2, 7:69, 16:2**
 Employment practices, **2:29**
 Equal pay, **2:29**
 Evidence, **2:29, 2:112, 3:2, 7:69, 16:2, 17:34**
 Exemptions, **7:69**
 Family leave, **2:112**
 Federal contractors, **7:69**
 Harassment, **2:29, 2:112, 3:2, 7:69**
 Health, **2:29, 2:112, 7:69**
 Hearings, **3:2**
 Illness, **3:2, 7:69**
 Investigations, **7:69**
 Jury duty, **2:112**
 Marital status, **2:29**
 Minimum wages, **7:69**
 Notice, **2:29, 2:112, 3:2, 7:69**
 Permits, **3:2, 7:69, 16:2**
 Physical fitness, **2:29**
 Race discrimination, **7:69**
 Religious discrimination, **7:69**
 Remedies, **2:112, 3:2, 7:69**
 Retaliation, **2:112, 3:2, 7:69, 17:34**
 Sex discrimination, **2:29, 2:112, 7:69**
 State statutes, **2:112, 3:2**
 Terms, **3:2, 7:69**
 Theft, **3:2**
 Tips, **2:112, 7:69**
 Unemployment compensation, **7:69**

KENTUCKY

Affirmative action plans, **2:29**
 Age Discrimination in Employment Act, **2:9, 7:69**
 Age discrimination, **2:3, 2:9, 7:69**
 Appeals, **2:9, 2:110**
 Compensation, **2:3, 2:9, 2:29, 2:110, 7:69**
 Conditions of employment, **7:69**
 Disclosures, **2:110**
 Employment practices, **2:29**
 Equal pay, **2:29, 2:110**
 Evidence, **2:3, 2:29, 2:54, 2:110, 7:19, 7:69, 10:28, 10:34**
 Exemptions, **2:3, 7:69**
 Harassment, **2:3, 2:29, 7:69**
 Health, **2:29, 2:54, 2:110, 7:19, 7:69**
 Hearings, **2:3, 2:9**
 Investigations, **2:9, 7:69**
 Layoffs, **7:69, 10:28**
 Minimum wages, **7:69**
 National origin discrimination, **2:9**
 Notice, **2:3, 2:9, 2:29, 2:54, 7:19, 7:69, 10:28**
 Overtime pay, **2:9**
 Permits, **2:9, 2:54, 7:19, 7:69**
 Physical fitness, **2:29**
 Promotions, **10:28**
 Race discrimination, **7:69, 10:28**
 Recalls, **7:69**
 Records, **2:54, 2:110, 10:28**
 Religious discrimination, **2:110, 7:69**
 Remedies, **2:54, 2:110, 7:19, 7:69, 10:28**
 Reports, **2:110, 7:69**
 Sex discrimination, **2:29, 2:54, 7:69**
 State statutes, **2:110**
 Technical assistance, **2:29, 2:54, 7:69**
 Termination of employment, **2:54**
 Terms, **2:9, 2:54, 7:69, 10:28, 10:34**
 Unemployment compensation, **7:69**

**LABOR MANAGEMENT
RELATIONS ACT**

Administrative proceedings, **2:2**
 Agents, **2:74, 3:11, 7:22**
 Agreements, **2:2, 3:1 to 3:3, 3:8, 3:10, 3:11, 3:13 to 6:17, 7:69**

INDEX

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Amendment, 2:74, 6:2, 7:22, 7:69
Amount, 2:2, 3:11, 7:22, 9:17, 14:11
Arbitration, 2:2, 3:1 to 3:3, 3:10, 3:11, 3:13, 3:15, 6:17, 7:22, 7:59, 7:69, 9:17, 14:11
Arrest, 2:2, 6:59
Attempt, 3:1, 3:3, 6:17, 7:69
Authority, 2:2, 2:81, 3:2, 3:3, 3:11, 6:2, 7:19, 7:31, 7:59, 7:69, 14:11
Awards, 2:81, 3:2
Backpay, 14:11
Bad faith, 3:2, 3:3, 3:8, 3:10, 3:11, 9:17, 14:11
Benefits, 2:2, 3:2, 3:3, 3:14, 7:19, 7:24, 7:69, 9:17, 9:18, 14:11
Breach, 3:1 to 3:3, 3:8, 3:10, 3:11, 6:2, 6:17, 6:59, 7:19, 7:24, 7:59, 7:69, 9:17, 14:11
Breach of contract, 3:1 to 3:3, 3:8, 3:10, 3:11, 6:2, 6:59, 7:19, 7:59, 9:17
Burden of proof, 3:2
Business, 2:2, 2:81, 3:2, 6:2, 7:69, 14:11
Cause, 2:2, 2:74, 2:81, 3:1 to 3:3, 3:10, 3:11, 3:14, 6:2, 7:5, 7:19, 7:22, 7:31, 7:59, 7:69, 9:18, 14:11
Change, 2:2, 3:2, 7:69
Claims, 2:74, 2:81, 3:1 to 3:3, 3:8, 3:10, 3:11, 3:14, 3:16, 6:2, 6:17, 6:59, 7:5, 7:19, 7:24, 7:31, 7:59, 7:69, 9:17, 9:18
Class actions, 7:69
Collateral estoppel, 7:31
Collective bargaining, 2:2, 2:81, 3:1 to 3:3, 3:8, 3:10, 3:11, 6:2, 6:17, 7:22, 7:24, 7:31, 7:59, 7:69, 9:17, 14:11
Collective bargaining agreements, 3:1, 6:17, 7:69
Compel arbitration, 3:2, 3:3
Compensatory damages, 2:2, 3:3, 3:14, 7:5, 7:69, 14:11
Complaints, 2:2, 2:81, 6:2, 7:69, 9:17, 14:11

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Complete, 2:2, 3:11, 7:59
Conditions, 2:2, 7:19, 7:59, 7:69, 9:17, 14:11
Corruption, 3:3
Court proceedings, 7:31
Coverage, 2:74, 3:11, 7:5, 7:69
Damages, 2:2, 2:74, 2:81, 3:2, 3:3, 3:14, 3:15, 6:2, 6:17, 7:5, 7:31, 7:59, 7:69, 9:18, 14:11
Date, 3:13, 3:15, 7:24, 7:69, 14:11
Decisions, 2:2, 3:1 to 3:3, 3:11, 7:31, 7:59, 7:69
Declaratory judgment, 2:2, 3:3, 7:69
Defamation, 2:81, 7:19, 9:17
Defenses, 9:17, 9:18
Determinations, 2:2, 7:31
Distress, 2:74, 2:81, 3:2, 3:15, 6:17, 6:59, 7:5, 7:19, 7:69, 9:17, 14:11
Drugs, 3:2, 7:19, 7:22, 7:69
Duties, 2:2, 6:2, 7:22, 14:11
Emergency, 7:69, 9:17, 9:18
Employee Retirement Income Security Act, 7:5, 7:24, 7:69, 9:17, 9:18
Employers, 2:2, 2:74, 2:81, 3:2, 3:11, 6:59, 7:5, 7:19, 7:22, 7:59, 7:69, 9:17, 9:18
Enforcement, 2:2, 2:74, 2:81, 3:1, 3:2, 3:11, 7:22, 7:59, 7:69
Evidence, 2:2, 3:2, 3:3, 3:11, 7:19, 7:24, 7:69, 14:11
Exhaustion, 2:81, 3:1, 3:2, 7:59, 7:69, 9:17, 14:11
Existence, 2:74, 2:81, 3:2, 6:2
Expenses, 2:74, 14:11
Factors, 2:2, 2:74, 3:2, 3:10, 6:2, 7:22, 7:69
Facts, 2:2, 2:74, 2:81, 3:11, 3:13, 3:14, 6:59, 7:22, 7:59, 7:69, 14:11
False imprisonment, 6:59
Federal Arbitration Act, 3:1, 3:3
Federal court proceedings, 7:31
Federal preemption, 6:17
Fraud, 3:3, 7:22

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Grievances, 2:2, 3:10, 3:11, 3:14, 7:69, 14:11
Hearings, 3:2
Hybrid actions, 3:8
Individuals, 2:2, 2:74, 3:8, 3:10, 6:2, 7:19
Injunctions, 2:2, 7:5, 7:69
Intentional infliction of emotional distress, 2:81, 6:17, 6:59, 7:19, 7:69, 9:17
Interference with contractual relations, 6:2
Interpretation of contract, 6:17
Invasion of privacy, 7:59, 9:17
Judgments, 7:31
Jurisdiction, 2:2, 2:81, 3:2, 3:3, 3:11, 6:17, 7:22, 7:31, 7:59, 7:69, 9:18, 14:11
Jury trial, 3:14, 7:5
Liability, 2:2, 2:74, 3:15, 6:2, 7:69
Limitations, 2:2, 3:2, 3:3, 3:10, 3:11, 3:13, 7:24, 7:31, 9:17
Liquidated damages, 2:2, 7:69
Loss, 2:2, 2:74, 3:15, 7:5, 7:69, 14:11
Managerial employees, 7:69
Members, 2:2, 2:74, 3:3, 6:2, 6:17, 7:22, 7:59, 7:69
Modification, 3:2
Money, 3:14, 7:24
National Labor Relations Act, 2:2, 2:81, 3:3, 3:10, 3:11, 6:17, 7:59, 7:69, 9:17
National Labor Relations Board, 2:2, 3:10, 3:13, 6:17, 7:59, 7:69
Nature, 2:2, 2:74, 2:81, 3:2, 3:14, 6:2, 7:19, 7:69
Negligence, 3:10, 3:11, 7:19
Nlrb, 2:2, 3:10, 3:13, 6:17, 7:24, 7:59, 7:69, 9:17
Notice, 2:2, 2:81, 3:2, 3:11, 6:2, 7:19, 7:69, 9:17
Parties, 2:74, 3:2, 3:3, 3:11, 6:2, 7:31, 7:69
Pleadings, 3:10
Policy, 2:2, 2:74, 2:81, 3:1 to 3:3, 3:10, 3:11, 6:17, 6:59, 7:19,

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

7:22, 7:24, 7:31, 7:59, 7:69, 9:18
Powers, 3:3, 7:69
Prehire agreements, 2:2
Probationary employees, 2:2
Proceedings, 2:2, 7:31
Prohibition, 2:81
Proof, 3:2, 6:2, 7:69
Public policy, 2:81, 3:1 to 3:3, 3:11, 6:17, 6:59, 7:19, 7:22, 7:24, 7:59, 7:69, 9:18
Punitive damages, 2:74, 2:81, 3:2, 3:15, 6:17, 7:5, 7:59, 7:69, 9:18
Purpose, 2:2, 2:74, 3:8, 6:2, 7:69
Railway Labor Act, 3:3, 3:11, 7:22, 7:59, 7:69
Reasonableness, 3:11, 7:22, 7:69
Reconsideration, 2:2, 3:2
Refusal, 2:2, 3:3, 3:11, 3:15, 7:69
Regulation, 7:22
Reinstatement, 2:2, 2:74, 2:81, 3:2, 6:17, 7:5, 7:22, 7:24, 7:59, 7:69, 14:11
Relief, 2:2, 2:74, 3:1, 3:13, 7:5, 7:59, 7:69, 14:11
Remand, 2:2, 3:2, 3:3, 9:17
Representation, 2:2, 3:3, 3:8, 3:10, 3:11, 3:13 to 3:16, 7:69, 9:17, 14:11
Requests, 7:31, 7:69, 14:11
Res judicata, 7:31
Resolution, 3:1, 3:10, 6:17
Responsibilities, 6:2
Restrictions, 2:2, 7:19, 7:22, 7:69
Retaliatory discharge, 2:81, 7:59, 7:69
Retirees, 7:69
Review, 2:2, 3:2, 3:3, 7:5, 7:19, 7:22, 7:31, 7:69, 9:17, 14:11
Rights, 2:2, 2:74, 2:81, 3:2, 3:3, 3:10, 3:11, 3:16, 6:2, 6:59, 7:5, 7:19, 7:24, 7:31, 7:59, 7:69, 9:17, 14:11
Role, 3:2, 3:3
Safety, 2:2, 6:17, 7:19, 7:22, 7:69
Same parties, 7:31
Scope, 2:2, 3:2, 6:2, 7:59, 7:69

INDEX

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Service, 2:2, 2:74, 3:2, 3:15, 7:5,
7:59, 7:69, 9:17
Settlement, 2:2, 7:24
Standards, 2:2, 2:81, 3:2, 3:11, 7:5,
7:22, 7:69
Standing, 2:2, 3:3
State courts, 7:31, 7:59, 7:69
State laws, 7:19, 7:69
Statement, 7:22, 7:69, 14:11
Statute of limitations, 2:2, 3:3, 3:10,
3:11, 3:13, 7:24, 9:17
Stays, 7:69
Strikes, 2:2, 3:2
Successor, 2:2, 3:2
Summary judgment, 2:2, 3:2, 3:8,
6:2, 7:19, 7:24, 7:31, 7:59, 7:69
Supervisors, 2:2, 3:2, 6:17
Threats, 2:2, 7:24
Tort actions, 6:17, 7:59
Types, 2:2, 3:3, 7:19, 7:31, 7:69
Unfair labor practices, 2:2
Unions, 2:2, 3:2, 3:14, 7:59, 7:69
Validity, 7:19, 7:69
Value, 7:19, 14:11
Violations, 2:2, 2:81, 3:2, 3:3, 3:8,
7:5, 7:19, 7:59, 7:69
Wrongful discharge, 2:74, 3:1, 3:2,
3:11, 3:13, 3:15, 6:17, 6:59,
7:19, 7:24, 7:59, 7:69, 9:17,
9:18, 14:11

LABOR RELATIONS

Administrative proceedings, 1:1, 2:2,
2:80, 7:34, 10:15
Contracts, 1:1, 1:3, 2:9, 2:75, 2:103,
3:10, 7:23, 7:57, 7:64, 7:69,
10:31
Court proceedings, 3:9
Coverage, 1:1, 2:9, 2:60, 2:103, 3:11,
7:2, 7:26, 7:57, 7:69, 10:15,
10:33

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT

Assembly, 2:95
Authority, 2:95
Bill of rights, 2:95

LABOR-MANAGEMENT

REPORTING AND DISCLOSURE ACT—Cont'd

Cause, 2:95
Charges, 2:95
Complaints, 2:95
Damages, 2:95
Date, 2:95
Dues, 2:95
Employees, 2:95
Employers, 2:95
Evidence, 2:95
Fees, 2:95
Full and fair hearing, 2:95
Good standing, 2:95
Interpretation, 2:95
Issues, 2:95
Jurisdiction, 2:95
Notice, 2:95
Officials, 2:95
Persons, 2:95
Place, 2:95
Proceedings, 2:95
Review, 2:95
Rights, 2:95
Speech, 2:95
Status, 2:95
Summary judgment, 2:95
Unions, 2:95
Violations, 2:95

LANGUAGE

National Labor Relations Board, 2:2,
2:80, 3:10, 7:57, 7:59, 7:64, 8:1
Unfair labor practices, 2:2, 7:64

LAYOFFS AND RECALLS

Disparate treatment, 7:64
Title VII, 7:64

LEADERS

Unions, 2:2, 2:93

LEGISLATIVE HISTORY

Fair Labor Standards Act, 8:1

LETTERS

National Labor Relations Board, 2:9,
7:64, 8:8, 13:11, 13:28

LIABILITY

Railway Labor Act, 2:43, 2:79, 2:87, 7:69
 Worker Adjustment and Retraining Notification Act, 7:56

LIFE EXPECTANCY

Retirement plans, 12:19

LIFE INSURANCE

Fringe benefits, 8:11, 16:16
 Interest, 8:41, 12:19, 16:16
 Payments, 8:11, 8:41, 12:19
 Retirement plans, 12:19
 Sex discrimination, 2:5

LIKELIHOOD

Statistics, 2:17, 10:24

LIQUIDATED DAMAGES

Calculation, 8:15
 Front pay, 2:2, 2:46, 11:35
 Labor Management Relations Act, 2:2, 7:69
 Retaliation, 2:2, 2:75, 2:87, 2:89, 2:96, 2:112, 7:57, 7:69, 8:4
 Tax consequences, 2:2
 Unfair labor practices, 2:2
 Willfulness, 8:4, 8:15

LITERATURE

Unions, 2:2

LITIGATION

Accountant, 7:29, 11:36, 12:19
 Cross examination, 8:34, 11:28, 11:29, 11:39, 16:2, 16:3
 Deposition, 8:33, 10:23, 11:4 to 11:6, 11:12, 11:13, 11:18 to 11:20, 11:23, 11:25, 11:26, 11:28, 11:29, 12:2, 12:16 to 12:20, 13:19, 13:21, 15:23, 15:24, 16:3, 16:5, 16:17
 Direct examination, 11:26, 11:28, 11:29, 12:2, 12:3, 12:8, 12:15, 12:18, 12:19, 12:21
 Discovery, 1:3, 2:3, 2:15, 2:34, 2:86, 7:64, 7:67, 8:34, 10:12, 10:13, 10:19, 10:23, 10:25, 10:33, 11:1 to 11:5, 11:7 to 11:21, 11:23, 11:27, 11:31 to 11:34, 11:38, 11:39, 12:5, 12:18, 12:21, 15:2,

LITIGATION—Cont'd

15:7, 15:10, 15:14, 15:23, 15:24, 16:1, 16:5, 16:17
 Engineer, 8:28
 Limitations period, 2:86, 2:111, 7:64, 10:24, 11:39
 Physician, 11:12, 11:14, 11:15
 Plaintiff, 1:2 to 2:3, 2:8, 2:9, 2:15, 2:27, 2:29, 2:34, 2:44, 2:51, 2:55, 2:86, 2:92, 2:110, 2:112, 3:17, 6:2, 6:14, 6:50, 7:2, 7:15, 7:23, 7:26, 7:31, 7:33, 7:36, 7:57, 7:59, 7:61, 7:64, 7:69, 8:1, 8:4, 8:5, 8:15, 8:17, 8:28 to 8:34, 8:38, 9:1, 9:28, 9:29, 10:1, 10:7, 10:8, 10:10 to 10:15, 10:18, 10:22 to 10:29, 10:33, 10:34, 11:1 to 11:15, 11:17 to 11:21, 11:23, 11:24, 11:26 to 11:28, 11:31 to 11:39, 12:1 to 12:24, 14:6, 14:16, 14:22, 15:2, 15:7, 15:10, 15:14, 15:23, 16:1 to 16:3, 16:5 to 16:7, 16:17, 16:19, 17:42
 Pleadings, 2:110, 2:112, 7:26, 7:67, 8:34, 11:14, 11:29, 11:31, 15:23, 15:24
 Prior administrative proceedings, 7:32
 Remedies, 1:2, 1:3, 2:1, 2:8, 2:44, 2:52, 2:80, 2:86, 2:92, 2:110 to 2:112, 3:17, 6:2, 6:14, 6:50, 7:26, 7:36, 7:57, 7:59, 7:61, 7:64, 7:69, 8:1, 8:4, 8:5, 8:15, 8:17, 8:28 to 8:35, 8:38, 9:28, 10:4, 10:8, 10:17, 10:18, 10:23, 10:28, 11:2, 11:39, 13:25, 14:22
 Settlements, 1:2, 2:29, 2:38, 7:26, 8:28, 10:13, 10:17, 10:20, 11:34, 11:36
 Strategy, 1:3, 7:4, 10:1 to 10:34, 11:1 to 11:39, 12:1 to 12:25
 Supervisor, 1:2, 2:3, 2:9, 2:27, 2:29, 2:34, 2:44, 2:55, 2:80, 2:110, 2:112, 6:14, 7:2, 7:15, 7:57, 7:64, 7:69, 8:1, 8:4, 8:28, 9:28, 10:6, 10:7, 10:23, 10:33, 11:4, 11:6, 11:17, 11:19, 11:35, 12:6, 12:9, 12:11, 12:19, 12:20, 12:25, 13:3, 14:6, 15:7

INDEX

LITIGATION—Cont'd

Trial, 1:2 to 2:4, 2:9, 2:29, 2:44, 2:52, 2:86, 2:110, 2:112, 6:2, 6:14, 7:15, 7:23, 7:33, 7:36, 7:56, 7:57, 7:59, 7:67, 7:69, 8:1, 8:4, 8:17, 8:28, 8:30, 8:34, 8:35, 8:38, 9:1, 10:2, 10:10 to 10:13, 10:15, 10:18, 10:21 to 10:25, 10:28, 10:29, 10:33, 10:34, 11:3 to 11:9, 11:12, 11:16, 11:19 to 11:35, 11:38, 11:39, 12:1 to 12:25, 13:3, 13:21, 14:6, 14:16, 15:2, 15:10, 15:14, 15:23, 15:24, 16:1 to 16:3, 16:5 to 16:7, 16:17, 16:19
Vocational expert, 12:2

LOCAL GOVERNMENTS

Americans with Disabilities Act, 2:38, 2:86, 10:17
Employee Retirement Income Security Act, 7:5, 7:56
Employment practices, 2:5
Family and Medical Leave Act, 2:86, 7:56
Title VII, 2:5, 2:68, 2:86, 7:17, 10:17

LOSS

National Labor Relations Act, 1:1, 2:2, 2:3, 2:92, 2:95, 7:2, 7:64, 7:69, 8:7, 8:8, 8:38
Worker Adjustment and Retraining Notification Act, 7:56

LOUISIANA

Age discrimination, 2:43, 2:45, 2:112, 5:16, 7:69, 8:1, 8:28
At-will employment, 2:112
Compensation, 2:2, 2:29, 2:43, 2:110, 2:112, 7:69
Complaints, 2:2, 2:29, 2:43, 2:45, 2:110, 2:112, 5:16, 7:69
Conditions of employment, 7:69
Contempt, 2:2
Criminal penalties, 2:112
Disability benefits, 2:54
Disclosures, 2:110
Drug tests, 2:43, 2:112
Employment practices, 2:29
Evidence, 2:2, 2:29, 2:43, 2:45, 2:54, 2:110, 2:112, 3:3, 7:69

LOUISIANA—Cont'd

Exemptions, 7:69
Family leave, 2:112
Fines, 2:2
Harassment, 2:2, 2:29, 2:43, 2:45, 2:112, 7:69, 8:28
Health, 2:29, 2:43, 2:54, 2:110, 2:112, 5:16, 7:69
Investigations, 7:69
Jury duty, 2:112
Medical examinations, 2:54, 7:69
Notice, 2:2, 2:29, 2:54, 2:112, 7:69
Permits, 2:43, 2:54, 7:69
Physical fitness, 2:29
Privacy, 2:112, 7:69
Race discrimination, 2:2, 5:16, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:2, 2:43, 2:54, 2:110, 2:112, 3:3, 5:16, 7:69, 8:1, 8:28
Retaliation, 2:2, 2:43, 2:54, 2:110, 2:112, 3:3, 5:16, 7:69, 8:1, 8:28
Retirement benefits, 2:2
Sex discrimination, 2:29, 2:54, 2:112, 7:69
Sick leave, 7:69
State statutes, 2:110, 2:112, 8:28
Technical assistance, 2:29, 2:54, 7:69
Termination of employment, 2:54
Terms, 2:43, 2:45, 2:54, 7:69
Time off, 2:45, 7:69
Unemployment compensation, 7:69

MAGISTRATES

Summary judgment, 11:4

MAINE

Age Discrimination in Employment Act, 2:103, 7:31, 7:69
Age discrimination, 2:103, 7:31, 7:69
Agency proceedings, 7:31
Assignments, 7:69
At-will employment, 7:57
Collective bargaining, 5:12, 7:31, 7:57, 7:65, 7:69
Compensation, 7:57, 7:69
Complaints, 2:103, 5:12, 7:57, 7:69
Conditions of employment, 2:103, 7:57, 7:69
Court proceedings, 7:31

MAINE—Cont'd

Disclosure, 2:32, 7:57, 7:69
 Employment practices, 2:103
 Evidence, 2:103, 5:12, 7:57, 7:69
 Exemptions, 7:69
 Family leave, 2:103
 Federal contractors, 7:69
 Fringe benefits, 7:57
 Harassment, 2:32, 2:103, 5:12, 7:57, 7:69
 Health, 2:103, 5:12, 7:57, 7:69
 Investigations, 7:57, 7:69
 Layoffs, 2:103, 7:69
 Marital status, 2:103
 Medical examinations, 7:69
 Minimum wages, 7:69
 National origin discrimination, 2:103
 Notice, 7:57, 7:69
 Overtime pay, 7:57
 Permits, 2:103, 7:57, 7:69
 Pregnancy discrimination, 2:103
 Privacy, 7:69
 Probable cause, 7:31
 Race discrimination, 2:103, 5:12, 7:69
 Recalls, 7:69
 Rehabilitation, 7:69
 Religious discrimination, 7:69
 Remedies, 2:103, 7:57, 7:69
 Return to work, 7:69
 Sex discrimination, 2:32, 5:12, 7:69
 Sick leave, 7:69
 State statutes, 2:103, 7:57
 Termination of employment, 7:57
 Terms, 2:32, 2:103, 7:31, 7:57, 7:69
 Time off, 7:69
 Unemployment compensation, 7:69

MALPRACTICE

Preemption, 2:112

MANAGEMENT

Collective bargaining agreements, 1:1, 2:112, 3:1, 6:17, 7:69, 8:18
 Federal employment, 2:100, 7:69, 10:30

MANAGERS

Compensation, 1:2, 2:2, 2:43, 2:60, 2:81, 2:86, 2:87, 2:112, 3:2, 4:7, 7:2, 7:57, 7:69, 10:6 to 15:8
 Labor Management Relations Act, 2:2, 2:81, 3:2, 7:69

MANDATORY RETIREMENT

Cause, 2:38
 Law enforcement officers, 2:38
 Pilots, 2:38

MARIJUANA

Drug screening, 7:19

MARYLAND

Assignments, 2:110
 At-will employment, 7:57
 Compensation, 2:110, 7:57
 Conditions of employment, 7:57
 Disclosures, 2:110
 Equal pay, 2:110
 Evidence, 2:96, 2:110, 7:57, 17:116
 Fringe benefits, 7:57
 Health, 2:110, 7:57
 Investigations, 7:57
 Marital status, 2:110
 Notice, 7:57
 Overtime pay, 7:57
 Permits, 7:57
 Religious discrimination, 2:110
 Remedies, 2:96, 2:110, 7:57
 Sanctions, 2:96
 Sex discrimination, 2:32
 State statutes, 2:110, 7:57
 Termination of employment, 7:57
 Terms, 2:32, 2:96, 7:57

MASSACHUSETTS

Age discrimination, 2:79, 2:103, 2:112, 6:15, 7:69, 8:4
 Appeals, 2:86, 2:92, 2:103, 5:12, 6:15, 7:15
 Assignments, 2:94, 7:69
 At-will employment, 2:112, 7:57, 17:9
 Board, 2:79, 2:92, 2:112, 5:12, 7:57, 7:69
 Commissions, 2:112, 7:57

INDEX

MASSACHUSETTS—Cont'd

Compensation, 2:79, 2:86, 2:92, 2:112, 6:15, 6:29, 7:57, 7:69, 8:4, 17:9
Complaints, 2:36, 2:79, 2:86, 2:92, 2:103, 2:112, 5:12, 7:15, 7:57, 7:69
Conciliation, 2:36
Conditions of employment, 2:79, 2:86, 2:103, 7:57, 7:69
Criminal penalties, 2:112
Disclosures, 2:86, 2:103
Employment practices, 2:103
Equal pay, 2:103, 8:4
Evidence, 2:36, 2:79, 2:86, 2:92, 2:94, 2:103, 2:112, 5:12, 6:29, 7:15, 7:57, 7:69, 8:4, 17:9
Executives, 2:112, 7:57
Exemptions, 2:36, 2:86, 7:69
Family leave, 2:103, 2:112
Federal contractors, 2:36, 7:21, 7:69
Fringe benefits, 2:79, 7:57
Harassment, 2:36, 2:79, 2:92 to 2:94, 2:103, 2:112, 5:12, 7:15, 7:57, 7:69
Health, 2:36, 2:86, 2:92, 2:94, 2:103, 2:112, 5:12, 6:15, 7:57, 7:69
Hearings, 2:92, 7:15
Holidays, 2:36
Independent contractors, 2:86, 7:57, 7:69
Insurance coverage, 2:112
Investigations, 2:79, 7:15, 7:57, 7:69
Jury duty, 2:112
Minimum wages, 7:69
National origin discrimination, 2:79, 2:103
Notice, 2:36, 2:86, 2:92, 2:94, 2:112, 7:15, 7:57, 7:69
Overtime pay, 7:57
Permits, 2:36, 2:86, 2:103, 6:15, 7:57, 7:69
Polygraph tests, 2:106
Pregnancy discrimination, 2:79, 2:103
Professionals, 2:112, 7:57
Race discrimination, 2:79, 2:92, 2:103, 5:12, 7:69
Religious discrimination, 2:36, 7:69

MASSACHUSETTS—Cont'd

Remedies, 2:79, 2:86, 2:92, 2:94, 2:103, 2:112, 6:15, 6:29, 6:39, 7:57, 7:69, 8:4
Sanctions, 2:79
Sex discrimination, 2:93, 2:112, 5:12, 7:69
Sick leave, 7:69
State statutes, 2:94, 2:103, 2:106, 2:112, 6:15, 7:57
Students, 2:36, 2:79
Technical assistance, 7:69
Termination of employment, 7:57
Terms, 2:79, 2:86, 2:92, 2:103, 7:57, 7:69
Time off, 2:36, 2:94, 7:21, 7:69
Tips, 2:112, 7:69
Unemployment compensation, 6:15, 7:69

MEALS

Unfair labor practices, 2:2, 2:94

MECHANICS

National Labor Relations Act, 2:2, 2:3

MEDIA

Unfair labor practices, 2:2
Unions, 1:2, 2:2, 2:86

MEDICAL BENEFITS

Eligibility, 7:61
Employee Retirement Income Security Act, 7:61
Plan, 7:41, 7:61
Reporting, 8:7
Sex discrimination, 8:7
United States, 8:7

MEETINGS

Railway Labor Act, 2:3, 2:79, 7:22, 7:69

MENTAL EXAMINATIONS

Discovery, 11:14

MERGERS

ERISA, 1:2
Severance, 1:2
Stock, 1:2
Termination, 1:2

MERIT

Unfair labor practices, 2:2, 2:3

MICHIGAN

Age Discrimination in Employment Act, 2:103, 7:64, 7:69

Age discrimination, 2:103, 3:11, 7:64, 7:69

Appeals, 2:103, 2:110, 3:11, 5:5, 5:8 to 5:10, 7:64

Assignments, 2:110, 7:69

At-will employment, 5:5, 6:2, 7:57

Compensation, 2:110, 5:10, 7:57, 7:69, 9:28

Conditions of employment, 2:103, 7:57, 7:69

Criminal penalties, 5:10, 7:45

Disclosures, 2:103, 2:110, 5:8, 7:45

Employment practices, 2:103

Equal pay, 2:103, 2:110

Exemptions, 7:69

Federal contractors, 7:69

Fringe benefits, 7:57

Harassment, 2:103, 3:11, 5:5, 7:57, 7:69, 9:28

Health, 2:103, 2:110, 5:5, 5:8, 5:9, 7:45, 7:57, 7:69

Health insurance, 5:5, 5:9, 7:45, 7:69

Insurance, 5:5, 5:9, 6:2, 7:45, 7:57, 7:69

Marital status, 2:103, 2:110, 7:64

Medical examinations, 7:69

Minimum wages, 7:69

National origin discrimination, 2:103, 7:64

Notice, 3:11, 6:2, 7:45, 7:57, 7:64, 7:69, 9:28

Overtime pay, 7:57

Permits, 2:103, 5:10, 6:2, 7:57, 7:64, 7:69, 9:28

Pregnancy discrimination, 2:103

Race discrimination, 2:103, 3:11, 7:64, 7:69

Religious discrimination, 2:110, 7:69

Remedies, 2:103, 2:110, 3:11, 5:5, 5:8, 5:10, 6:2, 6:51, 7:57, 7:64, 7:69, 9:28

Sanctions, 5:5

Sex discrimination, 7:69

MICHIGAN—Cont'd

State statutes, 2:103, 2:110, 5:5, 7:57, 7:64

Termination of employment, 7:45, 7:57

Terms, 2:103, 4:10, 4:14, 7:45, 7:57, 7:69, 10:34

Unemployment compensation, 7:69

MILITARY SERVICE

Compensation, 10:6, 13:3

MINIMUM WAGES

Age, 7:69

Board, 7:69

Equipment, 7:69

Permits, 7:69

State laws, 7:69

Tips, 7:69

MINNESOTA

Affirmative action plans, 2:29

Age Discrimination in Employment Act, 2:103

Age discrimination, 2:103, 2:112

Appeals, 2:103, 2:110, 7:60

Assignments, 2:29, 2:110

At-will employment, 2:112, 7:57

Compensation, 2:29, 2:58, 2:110, 2:112, 7:57, 7:60

Complaints, 2:29, 2:103, 2:110, 2:112, 7:57

Conditions of employment, 2:103, 7:57

Costs, 2:110, 2:112, 7:57

Criminal penalties, 2:112

Damages, 2:53, 2:103, 2:110, 2:112, 7:57, 7:60

Disclosure, 2:110, 2:112, 7:57

Disparate impact cases, 2:29

Employment practices, 2:29, 2:103

Equal pay, 2:29, 2:103, 2:110

Evidence, 2:29, 2:53, 2:58, 2:103, 2:110, 2:112, 7:57

Family leave, 2:103, 2:112

Federal contractors, 2:58

Future earnings, 2:110

Harassment, 2:29, 2:53, 2:103, 2:112, 7:57, 7:60

INDEX

MINNESOTA—Cont'd

Health, 2:29, 2:53, 2:58, 2:103, 2:104, 2:110, 2:112, 7:57
Hearing, 2:29, 2:112
Hiring, 2:29, 2:103
Investigations, 7:57
Jury duty, 2:112
Marital status, 2:29, 2:103, 2:104, 2:110
National origin discrimination, 2:103
Notice, 2:29, 2:53, 2:112, 7:57
Overtime pay, 7:57
Permits, 2:103, 7:57
Personnel file, 2:53
Physical fitness, 2:29
Pregnancy discrimination, 2:103
Privacy, 2:112, 7:60
Race discrimination, 2:103
Religious discrimination, 2:110
Remedies, 2:103, 2:110, 2:112, 7:57, 7:60
Retaliation, 2:53, 2:58, 2:103, 2:110, 2:112, 7:57
Severance pay, 7:57
Sex discrimination, 2:29, 2:112
State statutes, 2:103, 2:104, 2:110, 2:112, 7:57
Technical assistance, 2:29, 2:58
Termination of employment, 7:57
Terms, 2:103, 7:57
Tips, 2:112

MISCONDUCT

Employment practices, 2:103
Front pay, 2:2, 2:103, 2:110, 3:2, 7:70, 8:27, 9:26, 11:2

MISSISSIPPI

Assignments, 2:29, 7:69
Compensation, 2:29, 7:69
Employment practices, 2:29
Exemptions, 7:69
Federal contractors, 7:69
Notice, 2:29, 7:69
Religious discrimination, 7:69
Remedies, 7:69
Terms, 7:69
Unemployment compensation, 7:69

MISSOURI

Affirmative action plans, 2:29
Age Discrimination in Employment Act, 2:38, 2:103, 7:69
Age discrimination, 2:38, 2:103, 7:69
Assignments, 2:29, 7:69
Compensation, 2:29, 2:86, 3:2, 5:10, 7:47, 7:69
Complaints, 2:29, 2:38, 2:86, 2:103, 5:10, 7:69
Conditions of employment, 2:86, 2:103, 7:69
Criminal penalties, 5:10, 7:19
Employment practices, 2:29, 2:103
Equal pay, 2:29, 2:103
Evidence, 2:29, 2:38, 2:86, 2:103, 3:2, 5:10, 7:19, 7:69
Executives, 2:38
Exemptions, 2:86, 7:69
Harassment, 2:29, 2:103, 3:2, 7:69
Health, 2:29, 2:38, 2:86, 2:103, 7:19, 7:47, 7:69
Hearings, 3:2
Investigations, 7:69
Mandatory retirement, 2:38
Minimum wages, 7:69
National origin discrimination, 2:103
Notice, 2:29, 2:86, 3:2, 7:19, 7:69
Permits, 2:86, 2:103, 3:2, 5:10, 7:19, 7:69
Physical fitness, 2:29
Pregnancy discrimination, 2:103
Race discrimination, 2:103, 7:69
Religious discrimination, 7:69
Remedies, 2:86, 2:103, 3:2, 5:10, 6:8, 7:19, 7:69
Sex discrimination, 2:29, 7:69
State statutes, 2:103, 2:107, 3:2
Termination of employment, 7:47
Terms, 2:38, 2:86, 2:103, 3:2, 7:47, 7:69
Tipped employees, 7:69
Unemployment compensation, 7:69

MIXED MOTIVES

Disparate treatment, 2:2

MONTANA

Age Discrimination in Employment Act, **1:1, 2:102, 7:69**
 Age discrimination, **1:1, 2:102, 7:69**
 Assignments, **2:29, 7:69**
 At-will employment, **1:1, 5:3, 6:27**
 Board, **2:102, 6:17, 7:19, 7:69**
 Compensation, **1:1, 2:29, 6:17, 7:69**
 Conditions of employment, **7:69**
 Criminal penalties, **7:19**
 Employment practices, **2:29**
 Evidence, **1:1, 2:29, 2:111, 5:3, 7:19, 7:69, 9:25**
 Exemptions, **7:69**
 Family, **1:1, 7:69**
 Fringe benefits, **2:111**
 Harassment, **2:29, 6:17, 7:69**
 Investigations, **7:69**
 Judicial remedies, **2:111**
 Marital status, **2:29**
 Minimum wages, **7:69**
 Notice, **1:1, 2:29, 2:102, 2:111, 7:19, 7:69, 9:25**
 Penalties, **1:1, 2:111, 7:19**
 Permits, **1:1, 7:19, 7:69**
 Race discrimination, **7:69**
 Religious discrimination, **7:69**
 Remedies, **1:1, 2:102, 2:111, 6:17, 6:27, 7:19, 7:69**
 Rulemaking, **2:29, 7:69**
 Sex discrimination, **2:29, 7:69, 9:25**
 State statutes, **1:1, 2:102, 2:111, 6:17**
 Termination of employment, **9:25**
 Terms, **1:1, 6:17, 6:27, 7:69**
 Theft, **9:25**
 Unemployment compensation, **1:1, 7:69**

MORALE

Unions, **1:2, 6:24**

MOTIONS

Directed verdict, **2:44, 11:29, 11:33, 12:2**
 Federal employment, **7:69**
 National Labor Relations Act, **2:92, 3:3, 5:12, 7:69, 9:17**
 New trial, **2:36, 2:110, 8:30, 11:33, 12:24**

MOTIONS—Cont'd

Unions, **2:92, 3:2, 7:69**

MOTIVE

Summary judgment, **2:2, 2:14, 2:29, 2:43, 2:45, 2:56, 2:79, 2:87, 2:94, 2:95, 2:103, 6:2, 6:3, 7:59, 7:69, 7:70, 11:32, 16:2**

NATIONAL LABOR RELATIONS

ACT

Activities, **2:1 to 2:3, 2:9, 2:60, 2:80, 2:92, 2:103, 5:5, 5:12, 6:17, 6:41, 7:2, 7:57, 7:59, 7:69, 8:8, 9:16, 10:28**
 Advisors, **3:3, 10:28**
 Agencies, **2:1, 2:3, 2:70, 5:12, 7:2, 7:57, 7:64, 7:69, 8:8**
 Agents, **2:9, 2:95, 2:103, 3:11, 7:2, 10:33**
 Agreements, **1:1, 1:3, 2:2, 2:3, 2:9, 2:92, 2:103, 3:3, 3:9 to 3:11, 6:17, 6:18, 6:35, 7:26, 7:57, 7:69, 8:8, 10:28**
 Agricultural laborers, **2:3, 7:2**
 Amendment, **1:3, 2:70, 2:95, 2:103, 5:12, 7:57, 7:69, 8:38**
 Appeals, **2:2, 2:9, 2:80, 2:92, 2:103, 3:11, 5:5, 5:12, 7:64, 9:17**
 Arbitration, **1:1, 2:2, 2:3, 2:9, 2:43, 2:80, 2:92, 2:103, 3:3, 3:9 to 3:11, 6:17, 7:57, 7:59, 7:64, 7:69, 8:8, 9:17, 10:28**
 Auditors, **6:58**
 Authority, **1:1, 2:2, 2:3, 2:9, 2:81, 2:95, 3:3, 3:11, 5:5, 5:12, 6:58, 7:2, 7:57, 7:59, 7:69, 8:8, 10:28, 10:33**
 Blacklisting, **2:95**
 Breach of duty of fair representation, **2:92**
 Buses, **10:31**
 Casual workers, **7:2**
 Children, **2:103, 7:69**
 Cities, **5:12**
 Collective bargaining, **1:1, 2:2, 2:3, 2:9, 2:43, 2:80, 2:81, 2:92, 2:95, 3:3, 3:10 to 5:12, 6:17, 6:18, 6:35, 7:57, 7:59, 7:64, 7:69, 9:16, 9:17, 10:28, 10:31**

INDEX

NATIONAL LABOR RELATIONS

ACT—Cont'd

Collective bargaining agreements,
1:1, 2:92, 6:17, 6:18, 7:69
Committees, 3:11
Compensation, 1:1, 2:2, 2:3, 2:9,
2:43, 2:60, 2:81, 2:92, 6:17,
6:18, 6:54, 6:58, 7:2, 7:26,
7:57, 7:59, 7:69, 8:8, 8:38
Consultants, 2:2
Contractors, 2:3, 2:9, 2:70, 7:2, 7:57,
7:69
Control, 2:2, 2:3, 2:9, 2:60, 2:92,
2:95, 7:2, 7:57, 7:69, 10:31
Corporations, 10:28, 10:31
Corruption, 2:92, 3:3
Courts, 1:1, 2:1 to 2:3, 2:9, 2:13,
2:43, 2:60, 2:92, 2:95, 2:103,
2:107, 3:3, 5:5, 5:11, 5:12, 5:16,
6:17, 6:18, 6:58, 7:2, 7:26,
7:57, 7:59, 7:64, 7:69, 8:7,
8:10, 8:38, 9:16, 9:17, 10:28,
10:31, 10:33
Coverage, 1:1, 2:9, 2:60, 2:103, 3:11,
7:2, 7:26, 7:57, 7:69, 10:33
Decisions, 1:3, 2:2, 2:3, 2:9, 2:43,
2:92, 3:3, 3:11, 5:5, 5:11, 5:16,
7:57, 7:59, 7:64, 7:69, 8:7,
8:38, 10:28, 10:31, 10:33
Defamation, 1:1, 2:81, 7:64, 8:38,
9:17, 10:33
Delivery drivers, 2:9, 7:2
Departments, 5:5
Determinations, 2:2, 2:92, 10:31
Different employer, 2:103, 7:57
Directors, 7:2, 7:57
Doctors, 5:12, 7:57
Drivers, 2:3, 2:9, 2:60, 5:5, 5:12,
7:2, 10:28
Education, 2:2, 2:9, 2:103
Enforcement, 1:1, 2:2, 2:3, 2:9, 2:70,
2:81, 2:92, 3:11, 5:5, 5:12, 7:2,
7:26, 7:57, 7:59, 7:64, 7:69,
10:31
Entities, 2:60, 2:103, 10:31
Exercise, 2:2, 2:9, 2:81, 5:5, 5:11,
5:16, 7:2, 7:57, 7:69, 8:8, 9:16
Faculty members, 3:3, 7:69
Federal employment, 2:9, 7:69

NATIONAL LABOR RELATIONS

ACT—Cont'd

Federal preemption, 6:17, 6:35
Foreign employers, 7:2
Foreign nations, 7:2
Forum, 1:3, 2:103, 3:3, 10:28
Fraud, 1:1, 2:3, 2:9, 2:92, 3:3, 6:18,
7:26, 7:57
Government, 1:1, 2:2, 2:3, 2:70,
2:81, 2:103, 5:5, 5:12, 7:2,
7:26, 7:57, 7:64, 7:69, 8:7,
10:33
Guards, 2:2, 2:81, 6:58, 9:17
Health care, 2:60, 5:12, 7:26, 7:57,
7:69
Illness, 2:3, 7:69
Impact, 1:1, 2:2, 2:43, 2:103, 5:12,
7:64, 7:69, 10:28
Independent contractors, 2:3, 2:9,
2:70, 7:2, 7:57, 7:69
Industries, 1:1, 2:92, 7:57
Injunctions, 2:2, 2:3, 7:57, 7:69, 8:7
Injury, 2:2, 2:3, 2:60, 2:92, 3:10,
6:54, 7:64, 7:69, 8:7, 8:38
Insurance, 1:1, 1:3, 2:60, 5:5, 7:2,
7:57, 7:69, 8:8, 10:33
Intent, 2:13, 2:43, 2:80, 2:92, 2:103,
3:11, 6:18, 7:64, 10:31, 10:33
Interference, 1:1, 2:95, 5:5, 7:57,
7:69, 9:17, 10:33
Interpretation, 2:1 to 2:3, 2:80, 2:81,
2:92, 2:95, 3:3, 6:17, 7:59,
7:69, 9:17, 10:28
Isolated acts, 2:103
Issues, 1:1, 1:3, 2:1 to 2:3, 2:9, 2:13,
2:43, 2:60, 2:70, 2:81, 2:95,
3:11, 5:5, 5:12, 6:18, 6:35, 7:2,
7:26, 7:57, 7:59, 7:64, 7:69,
9:16, 9:17, 10:28, 10:33
Joint employer, 3:11
Jurisdiction, 2:2, 2:3, 2:9, 2:81, 2:92,
2:95, 3:3, 3:9, 3:11, 5:5, 5:11,
6:17, 7:26, 7:57, 7:59, 7:64,
7:69, 8:7, 10:28, 10:33
Landrum-Griffin Act, 2:95
Leaders, 2:2, 2:43
Limitations, 1:1, 2:2, 2:3, 2:9, 2:92,
2:103, 3:3, 3:10 to 5:12, 7:57,
7:64, 8:7, 8:10, 9:17, 10:33

NATIONAL LABOR RELATIONS**ACT—Cont'd**

Managers, 2:2, 2:43, 2:60, 2:81, 7:2, 7:57, 7:69, 8:7, 10:28, 10:31
 Mechanics, 2:2, 2:3
 Members, 1:1, 2:2, 2:9, 2:43, 2:92, 2:95, 3:3, 6:17, 6:35, 7:2, 7:57, 7:59, 7:64, 7:69, 10:28, 10:31
 Misrepresentation, 6:18
 Modification, 2:92, 7:64
 Nature, 1:1, 2:2, 2:3, 2:81, 6:18, 7:2, 7:57, 7:69, 10:28
 Nonemployee, 2:81
 Nurses, 2:103, 5:12, 5:16, 9:17
 Officials, 1:1, 2:2, 2:70, 2:92, 2:95, 3:10 to 5:12, 7:69, 10:28, 10:33
 Operators, 7:2
 Organizations, 1:3, 2:2, 7:57, 8:38
 Organizers, 2:2, 2:9, 2:80
 Organizing, 2:2, 2:3, 2:43, 2:80, 2:92, 5:12
 Participation, 2:3, 2:9, 5:5, 7:69
 Partnership, 7:57
 Personnel, 1:1, 2:9, 2:92, 3:11, 5:12, 6:35, 7:57, 7:64, 10:28, 10:33
 Physicians, 7:2, 7:57
 Picketing, 2:2
 Pilots, 2:92, 3:11, 7:57, 7:69, 10:28
 Precedent, 2:2, 2:9, 3:11, 8:7
 Preemption, 1:3, 2:3, 2:92, 3:11, 6:17, 6:35, 6:54, 7:57, 7:59, 9:16, 9:17, 10:33
 Private employers, 7:69
 Production, 2:2, 2:43, 6:41, 7:2
 Products, 1:1, 2:9, 2:60, 5:16, 7:2, 7:69
 Purpose, 1:1, 1:3, 2:1 to 2:3, 2:9, 2:92, 5:12, 5:16, 7:26, 7:57, 7:69, 8:7, 8:10, 10:28, 10:31
 Railroads, 2:3
 Regulation, 2:1, 2:60, 2:103, 3:9
 Representatives, 2:2, 2:103, 5:5, 5:12, 6:58, 7:59, 7:64, 7:69, 10:28
 Restrictions, 1:1, 2:2, 2:60, 2:103, 6:41, 7:57, 7:69
 Retirement, 1:1, 1:3, 2:1, 2:2, 2:43, 2:92, 5:5, 7:2, 7:69, 8:8, 8:38, 9:17

NATIONAL LABOR RELATIONS**ACT—Cont'd**

Rights, 1:1, 1:3, 2:1 to 2:3, 2:9, 2:13, 2:43, 2:60, 2:70, 2:81, 2:92, 2:95, 2:103, 3:3, 3:10, 3:11, 5:5, 5:11, 5:12, 5:16, 6:18, 6:41, 7:2, 7:26, 7:57, 7:59, 7:64, 7:69, 8:7, 8:8, 8:10, 8:38, 9:16, 9:17, 10:31, 10:33
 Routes, 2:9
 Sales, 2:3, 2:103, 7:57, 10:28
 Schools, 2:70, 7:69
 Services, 1:1, 2:70, 2:92, 5:5, 6:17, 7:2, 7:57, 7:69, 8:7, 8:8
 Spouses, 2:9
 States, 1:1, 1:3, 2:3, 2:9, 2:60, 2:92, 2:103, 2:107, 5:5, 5:12, 6:17, 6:41, 7:2, 7:57, 7:59, 7:64, 7:69, 8:7, 8:38
 Status, 2:2, 2:3, 2:9, 2:13, 2:43, 2:60, 2:92, 2:95, 2:103, 3:11, 5:16, 7:2, 7:64, 7:69, 8:7, 8:38
 Status quo, 2:2, 2:3, 8:7
 Stewards, 2:2
 Stores, 2:2, 2:9, 7:57, 10:28
 Strikes, 2:2
 Students, 2:43, 3:3
 Successor, 2:2, 7:57, 10:31
 Supervisors, 2:2, 2:3, 2:43, 2:60, 2:70, 2:80, 2:103, 5:5, 6:17, 6:58, 7:2, 7:57, 7:64, 8:7, 10:28, 10:33
 Teachers, 3:9, 3:11
 Television, 2:2, 5:12, 6:41
 Tellers, 7:57
 Temporary, 1:1, 2:2, 2:3, 2:103, 7:2, 7:57, 7:69
 Termination, 1:1, 1:3, 2:2, 2:3, 2:9, 2:13, 2:43, 2:60, 2:70, 2:80, 2:81, 2:92, 2:95, 2:103, 3:3, 3:9 to 3:11, 5:5, 5:11, 5:12, 5:16, 6:17, 7:2, 7:57, 7:59, 7:64, 7:69, 8:7, 8:8, 8:10, 8:38, 9:17, 10:28, 10:33
 Torts, 1:1, 2:103, 6:17, 10:33
 Trainees, 5:12
 Transportation, 2:9, 2:60, 2:92, 3:11, 8:8, 10:28
 Unions, 2:2, 2:60, 2:92, 2:95, 7:59, 7:64, 7:69, 9:16

INDEX

NATIONAL LABOR RELATIONS ACT—Cont'd

United States, 1:1, 2:3, 2:92, 2:103,
6:17, 7:2, 7:57, 7:69, 8:7, 8:38
Violations, 1:1, 2:2, 2:3, 2:9, 2:60,
2:70, 2:81, 2:92, 2:95, 3:3, 5:5,
5:12, 5:16, 7:26, 7:57, 7:59,
7:64, 7:69, 8:8, 8:38, 10:28
Violence, 2:2, 2:103, 5:12
Wages, 1:1, 2:60, 2:81, 5:5, 7:26,
7:57, 7:69, 8:38, 9:17
Wagner Act, 2:2
Working conditions, 2:2, 2:9, 2:60,
2:92, 5:12, 6:54, 7:2, 7:69
Wrongful termination, 1:1, 1:3, 2:2,
2:3, 2:60, 2:70, 2:81, 2:103,
3:3, 3:10, 3:11, 5:5, 5:12, 5:16,
6:17, 7:57, 7:59, 7:64, 7:69,
8:7, 9:17, 10:33

NATIONAL LABOR RELATIONS BOARD

Absence, 2:2, 2:3, 2:9, 2:60, 2:83,
7:57, 7:64, 7:69, 8:7
Access, 2:3, 2:60, 2:80, 5:11, 7:57,
7:69
Activities, 2:1 to 2:3, 2:9, 2:60, 2:75,
2:80, 2:83, 5:5, 5:12, 6:17,
7:57, 7:59, 7:69, 8:8, 9:16,
10:8, 13:3
Adjudication, 2:2, 6:17
Adjustment, 7:69
Administrative law judges, 2:2
Administrative proceedings, 2:2,
2:80, 7:34, 10:15
Affidavits, 10:7, 16:14
Agents, 2:9, 2:95
Agreements, 2:2, 2:3, 2:9, 2:75,
2:83, 3:9, 3:10, 3:13, 6:17,
7:26, 7:57, 7:69, 8:8, 10:15,
13:13
Aliens, 7:61
Allegations, 2:2, 2:3, 2:75, 2:83, 3:9,
7:26, 7:69
Amendment, 2:95, 5:12, 7:34, 7:57,
7:69
Americans with Disabilities Act, 2:1,
2:9, 2:60, 2:75, 3:9, 7:61, 7:64,
7:69, 8:7

NATIONAL LABOR RELATIONS BOARD—Cont'd

Amount, 2:2, 5:5, 7:57, 7:61, 8:14,
10:15, 10:31, 13:3, 13:13
Antitrust, 5:5, 7:57
Applications, 7:64, 7:69, 8:7
Arbitration, 2:2, 2:3, 2:9, 2:75, 2:80,
3:9, 3:10, 3:13, 6:17, 7:30,
7:57, 7:59, 7:64, 7:69, 8:8,
10:8, 10:15
Argument, 2:2, 2:3, 2:9, 2:80, 2:83,
3:9, 5:8, 7:64, 7:69, 7:70, 8:13
Attendance, 2:3, 2:75, 3:9, 7:69
Attorneys, 2:9, 5:5, 7:26, 7:57,
10:15, 16:14
Authorization cards, 2:2, 2:80, 5:12,
7:26
Awards, 2:80, 5:5, 7:57, 8:10, 8:12,
8:14, 13:3
Bankruptcy, 2:2, 5:11, 8:1
Bargaining, 2:2, 2:3, 2:9, 2:80, 2:95,
3:10, 5:12, 6:17, 7:30, 7:57,
7:59, 7:64, 7:69, 8:7, 9:16,
10:8, 10:31
Benefits, 2:1 to 2:3, 2:9, 2:60, 2:75,
5:5, 7:30, 7:57, 7:61, 7:69, 8:7,
8:8, 8:10, 8:12, 8:14, 10:8,
10:15, 12:4, 13:3
Breach, 2:3, 2:95, 3:9, 3:10, 5:5, 5:8,
5:11, 6:17, 7:57, 7:59, 7:61,
7:64, 7:69, 8:1, 8:8, 8:13 to
10:15
Burden of proof, 2:3, 8:1, 8:13,
10:31
Cards, 2:2, 2:80, 2:95, 5:5, 5:12,
7:26, 8:8
Care, 2:2, 2:60, 5:5, 5:12, 6:17, 7:26,
7:57, 7:69
Cause, 2:2, 2:3, 2:9, 2:60, 2:75, 2:83,
2:95, 3:10, 5:5, 5:11, 5:12, 7:34,
7:57, 7:59, 7:61, 7:64, 7:69,
8:1, 10:8
Cease and desist orders, 7:57
Certiorari, 2:2, 2:9
Change, 2:2, 2:9, 2:60, 7:57, 7:69,
10:31
Charges, 2:2, 2:3, 2:9, 2:75, 2:80,
2:83, 2:95, 3:9, 3:13, 5:5, 5:12,
7:26, 7:30, 7:57, 7:64, 7:69,
8:8, 10:8, 13:3, 16:14

NATIONAL LABOR RELATIONS BOARD—Cont'd

Charging party, 2:3
 Child care, 7:69
 Choice, 2:2, 2:3, 7:69
 Circumstantial evidence, 2:2, 2:80, 5:12
 Collective bargaining, 2:2, 2:3, 2:9, 2:80, 2:95, 3:10, 5:12, 6:17, 7:30, 7:57, 7:59, 7:64, 7:69, 9:16, 10:8, 10:31
 Collective bargaining agreements, 6:17, 7:69
 Combination, 7:69
 Commerce, 2:3, 2:9, 5:5
 Common law, 5:5, 7:26, 7:57, 7:61, 8:1, 8:7, 8:13, 10:30
 Compensation, 2:2, 2:3, 2:9, 2:60, 6:17, 7:26, 7:30, 7:57, 7:59, 7:61, 7:69, 7:70, 8:8, 8:12, 8:14, 10:7, 10:8, 10:15, 12:4, 13:3, 13:11, 13:13, 16:14
 Complaints, 2:2, 2:3, 2:9, 2:75, 2:83, 2:95, 5:12, 7:26, 7:57, 7:69
 Computations, 8:12
 Concealment, 3:13, 7:64
 Concurrent jurisdiction, 2:95, 3:9
 Conditions, 2:2, 2:9, 2:60, 2:75, 2:80, 2:83, 5:12, 7:57, 7:59, 7:69, 8:7, 8:10, 8:13
 Consent, 2:9, 2:83, 8:7, 10:15
 Contempt, 2:2
 Costs and expenses, 10:15
 Counsel, 2:2, 2:3, 2:9, 2:60, 7:57, 7:64, 7:69, 8:8, 10:7, 10:8, 10:15, 16:14
 Courts, 2:1 to 2:3, 2:9, 2:60, 2:83, 2:95, 5:5, 5:8, 5:11, 5:12, 6:17, 7:26, 7:34, 7:57, 7:59, 7:61, 7:64, 7:69, 7:70, 8:1, 8:7, 8:10, 8:12 to 8:14, 9:16, 10:30, 10:31
 Criteria, 7:69
 Date, 2:95, 3:13, 5:5, 7:57, 7:64, 7:69, 7:70, 8:10, 10:8, 13:3, 13:13, 13:28
 Decisions, 2:2, 2:3, 2:9, 2:75, 5:5, 5:11, 7:34, 7:57, 7:59, 7:61, 7:64, 7:69, 8:7, 10:30, 10:31
 Defamation, 7:64

NATIONAL LABOR RELATIONS BOARD—Cont'd

Defenses, 2:9, 9:16
 Delays, 2:2
 Deliberations, 16:14
 Designation, 5:12
 Determinations, 2:2, 7:34, 8:12, 10:31
 Directors, 7:57, 10:30
 Disagreement, 7:64
 Discharge of employees, 8:7
 Discipline, 2:2, 2:75, 2:95, 7:69, 13:3
 Disclosure, 2:2, 2:75, 2:95, 5:8, 7:57, 7:59, 7:69
 Discovery, 2:3, 7:64, 7:70
 Discrimination, 2:1 to 2:3, 2:9, 2:60, 2:75, 2:83, 3:9, 3:10, 5:8, 5:12, 6:17, 7:26, 7:30, 7:34, 7:57, 7:61, 7:64, 7:69, 7:70, 8:1, 8:7, 8:8, 8:14, 10:8, 10:15, 10:30, 10:31, 12:4, 13:13, 16:14
 Discussions, 13:13
 Dismissal, 2:60, 2:95, 3:9, 3:10, 5:8, 5:12, 7:26, 7:64, 7:69, 8:1, 8:8, 8:10, 10:7, 10:8, 10:30, 13:11
 Disputes, 2:9, 5:12, 6:17, 7:57, 7:69, 10:15
 Documents, 7:57, 7:64, 10:7, 10:8, 13:3, 13:11, 13:13, 13:28
 Dollar amount, 13:3, 13:13
 Dues, 2:95
 Duration, 2:60, 7:57, 7:69
 Duties, 2:2, 2:3, 5:5, 5:8, 7:57, 8:10, 13:3
 Effects bargaining, 2:2, 7:69
 Election, 2:1 to 2:3, 8:7
 Eligibility, 7:61, 7:69, 10:8
 Employee Retirement Income Security Act, 2:1, 5:5, 7:61, 7:69
 Employers, 2:2, 2:3, 2:9, 2:60, 2:75, 2:80, 2:83, 2:95, 5:5, 5:11, 7:57, 7:59, 7:61, 7:64, 7:69, 7:70, 8:1, 8:7, 8:14, 9:16, 10:7, 13:3
 Enforcement, 2:2, 2:3, 2:9, 2:75, 5:5, 5:8, 5:12, 7:26, 7:57, 7:59, 7:64, 7:69, 10:31
 Enterprises, 10:31
 Entities, 2:60, 10:30, 10:31

INDEX

NATIONAL LABOR RELATIONS BOARD—Cont'd

Equal Employment Opportunity
Commission, 2:1, 2:9, 2:60,
2:75, 3:9, 5:11, 7:30, 7:34, 7:57,
7:64, 7:69, 10:7, 10:8, 10:15,
10:30, 12:4, 13:3, 13:11, 13:13,
13:28, 16:14
Establishment, 2:2
Evaluation, 2:2, 3:10, 5:12, 10:8,
13:3, 13:11, 13:13
Evidence, 2:2, 2:3, 2:60, 2:75, 2:80,
2:83, 2:95, 5:5, 5:8, 5:12, 7:34,
7:57, 7:64, 7:69, 7:70, 8:7,
8:10, 8:12, 8:13, 10:8, 10:31,
12:4, 16:14
Examination, 2:60, 10:8
Exceptions, 7:57, 7:69, 8:7
Exemptions, 2:3, 7:69, 9:16
Exercise, 2:2, 2:9, 2:75, 5:5, 5:11,
7:57, 7:69, 8:8, 8:13, 8:14,
9:16, 10:7
Expenses, 2:80, 7:57, 7:61, 8:8,
10:15, 13:13
Extent, 2:3, 6:17, 7:69, 8:7, 12:4
Factors, 2:2, 2:3, 2:9, 2:60, 2:75,
3:10, 5:12, 7:57, 7:61, 7:69,
10:15, 10:30, 10:31, 13:13,
16:14
Facts, 2:2, 2:3, 2:95, 3:13, 7:26,
7:57, 7:59, 7:69, 10:8, 10:15,
13:3
Failure to file, 2:95, 7:69
Fair Labor Standards Act, 2:9, 2:75,
5:8, 7:26, 7:57, 7:61, 7:69, 8:1
Federal Arbitration Act, 2:9, 7:57
Federal courts, 2:9, 6:17, 7:34, 7:57,
7:59, 7:64, 8:1, 8:14, 9:16
Fees, 2:2, 2:9, 2:83, 2:95, 5:5, 7:57,
7:59, 7:69, 8:8, 10:15, 13:13
Filing, 2:2, 2:3, 2:9, 2:60, 2:75, 2:80,
2:83, 3:9, 3:13, 5:5, 5:11, 6:17,
7:30, 7:57, 7:59, 7:61, 7:64,
7:69, 8:7, 10:8, 13:13, 13:28
Findings, 2:2, 2:9, 2:80, 7:34, 7:59,
10:31
Fines, 2:2, 7:57
Forms, 2:2, 2:9, 2:75, 7:59, 7:69,
8:10, 10:15, 13:3, 13:11, 13:13,
13:28, 16:14

NATIONAL LABOR RELATIONS BOARD—Cont'd

Forums, 2:3, 7:59
Fraud, 2:3, 2:9, 2:75, 5:8, 7:26, 7:57
Freedom of Information Act, 10:7
General Counsel, 2:2, 2:3, 2:9, 2:60,
7:57, 7:64, 7:69, 8:8
Grievances, 2:2, 2:9, 3:10, 5:5, 5:12,
7:64, 7:69, 10:8
Health, 2:1, 2:60, 2:75, 2:83, 5:5,
5:8, 5:11, 5:12, 6:17, 7:26, 7:57,
7:69, 8:8, 10:15, 13:3, 16:14
Hearings, 2:3, 2:9, 3:9, 7:30, 10:8
Hiring hall, 2:95, 6:17
Hotels, 7:69
Identification, 13:3
Impact, 2:2, 5:12, 7:30, 7:64, 7:69
Inadequacy, 7:69
Individuals, 2:2, 2:60, 3:10, 5:5, 10:7
Industries, 2:83, 7:57
Information, 2:2, 2:60, 2:75, 2:80,
5:5, 5:12, 7:26, 7:57, 7:64,
7:69, 7:70, 8:7, 8:10, 10:7, 13:3
Injunctions, 2:2, 2:3, 7:57, 7:69, 8:7
Interests, 5:11, 5:12, 6:17, 7:57,
7:64, 7:69, 8:10
Interstate commerce, 2:9
Interviews, 8:7, 10:7, 13:3, 13:11,
13:13
Investigations, 2:9, 2:75, 2:83, 5:5,
7:57, 7:69
Irregularities, 7:26
Issuance, 7:57
Issues, 2:1 to 2:3, 2:9, 2:60, 2:75,
2:95, 5:5, 5:8, 5:12, 7:26, 7:30,
7:34, 7:57, 7:59, 7:61, 7:64,
7:69, 7:70, 8:1, 9:16, 10:8, 12:4
Judicial review, 2:95, 7:34
Jurisdiction, 2:2, 2:3, 2:9, 2:95, 3:9,
5:5, 5:8, 5:11, 6:17, 7:26, 7:57,
7:59, 7:64, 7:69, 8:7
Knowledge, 2:2, 2:60, 2:80, 5:8,
7:26, 7:57, 7:69, 13:3
Lack, 2:2, 2:9, 2:60, 3:9, 5:8, 7:26,
7:57, 7:69
Lawyers, 2:3, 2:9, 2:83, 3:10, 7:59,
13:3
Letters, 2:9, 7:64, 8:8, 13:11, 13:28

NATIONAL LABOR RELATIONS BOARD—Cont'd

Liability, 2:2, 5:8, 5:12, 7:57, 7:64, 7:69, 7:70, 8:1, 8:8, 8:10, 8:12, 10:30, 10:31

Limitations, 2:2, 2:3, 2:9, 2:75, 2:83, 3:10, 3:13, 5:12, 7:57, 7:64, 7:70, 8:7, 8:10, 13:28

Lists, 7:57

Location, 2:2, 2:3, 7:69, 8:13

Materials, 2:2, 7:61, 7:64, 10:15

Members, 2:2, 2:9, 2:95, 6:17, 7:57, 7:59, 7:64, 7:69, 10:31, 16:14

Modification, 7:64

Money, 2:3, 2:9, 2:75, 2:80, 2:83, 5:5, 8:7, 8:14, 13:3, 16:14

Motions, 5:12, 7:69, 12:4

Nature, 2:2, 2:3, 7:57, 7:69, 8:13, 10:8, 10:15

Necessity, 6:17

Negotiations, 2:2, 7:57, 13:13

Notice, 2:2, 2:3, 2:9, 2:95, 3:9, 7:57, 7:61, 7:64, 7:69, 8:7

Nursing homes, 7:69

Objections, 2:60, 7:69

Occupational Safety and Health Act, 2:60, 2:83, 5:8, 5:11

Offer, 2:2, 2:9, 2:60, 7:34, 7:57, 7:59, 7:61, 7:69, 8:7, 8:10, 8:13, 10:15

Officers, 2:2, 2:3, 5:8, 7:57, 7:69, 10:30

Offices, 2:3, 2:60, 8:8

Officials, 2:2, 2:95, 3:10, 5:12, 7:69, 8:13, 10:30, 13:3

Operations, 2:2, 7:57, 7:69, 8:7, 8:13, 10:30, 10:31

Opinions, 5:12, 8:14, 16:14

Orders, 2:2, 2:3, 2:75, 2:80, 7:57, 7:69, 8:7

Organization, 2:2, 2:3, 2:95, 5:12, 13:11

Other proceedings, 2:83

Partial dismissal, 7:64, 7:69

Participation, 2:3, 2:9, 2:75, 5:5, 5:8, 7:69, 13:3

Parties, 2:3, 2:9, 7:26, 7:57, 7:61, 7:64, 7:69, 8:8

Payment, 2:3, 7:57, 7:61, 7:69, 10:15

NATIONAL LABOR RELATIONS BOARD—Cont'd

Penalties, 2:60, 2:83, 7:57, 8:8

Permission, 7:57, 7:69

Picketing, 2:2

Place, 2:2, 2:9, 2:75, 2:95, 5:12, 7:57, 7:59, 7:64, 7:69, 8:13, 10:8, 13:3

Pleadings, 3:10, 5:12, 7:26

Posting of notice, 8:7

Powers, 2:1, 2:3, 2:9, 7:61, 7:69, 8:8

Precedent, 2:2, 2:9, 8:1, 8:7

Preclusion, 2:9, 2:83, 8:1

Preparation, 10:15, 12:4

Priority, 7:69

Private settlements, 7:26

Process, 2:2, 2:3, 2:9, 2:60, 2:95, 3:9, 7:64, 7:69, 16:14

Processing, 2:2, 7:64, 10:15, 16:14

Production, 2:2

Prohibition, 2:60, 2:75, 2:80, 2:83

Proof, 2:1, 2:3, 2:60, 2:80, 5:12, 7:69, 7:70, 8:1, 8:7, 8:8, 8:13, 10:31, 12:4

Punishment, 2:80

Purpose, 2:1 to 2:3, 2:9, 2:83, 5:8, 5:12, 7:26, 7:57, 7:69, 8:1, 8:7, 8:10, 8:14, 10:30, 10:31

Railway Labor Act, 2:1, 2:3, 7:59, 7:69

Rate, 10:15, 13:3

Recommendations, 2:83, 7:69

Reconsideration, 2:2, 2:9, 7:64

Record, 2:2, 2:60, 2:95, 5:5, 5:12, 7:69, 10:30, 13:3

Records, 2:2, 2:60, 2:75, 5:5, 5:12, 8:7, 10:15, 13:3, 13:11, 13:13

Refusal, 2:2, 2:80, 7:26, 7:69, 8:13, 10:15

Regional offices, 2:3, 8:8

Regulations, 2:1, 2:3, 2:60, 2:75, 2:83, 5:5, 5:8, 7:69, 13:11

Reimbursement, 2:80, 5:11, 7:57, 8:7

Reinstatement, 2:2, 2:3, 2:9, 2:75, 2:80, 2:83, 3:9, 5:5, 5:12, 6:17, 7:59, 7:69, 7:70, 8:1, 8:7, 8:8, 8:10, 8:13, 10:15, 10:31

Rejection, 2:1, 7:34, 8:10

Relationships, 10:7

INDEX

NATIONAL LABOR RELATIONS BOARD—Cont'd

Relief, 2:1 to 2:3, 2:9, 2:60, 2:83,
2:95, 3:13, 5:5, 7:26, 7:34,
7:57, 7:59, 7:61, 7:64, 7:69,
7:70, 8:7, 8:8

Reopening, 2:2

Representation, 2:2, 2:3, 2:60, 2:95,
3:9, 3:10, 3:13, 5:5, 5:11, 5:12,
7:64, 7:69, 8:8, 10:8, 10:15,
13:13

Representation cases, 3:13

Representatives, 2:2, 5:5, 5:12, 7:59,
7:64, 7:69

Requests, 3:9, 7:69, 8:7

Resignation, 2:3, 7:57, 7:61, 7:69

Response, 2:2, 2:9, 2:83, 5:8, 5:12,
7:57, 7:69

Responsibilities, 5:5

Restaurants, 7:69

Restoration, 2:2, 7:69, 8:8

Restrictions, 2:2, 2:60, 7:57, 7:69

Retail, 2:3

Review, 2:2, 2:3, 2:9, 2:60, 2:80,
2:83, 2:95, 3:9, 5:8, 5:12, 7:26,
7:34, 7:69, 10:15, 13:13

Revocation, 2:9

Rights, 2:1 to 2:3, 2:9, 2:60, 2:75,
2:83, 2:95, 3:10, 5:5, 5:11, 5:12,
7:26, 7:30, 7:34, 7:57, 7:59,
7:61, 7:64, 7:69, 8:1, 8:7, 8:8,
8:10, 8:14, 9:16, 10:7, 10:8,
10:30, 10:31, 13:3, 16:14

Role, 2:3, 2:75, 5:12, 8:1, 10:8,
10:30

Rules, 2:2, 2:3, 2:9, 2:60, 2:75, 2:95,
5:5, 5:12, 7:69, 8:1, 8:10, 8:14,
10:30, 13:11

Rulings, 2:2, 12:4

Sanctions, 5:5

Scope, 2:1, 2:2, 2:9, 5:5, 7:34, 7:57,
7:59, 7:64, 7:69, 9:16, 10:15

Security, 2:1, 2:2, 2:60, 5:5, 5:8,
7:61, 7:64, 7:69, 8:12, 8:14,
13:3

Service, 2:2, 2:9, 7:30, 7:57, 7:59,
7:61, 7:64, 7:69, 13:3

Services, 5:5, 5:8, 6:17, 7:57, 7:61,
7:69, 8:7, 8:8, 8:14, 10:15,
16:14

NATIONAL LABOR RELATIONS BOARD—Cont'd

Settlements, 2:83, 7:26, 8:8

Severance, 2:9, 7:26, 7:57, 7:61,
7:69, 8:14, 10:8, 13:3

Specificity, 7:26, 8:7

Standards, 2:1 to 2:3, 2:9, 2:75, 5:8,
5:12, 7:26, 7:57, 7:61, 7:69, 8:1

State, 2:1 to 2:3, 2:9, 2:60, 2:83,
2:95, 3:9, 5:5, 5:8, 5:11, 5:12,
6:17, 7:26, 7:30, 7:34, 7:57,
7:59, 7:61, 7:64, 7:69, 8:1, 8:7,
8:14, 9:16, 10:8, 10:15, 10:30,
12:4, 13:3, 13:11, 16:14

Statements, 2:2, 2:60, 5:8, 7:57,
7:64, 7:69, 10:7, 12:4, 13:11

Status, 2:2, 2:3, 2:9, 2:60, 2:75, 2:95,
7:30, 7:64, 7:69, 8:7, 13:3

Statute of limitations, 2:2, 2:3, 2:75,
3:10, 3:13, 5:12, 7:57, 7:64,
8:10, 13:28

Stays, 7:69

Striking, 2:2, 7:69

Summary judgment, 2:2, 2:3, 2:60,
2:95, 5:5, 5:8, 7:59, 7:69, 7:70

Supervisors, 2:2, 2:3, 2:60, 2:75,
2:80, 5:5, 6:17, 7:57, 7:64, 8:7,
10:30, 13:3

Suppliers, 7:69

Surveillance, 2:2, 2:80, 5:12, 7:59

Telephone, 2:2, 3:10, 10:7, 10:8,
13:3, 13:11

Termination, 2:2, 2:3, 2:9, 2:60,
2:75, 2:80, 2:95, 3:9, 3:10, 5:5,
5:8, 5:11, 5:12, 6:17, 7:57, 7:59,
7:61, 7:64, 7:69, 7:70, 8:1, 8:7,
8:8, 8:10, 8:14, 10:8, 10:30,
12:4, 13:3, 13:11, 13:13

Trade, 5:5, 7:57

Transfer, 2:3, 2:60, 13:3

Transportation, 2:9, 2:60, 8:8

Types, 2:2, 2:3, 2:9, 2:75, 2:83, 7:34,
7:69, 7:70

Unfair labor practices, 2:2, 2:3, 2:95,
7:64, 10:31

Use, 2:1, 2:2, 2:60, 2:75, 5:12, 6:17,
7:26, 7:57, 7:59, 7:61, 7:64,
7:69, 7:70, 8:7, 8:13, 10:8,
10:15, 10:30, 10:31

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Violations, 2:2, 2:3, 2:9, 2:60, 2:75, 2:83, 2:95, 5:5, 5:12, 7:26, 7:57, 7:59, 7:64, 7:69, 8:8
 Waiver, 2:2, 2:9, 7:26, 7:64, 8:7
 Withdrawal, 2:95, 7:69
 Withholding, 7:26
 Witnesses, 2:2, 2:3, 2:80, 5:12, 7:69, 8:7, 10:7, 10:8, 13:3, 13:11, 13:13, 16:14
 Work, 2:2, 2:3, 2:9, 2:60, 2:75, 2:80, 2:83, 3:10, 5:5, 5:11, 5:12, 7:26, 7:34, 7:57, 7:61, 7:64, 7:69, 7:70, 8:7, 8:10, 8:12 to 8:14, 10:15, 10:30, 10:31, 13:3, 13:13
 Written, 2:2, 2:3, 2:9, 2:75, 2:95, 5:12, 7:57, 7:69, 8:7, 10:8, 10:15, 13:3, 13:11, 13:13

NATIONAL ORIGIN

DISCRIMINATION

Accents, 2:103
 Ancestry, 2:37, 2:103
 Bilingual employees, 2:37
 Business necessity, 2:37
 Citizenship, 2:37
 Claims of discrimination, 7:64
 Country of origin, 15:10
 Damages, 2:9, 2:79, 2:103, 7:64
 Defenses, 2:9, 11:4
 Discrimination, 2:9, 2:37, 2:79, 2:103, 7:64, 10:29, 11:4, 15:4, 15:10, 17:77
 Disparate impact, 2:37, 2:103, 7:64
 Disparate treatment, 2:37, 2:79, 7:64, 10:29
 Education, 2:9, 2:79, 2:103, 10:29
 EEOC, 2:9, 2:37, 2:79, 2:103, 7:64, 11:4, 15:4, 17:77
 Enforcement, 2:9, 2:37, 7:64
 Harassment, 2:37, 2:79, 2:103, 11:4
 Hostile environment, 7:64
 Insurance, 15:10
 Intent, 2:37, 2:79, 2:103, 7:64, 11:4, 17:77
 Marital status, 2:103, 7:64
 Non-citizen, 2:103
 Physical, 2:37, 2:103

NATIONAL ORIGIN

DISCRIMINATION—Cont'd

Prohibited discrimination, 2:37
 Protected classes, 2:103
 Racial harassment, 2:79
 Remedies, 2:37, 2:79, 2:103, 7:64
 Retaliation, 2:37, 2:79, 2:103, 7:64, 11:4, 17:77
 Section 1981, 2:9, 2:37, 2:79
 Stereotypes, 2:103
 Unfair labor practices, 7:64

NEBRASKA

Age discrimination, 7:69
 Assignments, 2:29, 7:69
 At-will employment, 7:57
 Compensation, 2:29, 7:57, 7:69
 Conditions of employment, 7:57, 7:69
 Disclosure, 7:57, 7:69
 Employment practices, 2:29
 Equal pay, 2:29
 Evidence, 2:29, 4:18, 7:57, 7:69
 Exemptions, 7:69
 Federal contractors, 7:69
 Fringe benefits, 7:57
 Harassment, 2:29, 7:57, 7:69
 Health, 2:29, 7:57, 7:69
 Investigations, 7:57, 7:69
 Marital status, 2:29
 Medical examinations, 7:69
 Minimum wages, 7:69
 Notice, 2:29, 7:57, 7:69
 Overtime pay, 7:57
 Permits, 7:57, 7:69
 Physical fitness, 2:29
 Race discrimination, 7:69
 Religious discrimination, 7:69
 Remedies, 7:57, 7:69
 Sex discrimination, 2:29, 7:69
 Sick leave, 7:69
 State statutes, 7:57
 Termination of employment, 7:57
 Terms, 4:18, 7:57, 7:69
 Tipped employees, 7:69
 Unemployment compensation, 7:69

INDEX

NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS

Termination of employment, 14:8

NEVADA

Age Discrimination in Employment
Act, 8:7
Age discrimination, 2:112, 8:7
Assignments, 2:110, 8:7
At-will employment, 2:112, 6:27,
7:57
Collective bargaining agreements,
2:112
Compensation, 2:110, 2:112, 7:57,
7:59
Conditions of employment, 7:57,
7:59
Costs, 2:32, 2:110, 2:112, 7:57
Criminal penalties, 2:112, 7:19, 7:56
Evidence, 2:110, 2:112, 3:6, 6:41,
7:19, 7:57, 8:7
Family leave, 2:112
Gratuities, 2:112
Health, 2:110, 2:112, 6:41, 7:19,
7:56, 7:57
Investigations, 7:57
Jury duty, 2:112
Layoffs, 7:56
Mediation, 3:6
Medical benefits, 8:7
Notice, 2:112, 7:19, 7:56, 7:57, 8:7
Overtime pay, 7:57
Permits, 3:6, 5:13, 7:19, 7:57
Polygraph tests, 5:13
Privacy, 2:112, 6:41, 7:19, 7:59
Religious discrimination, 2:110
Settlement, 2:32, 4:30, 7:57
Sex discrimination, 2:32, 2:112, 8:7
State statutes, 2:110, 2:112, 7:57
Termination of employment, 7:57
Terms, 2:32, 6:27, 7:56, 7:57, 8:7
Tips, 2:112

NEW EMPLOYEES

Unfair labor practices, 2:2

NEW HAMPSHIRE

Age Discrimination in Employment
Act, 7:69
Age discrimination, 7:69

NEW HAMPSHIRE—Cont'd

Assignments, 2:110, 7:69
At-will employment, 7:57
Benefit plans, 7:69
Compensation, 2:110, 7:57, 7:60,
7:69
Conditions of employment, 7:57,
7:69
Criminal penalties, 7:19
Disclosures, 2:110
Equal pay, 2:110
Evidence, 2:110, 7:19, 7:57, 7:69
Exemptions, 7:69
Federal contractors, 7:69
Future earnings, 2:110
Harassment, 7:57, 7:60, 7:69
Health, 2:110, 7:19, 7:57, 7:69
Investigations, 7:57, 7:69
Laid off employees, 7:57
Marital status, 2:110
Medical examinations, 7:69
Minimum wages, 7:69
Notice, 7:19, 7:57, 7:69
Overtime pay, 7:57
Permits, 7:19, 7:57, 7:69
Privacy, 7:19, 7:60, 7:69
Race discrimination, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:110, 7:19, 7:57, 7:60,
7:69
Sex discrimination, 7:69
State statutes, 2:110, 7:57
Technical assistance, 7:69
Termination of employment, 7:57
Terms, 7:57, 7:69
Unemployment compensation, 7:69

NEW JERSEY

Age Discrimination in Employment
Act, 2:9, 2:103, 7:69
Age discrimination, 2:9, 2:103,
2:112, 7:69, 16:2
Assignments, 2:110, 7:69
At-will employment, 2:112, 7:57
Benefit plans, 7:56, 7:69
Compensation, 2:9, 2:110, 2:112,
5:10, 7:57, 7:69

NEW JERSEY—Cont'd

Complaints, 2:9, 2:103, 2:110, 2:112, 5:10, 5:12, 7:15, 7:45, 7:57, 7:69
 Conditions of employment, 2:103, 7:57, 7:69
 Criminal penalties, 2:112, 5:10, 7:19, 7:45, 7:56
 Disclosures, 2:103, 2:110, 7:45
 Dispute, 2:9, 2:32, 2:103, 5:10, 5:12, 7:15, 7:45, 7:69, 16:2
 Employment practices, 2:103
 Equal pay, 2:103, 2:110
 Evidence, 2:103, 2:110, 2:112, 4:8, 4:10, 5:10, 5:12, 7:15, 7:19, 7:57, 7:69, 16:2, 17:32, 17:73
 Exemptions, 7:69
 Family leave, 2:103, 2:112
 Federal contractors, 7:69
 Fringe benefits, 7:57
 Gratuities, 2:112
 Harassment, 2:32, 2:93, 2:103, 2:112, 5:12, 7:15, 7:57, 7:69
 Health, 2:103, 2:104, 2:110, 2:112, 5:12, 7:19, 7:45, 7:56, 7:57, 7:69
 Hearings, 2:9, 7:15
 Interest, 2:9, 2:93, 2:112, 4:10, 5:10, 5:12, 7:15, 7:56, 7:57, 7:69
 Investigations, 2:9, 7:15, 7:57, 7:69
 Jury duty, 2:112
 Labor disputes, 5:12
 Marital status, 2:103, 2:104, 2:110
 Medical examinations, 7:69
 Minimum wages, 7:69
 National origin discrimination, 2:9, 2:103
 Notice, 2:9, 2:112, 7:15, 7:19, 7:45, 7:56, 7:57, 7:69
 Overtime pay, 2:9, 7:57
 Permits, 2:9, 2:103, 4:8, 5:10, 5:13, 7:19, 7:57, 7:69, 16:2
 Polygraph tests, 5:13
 Pregnancy discrimination, 2:103
 Promotions, 17:73
 Race discrimination, 2:103, 5:12, 7:69
 Religious discrimination, 2:110, 7:69

NEW JERSEY—Cont'd

Remedies, 2:103, 2:110, 2:112, 5:10, 5:13, 7:19, 7:57, 7:69
 Retaliation, 2:32, 2:103, 2:110, 2:112, 5:10, 5:12, 7:15, 7:19, 7:56, 7:57, 7:69, 17:32
 Securities, 7:57
 Sex discrimination, 2:32, 2:93, 2:112, 5:12, 7:69, 17:73
 State statutes, 2:103, 2:104, 2:110, 2:112, 7:57
 Termination of employment, 7:45, 7:57
 Terms, 2:9, 2:32, 2:103, 4:8, 4:10, 7:45, 7:56, 7:57, 7:69
 Time off, 7:69
 Unemployment compensation, 7:69

NEW MEXICO

Age Discrimination in Employment Act, 2:103, 7:69
 Age discrimination, 2:103, 7:69
 Appeals, 2:103, 2:110
 Assignments, 2:110, 7:69
 Compensation, 2:110, 7:69
 Conditions of employment, 2:103, 7:69
 Disclosures, 2:103, 2:110
 Employment practices, 2:103
 Evidence, 2:103, 2:110, 7:69
 Exemptions, 7:69
 Federal contractors, 7:69
 Harassment, 2:32, 2:103, 7:69
 Investigations, 7:69
 Medical conditions, 7:69
 Minimum wages, 7:69
 National origin discrimination, 2:103
 Notice, 7:69
 Permits, 2:103, 7:69
 Pregnancy discrimination, 2:103
 Race discrimination, 2:103, 7:69
 Religious discrimination, 2:110, 7:69
 Remedies, 2:103, 2:110, 7:69
 Sex discrimination, 2:32, 7:69
 Sick leave, 7:69
 State statutes, 2:103, 2:110
 Terms, 2:32, 2:103, 7:69
 Time off, 7:69
 Unemployment compensation, 7:69

INDEX

NEW TRIAL

Motions, 2:36, 2:110, 8:30, 11:33, 12:24

NEW YORK

Affirmative action plans, 2:29
Age Discrimination in Employment Act, 1:1, 2:8, 2:43, 2:79, 2:103, 5:16, 7:33, 7:61, 7:69, 10:29
Age discrimination, 1:1, 2:8, 2:43, 2:79, 2:103, 2:112, 3:11, 5:16, 7:33, 7:61, 7:69, 10:29
Appeals, 2:88, 2:103, 2:110, 3:2, 3:6, 3:11, 5:10, 5:13, 7:33, 9:17, 9:18
Arbitration, 1:1, 2:32, 2:43, 2:75, 2:79, 2:88, 2:103, 2:112, 3:2, 3:3, 3:6, 3:9, 3:11, 4:19, 7:23, 7:56, 7:57, 7:69, 9:17, 9:28
Assignments, 2:29, 2:35, 2:54, 2:60, 2:65, 2:94, 2:110, 7:69
At-will employment, 1:1, 2:75, 2:112, 6:57, 7:57
Certificates, 2:89
Compensation, 1:1, 2:29, 2:43, 2:60, 2:79, 2:88, 2:110, 2:112, 3:2, 5:10, 6:50, 7:33, 7:57, 7:61, 7:69, 9:28, 10:32
Conciliation, 2:8, 3:6
Conditions of employment, 2:60, 2:79, 2:103, 7:57, 7:69, 10:32
Constitutionality, 7:61
Court proceedings, 3:9
Criminal penalties, 2:112, 5:10, 7:19, 7:56
Disclosures, 2:75, 2:88, 2:103, 2:110
Employment agencies, 2:8
Employment practices, 2:29, 2:65, 2:103
Equal pay, 2:29, 2:88, 2:89, 2:103, 2:110
Evidence, 1:1, 2:8, 2:29, 2:43, 2:54, 2:60, 2:65, 2:75, 2:77, 2:79, 2:83, 2:88, 2:89, 2:94, 2:103, 2:110, 2:112, 3:2, 3:3, 3:6, 3:11, 5:10, 6:41, 7:19, 7:33, 7:57, 7:69, 9:28, 10:29, 10:31
Exemptions, 7:69
Family leave, 2:103, 2:112
Federal contractors, 7:69

NEW YORK—Cont'd

Fines, 2:88, 7:57
Fringe benefits, 2:79, 7:57
Future earnings, 1:1, 2:110
Gratuities, 2:112
Harassment, 2:8, 2:29, 2:31, 2:32, 2:35, 2:43, 2:65, 2:75, 2:79, 2:94, 2:103, 2:112, 3:2, 3:6, 3:11, 7:57, 7:69, 9:28
Health, 1:1, 2:29, 2:43, 2:54, 2:60, 2:65, 2:75, 2:83, 2:88, 2:89, 2:94, 2:103, 2:104, 2:110, 2:112, 5:7, 5:16, 6:41, 7:19, 7:56, 7:57, 7:69, 8:27, 9:17, 9:18, 10:32
Health insurance, 1:1, 2:60, 2:65, 2:89, 2:94, 7:69
Hearings, 3:2, 3:9
Investigations, 2:75, 2:77, 2:79, 2:83, 2:88, 7:57, 7:69
Jury duty, 2:112
Losses, 7:56, 7:69
Marital status, 2:29, 2:31, 2:103, 2:104, 2:110
Medical benefits, 7:61
Medical examinations, 2:54, 2:60, 7:69
Minimum wages, 7:69
National origin, 1:1, 2:29, 2:31, 2:79, 2:103, 10:29
Notice, 1:1, 2:8, 2:29, 2:54, 2:89, 2:94, 2:112, 3:2, 3:9, 3:11, 7:19, 7:23, 7:56, 7:57, 7:61, 7:69, 9:17, 9:28
Overtime pay, 7:57
Permits, 1:1, 2:8, 2:43, 2:54, 2:60, 2:75, 2:88, 2:103, 2:113, 3:2, 3:6, 5:10, 5:13, 7:19, 7:23, 7:57, 7:61, 7:69, 9:28
Physical fitness, 2:29
Polygraph tests, 2:106, 5:13
Privacy, 1:1, 2:112, 6:41, 7:19, 7:23, 7:69, 9:17, 10:29
Promotions, 2:79
Railroad workers, 7:56
Rehabilitation programs, 2:54
Remedies, 1:1, 2:8, 2:43, 2:54, 2:75, 2:77, 2:79, 2:83, 2:88, 2:94, 2:103, 2:110, 2:112, 3:2, 3:3,

NEW YORK—Cont'd

3:6, 3:9, 3:11, 4:19, 5:10, 5:13,
5:16, 6:41, 6:50, 6:57, 7:19,
7:57, 7:61, 7:69, 8:27, 9:17,
9:28
Reports, 2:88, 2:110, 2:112, 5:7, 7:69
Retaliation, 2:8, 2:32, 2:43, 2:54,
2:60, 2:65, 2:68, 2:75, 2:77,
2:79, 2:83, 2:88, 2:89, 2:103,
2:110, 2:112, 3:2, 3:3, 3:9, 3:11,
5:10, 5:16, 7:19, 7:23, 7:56,
7:57, 7:69, 9:17, 9:28
Sanctions, 2:79, 2:88, 8:27
Severance pay, 1:1, 2:94, 7:56, 7:57,
7:61, 7:69
State statutes, 1:1, 2:60, 2:65, 2:94,
2:103 to 2:106, 2:110, 2:112,
2:113, 3:2, 7:57, 7:61
Technical assistance, 2:29, 2:54, 7:69
Termination of employment, 2:54,
4:19, 7:57
Terms, 1:1, 2:32, 2:43, 2:54, 2:60,
2:79, 2:83, 2:88, 2:103, 3:2,
4:19, 6:50, 7:56, 7:57, 7:69,
9:17, 10:32
Time off, 2:94, 7:69
Unemployment compensation, 1:1,
7:33, 7:69

**NONQUALIFIED DEFERRED
COMPENSATION**

Employee Retirement Income Secu-
rity Act, 1:2

NORTH CAROLINA

Age Discrimination in Employment
Act, 7:69
Age discrimination, 7:69
Assignments, 2:60, 2:110, 7:69
Compensation, 2:60, 2:87, 2:110,
7:69
Conditions of employment, 2:60,
2:87, 7:69
Costs, 2:110, 7:69
Criminal penalties, 7:19
Dispute, 2:60, 7:69
Employee Retirement Income Secu-
rity Act, 7:69
Exemptions, 7:69
Family, 2:60, 2:87, 2:110, 7:69

NORTH CAROLINA—Cont'd

Health, 2:60, 2:87, 2:110, 7:19, 7:69
Injunction, 2:110, 7:69
Minimum wages, 7:69
Notice, 2:87, 7:19, 7:69
Permits, 2:60, 2:87, 7:19, 7:69
Race discrimination, 7:69
Records, 2:60, 2:87, 2:110
Religious discrimination, 2:110, 7:69
Remedies, 2:87, 2:110, 7:19, 7:69
Retaliation, 2:60, 2:87, 2:110, 7:19,
7:69
Sex discrimination, 7:69
State statutes, 2:60, 2:110
Terms, 2:60, 2:87, 7:69
Tips, 7:69
Unemployment compensation, 7:69

NORTH DAKOTA

Age discrimination, 7:69
Assignments, 7:69
At-will employment, 7:57
Compensation, 7:57, 7:69
Conditions of employment, 7:57,
7:69
Dispute, 7:69
Exemptions, 7:69
Federal contractors, 7:69
Harassment, 7:57, 7:69
Health, 7:57, 7:69
Health care workers, 7:69
Layoffs, 7:69
Minimum wages, 7:69
Notice, 7:57, 7:69
Overtime pay, 7:57
Permits, 7:57, 7:69
Race discrimination, 7:69
Recalls, 7:69
Religious discrimination, 7:69
Remedies, 7:57, 7:69
Reports, 7:69
Sex discrimination, 7:69
State statutes, 7:57
Termination of employment, 7:57
Terms, 7:57, 7:69
Time off, 7:69
Unemployment compensation, 7:69

INDEX

NOTICE

Advance notice, 1:1, 7:7, 7:56
Affirmative action plans, 2:29
Americans with Disabilities Act, 1:1,
1:2, 2:4, 2:8, 2:9, 2:36, 2:40,
2:53, 2:54, 2:86, 2:87, 2:101,
2:112, 3:2, 3:9, 7:7, 7:19, 7:61,
7:62, 7:64, 7:69, 8:7, 9:25,
9:28, 10:17, 10:19 to 10:21,
14:17, 14:20, 14:22, 14:23
Disabled workers, 2:92
Family and Medical Leave Act, 1:1,
2:54, 2:86, 2:87, 2:97, 2:101,
3:2, 7:54, 7:56, 7:61, 7:69,
9:28, 10:28, 14:20
Labor Management Relations Act,
2:2, 2:81, 3:2, 3:11, 6:2, 7:19,
7:69, 9:17
Medical benefits, 7:41, 7:61, 8:7
Overtime, 2:2, 2:9, 2:36, 2:81, 7:57,
7:69, 8:11, 12:25
Service Contract Act, 1:2, 2:86
Uniformed Services Employment and
Reemployment Rights Act, 1:1,
2:89
Violation, 1:1, 2:2, 2:3, 2:8, 2:9,
2:34, 2:36, 2:53, 2:54, 2:70,
2:81, 2:86, 2:87, 2:92, 2:94,
2:109, 2:111, 2:112, 3:9, 3:11,
7:7, 7:15, 7:18 to 7:20, 7:23,
7:41, 7:52, 7:56, 7:57, 7:61,
7:64, 7:67, 7:69, 8:7, 9:28,
10:17, 10:19 to 10:21, 12:6,
12:25, 14:8, 14:14, 14:17,
14:20, 14:22, 14:23

NURSES

National Labor Relations Act, 2:103,
5:12, 5:16, 9:17
State statutes, 2:103

OBJECTIONS

Class actions, 7:69, 10:28
Service of process, 10:28

OBLIGATIONS

Benefits, 1:1, 1:2, 2:60, 2:79, 2:87,
2:89, 4:19, 7:27, 7:43, 7:57,
7:61, 7:66, 7:69, 9:3, 16:6,
16:10
Department of Defense, 2:89

OBLIGATIONS—Cont'd

Department of Transportation, 2:60
Direct threat, 2:60, 7:69
Enforcement, 1:1, 2:36, 2:70, 2:86,
3:11, 7:57, 7:69, 8:30, 10:31,
10:34
Medical records, 2:60, 2:87, 6:49
Pregnancy, 2:79, 7:66
Protected disability, 7:69
Substance abuse, 7:69
Tests, 2:58, 2:60, 7:69, 8:28

OCCUPATIONAL SAFETY AND HEALTH ACT

National Labor Relations Board,
2:60, 2:83, 5:8, 5:11

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Department of Labor, 2:29, 2:54,
2:75, 2:83, 2:88, 5:5, 5:11, 5:16,
7:69

OFF-DUTY

Unions, 2:60

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

Compliance manual, 2:36
Conciliation, 2:36, 2:49
Equal Employment Opportunity
Commission, 2:4, 2:36, 2:49,
2:58, 7:30
Rehabilitation Act, 2:49

OFFICIALS

Railway Labor Act, 2:92, 3:11, 7:69

OHIO

Affirmative action plans, 2:29
Age Discrimination in Employment
Act, 2:9, 2:103, 7:69
Age discrimination, 2:9, 2:103, 7:69,
16:2
Annual reports, 15:4
Appeals, 2:9, 2:103, 2:110, 5:5, 5:9,
7:60
Assignments, 2:29, 2:60, 2:110, 7:69
At-will employment, 4:1, 5:5, 7:57,
17:9

OHIO—Cont'd

Charges, 2:9, 2:29, 2:87, 5:5, 7:57, 7:69, 15:4, 16:4
 Compensation, 2:9, 2:29, 2:60, 2:87, 2:110, 6:54, 6:55, 7:57, 7:60, 7:69, 17:9
 Complaints, 2:9, 2:29, 2:103, 2:110, 7:57, 7:69, 15:4
 Conditions of employment, 2:60, 2:87, 2:103, 7:57, 7:69
 Costs, 2:110, 5:5, 7:57, 7:69
 Disclosures, 2:103, 2:110
 Employment practices, 2:29, 2:103
 Equal pay, 2:29, 2:103, 2:110
 Evidence, 2:29, 2:60, 2:87, 2:103, 2:110, 4:1, 5:5, 5:9, 7:19, 7:57, 7:69, 10:34, 16:2, 17:9, 17:88
 Exemptions, 7:69
 Family leave, 2:103
 Fringe benefits, 7:57
 Harassment, 2:29, 2:87, 2:103, 5:5, 6:55, 7:57, 7:60, 7:69
 Health, 2:29, 2:60, 2:87, 2:103, 2:110, 5:5, 5:9, 6:54, 7:19, 7:57, 7:69
 Hearings, 2:9
 Investigations, 2:9, 5:5, 7:57, 7:69
 Layoffs, 2:103, 7:69
 Machinery, 7:23, 10:34
 Medical examinations, 2:60, 7:69
 Minimum wages, 7:69
 National origin discrimination, 2:9, 2:103, 15:4
 Notice, 2:9, 2:29, 2:87, 4:3, 7:19, 7:23, 7:57, 7:69
 Overtime pay, 2:9, 7:57
 Permits, 2:9, 2:60, 2:87, 2:103, 2:113, 6:54, 7:19, 7:23, 7:57, 7:69, 16:2
 Physical fitness, 2:29
 Pregnancy discrimination, 2:103
 Race discrimination, 2:103, 7:69
 Recalls, 7:69
 Religious discrimination, 2:110, 7:69
 Remedies, 2:87, 2:103, 2:110, 5:5, 6:54, 6:55, 7:19, 7:57, 7:60, 7:69
 Reports, 2:87, 2:110, 5:5, 7:69, 15:4, 16:4

OHIO—Cont'd

Sanctions, 5:5
 Severance pay, 7:57, 7:65, 7:69
 Sex discrimination, 2:29, 7:69
 State statutes, 2:60, 2:103, 2:110, 2:113, 5:5, 7:57
 Termination of employment, 7:57
 Terms, 2:9, 2:60, 2:87, 2:103, 4:1, 4:3, 7:57, 7:69, 10:34, 15:4
 Tipped employees, 7:69
 Unemployment compensation, 7:69
 Vacations, 4:3

OKLAHOMA

Age Discrimination in Employment Act, 7:69
 Age discrimination, 7:69
 Assignments, 2:29, 7:69
 At-will employment, 7:57
 Compensation, 2:29, 7:57, 7:69
 Conditions of employment, 7:57, 7:69
 Costs, 7:57, 7:69
 Dispute, 7:69
 Employment practices, 2:29
 Equal pay, 2:29
 Evidence, 2:29, 7:57, 7:69
 Exemptions, 7:69
 Federal contractors, 7:69
 Fringe benefits, 7:57
 Harassment, 2:29, 7:57, 7:69
 Health, 2:29, 7:57, 7:69
 Investigations, 7:57, 7:69
 Medical examinations, 7:69
 Minimum wages, 7:69
 Notice, 2:29, 7:57, 7:69
 Overtime pay, 7:57
 Permits, 7:57, 7:69
 Physical fitness, 2:29
 Race discrimination, 7:69
 Religious discrimination, 7:69
 Remedies, 7:57, 7:69
 Reports, 7:69
 Retaliation, 7:57, 7:69
 Sex discrimination, 2:29, 7:69
 State statutes, 7:57
 Termination of employment, 7:57
 Terms, 7:57, 7:69

INDEX

OKLAHOMA—Cont'd

Unemployment compensation, 7:69

OLDER WORKERS BENEFIT PROTECTION ACT

Age Discrimination in Employment Act, 2:48, 7:27, 7:28, 10:17
Regulations, 7:27, 10:17
Releases, 7:27, 7:28

ONE-TAILED

Statistics, 2:17

OPERATING UNITS

Worker Adjustment and Retraining Notification Act, 7:56

OPERATIONS

Labor Management Relations Act, 2:2, 7:69, 14:11
National Labor Relations Act, 1:1, 2:2, 2:103, 7:57, 7:69, 8:7, 10:31

OPINIONS

National Labor Relations Act, 1:1, 5:12
Unions, 3:2

OPPORTUNITY

Unfair labor practices, 2:3, 2:94, 7:64

ORDERS

Labor Management Relations Act, 2:2, 3:2, 7:69

OREGON

Age Discrimination in Employment Act, 2:103, 5:16
Age discrimination, 2:103, 5:16, 6:15
At-will employment, 5:14, 7:57
Cease and desist order, 2:2
Collective bargaining agreement, 2:2, 7:57
Compensation, 2:2, 5:2, 5:14, 6:15, 7:57
Conditions of employment, 2:103, 7:57
Disclosures, 2:103
Employment practices, 2:103
Evidence, 2:2, 2:103, 7:57
Family leave, 2:103

OREGON—Cont'd

Fringe benefits, 7:57
Harassment, 2:2, 2:32, 2:103, 4:30, 7:57
Health, 2:103, 2:104, 5:2, 5:16, 6:15, 7:57
Investigations, 7:57
Jury duty, 5:2, 5:14
Layoffs, 2:2, 2:103
Marital status, 2:103, 2:104
National origin discrimination, 2:103
Notice, 2:2, 7:57
Overtime pay, 7:57
Permits, 2:103, 6:15, 7:57
Pregnancy discrimination, 2:103
Privacy, 6:15
Race discrimination, 2:2, 2:103, 5:16
Remedies, 2:2, 2:103, 5:2, 5:14, 5:16, 6:15, 7:57
Retaliation, 2:2, 2:32, 2:103, 4:30, 5:2, 5:14, 5:16, 7:57
Retirement benefits, 2:2
Sex discrimination, 2:32
State statutes, 2:103, 2:104, 6:15, 7:57
Strikes, 2:2
Termination of employment, 7:57
Terms, 2:32, 2:103, 7:57
Unemployment compensation, 6:15
Workplace safety, 5:16

ORGANIZATIONS

Federal employment, 2:63

ORGANIZING

Access, 2:3, 2:80
Bargaining unit, 2:2
Buttons, 2:2
Captive audience meetings, 2:2
Discharge, 2:2, 2:3, 2:43, 2:80, 2:92, 5:12, 12:22
Discipline, 2:2, 2:43, 2:92
Discrimination, 2:2, 2:3, 2:43, 2:92, 5:12, 12:22
Enforcement, 2:2, 2:3, 2:92, 5:12
Exceptions, 2:92
Formal hearing, 2:92
Guards, 2:2
Independent contractors, 2:3

ORGANIZING—Cont'd

Layoff, 2:2, 2:43
 Literature, 2:2
 Litigation, 2:3, 2:80, 2:92, 10:16, 12:22
 National Labor Relations Board, 2:2, 2:3, 2:80, 5:12
 NLRB petition, 2:2
 Organizer, 2:2
 Remedies, 2:2, 2:43, 2:80, 2:92
 Retaliation, 2:2, 2:3, 2:43, 2:80, 2:92, 5:12
 Safety, 2:2, 2:3, 2:80, 2:92, 5:12
 Strikers, 2:2
 T-shirts, 2:2
 Threats, 2:2, 2:3, 5:12
 Unfair labor practice, 2:2, 2:3, 2:80, 5:12
 Union conduct, 2:2, 2:92
 Union insignia, 2:80
 Waiver, 2:2
 Witnesses, 2:2, 2:3, 2:80, 2:92, 5:12

OUTER CONTINENTAL SHELF

National Labor Relations Board, 2:9

OVERTIME PAY

Automobile, 7:57
 Bonuses, 7:57
 Commissions, 7:57
 Contract, 2:9, 7:57
 Equipment, 7:57
 Exempt, 2:9, 7:57
 Expenses, 7:57
 Grievances, 2:9
 Severance pay, 7:57
 State law, 2:9, 7:57

P-VALUE

Statistics, 2:17

PARENTS

National Labor Relations Act, 2:103

PART-TIME EMPLOYEES

Family and Medical Leave Act, 2:87, 7:56

PARTICIPATION

Collective bargaining agreements, 7:69

PARTICIPATION—Cont'd

Railway Labor Act, 2:3, 2:79, 7:69
 Retaliation, 2:3, 2:8, 2:34, 2:37, 2:38, 2:53, 2:75, 2:76, 2:79, 2:86, 3:2, 5:5, 5:8, 7:69, 9:25, 10:17, 17:36, 17:42, 17:43

PARTIES

Age Discrimination in Employment Act, 1:3, 2:5, 2:8, 2:9, 2:46, 2:79, 2:102, 7:2, 7:3, 7:31, 7:33, 7:61, 7:64, 7:69, 8:8, 8:17, 8:28, 8:30, 10:17 to 10:21, 11:4, 11:39, 17:71
 Aggrieved individuals, 2:8, 10:17
 Complaints, 2:3, 2:8, 2:9, 2:29, 2:34, 2:79, 2:86, 2:92, 2:110, 6:2, 7:26, 7:57, 7:69, 11:4 to 11:6, 11:38, 12:25, 13:25, 14:8, 14:10, 14:14, 14:15, 14:18 to 14:23, 15:12
 Employee morale, 6:24
 Equal Access to Justice Act, 8:28
 Title VII actions, 2:34

PAYROLL

National Labor Relations Board, 7:69, 10:31
 Unions, 2:5, 7:69

PENALTIES

Collective bargaining agreements, 1:1, 2:112
 Family and Medical Leave Act, 1:1, 2:60, 2:86, 2:97, 3:2, 7:56
 Health maintenance organizations, 2:86
 Worker Adjustment and Retraining Notification Act, 7:56

PENNSYLVANIA

Age Discrimination in Employment Act, 2:8, 2:9, 2:43, 2:103, 5:16, 7:69, 7:71, 8:30
 Age discrimination, 2:8, 2:9, 2:43, 2:103, 2:112, 3:11, 5:16, 7:69, 7:71, 8:30
 Assignments, 2:54, 2:65, 2:110, 7:69
 At-will employment, 2:112, 5:14, 6:2, 7:57
 Benefit plans, 7:69

INDEX

PENNSYLVANIA—Cont'd

Compensation, 2:9, 2:43, 2:86, 2:88, 2:110, 2:112, 3:2, 5:2, 5:10, 5:14, 7:57, 7:60, 7:69
Complaints, 2:8, 2:9, 2:43, 2:70, 2:86, 2:88, 2:103, 2:110, 2:112, 5:2, 5:10, 5:16, 6:2, 7:8, 7:57, 7:69
Conciliation, 2:8, 8:30
Conditions of employment, 2:86, 2:103, 7:57, 7:69
Criminal penalties, 2:112, 5:10, 7:19
Disclosures, 2:86, 2:88, 2:103, 2:110
Employment agencies, 2:8
Employment practices, 2:65, 2:103
Equal pay, 2:88, 2:103, 2:110, 7:71
Evidence, 2:8, 2:43, 2:54, 2:65, 2:70, 2:77, 2:86, 2:88, 2:103, 2:110, 2:112, 3:2, 3:11, 5:10, 6:23, 7:19, 7:57, 7:69, 8:30
Exemptions, 2:86, 7:69
Family leave, 2:103, 2:112
Fringe benefits, 7:57
Harassment, 2:8, 2:43, 2:65, 2:103, 2:112, 3:2, 3:11, 6:23, 7:8, 7:57, 7:60, 7:69, 7:71, 8:30
Hearings, 2:9, 3:2
Investigations, 2:9, 2:77, 2:88, 7:57, 7:69
Jury duty, 2:112, 5:2, 5:14
Minimum wages, 7:69
National origin discrimination, 2:9, 2:103
Notice, 2:8, 2:9, 2:54, 2:70, 2:86, 2:112, 3:2, 3:11, 6:2, 7:8, 7:19, 7:57, 7:69
Overtime pay, 2:9, 7:57
Permits, 2:8, 2:9, 2:43, 2:54, 2:86, 2:88, 2:103, 3:2, 5:10, 6:2, 6:23, 7:19, 7:57, 7:69
Pregnancy discrimination, 2:103
Race discrimination, 2:65, 2:103, 3:11, 5:16, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:8, 2:43, 2:54, 2:70, 2:77, 2:86, 2:88, 2:103, 2:110, 2:112, 3:2, 3:11, 5:2, 5:10, 5:14, 5:16, 6:2, 6:23, 6:52, 7:19, 7:57, 7:60, 7:69, 8:30

PENNSYLVANIA—Cont'd

Reports, 2:88, 2:110, 2:112, 7:69
Sanctions, 2:88
Severance pay, 7:57, 7:69
Sex discrimination, 2:8, 2:54, 2:112, 7:69
Sick leave, 2:77, 7:69
State statutes, 2:65, 2:103, 2:105, 2:110, 2:112, 3:2, 7:57
Students, 2:43, 3:2
Technical assistance, 2:54, 7:69
Termination of employment, 2:54, 7:57
Terms, 2:9, 2:43, 2:54, 2:86, 2:88, 2:103, 3:2, 7:8, 7:57, 7:69, 8:30
Time off, 7:69
Unemployment compensation, 7:69

PENSIONS

COBRA, 1:2
Discrimination, 1:2, 11:12
Remedies, 1:2, 2:94, 7:66
Terminations, 2:94
Vesting, 2:94
Year of service, 1:2

PERFORMANCE

Labor Management Relations Act, 2:2, 3:2, 3:3, 3:11, 6:2, 7:19, 7:22, 7:69
National Labor Relations Act, 1:1, 2:2, 2:43, 2:60, 2:70, 2:103, 3:3, 3:11, 5:12, 7:2, 7:69, 8:7

PERJURY

At-will employment, 2:112, 5:1

PERSONAL SERVICES

Benefits, 8:7

PERSONALITY

Discipline, 1:1, 2:54, 12:6, 13:12, 14:2, 16:13
Termination of employment, 2:54

PERSONNEL MANUAL

Accounts, 2:96
Adequate consideration, 7:65
Administration, 7:65

PHILOSOPHY

Compensation, 1:1

PICKETING

Construction industry, **2:2**

PILOTS

Mandatory retirement, **2:38**
National Labor Relations Act, **2:92, 3:11, 7:57, 7:69, 10:28**

PLANS

Collective bargaining agreements, **1:1, 2:49, 7:69**

PLANT CLOSINGS

Age Discrimination in Employment Act, **7:69**
California, **7:56, 7:69**
Connecticut, **7:56, 7:69**
Duty to bargain, **7:69**
Employee Retirement Income Security Act, **7:56, 7:69**
Hawaii, **7:69**
Illinois, **7:69**
Iowa, **7:69**
Kansas, **7:69**
Maine, **7:69**
Massachusetts, **7:69**
Michigan, **7:69**
Nevada, **7:56**
New Hampshire, **7:69**
New Jersey, **7:56, 7:69**
New York, **7:56, 7:69**
Tennessee, **7:69**
Terms, **7:56, 7:69**
Unions, **7:56, 7:69**

PLEADINGS

Title VII, **2:36, 5:12, 7:26**

POLYGRAPH TESTS

Civil penalties, **5:13**
Collective bargaining agreements, **6:38**
Economic loss or injury, **2:106, 5:13, 6:38**
Investigations, **6:38**
Lie detector, **2:106, 6:38**
Notice, **6:13**
Polygraph, **2:106, 5:13, 6:13, 6:38**

POSTING

Unions, **2:2**

POSTPONEMENT

Worker Adjustment and Retraining Notification Act, **7:56**

POWER

Statistics, **1:1, 2:43, 2:88, 11:6**

PREDICTIONS

Unions, **2:2**

PREEMPTION

Employee Retirement Income Security Act, **1:3, 2:112, 6:50, 7:47, 7:56, 7:61, 9:17, 9:18**
First Amendment, **2:112**
Labor Management Relations Act, **3:1, 3:11, 6:17, 6:59, 7:19, 7:31, 7:59, 9:17, 9:18**
Labor-Management Relations Act, **2:3, 2:112**
Malpractice, **2:112**
Medical benefits, **7:61**
National Labor Relations Act, **1:3, 2:3, 2:92, 3:11, 6:17, 6:35, 6:54, 7:57, 7:59, 9:16, 9:17, 10:33**
Plan, **2:92, 2:94, 6:50, 7:1, 7:47, 7:56, 7:61, 9:18, 10:33**
Plans, **2:94, 6:50, 7:47, 7:56, 7:61, 9:17**
Railway Labor Act, **2:3, 2:92, 3:11, 7:59, 9:19**
State law, **2:3, 2:52, 2:92, 2:112, 3:1, 3:11, 5:8, 6:17, 7:19, 7:56, 7:57, 7:59, 7:61, 9:15, 9:17, 9:19**
Tort actions, **6:17, 7:59**
Wrongful discharge actions, **1:3**

PREHIRE AGREEMENTS

Labor Management Relations Act, **2:2**

PREJUDGMENT INTEREST

Backpay, **14:19**

PREJUDICE

Unions, **2:63, 2:86, 7:29, 7:64, 7:69**

PREMIUMS

Family and Medical Leave Act, **2:87**

PRESENTATION

Collective bargaining agreements, **2:92**

INDEX

PRESENTATION—Cont'd

Railway Labor Act, 2:3, 2:92

Unions, 2:86, 2:92

PRETEXT

Age Discrimination in Employment Act, 2:13, 2:14, 2:43 to 2:45, 2:47, 7:69, 12:1

Retaliation, 2:2, 2:13, 2:14, 2:30, 2:34, 2:43, 2:54, 2:60, 2:65, 2:86, 2:87, 2:111, 2:112, 7:15, 7:19, 7:69, 17:40, 17:77

PREVAILING PARTIES

Equal Access to Justice Act, 8:28

PREVENTION

Railway Labor Act, 2:3, 7:69

Unfair labor practices, 2:3

Unions, 2:60, 7:69

PRIMA FACIE CASE

Age discrimination, 2:14, 2:17, 2:43 to 2:45, 2:47, 2:76, 2:79, 2:103, 2:112, 7:69, 10:18, 11:35, 12:1

Basis of sex, 2:29

Disability discrimination, 2:50, 2:53, 2:54, 2:77, 2:87, 2:103

Discipline, 2:2, 2:34, 2:43, 2:54, 2:75, 2:79, 2:92, 2:103, 2:112, 7:69, 12:1

Disparate treatment, 2:2, 2:12, 2:14, 2:15, 2:17, 2:27, 2:29, 2:30, 2:43, 2:44, 2:53, 2:79, 2:87, 7:69, 11:2, 11:35, 17:83

Education, 2:2, 2:29, 2:79, 2:99, 2:103

Equal Pay Act, 2:29

Equal work, 2:103

Establishment, 2:2, 2:29, 2:43, 12:1

Hiring, 2:2, 2:12, 2:14, 2:15, 2:17, 2:29, 2:34, 2:43 to 2:45, 2:75, 2:79, 2:101, 2:103, 7:69

Hostile environment, 2:29, 2:34, 2:53, 2:86, 2:87

Presumption, 2:29, 2:43, 2:103, 2:110, 2:112, 7:69

Proof requirements, 2:86

Rebuttal, 2:15, 5:12, 12:1

Rehabilitation Act, 2:50, 2:53, 7:69

PRIMA FACIE CASE—Cont'd

Retaliation, 2:2, 2:14, 2:17, 2:27, 2:30, 2:34, 2:43, 2:53, 2:54, 2:65, 2:75 to 2:77, 2:79, 2:81, 2:86, 2:87, 2:92, 2:99, 2:101, 2:103, 2:110, 2:112, 5:3, 5:5, 5:10, 5:12, 6:2, 7:69, 10:18, 17:77

Section 1981, 2:27, 2:65, 2:79, 5:12, 7:69

Section 1983, 2:53, 2:65, 2:76, 5:12

Summary judgment, 2:2, 2:12, 2:14, 2:15, 2:27, 2:29, 2:30, 2:34, 2:43 to 2:45, 2:54, 2:65, 2:76, 2:77, 2:79, 2:87, 2:94, 2:103, 2:110, 5:5, 6:2, 7:69, 12:1

PRIVACY

At-will employment, 1:1, 2:112

Labor Management Relations Act, 6:59, 7:5, 7:19, 7:22, 7:59, 7:69, 9:17

PRIVACY ACT

Judicial review, 7:7

Records, 6:30, 6:44

PROBABILITY

Statistics, 2:17

PROBATIONARY EMPLOYEES

Labor Management Relations Act, 2:2

PROCESSING

Federal employment, 10:17

PROCUREMENT

Labor Management Relations Act, 7:69

National Labor Relations Board, 2:75, 7:69

PRODUCTION

Railway Labor Act, 2:43

PRODUCTION OF DOCUMENTS

Discovery, 11:4, 15:2 to 15:8, 15:20, 16:17

Title VII, 11:4

PROFIT-SHARING

Compensation, 13:3, 15:8, 16:9

Earnings, 13:3

PROFITS

Unions, 2:86

PROGRAMS

National Labor Relations Act, 2:60, 7:69

PROMISSORY ESTOPPEL

Termination of employment, 7:47

PROMOTIONS

Qualifications, 14:13, 14:22, 17:73
Section 1981, 2:19, 2:79
Tenure, 4:1
Title VII, 2:19, 2:55, 2:79, 2:97, 7:62, 8:14, 10:28, 17:73

PROMULGATION

Standards, 7:67

PROTECTION

Labor-Management Reporting and Disclosure Act, 2:95
National Labor Relations Act, 1:1, 2:1 to 2:3, 2:9, 2:13, 2:43, 2:60, 2:70, 2:80, 2:81, 2:92, 2:95, 2:103, 2:107, 3:9, 5:5, 5:12, 6:41, 7:57, 7:69, 8:38, 10:28
Unions, 1:2, 2:2, 2:4, 2:5, 2:60, 2:63, 2:86, 2:88, 2:92, 2:93, 2:95, 3:2, 6:24, 7:29, 7:56, 7:69

PROTESTS

National Labor Relations Board, 2:75

PSYCHOTHERAPIST

Discovery, 11:15
Privilege, 11:15

PUBLIC ACCOMMODATIONS

Americans with Disabilities Act, 2:53

PUBLIC OFFICIALS

National Labor Relations Board, 8:13

PUBLIC POLICY

National Labor Relations Board, 2:3, 2:75, 5:5, 5:8, 5:11, 5:12, 6:17, 7:26, 7:34, 7:57, 7:59, 7:61, 7:64, 7:69, 8:1, 8:7

PUBLICATIONS

Benefits, 11:22

PUNITIVE DAMAGES

Americans with Disabilities Act, 1:1, 2:10, 2:19, 2:30, 2:36, 2:87, 2:103, 3:2, 5:16, 7:64, 7:69, 8:5, 8:38, 10:17, 10:33, 14:17 to 14:20, 14:22, 14:23
Railway Labor Act, 2:79, 2:87, 7:59, 7:69
Rehabilitation Act, 2:52, 2:74, 7:64, 7:69, 10:28, 14:22
Tax consequences, 8:36, 8:41
Termination of employment, 7:63, 14:8
Title VII, 1:1, 2:10, 2:19, 2:21, 2:27, 2:30, 2:36, 2:61, 2:66, 2:74, 2:79, 2:81, 2:87, 2:103, 6:14, 6:18, 7:17, 7:64, 7:69, 8:1, 8:5, 8:20, 8:25 to 8:27, 8:36, 8:38, 10:17, 10:28, 10:33, 11:39, 14:15, 14:17 to 14:19

QUALIFICATIONS

Collective bargaining agreements, 15:12
Unions, 1:2, 2:86, 17:87

RACE

Affirmative action, 2:25, 2:28, 2:29, 11:11
Business necessity, 2:15, 2:29, 2:37, 2:55
Comparators, 2:14, 12:1
Defenses, 2:9, 2:36, 9:1, 9:25, 9:28, 10:28, 11:2, 11:4
Emotional and mental distress, 2:74
Evidence, 1:1 to 2:2, 2:12 to 2:17, 2:27 to 2:29, 2:34, 2:36, 2:37, 2:55, 2:61, 2:65, 2:70, 2:79, 2:92, 2:94, 2:103, 2:112, 3:11, 5:12, 7:18, 7:28, 7:33, 7:64, 7:69, 8:7, 9:25, 9:28, 10:8, 10:20, 10:28, 11:2, 11:4, 11:11, 11:12, 12:1, 12:14, 12:23, 13:8, 13:12, 16:14
Harassment, 1:2, 2:2, 2:10, 2:17, 2:19, 2:27 to 2:29, 2:31, 2:34, 2:36, 2:37, 2:61, 2:65, 2:79, 2:92, 2:94, 2:103, 2:112, 3:11, 5:12, 5:15, 6:12, 7:5, 7:60, 7:69, 8:28, 9:28, 10:18, 11:4, 11:11, 11:19, 14:15

INDEX

RACE—Cont'd

- Hiring, 1:1 to 2:2, 2:12 to 2:15, 2:17, 2:28, 2:29, 2:31, 2:34, 2:36, 2:37, 2:61, 2:79, 2:103, 7:69, 10:28, 11:12, 14:15
- Insurance, 1:1, 1:2, 2:29, 2:65, 2:94, 2:112, 7:33, 7:61, 7:69, 8:28, 10:33, 11:12, 12:23
- Layoffs, 1:1 to 2:2, 2:94, 2:103, 7:61, 7:64, 7:69, 9:25, 10:28
- Marital status, 2:29, 2:31, 2:103, 7:30, 7:64, 11:19
- National Origin discrimination, 2:9, 2:37, 2:79, 2:103, 7:64, 11:4
- Race discrimination, 2:2, 2:10, 2:13, 2:17, 2:28, 2:34, 2:55, 2:65, 2:79, 2:92, 2:103, 3:9, 3:11, 5:12, 5:16, 7:5, 7:28, 7:61, 7:64, 7:69, 10:28, 10:33
- Remedies, 1:1 to 2:2, 2:10, 2:19, 2:20, 2:37, 2:61, 2:70, 2:74, 2:79, 2:92, 2:94, 2:103, 2:112, 3:9, 3:11, 5:15, 5:16, 6:12, 6:28, 7:5, 7:30, 7:60, 7:61, 7:64, 7:69, 8:7, 8:28, 9:28, 10:8, 10:17, 10:18, 10:28, 11:2, 13:8
- Retaliation, 2:2, 2:13, 2:14, 2:17, 2:20, 2:27, 2:34, 2:36, 2:37, 2:55, 2:65, 2:70, 2:79, 2:92, 2:103, 2:112, 3:9, 3:11, 5:12, 5:15, 5:16, 7:18, 7:64, 7:69, 8:7, 8:28, 9:1, 9:25, 9:28, 10:17, 10:18, 10:28, 11:4
- Reverse discrimination, 2:28, 2:29, 2:37
- Statistical evidence, 2:12, 2:13, 2:16, 2:17, 2:29, 10:28, 11:11
- Tenure, 1:1, 2:2, 2:29, 7:30, 7:69, 11:11, 11:19
- Validation, 2:17

RAILROAD EMPLOYEES

- Railroad, 2:88, 7:22

RAILWAY LABOR ACT

- Adjustment boards, 2:92
- Agreements, 2:3, 2:92, 3:3, 3:11, 7:69
- Applicability, 8:28
- Applications, 7:69

RAILWAY LABOR ACT—Cont'd

- Arbitration, 2:3, 2:43, 2:79, 2:92, 3:3, 3:11, 7:22, 7:59, 7:69, 8:28, 9:19
- Availability, 2:87, 7:69
- Awards, 2:92, 8:28
- Bankruptcy, 2:92
- Boards, 2:92
- Breach of duty of fair representation, 2:92
- Certification, 2:43, 2:87, 7:69
- Challenges, 2:1, 7:69
- Change, 2:43, 2:87, 7:69
- Civil rights statutes, 2:1
- Claims, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:59, 7:69, 8:28, 9:19
- Class, 2:43, 2:87, 3:3, 7:69
- Class actions, 2:87, 7:69
- Collective bargaining, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:22, 7:59, 7:69, 9:19
- Collective bargaining agreements, 2:92, 7:69
- Compensation, 2:3, 2:43, 2:79, 2:87, 2:92, 7:59, 7:69
- Conditions, 2:79, 2:87, 2:92, 7:59, 7:69
- Corruption, 2:92, 3:3
- Coverage, 2:87, 3:11, 7:69, 8:28
- Damages, 2:3, 2:79, 2:87, 3:3, 7:59, 7:69, 8:28
- Determinations, 2:92
- Discrimination, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:11, 7:22, 7:69, 8:28
- Dues, 2:92
- Duties, 2:3, 2:43, 2:79, 2:87, 7:22
- Employees, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:22, 7:59, 7:69, 8:28, 9:19
- Enforcement, 2:3, 2:92, 3:11, 7:22, 7:59, 7:69
- Entities, 7:22
- Establishment, 2:43
- Evidence, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:69
- Factors, 2:3, 2:43, 7:22, 7:69, 8:28
- Federal employment, 7:69

RAILWAY LABOR ACT—Cont'd

Fees, 2:79, 2:87, 7:59, 7:69, 8:28
 Fraud, 2:3, 2:87, 2:92, 3:3, 7:22
 Hearings, 2:3, 2:92
 Injunctions, 2:3, 7:69
 Interests, 2:79, 7:22, 7:69
 Interference, 2:87, 7:69
 Investigations, 2:79, 7:69
 Jurisdiction, 2:3, 2:79, 2:92, 3:3, 3:11, 7:22, 7:59, 7:69
 Labor Management Relations Act, 3:3, 3:11, 7:22, 7:59, 7:69
 Limitations, 2:3, 2:79, 2:87, 2:92, 3:3, 3:11
 Location, 2:3, 2:87, 7:69
 Mediation, 2:92
 Meetings, 2:3, 2:79, 7:22, 7:69
 Minor disputes, 2:92, 7:69
 Modification, 2:92
 National Labor Relations Act, 2:1, 2:3, 2:43, 2:92, 3:3, 3:11, 7:59, 7:69
 National Labor Relations Board, 2:1, 2:3, 7:59, 7:69
 National Mediation Board, 2:92
 National Railroad Adjustment Board, 2:92
 Nature, 2:3, 7:69
 Negotiations, 3:11
 Nmb, 2:92
 Notice, 2:3, 2:87, 2:92, 3:11, 7:69
 Nrab, 2:92
 Officials, 2:92, 3:11, 7:69
 Parties, 2:3, 2:79, 2:92, 3:3, 3:11, 7:69, 8:28
 Power, 2:1, 2:3, 2:43, 3:3, 7:22, 7:59, 7:69, 8:28
 Proceedings, 2:1, 2:3, 2:79, 2:92
 Protection, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 7:22, 7:69
 Punitive damages, 2:79, 2:87, 7:59, 7:69
 Race discrimination, 2:79, 2:92, 3:11, 7:69
 Reinstatement, 2:3, 2:79, 2:87, 7:22, 7:59, 7:69
 Remedies, 2:1, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:59, 7:69, 8:28

RAILWAY LABOR ACT—Cont'd

Representation, 2:3, 2:92, 3:3, 3:11, 7:69
 Representatives, 7:59, 7:69
 Requests, 2:43, 2:87, 7:69
 Restrictions, 2:87, 7:22, 7:69
 Review, 2:3, 2:79, 2:87, 2:92, 3:3, 7:22, 7:69, 8:28
 Rights, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:59, 7:69, 8:28
 Sanctions, 2:79
 Scope, 2:1, 2:43, 2:79, 2:87, 2:92, 7:59, 7:69
 Security, 2:1, 3:11, 7:69, 8:28
 Selection, 3:3
 Services, 2:87, 2:92, 7:22, 7:69, 8:28
 Settlement, 2:3, 2:92
 State, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:22, 7:59, 7:69, 8:28, 9:19
 State laws, 2:92, 7:69
 Status, 2:3, 2:43, 2:79, 2:92, 3:11, 7:69
 Status quo, 2:3
 Statute of limitations, 2:3, 2:79, 2:87, 2:92, 3:3, 3:11
 System, 2:1, 2:43, 2:87, 2:92, 7:69
 Terms and conditions of employment, 2:79, 2:87
 Time, 2:1, 2:3, 2:43, 2:79, 2:87, 2:92, 3:3, 3:11, 7:69, 8:28
 Types, 2:3, 2:79, 3:3, 7:69
 Unfair labor practices, 2:3
 Unions, 2:92, 7:59, 7:69
 Use, 2:1, 2:79, 2:87, 2:92, 7:22, 7:59, 7:69
 Validity, 2:43, 2:87, 7:69
 Violations, 2:3, 2:79, 2:87, 2:92, 3:3, 7:59, 7:69
 Working conditions, 2:92, 7:69

RATIFICATION

National Labor Relations Act, 3:3, 7:26

REASONABLE

ACCOMMODATIONS

Training, 2:56, 2:89, 7:69, 17:79

INDEX

REASONS

Federal employment, 2:9, 7:69
National Labor Relations Board, 2:1,
2:2, 2:9, 2:60, 2:75, 3:10, 5:5,
5:8, 5:11, 5:12, 7:34, 7:69, 8:10,
8:13, 10:15, 10:31, 13:3

RECALLS

Unions, 7:64, 7:69

RECOMMENDATIONS

Federal employment, 7:69

RECONSIDERATION

Labor Management Relations Act,
2:2, 3:2
Unions, 2:2, 3:2, 7:64

RECRUITING

Agencies, 7:19, 7:57
Insurance, 7:57
National origin discrimination, 15:4
Pre-employment, 7:19
Reasonable accommodation, 7:19
Remedies, 7:19, 7:57
Testimony, 7:19

REFUSAL

Federal employment, 7:69

REGULATIONS

National Labor Relations Board, 2:1,
2:3, 2:60, 2:75, 2:83, 5:5, 5:8,
7:69, 13:11
Unfair labor practices, 2:3

REHABILITATION

National Labor Relations Act, 1:3,
2:1, 2:43, 7:64, 7:69, 10:28
Unions, 7:64, 7:69

REHABILITATION ACT

Arbitration agreements, 10:28
Authority to regulate, 7:69
Damages, 1:3, 2:49, 2:52, 2:53, 2:74,
7:60, 7:61, 7:64, 7:69, 8:17,
10:28, 14:21, 14:22
Disabilities, 1:3, 2:1, 2:49, 2:51,
2:53, 2:78, 7:7, 7:21, 7:60,
7:61, 7:64, 7:68, 7:69, 8:17,
14:21, 14:22
Disparate treatment and disparate
impact, 7:69

REHABILITATION ACT—Cont'd

Evidence, 2:53, 7:7, 7:64, 7:69, 8:17,
10:28
Exhaustion of remedies, 2:1, 7:64
Fringe benefits, 14:21
Government contractors, 2:49
Hearing, 2:49, 2:78, 7:7, 7:69, 10:28,
14:22
Intent, 2:53, 2:74, 7:64, 14:21
Notice, 2:53, 7:7, 7:61, 7:64, 7:69,
10:28, 14:22
Office of Federal Contract Compli-
ance Programs, 2:49
Parties, 1:3, 2:74, 7:61, 7:64, 7:69,
8:17, 10:28, 14:21, 14:22
Prima facie case, 2:50, 2:53, 7:69
Punitive damages, 2:52, 2:74, 7:64,
7:69, 10:28, 14:22
Regulations, 2:1, 2:49, 7:68, 7:69
Retaliation, 1:3, 2:49, 2:51, 2:53,
2:78, 7:64, 7:69, 10:28, 14:22
Section 501, 2:49, 2:51, 2:52
Section 503, 2:49, 2:78
Section 504, 2:49, 2:52, 2:78, 7:60,
7:68
Venue, 14:21, 14:22

REIMBURSEMENT

Benefits, 1:2, 7:57, 8:7, 13:19, 14:15

REINSTATEMENT

Discipline, 2:2, 2:75, 2:79, 2:103,
2:112, 3:2, 7:22, 7:69, 13:8
Front pay, 2:2, 2:30, 2:46, 2:79,
2:103, 2:110, 3:2, 7:14, 7:70,
8:7, 8:8, 8:10, 8:16, 8:17, 8:37,
9:26, 10:11, 11:2, 11:10, 14:5,
14:11, 14:19, 14:21, 14:22
Maternity leave, 2:9, 2:30
Rehabilitation Act, 2:74, 7:69, 8:17,
14:21, 14:22
Termination of employment, 2:37

RELATIONSHIPS

Retaliation, 1:3, 2:79, 2:112, 7:15

RELEVANCE

Common law, 5:5, 5:10, 9:5

RELIANCE

Age Discrimination in Employment
Act, 7:31, 7:64

RELIANCE—Cont'd

Equal Pay Act, 2:29, 2:88
 Unfair labor practices, 7:64
 Unions, 2:88, 7:64

RELIGION

Unfair labor practices, 2:2, 7:64
 Unions, 2:2, 2:4, 2:5, 7:64, 7:69

RELIGIOUS DISCRIMINATION

Disparate treatment, 2:36, 7:69
 Harassment, 2:36, 7:5, 7:69, 10:1, 10:18
 Hiring, 2:36, 7:69
 Insurance, 7:69
 Prima facie case, 2:110, 7:69, 10:18
 Reasonable accommodation, 2:36, 7:69
 Remedies, 2:110, 7:5, 7:69, 10:18
 Retaliation, 2:36, 2:110, 7:69, 10:1, 10:18
 Scope of duty, 2:36
 Tenure, 7:69
 Undue hardship, 2:36, 7:69

REMAND

National Labor Relations Board, 2:2, 2:9

REMEDIES

Affirmative action, 2:49, 8:8
 Age discrimination, 1:1 to 1:3, 2:1, 2:8, 2:10, 2:22, 2:39, 2:43, 2:44, 2:46, 2:79, 2:102, 2:103, 2:112, 3:11, 5:16, 6:15, 7:5, 7:7, 7:26, 7:36, 7:61, 7:64, 7:69, 7:70, 8:1, 8:4, 8:5, 8:7, 8:8, 8:14, 8:17, 8:28, 8:30, 8:36, 8:38, 9:15, 10:17, 10:18, 11:39, 14:12, 14:13
 Arbitration awards, 2:80, 3:2, 3:6
 Damages, 1:1 to 1:3, 2:2, 2:10, 2:19 to 2:22, 2:30, 2:44, 2:46, 2:49, 2:52, 2:54, 2:61, 2:66, 2:72, 2:74, 2:75, 2:77, 2:79 to 2:81, 2:83, 2:86 to 2:88, 2:94, 2:96, 2:99, 2:102, 2:103, 2:110 to 2:112, 3:2, 3:3, 3:6, 3:12, 3:14, 3:15, 3:22, 5:5, 5:10, 5:14, 5:16, 6:2, 6:6 to 6:9, 6:14, 6:17, 6:18, 6:23, 6:24, 6:26, 6:27,

REMEDIES—Cont'd

6:29, 6:36, 6:38, 6:40, 6:44, 6:49, 6:56, 6:57, 6:60, 6:61, 7:5, 7:9, 7:14, 7:17, 7:26, 7:52, 7:57, 7:59 to 7:61, 7:63, 7:64, 7:69, 7:70, 8:1 to 8:8, 8:10, 8:11, 8:13 to 8:31, 8:34, 8:36 to 8:41, 10:4, 10:8, 10:17, 10:23, 10:28, 11:2, 11:39, 13:25, 14:11 to 14:13, 14:17, 14:20 to 14:22, 17:40
 Equal Pay Act, 2:88, 8:4, 8:8, 8:17, 8:38, 10:17
 Family and Medical Leave Act, 1:1, 1:3, 2:30, 2:43, 2:54, 2:75, 2:86, 2:87, 3:2, 6:15, 7:37, 7:61, 7:69, 8:5, 8:17, 8:30, 9:28, 10:28, 14:20
 Front pay, 2:2, 2:19, 2:30, 2:46, 2:79, 2:103, 2:110, 3:2, 3:15, 7:14, 7:70, 8:7, 8:8, 8:10, 8:11, 8:16 to 8:19, 8:27, 8:37, 11:2, 14:11, 14:21, 14:22
 Generally, 9:15
 Genetic Information Nondiscrimination Act, 6:44, 7:69
 Injunctions, 2:2, 2:44, 7:5, 7:57, 7:69, 8:7
 Insurance, 1:1 to 1:3, 2:46, 2:54, 2:94, 2:112, 5:5, 6:2, 6:5, 6:15, 6:27, 6:33, 6:53, 7:37, 7:52, 7:53, 7:57, 7:61, 7:66, 7:69, 8:2, 8:5, 8:8, 8:11, 8:20, 8:28, 8:41, 14:21, 14:22, 17:40
 Maternity leave, 2:30
 Monetary, 1:1, 2:8, 2:52, 2:72, 2:83, 2:86, 2:88, 2:99, 7:14, 7:26, 7:57, 7:66, 8:2, 8:8, 8:30, 10:28, 11:2
 Motions, 2:44, 2:92, 2:110, 2:112, 3:2, 3:3, 6:12, 7:69, 8:30, 8:34, 9:17
 National Labor Relations Act, 1:1, 1:3, 2:1, 2:2, 2:43, 2:70, 2:80, 2:81, 2:92, 2:103, 3:3, 3:9 to 3:11, 5:5, 5:11, 5:16, 6:17, 6:18, 6:35, 6:41, 6:54, 6:58, 7:26, 7:57, 7:59, 7:64, 7:69, 8:7, 8:8, 8:10, 8:38, 9:17, 10:28
 National origin discrimination, 2:37, 2:79, 2:103, 7:64

INDEX

REMEDIES—Cont'd

- Pleading, 1:3, 2:8, 2:86, 2:87, 6:14, 6:17, 8:34, 8:41, 10:18, 11:2
- Rehabilitation Act, 1:3, 2:1, 2:49, 2:52, 2:74, 7:7, 7:60, 7:61, 7:64, 7:69, 8:17, 10:28, 14:21, 14:22
- Reinstatement, 2:2, 2:30, 2:37, 2:44, 2:46, 2:74, 2:75, 2:79 to 2:81, 2:83, 2:86 to 2:88, 2:94, 2:103, 2:110, 2:112, 3:2, 3:5, 3:6, 3:9, 3:12, 3:22, 5:5, 5:10, 6:17, 6:24, 6:38, 7:5, 7:14, 7:59, 7:69, 7:70, 8:1, 8:7 to 8:10, 8:13, 8:16, 8:17, 8:20, 8:37, 8:41, 11:2, 11:39, 13:8, 14:11, 14:13, 14:21, 14:22
- Retroactive seniority, 2:19
- Settlement, 1:3, 2:2, 2:30, 2:83, 2:86, 2:88, 2:92, 2:103, 3:5, 3:7, 4:19, 5:5, 5:11, 6:38, 7:26, 7:57, 7:64, 8:8, 8:10, 8:15, 8:29 to 8:31, 8:35, 8:36, 8:38, 8:40, 8:41, 9:24, 10:8, 10:17, 10:23, 10:28, 11:2, 13:8
- Tax, 1:1, 1:3, 2:2, 2:19, 2:75, 2:86, 2:88, 6:14, 7:52, 7:69, 8:11, 8:35 to 8:41
- Tenure, 1:1, 2:2, 2:43, 2:54, 7:9, 7:30, 7:63, 7:69
- Unions, 1:2, 2:2, 2:86, 2:88, 2:92, 3:2, 3:7, 3:12, 3:14, 6:24, 7:59, 7:64, 7:69, 13:8
- Worker Adjustment and Retraining Notification Act, 8:15

REMOVAL

- Unions, 2:95, 7:64

REOPENING

- Administrative proceedings, 2:2
- Unfair labor practices, 2:2
- Unions, 2:2

REORGANIZATION

- Unfair labor practices, 2:94

REPRESENTATION

- Labor-Management Reporting and Disclosure Act, 2:95

REPRESENTATIVES

- Employer representatives, 1:2, 2:2, 6:24, 6:58
- Labor relations, 2:2, 2:103, 5:5, 5:12, 6:58, 7:59, 7:64, 7:69, 10:28

REPUDIATION

- Settlements, 2:29, 11:34

RES JUDICATA AND

COLLATERAL ESTOPPEL

- Administrative decisions, 7:31, 7:35
- Arbitration, 7:30, 7:32, 9:29
- Court decision, 7:36
- Labor Management Relations Act, 7:31

RESEARCH

- Alternative dispute resolution, 11:39
- Collective bargaining agreements, 7:69

RESIGNATION

- National Labor Relations Board, 2:3, 7:57, 7:61, 7:69
- Unfair labor practices, 2:3

RESTAURANTS

- National Labor Relations Act, 7:69
- National Labor Relations Board, 7:69
- Unions, 7:69

RETALIATION

- Administrative process, 2:49, 10:18
- Adverse action, 2:2, 2:13, 2:14, 2:30, 2:33, 2:34, 2:36, 2:43, 2:49, 2:53, 2:56, 2:60, 2:65, 2:70, 2:75 to 2:77, 2:79, 2:81, 2:85 to 2:89, 2:92, 2:101, 3:3, 5:5, 5:8 to 5:10, 5:12, 5:16, 7:19, 7:56, 7:69, 10:28, 17:77
- Adverse actions, 2:43, 2:60, 2:75, 2:79, 2:84, 2:85
- Age Discrimination in Employment Act, 1:3, 2:8, 2:13, 2:14, 2:38, 2:43, 2:76, 2:79, 2:103, 5:16, 7:2, 7:31, 7:64, 7:69, 7:71, 8:1, 8:7, 8:8, 8:28, 10:17, 10:18, 11:4
- Americans With Disabilities Act, 1:3, 2:8, 2:30, 2:36, 2:38, 2:43, 2:49, 2:51, 2:53 to 2:56, 2:58,

RETALIATION—Cont'd

2:60, 2:75, 2:77, 2:78, 2:86,
2:87, 2:101, 2:103, 2:112, 3:2,
3:9, 5:16, 7:19, 7:62, 7:64,
7:69, 7:71, 8:7, 8:28, 9:25,
9:28, 10:17, 10:18, 14:22,
14:23, 16:19, 17:77

Americans with Disabilities Act, 1:3,
2:8, 2:30, 2:36, 2:38, 2:43,
2:49, 2:51, 2:53 to 2:56, 2:58,
2:60, 2:75, 2:77, 2:78, 2:86,
2:87, 2:101, 2:103, 2:112, 3:2,
3:9, 5:16, 7:19, 7:62, 7:64,
7:69, 7:71, 8:7, 8:28, 9:25,
9:28, 10:17, 10:18, 14:22,
14:23, 16:19, 17:77

Applicants, 2:17, 2:32, 2:38, 2:43,
2:51, 2:54, 2:56, 2:58, 2:75,
2:80, 2:86, 2:103, 5:3, 7:19,
7:57, 7:69

Arbitration, 2:2, 2:3, 2:32, 2:36,
2:43, 2:75, 2:79, 2:80, 2:88,
2:92, 2:103, 2:112, 3:2, 3:3, 3:9,
3:11, 4:30, 6:17, 7:23, 7:56,
7:57, 7:64, 7:69, 8:8, 8:20,
8:28, 9:17, 9:28, 10:28

Causation, 2:13, 2:14, 2:43, 2:77,
2:79, 2:86, 2:87, 2:101, 5:9,
5:10, 9:28, 17:40

Constructive discharge, 2:3, 2:27,
2:30, 2:34, 2:36, 2:56, 2:76,
2:86, 2:103, 5:9, 7:23, 7:62,
8:8, 8:20, 10:18, 17:1, 17:40

Disability discrimination, 2:3, 2:49,
2:51, 2:53 to 2:56, 2:58, 2:60,
2:77, 2:87, 2:103, 3:9, 7:19,
7:23, 8:7, 8:20, 9:25, 9:28,
12:25, 14:14

Employees, 1:3, 2:2, 2:3, 2:8, 2:14,
2:17, 2:27, 2:30, 2:32, 2:34,
2:36 to 2:38, 2:43, 2:49, 2:51,
2:53 to 2:56, 2:58, 2:60, 2:65,
2:68 to 2:70, 2:72, 2:75 to 2:77,
2:79 to 2:89, 2:92, 2:96, 2:97,
2:99, 2:101, 2:103, 2:110 to
2:112, 3:2, 3:3, 3:9, 3:11, 4:30,
5:3, 5:5, 5:6, 5:8 to 5:12, 5:14
to 5:16, 6:2, 6:10, 6:17, 7:2,
7:8, 7:15, 7:18, 7:19, 7:23,
7:31, 7:56, 7:57, 7:64, 7:69,
8:4, 8:7, 8:8, 8:20, 8:25, 8:28,

RETALIATION—Cont'd

9:1, 9:17, 9:21, 9:22, 9:25,
9:28, 10:1, 10:17, 10:18, 10:28,
11:4, 14:3, 14:6, 14:8, 14:14,
14:23, 15:8, 17:40

Equal Pay Act, 2:88, 7:71, 8:4, 8:8,
10:17

Evidence, 2:2, 2:3, 2:8, 2:13, 2:14,
2:17, 2:27, 2:30, 2:34, 2:36 to
2:38, 2:43, 2:53 to 2:56, 2:58,
2:60, 2:64, 2:65, 2:70, 2:75 to
2:77, 2:79, 2:80, 2:83 to 2:89,
2:92, 2:96, 2:103, 2:110 to
2:112, 3:2, 3:3, 3:11, 5:3, 5:5,
5:8 to 5:10, 5:12, 7:15, 7:18,
7:19, 7:57, 7:62, 7:64, 7:69,
8:4, 8:7, 8:20, 8:25, 9:25, 9:28,
10:28, 11:4, 12:25, 13:26, 14:8,
14:23, 15:8, 17:32, 17:34 to
17:36, 17:39 to 17:41, 17:77,
17:90, 17:91

Exhaustion of administrative reme-
dies, 2:49, 2:75, 2:86, 2:103,
7:64, 14:22

Family and Medical Leave Act, 1:3,
2:30, 2:43, 2:54, 2:56, 2:60,
2:75, 2:86, 2:87, 2:97, 2:101,
3:2, 7:56, 7:69, 7:71, 9:28,
10:28

Federal employment, 2:53, 7:69,
10:17

Former employees, 2:36, 2:83, 4:30,
5:5, 7:56, 7:57, 7:69, 9:21

Genetic Information Nondiscrimina-
tion Act, 7:69

Good faith, 2:8, 2:56, 2:72, 2:78,
2:79, 2:81, 2:83, 2:87, 2:92,
2:103, 2:110, 3:11, 5:5, 7:19,
7:56, 7:57, 8:4, 8:20, 8:25,
14:8, 17:1, 17:34, 17:42

Harassment, 2:2, 2:3, 2:8, 2:17, 2:27,
2:32 to 2:34, 2:36, 2:37, 2:43,
2:53, 2:64, 2:65, 2:75, 2:76,
2:79, 2:87, 2:92, 2:99, 2:103,
2:112, 3:2, 3:11, 4:30, 5:5, 5:12,
5:15, 6:17, 7:8, 7:15, 7:57,
7:69, 7:71, 8:20, 8:28, 9:28,
10:1, 10:18, 11:4, 12:25, 14:3,
14:14, 15:8

Insurance, 1:3, 2:38, 2:54, 2:60,
2:65, 2:82, 2:89, 2:112, 5:5, 5:9,

INDEX

RETALIATION—Cont'd

6:2, 7:2, 7:8, 7:57, 7:69, 8:8,
8:20, 8:28, 14:8, 14:22, 15:8,
17:40
Investigations, 2:75, 2:77, 2:79, 2:83,
2:88, 2:97, 5:5, 7:15, 7:57,
7:69, 10:17, 15:8
Irreparable injury, 7:69, 8:7
Jurisdiction, 2:2, 2:3, 2:8, 2:36, 2:37,
2:68, 2:69, 2:79, 2:81, 2:86,
2:89, 2:92, 2:112, 3:2, 3:3, 3:9,
3:11, 5:3, 5:5, 5:8, 5:9, 5:11,
5:14, 6:17, 7:8, 7:31, 7:57,
7:64, 7:69, 7:71, 8:7, 8:20, 9:1,
9:22, 9:28, 10:18, 10:28, 14:14,
14:22, 14:23
Labor Management Relations Act,
2:2, 2:81, 3:2, 3:3, 3:11, 6:2,
6:17, 7:19, 7:31, 7:69, 9:17
Liquidated damages, 2:2, 2:75, 2:87,
2:89, 2:96, 2:112, 7:57, 7:69,
8:4
National origin discrimination, 2:37,
2:79, 2:103, 7:64, 11:4, 17:77
Opposition clause, 2:79
Participation, 2:3, 2:8, 2:34, 2:37,
2:38, 2:53, 2:75, 2:76, 2:79,
2:86, 3:2, 5:5, 5:8, 7:69, 9:25,
10:17, 17:36, 17:42, 17:43
Participation Clause, 2:79
Pregnancy, 2:30, 2:54, 2:56, 2:79,
2:103, 2:112, 10:28, 14:8
Pretext, 2:2, 2:13, 2:14, 2:30, 2:34,
2:43, 2:54, 2:60, 2:65, 2:86,
2:87, 2:111, 2:112, 7:15, 7:19,
7:69, 17:40, 17:77
Prima facie case of retaliation, 2:77,
2:99, 17:77
Protected conduct, 2:2, 2:65, 2:70,
2:78, 2:79, 2:83, 2:86, 2:87,
2:99, 2:110, 2:112, 5:5, 7:15,
9:25
Questions, 2:2, 2:37, 2:54, 2:58,
2:60, 2:79, 3:2, 5:16, 6:2, 6:17,
7:15, 7:56, 7:57, 7:64, 7:69,
9:25, 10:28, 13:26
Rehabilitation Act, 1:3, 2:49, 2:51,
2:53, 2:78, 7:64, 7:69, 10:28,
14:22
Remedies, 1:3, 2:2, 2:8, 2:20, 2:30,
2:37, 2:43, 2:49, 2:54, 2:70,

RETALIATION—Cont'd

2:72, 2:75, 2:77, 2:79 to 2:81,
2:83, 2:85 to 2:88, 2:92, 2:96,
2:99, 2:103, 2:110 to 2:112, 3:2,
3:3, 3:9, 3:11, 5:2, 5:5, 5:8,
5:10, 5:11, 5:14 to 5:16, 6:2,
6:10, 6:17, 7:19, 7:57, 7:64,
7:69, 8:1, 8:4, 8:7, 8:8, 8:20,
8:21, 8:25, 8:28, 9:17, 9:28,
10:17, 10:18, 10:28, 14:22,
17:40
Settlements, 2:38, 2:83, 2:103, 4:30,
8:8, 8:28, 10:17
Sexual orientation, 2:14, 2:34, 2:87,
2:103, 2:112, 3:11, 7:64
Summary judgment, 2:2, 2:3, 2:8,
2:14, 2:20, 2:27, 2:30, 2:34,
2:36, 2:43, 2:51, 2:54 to 2:56,
2:58, 2:60, 2:64, 2:65, 2:70,
2:76, 2:77, 2:79, 2:87, 2:89,
2:96, 2:103, 2:110, 3:2, 5:5, 5:8,
6:2, 7:8, 7:15, 7:19, 7:23, 7:31,
7:56, 7:62, 7:69, 8:28, 9:1,
9:25, 9:28, 11:4
Time frame, 7:64
Title IX, 2:79, 2:88, 2:99
Title VII, 1:3, 2:2, 2:8, 2:13, 2:14,
2:17, 2:20, 2:27, 2:30, 2:32 to
2:34, 2:36, 2:37, 2:43, 2:53 to
2:56, 2:60, 2:65, 2:68, 2:70,
2:75, 2:77, 2:79, 2:81, 2:86 to
2:88, 2:92, 2:97, 2:99, 2:103,
3:11, 5:11, 5:12, 7:2, 7:8, 7:31,
7:62, 7:64, 7:69, 7:71, 8:1, 8:7,
8:20, 8:25, 9:1, 9:17, 9:28,
10:1, 10:17, 10:18, 10:28, 11:4,
17:77
Uniformed Services Employment and
Reemployment Rights Act, 2:89
Union members, 2:2, 2:92, 6:2, 6:17,
7:56, 7:57, 8:20
Unlawful employment practices,
14:14

REVOCATION

Age Discrimination in Employment
Act, 2:9, 7:27, 7:28, 10:17
Title VII, 2:9, 10:17

RHODE ISLAND

Appeals, 2:88, 2:110

RHODE ISLAND—Cont'd

Assignments, 2:110
 At-will employment, 7:57
 Charges, 2:88, 7:57
 Civil penalties, 2:104
 Civil Rights Act, 2:88
 Compensation, 2:88, 2:110, 7:57
 Complaints, 2:88, 2:110, 7:57
 Conditions of employment, 7:57
 Credit unions, 2:88
 Criminal penalties, 7:19
 Disclosures, 2:88, 2:110
 Dispute, 2:88
 Equal pay, 2:88, 2:110
 Evidence, 2:88, 2:110, 7:19, 7:57
 Fringe benefits, 7:57
 Harassment, 7:57
 Health, 2:69, 2:88, 2:104, 2:110, 7:19, 7:57
 Investigations, 2:88, 7:57
 Layoffs, 2:88
 Notice, 7:19, 7:57
 Overtime pay, 7:57
 Permits, 2:88, 7:19, 7:57
 Privacy, 7:19
 Religious discrimination, 2:110
 Remedies, 2:88, 2:110, 7:19, 7:57
 Retaliation, 2:69, 2:88, 2:110, 7:19, 7:57
 Sanctions, 2:88
 Securities, 2:88, 7:57
 Severance pay, 7:57
 State statutes, 2:104, 2:110, 7:57
 Students, 2:69
 Termination of employment, 7:57
 Terms, 2:69, 2:88, 7:57

RULINGS

Labor Management Relations Act, 2:2

SAFETY

Inspections, 2:83
 National Labor Relations Act, 2:1 to 2:3, 2:60, 2:80, 2:92, 2:103, 5:5, 5:11, 5:12, 5:16, 6:17, 7:69

SCHEDULE

Collective bargaining agreements, 1:1, 2:112, 7:69

SCHEDULE—Cont'd

Evidence, 1:1, 2:2, 2:5, 2:30, 2:36, 2:53 to 2:56, 2:60, 2:79, 2:80, 2:87, 2:112, 7:19, 7:69, 11:4, 11:5, 12:3, 14:8, 15:22, 16:14
 National Labor Relations Board, 2:2, 2:9, 2:60, 2:80, 7:61, 7:69, 16:14
 Sanctions, 2:79, 11:5

SEARCH

Collective bargaining agreements, 6:38
 Consent, 11:9
 Equal Employment Opportunity commission, 2:36, 2:75, 2:96, 6:32, 7:68, 10:8, 14:18
 Offices, 2:3, 7:68, 10:23
 Records, 2:75, 11:5, 14:18

SEASONAL WORKERS

Family and Medical Leave Act, 2:75

SECRETARIES

Unions, 6:24

SECRETARY OF LABOR

Department of Labor, 2:49, 2:83, 2:89

SECTION 1981

Applicability, 5:12
 Causation, 2:79
 Complaints, 2:9, 2:10, 2:27, 2:79, 5:12, 5:16, 6:32, 7:69
 Defendants, 2:9, 2:27, 2:63, 2:65, 5:12, 7:36, 7:69, 9:24
 Evidence, 2:27, 2:37, 2:61, 2:64, 2:65, 2:79, 5:12, 6:32, 7:33, 7:69, 9:24
 Individuals, 2:37, 2:61, 2:63, 2:74
 Intentional discrimination, 2:19, 2:27, 2:62, 2:64, 2:65, 2:79
 Jurisdiction, 2:9, 2:37, 2:61, 2:79, 7:33, 7:69, 9:24
 National origin discrimination, 2:9, 2:37, 2:79
 Parties, 2:9, 2:61, 2:63, 2:74, 2:79, 7:33, 7:69
 Prima facie case, 2:27, 2:65, 2:79, 5:12, 7:69
 Promotions, 2:19, 2:79

INDEX

SECTION 1981—Cont'd

States, 2:9, 2:10, 2:37, 2:61, 2:63, 2:74, 5:12, 7:35, 7:36, 7:69, 8:38
Title VII, 2:9, 2:10, 2:19, 2:27, 2:37, 2:61, 2:63, 2:65, 2:66, 2:74, 2:79, 5:12, 6:32, 7:33, 7:35, 7:36, 7:69, 8:38
Trial, 2:9, 2:10, 2:66, 2:79, 5:16, 7:33, 7:35, 7:36, 7:69, 8:38, 9:24

SECTION 1983

Complaints, 2:10, 2:70, 5:12, 7:15
Evidence, 2:13, 2:53, 2:65, 2:70, 2:76, 5:12, 6:23, 7:15, 7:17, 7:18, 7:34, 17:90 to 17:92
Jurisdiction, 2:68, 2:69, 2:73, 3:9
Prima facie case, 2:53, 2:65, 2:76, 5:12

SECTION 1985

Conspiracy, 2:74
Intent, 2:74
Parties, 2:74

SENIORITY SYSTEMS

Title VII, 2:55

SERIOUS HARM

Unions, 2:86

SERVICE CONTRACT ACT

Complaint, 2:86
Disclosures, 2:86
Notice, 1:2, 2:86
Personnel, 1:2
United States, 2:86

SETTLEMENT

Agreements, 1:3, 2:2, 2:3, 2:32, 2:83, 2:86, 2:88, 2:92, 2:103, 3:5, 3:7, 4:19, 4:30, 6:38, 7:26, 7:28, 7:57, 8:8, 10:1, 10:15, 10:17, 10:19, 10:28, 11:4, 11:9, 11:36, 13:13 to 13:21, 16:6, 16:9, 16:10
Americans with Disabilities Act, 1:3, 2:30, 2:86, 2:103, 7:64, 8:38, 10:17, 10:19, 10:20, 11:16
Charges, 2:2, 2:3, 2:30, 2:83, 2:86, 2:88, 5:5, 7:26, 7:57, 7:64, 8:8,

SETTLEMENT—Cont'd

9:24, 10:1, 10:8, 10:17, 10:19, 10:20, 10:28, 11:13, 11:38, 13:3, 13:21
Coercion, 2:30, 7:26
Collective bargaining agreements, 2:92, 6:38
Consideration, 2:103, 4:30, 7:24 to 7:29, 7:57, 7:64, 10:11, 10:15, 10:17, 10:23, 11:34, 13:19, 16:6, 16:9, 16:10
Costs, 2:30, 2:32, 2:42, 2:86, 5:5, 7:57, 8:8, 8:15, 8:29, 8:30, 8:35, 8:40, 10:15, 10:22, 11:36 to 11:38, 13:14, 13:15, 13:17 to 13:21, 16:5, 16:6, 16:9, 16:10
Counsel, 1:3, 2:2, 2:3, 2:86, 3:7, 4:30, 7:24, 7:27 to 7:29, 7:57, 7:64, 8:8, 8:29 to 8:31, 8:35, 10:1, 10:5, 10:8, 10:9, 10:11 to 10:13, 10:15, 10:17, 10:19, 10:20, 10:22 to 10:24, 10:28, 11:1, 11:2, 11:4, 11:5, 11:9, 11:13, 11:17, 11:27, 11:28, 11:31, 11:33 to 11:37, 12:25, 13:14 to 13:21, 15:23, 16:1, 16:5 to 16:7, 16:10
Discipline, 2:2, 2:92, 2:103, 4:19, 10:28, 11:5, 13:3, 13:8, 13:12
Duress, 4:19, 7:25 to 7:28
Employee Polygraph Protection Act, 2:88, 6:38
Employment practices, 2:103
Enforcement, 2:2, 2:3, 2:30, 2:42, 2:86, 2:88, 2:92, 5:5, 6:38, 7:26, 7:57, 7:64, 8:30, 10:1, 10:17, 10:19
Equal Pay Act, 2:88, 8:8, 8:38, 10:17, 10:19
Evidence, 2:2, 2:3, 2:30, 2:42, 2:83, 2:86, 2:88, 2:92, 2:103, 3:7, 5:5, 6:38, 7:24, 7:28, 7:57, 7:64, 8:10, 8:30, 8:31, 9:24, 10:8, 10:19, 10:20, 10:23, 10:24, 10:28, 11:2, 11:4, 11:5, 11:9, 11:13, 11:27 to 11:29, 11:31, 11:35, 12:25, 13:8, 13:12, 15:23, 16:5
Fraud, 2:3, 2:86, 2:88, 2:92, 7:25 to 7:28, 7:57, 12:25

SETTLEMENT—Cont'd

Hiring, 2:2, 2:83, 2:103, 10:28, 16:10
 Railway Labor Act, 2:3, 2:92
 Retaliation, 1:3, 2:2, 2:3, 2:30, 2:32, 2:83, 2:86, 2:88, 2:92, 2:103, 4:30, 5:5, 5:11, 7:8, 7:57, 7:64, 8:8, 9:31, 10:1, 10:17, 10:28, 11:4, 12:25

SEVERANCE

Damages, 1:1, 1:2, 2:9, 2:32, 2:46, 2:63, 2:88, 2:94, 2:103, 2:111, 7:26, 7:56, 7:57, 7:61, 7:69, 8:14, 10:8, 11:33, 12:7, 14:8

SEVERANCE PAY

Agreements, 1:1, 7:47, 7:57, 7:69, 9:27, 10:6, 13:21, 15:8
 Cause, 1:1, 1:2, 2:94, 7:56, 7:57, 7:61, 7:65, 7:66, 7:69, 10:8, 14:8, 15:8
 Disclosure, 7:25, 7:57, 7:69
 Discrimination, 1:1, 1:2, 2:46, 7:47, 7:56, 7:57, 7:61, 7:69, 8:14, 9:27, 10:6, 10:8, 15:8
 ERISA, 1:1, 1:2, 2:94, 7:47, 7:56, 7:61, 7:65, 7:69, 13:21
 Forms, 1:2, 7:69, 10:6, 13:3, 13:21, 14:8, 15:8
 Language, 7:57, 7:65, 9:27
 Maine, 7:57, 7:65, 7:69
 Massachusetts, 2:94, 7:57, 7:69
 Notification, 1:1 to 7:1, 7:56, 7:69, 14:8
 Older employees, 2:46, 7:69
 Ongoing administration, 1:1, 7:61
 Overtime pay, 7:57
 Pennsylvania, 7:57, 7:69
 Pension plan, 7:61, 10:6
 Plan, 1:1, 2:94, 7:1, 7:47, 7:56, 7:61, 7:65, 7:69, 10:6, 13:3, 15:8
 Regulations, 1:2, 7:47, 7:56, 7:66, 7:69, 10:6, 14:8
 Releases, 1:2, 7:1, 7:25, 7:56, 7:57, 9:27
 Rhode Island, 7:57
 State laws, 1:1, 7:57, 7:61, 7:69
 Termination of, 2:94, 7:47, 7:57, 7:61, 7:65, 12:7, 14:8, 15:8

SEVERANCE PAY—Cont'd

Uniformed Services Employment and Reemployment Rights Act, 1:1
 Welfare benefit, 7:56, 7:61, 7:65

SEX

Unions, 1:2, 2:2, 2:4, 2:5, 2:93, 7:64, 7:69, 13:8

SEXUAL ADVANCES

At-will employment, 2:75
 Harassment, 2:34, 2:35, 2:75, 6:30, 14:14, 17:75, 17:76

SEXUAL ORIENTATION

Benefits, 2:29, 2:34, 2:87, 2:103, 2:112
 Collective bargaining, 2:87, 2:112, 3:11, 7:64
 Comparators, 2:14
 Contracts, 2:29, 2:103, 2:112, 7:64
 Department of Justice, 2:29, 7:64
 Disability discrimination, 2:87, 2:103
 Gender identity, 2:14, 2:29, 2:34, 2:103
 Harassment, 2:29, 2:34, 2:87, 2:103, 2:112, 3:11
 Hiring, 2:14, 2:29, 2:34, 2:103
 Non-binary, 2:29
 Retaliation, 2:14, 2:34, 2:87, 2:103, 2:112, 3:11, 7:64
 Sexual orientation, 2:14, 2:29, 2:34, 2:87, 2:103, 2:112, 3:11, 7:64
 State statutory protections, 2:112
 Statistical evidence, 2:29
 Statutory protections, 2:112
 Tenure, 2:29
 Title VII, 2:14, 2:29, 2:34, 2:87, 2:103, 3:11, 7:64
 Transgender status, 2:29

SHAM

Unfair labor practices, 10:31

SHARING

Unfair labor practices, 2:3

SHIFTS

Hours of work, 2:54

SICK LEAVE

Age discrimination, 7:69

INDEX

SICK LEAVE—Cont'd

- Collective bargaining agreement, 2:87, 7:69
- Disability discrimination, 2:51, 2:77, 2:87, 8:11
- Employee Retirement Income Security Act, 7:69
- Serious health condition, 2:87, 7:69
- State law, 2:77, 2:87, 7:69
- Unions, 7:69
- Unpaid leaves of absence, 7:69
- Veterans, 2:87, 2:89

SINGLE SITE OF EMPLOYMENT

- Worker Adjustment and Retraining Notification Act, 7:56

SITES

- Unions, 7:56, 7:69

SMOKING

- Discrimination, 2:54, 4:30, 7:19, 12:11, 12:22

SOCIAL SECURITY

- Backpay, 14:15
- Common law, 7:2
- Deductions, 2:46, 8:14, 8:41
- Employer, 1:1, 2:46, 2:54, 2:60, 6:15, 7:2, 7:48, 7:50, 7:66, 8:12, 8:14, 8:28, 8:41, 11:36, 12:19, 14:15
- Employment, 1:1, 2:46, 2:54, 2:60, 7:2, 7:48, 7:50, 7:55, 7:66, 8:14, 8:28, 8:29, 11:36, 12:19, 14:15, 16:16
- Life insurance, 8:41, 12:19, 16:16
- National Labor Relations Board, 2:60, 8:12, 8:14
- Taxation, 11:36
- Wages, 1:1, 2:54, 2:60, 7:66, 8:12, 8:14, 8:41, 12:19, 14:15, 16:16

SOLICITOR OF LABOR

- Department of Labor, 2:83

SOUTH CAROLINA

- Affirmative action plans, 2:29
- Age Discrimination in Employment Act, 1:1, 7:69
- Age discrimination, 1:1, 2:112, 7:69
- Assignments, 2:29, 7:69

SOUTH CAROLINA—Cont'd

- At-will employment, 1:1, 2:112, 5:14
- Compensation, 1:1, 2:29, 2:112, 5:14, 7:69
- Conditions of employment, 7:69
- Dispute, 7:69
- Employment practices, 2:29
- Exemptions, 7:69
- Federal contractors, 7:69
- Jury duty, 2:112, 5:14
- Minimum wages, 7:69
- Notice, 1:1, 2:29, 2:112, 7:18, 7:69
- Race discrimination, 2:28, 7:69
- Religious discrimination, 7:69
- Remedies, 1:1, 2:112, 5:14, 6:61, 7:69
- Reports, 2:112, 7:18, 7:69
- Sex discrimination, 2:29, 2:112, 7:18, 7:69
- Sick leave, 7:69
- State statutes, 1:1, 2:112
- Technical assistance, 2:29, 7:69
- Terms, 1:1, 7:69
- Time off, 7:69
- Unemployment compensation, 1:1, 7:69

SOUTH DAKOTA

- Age Discrimination in Employment Act, 7:69
- Compensation, 2:29, 7:69
- Conditions of employment, 7:69
- Criminal penalties, 7:19
- Dispute, 7:69
- Employment practices, 2:29
- Exemptions, 7:69
- Federal contractors, 7:69
- Harassment, 2:29, 7:69
- Health insurance, 7:69
- Layoffs, 7:69
- Minimum wages, 7:69
- Notice, 2:29, 7:19, 7:69
- Permits, 7:19, 7:69
- Race discrimination, 7:69
- Recalls, 7:69
- Religious discrimination, 7:69
- Remedies, 7:19, 7:69
- Reports, 7:69

SOUTH DAKOTA—Cont'd

Sex discrimination, **2:29, 7:69**
 Terms, **7:69**
 Unemployment compensation, **7:69**

STANDARD DEVIATIONS

Statistical evidence, **2:17, 2:43**

STANDING

Unfair labor practices, **2:2, 2:94, 2:95, 10:31**

STATE GOVERNMENTS

Americans with Disabilities Act, **2:86, 7:69**
 Employee Retirement Income Security Act, **7:69**
 Family and Medical Leave Act, **2:86, 7:69**
 Title VII, **2:86, 7:69**

STATISTICAL EVIDENCE

Discipline, **2:43, 10:28, 11:11**
 Disparate impact cases, **2:17, 2:29**
 Relevant labor market, **2:17**
 Standard deviations, **2:17, 2:43**

STATISTICAL SIGNIFICANCE

Statistics, **2:12, 2:17**

STATUS QUO

Unions, **2:2**

STOCK OPTIONS

Stock, **8:11, 13:3, 14:8, 17:69**
 Termination of employment, **14:8**

STORES

Unions, **2:2**

STRIKES

Wildcat, **2:2, 3:2**

STUDENTS

National Labor Relations Act, **2:43, 3:3**

SUBJECT MATTER JURISDICTION

Complaints, **2:2, 2:9, 2:79, 2:112, 7:26, 7:69, 14:14**
 Unfair labor practices, **2:2**

SUBMISSION

National Labor Relations Board, **10:15**

SUBSIDIARIES

Family and Medical Leave Act, **7:56**

SUBSTANTIAL EVIDENCE

National Labor Relations Board, **2:2, 2:80, 5:8, 10:31**

SUGGESTIONS

Benefits, **2:88, 7:29**

SUMMARY JUDGMENT

Intent, **2:8, 2:12, 2:14, 2:15, 2:29, 2:43, 2:65, 2:79, 2:87, 2:89, 2:94, 2:103, 3:2, 4:3, 5:8, 7:15, 7:62, 7:65, 11:4, 11:32, 16:2**
 Labor Management Relations Act, **2:2, 3:2, 3:8, 6:2, 7:19, 7:24, 7:31, 7:59, 7:69**
 Magistrates, **11:4**
 Motive, **2:2, 2:14, 2:29, 2:43, 2:45, 2:56, 2:79, 2:87, 2:94, 2:95, 2:103, 6:2, 6:3, 7:59, 7:69, 7:70, 11:32, 16:2**
 National Labor Relations Board, **2:2, 2:3, 2:60, 2:95, 5:5, 5:8, 7:59, 7:69, 7:70**
 Partial summary judgment, **2:36, 9:28**
 Retaliation cases, **2:2, 2:79, 2:87, 5:5**

SUPREME COURT

Labor Management Relations Act, **2:2, 2:74, 2:81, 3:1 to 3:3, 3:8, 3:10, 3:11, 3:14, 3:15, 6:2, 6:17, 7:5, 7:19, 7:22, 7:31, 7:59, 7:69, 9:17**
 National Labor Relations Act, **1:1, 2:1 to 2:3, 2:9, 2:13, 2:43, 2:60, 2:70, 2:80, 2:81, 2:92, 3:3, 3:9 to 3:11, 5:5, 5:16, 6:17, 7:2, 7:26, 7:59, 7:64, 7:69, 8:7, 8:8, 8:10, 8:38, 9:16, 9:17, 10:28**
 National Labor Relations Board, **2:1 to 2:3, 2:9, 2:60, 2:80, 2:83, 3:9, 3:10, 5:5, 5:8, 6:17, 7:26, 7:34, 7:59, 7:64, 7:69, 7:70, 8:7, 8:8, 8:10, 8:14, 9:16, 10:30**

INDEX

SUSPENSION

Unions, 2:2, 2:92, 3:2, 7:64

TAXATION

Front pay, 8:37
Golden parachutes, 11:36
Liquidated damages, 8:38, 11:36
Punitive damages, 8:36 to 8:38
Social security, 11:36

TEACHERS

Compensation, 2:47

TELEPHONE

Companies, 2:2, 2:93, 11:12

TELEVISION

Unions, 1:2, 2:2

TELLERS

National Labor Relations Act, 7:57

TENNESSEE

Affirmative action plans, 2:29
Age Discrimination in Employment Act, 2:9, 2:42, 2:103, 7:31, 7:69
Age discrimination, 2:9, 2:42, 2:103, 7:31, 7:69
Appeals, 2:2, 2:9, 2:103, 2:110
Assignments, 2:29, 2:30, 2:110, 7:69
Certificates, 2:89
Compensation, 2:2, 2:9, 2:29, 2:110, 7:69
Complaints, 2:2, 2:9, 2:29, 2:103, 2:110, 7:69
Conditions of employment, 2:103, 7:69
Court proceedings, 7:31
Disclosures, 2:103, 2:110
Employment practices, 2:29, 2:103
Equal pay, 2:29, 2:89, 2:103, 2:110
Evidence, 2:2, 2:29, 2:30, 2:42, 2:89, 2:103, 2:110, 7:69
Exemptions, 7:69
Family leave, 2:103
Harassment, 2:2, 2:29, 2:103, 7:69
Hearings, 2:9
Investigations, 2:9, 7:69
National origin discrimination, 2:9, 2:103

TENNESSEE—Cont'd

Notice, 2:2, 2:9, 2:29, 2:42, 2:89, 7:69
Overtime pay, 2:9
Permits, 2:9, 2:103, 7:69
Pregnancy discrimination, 2:30, 2:103
Privacy, 2:9, 7:69
Race discrimination, 2:2, 2:103, 7:69
Religious discrimination, 2:110, 7:69
Remedies, 2:2, 2:30, 2:103, 2:110, 7:69
Sex discrimination, 2:29, 2:30, 7:69
State statutes, 2:103, 2:110
Technical assistance, 2:29, 7:69
Terms, 2:9, 2:42, 2:103, 7:31, 7:69
Tipped employees, 7:69
Unemployment compensation, 7:69

TERMINATION

Acquisitions, 1:2
Age discrimination statutes, 2:44
Attendance problems, 2:12, 2:54, 2:87
Audits, 2:88, 5:8, 7:57
Backpay, 14:5, 14:11, 14:15, 14:19
Burden of proof, 1:1, 2:3, 2:13, 2:14, 2:43, 2:44, 2:55, 2:86, 2:87, 3:2, 3:21, 7:15, 7:65, 8:1, 8:4, 9:1, 9:25, 11:5, 11:10, 12:7, 12:23, 17:1, 17:20, 17:53
Cause, 1:1 to 2:3, 2:9, 2:12 to 2:14, 2:29, 2:34, 2:36, 2:43, 2:44, 2:53, 2:54, 2:60, 2:63, 2:65, 2:69, 2:70, 2:74, 2:75, 2:77, 2:79, 2:81, 2:86 to 2:89, 2:92, 2:94 to 2:97, 2:102, 2:103, 2:109 to 2:112, 3:2, 3:3, 3:6, 3:7, 3:10, 3:11, 3:18 to 3:21, 4:18, 4:20, 4:33, 5:5, 5:9 to 5:12, 5:14, 5:16, 6:2, 6:28, 6:32, 6:55, 7:2, 7:3, 7:7, 7:9, 7:15, 7:19, 7:22, 7:29, 7:31, 7:33, 7:35, 7:41, 7:50, 7:56, 7:57, 7:59 to 7:62, 7:64, 7:65, 7:68, 7:69, 8:1, 8:6, 8:20, 8:28, 9:11, 9:14, 9:18, 9:24, 9:25, 9:28, 9:29, 10:8, 10:10, 10:18, 10:33, 11:2, 11:4, 11:36, 12:1, 12:11, 12:22, 12:23, 13:4, 14:2,

TERMINATION—Cont'd

14:3, 14:5, 14:7, 14:8, 14:11 to 14:13, 14:15, 14:17, 14:22, 14:23, 15:2, 15:3, 15:8, 15:11, 15:15, 16:6, 16:9, 16:10, 16:13, 17:8, 17:9, 17:11, 17:13, 17:20, 17:29, 17:63, 17:72, 17:98

Consideration, 1:1, 1:2, 2:9, 2:29, 2:55, 2:79, 2:89, 2:103, 3:2, 4:3, 7:15, 7:24, 7:27 to 7:29, 7:35, 7:57, 7:64, 7:65, 7:69, 8:17, 8:19, 8:20, 9:17, 9:27, 10:10, 10:11, 10:16, 10:18, 10:23, 12:23, 13:19, 14:8, 16:6, 16:9, 16:10, 17:2

Conspiracy, 2:74, 2:86, 2:88, 2:92, 2:93, 2:95, 6:2, 7:17, 14:7

Constructive discharge, 1:1 to 2:3, 2:29, 2:30, 2:34, 2:36, 2:45, 2:47, 2:86, 2:103, 5:9, 7:23, 7:50, 7:60, 7:62, 7:63, 8:8, 8:20, 10:18, 17:1

Customers, 2:34, 2:35, 2:86, 2:93, 2:96, 2:112, 5:16, 6:24, 6:32, 7:2, 7:29, 7:57, 7:69, 13:12, 14:6

Damages, 1:1 to 1:3, 2:2, 2:3, 2:9, 2:13, 2:14, 2:20, 2:30, 2:34, 2:36, 2:44, 2:53, 2:54, 2:61, 2:63, 2:74, 2:75, 2:77, 2:79 to 2:81, 2:86 to 2:89, 2:93 to 2:96, 2:102, 2:103, 2:110 to 2:112, 3:2, 3:3, 3:6, 3:21, 5:5, 5:9, 5:10, 5:14, 5:16, 6:2, 6:8, 6:17, 6:23, 6:24, 7:9, 7:14, 7:15, 7:17, 7:23, 7:28, 7:29, 7:31, 7:33, 7:35, 7:56, 7:57, 7:59 to 7:61, 7:63, 7:64, 7:69 to 7:71, 8:1 to 8:8, 8:10, 8:11, 8:14, 8:16, 8:17, 8:19, 8:20, 8:28, 8:36, 8:38, 8:41, 9:18, 9:31, 10:4, 10:8, 10:10, 10:11, 10:23, 10:28, 10:33, 11:2, 11:6, 11:10, 11:21, 11:22, 11:36, 12:7, 12:11, 12:22, 12:23, 13:2, 13:12, 13:13, 13:19, 13:25, 13:26, 14:3 to 14:8, 14:11 to 14:17, 14:19, 14:21 to 14:23, 15:5, 15:12, 16:6 to 16:9, 17:1, 17:2, 17:8 to 17:11, 17:32, 17:69, 17:71, 17:72, 17:105

Disability discrimination laws, 7:68

TERMINATION—Cont'd

Disclaimers, 4:18, 4:19, 4:33

Employee Retirement Income Security Act, 1:1 to 1:3, 2:93, 2:112, 5:5, 6:15, 6:32, 7:24, 7:37, 7:42, 7:45, 7:47, 7:48, 7:56, 7:61, 7:65, 7:69, 8:28, 8:38, 9:17, 9:18

Errors, 2:54, 2:88, 2:94, 2:101, 2:111, 14:21

Evidence, 1:1 to 2:3, 2:12 to 2:14, 2:28 to 2:30, 2:34, 2:36, 2:37, 2:43 to 2:45, 2:47, 2:53 to 2:55, 2:58, 2:60, 2:61, 2:65, 2:70, 2:75, 2:77, 2:79, 2:80, 2:85 to 2:89, 2:92, 2:94 to 2:96, 2:103, 2:110 to 2:112, 3:2, 3:3, 3:6, 3:7, 3:11, 3:21, 4:18, 4:20, 5:5, 5:8 to 5:10, 5:12, 6:11, 6:23, 6:24, 6:32, 7:7, 7:9, 7:12, 7:15, 7:17 to 7:19, 7:24, 7:28, 7:33, 7:41, 7:57, 7:62 to 7:64, 7:69, 7:70, 8:4, 8:5, 8:7, 8:10, 8:11, 8:17, 8:19, 8:20, 9:24, 9:25, 9:28, 10:6, 10:8, 10:10, 10:23, 10:28, 11:2, 11:4 to 11:6, 11:10, 11:11, 11:20, 11:21, 12:1, 12:4, 12:7, 12:11, 12:22, 12:23, 12:25, 13:6 to 13:8, 13:12, 13:25, 13:26, 14:8, 14:11, 14:23, 15:2, 15:8, 15:10, 15:12, 16:13, 17:2, 17:8 to 17:11, 17:13, 17:20, 17:32, 17:34, 17:53, 17:63, 17:69, 17:71, 17:72, 17:105

Fair dealing, 1:1, 1:2, 6:28, 7:47, 7:57, 7:65, 8:5, 14:7, 14:8, 17:1, 17:29

Federal employment, 2:9, 2:53, 2:63, 7:69, 10:30

Fighting, 2:2, 2:29, 9:25

Forum, 1:3, 2:86, 2:102, 2:103, 2:112, 3:3, 5:8, 5:10, 7:7, 7:17, 7:31, 7:35, 9:29, 10:23, 10:28, 11:5

Fraud, 1:1, 2:3, 2:9, 2:75, 2:86 to 2:88, 2:92, 2:93, 2:96, 2:111, 3:3, 3:6, 5:8, 6:23, 6:28, 7:22, 7:27, 7:28, 7:57, 8:5, 12:11, 12:25, 13:2, 14:6, 14:8

INDEX

TERMINATION—Cont'd

Front pay, 2:2, 2:30, 2:79, 2:103,
2:110, 3:2, 7:14, 7:70, 8:7, 8:8,
8:10, 8:11, 8:16, 8:17, 8:19,
10:11, 11:2, 11:10, 14:5, 14:11,
14:14, 14:19, 14:21 to 14:23,
17:105
Good faith and fair dealing, 1:1, 1:2,
6:28, 7:47, 7:57, 7:65, 8:5,
14:7, 14:8, 17:1, 17:29
Illegal conduct, 2:86, 2:96, 17:32
Insubordination, 2:2, 2:60, 2:75,
2:79, 3:19, 6:17, 9:25, 15:2,
15:9, 17:53
Intent to discriminate, 2:14, 2:65,
14:21
Intentional infliction of emotional
distress, 1:1, 2:3, 2:81, 2:94,
2:96, 5:5, 6:8, 6:11, 6:15, 6:17,
7:15, 7:19, 7:60, 7:63, 7:69,
8:5, 8:20, 9:17, 10:27, 14:8
Interference with contractual rela-
tions, 1:1, 5:5, 6:2, 6:5, 7:15
Internal Revenue Service, 2:86, 7:29,
7:47, 7:50, 8:36, 8:38, 8:41,
11:2
Intolerable working conditions, 7:62,
7:63
Invasion of privacy, 1:1, 6:15, 6:23,
6:32, 7:23, 7:59, 7:60, 7:68,
9:11, 9:17, 10:27, 14:8, 14:22
Legitimate expectations, 7:9, 7:59
Length of service, 3:2, 4:20, 7:7,
10:2, 15:15
Lost earnings, 2:2, 2:54, 8:2, 8:8,
8:11, 14:17
Mergers, 1:2
Mitigation of damages, 3:6, 12:22
Motives, 2:2, 2:13, 2:44, 2:45, 2:75,
2:92, 2:103, 3:10, 6:17, 7:69,
9:25, 10:33, 13:8, 14:7
Multiemployer Plans, 7:45
Negligent infliction of emotional
distress, 6:55, 7:15, 14:8
Nominal damages, 2:77, 7:14
Performance appraisals, 15:7
Permanent employment, 4:20
Personality problems, 7:7
Pleadings, 2:36, 2:45, 2:110, 2:112,
3:10, 5:12, 9:24, 13:27, 15:12

TERMINATION—Cont'd

Prima facie case, 2:2, 2:12, 2:14,
2:29, 2:30, 2:34, 2:43 to 2:45,
2:47, 2:53, 2:54, 2:65, 2:75,
2:77, 2:79, 2:81, 2:86, 2:87,
2:92, 2:94, 2:101, 2:103, 2:110,
2:112, 3:21, 5:5, 5:10, 5:12, 6:2,
7:69, 10:18, 11:2, 11:6, 12:1
Privacy, 1:1, 1:2, 2:9, 2:70, 2:112,
5:9, 6:15, 6:23, 6:28, 6:32, 7:7,
7:19, 7:22, 7:23, 7:59, 7:60,
7:68, 7:69, 9:11, 9:17, 10:27,
11:11, 13:2, 14:8, 14:22
Promissory estoppel, 7:9, 7:47, 14:5,
14:12, 14:13, 16:7, 17:9
Promotion policies, 10:28
Punitive damages, 1:1, 2:30, 2:36,
2:61, 2:74, 2:79, 2:81, 2:87,
2:94, 2:95, 2:103, 2:110, 2:111,
3:2, 5:5, 5:10, 5:16, 6:17, 6:24,
7:17, 7:23, 7:56, 7:59, 7:63,
7:64, 7:69, 8:1, 8:5, 8:11, 8:20,
8:36, 8:38, 8:41, 9:18, 10:11,
10:23, 10:28, 10:33, 11:6,
12:22, 12:23, 14:3, 14:4, 14:6
to 14:8, 14:13 to 14:17, 14:19,
14:22, 14:23, 16:6, 16:9, 17:69
Reinstatement, 2:2, 2:3, 2:9, 2:13,
2:14, 2:30, 2:37, 2:44, 2:63,
2:74, 2:75, 2:79 to 2:81, 2:86 to
2:89, 2:94, 2:103, 2:110, 2:112,
3:2, 3:6, 3:9, 5:5, 5:10, 5:12,
6:17, 6:24, 7:14, 7:18, 7:22 to
7:24, 7:29, 7:59, 7:69, 7:70,
8:1, 8:7, 8:8, 8:10, 8:16, 8:17,
8:20, 8:41, 10:2, 10:11, 11:2,
11:10, 11:36, 13:8, 13:19 to
13:21, 14:5, 14:11, 14:13,
14:15, 14:19, 14:21, 14:22,
16:10
Remedies, 1:1 to 1:3, 2:2, 2:20, 2:30,
2:37, 2:43, 2:44, 2:54, 2:61,
2:70, 2:74, 2:75, 2:77, 2:79 to
2:81, 2:85 to 2:88, 2:92, 2:94,
2:96, 2:102, 2:103, 2:110 to
2:112, 3:2, 3:3, 3:6, 3:7, 3:9 to
3:11, 4:19, 5:5, 5:8, 5:10, 5:11,
5:14, 5:16, 6:2, 6:5, 6:8, 6:11,
6:15, 6:17, 6:23 to 6:25, 6:28,
6:32, 6:55, 7:7, 7:9, 7:14, 7:17,
7:19, 7:37, 7:57, 7:59 to 7:61,
7:63, 7:64, 7:69, 7:70, 8:1 to

TERMINATION—Cont'd

8:8, 8:10, 8:11, 8:14, 8:16, 8:17,
8:19, 8:20, 8:28, 8:36, 8:38,
8:41, 9:14, 9:17, 9:24, 9:28,
10:4, 10:8, 10:18, 10:23, 10:28,
11:2, 13:8, 13:25, 14:11 to
14:13, 14:17, 14:21, 14:22
Replacement requirement, 2:43
Settlement, 1:3, 2:2, 2:3, 2:30, 2:86,
2:88, 2:92, 2:103, 3:7, 4:19,
5:5, 5:11, 7:8, 7:24, 7:27 to
7:29, 7:57, 7:64, 8:8, 8:10,
8:36, 8:38, 8:41, 9:24, 9:31,
10:1, 10:2, 10:8, 10:11, 10:23,
10:28, 11:2, 11:4, 11:5, 11:36,
12:25, 13:3, 13:8, 13:12 to
13:15, 13:17 to 13:21, 16:6,
16:7, 16:9, 16:10
Severance arrangements, 7:47
State law, 1:1, 2:3, 2:9, 2:20, 2:29,
2:30, 2:41, 2:43, 2:53 to 2:55,
2:60, 2:61, 2:69, 2:70, 2:77,
2:79, 2:81, 2:87, 2:88, 2:92,
2:95, 2:103, 2:110, 2:112, 3:3,
3:6, 3:11, 5:5, 5:8, 6:2, 6:17,
6:23, 7:9, 7:15, 7:17 to 7:19,
7:24, 7:37, 7:55 to 7:57, 7:59,
7:61, 7:69, 7:71, 8:5, 8:7, 8:28,
9:17, 9:28, 9:29, 10:23, 10:27,
10:28, 14:6, 14:7, 14:13
Substitution, 2:86, 2:87
Suspension, 1:1, 2:2, 2:54, 2:79,
2:85, 2:92, 3:2, 3:3, 3:6, 3:10 to
7:10, 7:18, 7:64, 15:9, 15:10
Tax, 1:1, 1:3, 2:2, 2:75, 2:86, 2:88,
7:2, 7:29, 7:45, 7:47, 7:69, 8:11,
8:36, 8:38, 8:41, 10:11, 11:36,
13:11, 15:4, 16:6, 16:7, 16:9
Timing, 2:2, 2:43, 2:65, 2:70, 2:75,
2:87, 2:101, 3:2, 3:11, 7:37,
7:64, 7:69, 11:4 to 13:7
Uniformed Services Employment and
Reemployment Rights Act, 1:1,
2:89
Wrongful termination, 1:1 to 1:3,
2:2, 2:3, 2:29, 2:34, 2:36, 2:53,
2:54, 2:60, 2:65, 2:70, 2:77,
2:81, 2:87, 2:89, 2:93, 2:96,
2:102, 2:103, 2:109, 2:110,
2:112, 3:2, 3:3, 3:10, 3:11, 5:4,
5:5, 5:8, 5:12, 5:14, 5:16, 6:17,

TERMINATION—Cont'd

6:23, 7:15, 7:17 to 7:19, 7:57,
7:59, 7:60, 7:63, 7:64, 7:69 to
7:71, 8:1 to 8:7, 8:11, 8:14,
8:16, 8:19, 8:20, 8:28, 8:36,
9:1, 9:2, 9:8, 9:11, 9:14, 9:17,
9:18, 9:20, 9:21, 9:24, 9:25,
9:27 to 9:29, 9:31, 10:18,
10:23, 10:27, 10:33, 11:4,
12:25, 13:13, 13:19, 13:21,
13:25 to 13:27, 14:3, 14:8,
14:21, 15:5, 17:8, 17:9, 17:32

TERMS OF EMPLOYMENT

Defined, 2:37, 4:2
Grievance procedures, 4:2
Language, 2:37, 2:96, 4:8
Services, 6:50
Title VII, 2:37

TESTS

Disparate impact, 2:43, 7:19, 7:69

TEXAS

Age Discrimination in Employment
Act, 2:9, 7:69
Age discrimination, 2:9, 7:26, 7:69,
16:2
Assignments, 2:29, 2:30, 7:69
At-will employment, 7:57
Certificates, 2:89
Compensation, 2:9, 2:29, 3:2, 5:10,
7:26, 7:57, 7:69, 8:21, 9:28
Conditions of employment, 7:57,
7:69
Employment practices, 2:29
Evidence, 2:29, 2:30, 2:36, 2:89, 3:2,
5:10, 5:12, 7:19, 7:57, 7:69,
9:28, 16:2, 17:77
Exemptions, 2:36, 7:69
Federal contractors, 2:36, 7:69
Fringe benefits, 7:57
Harassment, 2:29, 2:36, 3:2, 5:12,
7:57, 7:69, 9:28
Health, 2:29, 2:30, 2:36, 2:89, 5:12,
7:19, 7:26, 7:57, 7:69, 17:77
Holidays, 2:36
Investigations, 2:9, 7:57, 7:69
Mail, 2:36, 7:69
Minimum wages, 7:69

INDEX

TEXAS—Cont'd

National origin discrimination, 2:9, 17:77
Notice, 2:9, 2:29, 2:36, 2:89, 3:2, 7:19, 7:57, 7:69, 9:28
Overtime pay, 2:9, 7:57
Permits, 2:9, 2:36, 3:2, 5:10, 7:19, 7:57, 7:69, 9:28, 16:2
Physical fitness, 2:29
Pregnancy discrimination, 2:30
Race discrimination, 5:12, 7:69
Religious discrimination, 2:36, 7:69
Remedies, 2:30, 3:2, 5:10, 7:19, 7:26, 7:57, 7:69, 8:21, 9:28
Sex discrimination, 2:29, 2:30, 5:12, 7:69
State statutes, 3:2, 7:57
Technical assistance, 2:29, 7:69
Termination of employment, 7:57
Terms, 2:9, 3:2, 7:26, 7:57, 7:69
Unemployment compensation, 7:69

THEFT

Unfair labor practices, 2:3
Work rules, 2:3, 15:15

THERAPIST

Privilege, 2:86

THIRD PARTIES

Labor Management Relations Act, 6:2

THREATS

Labor Management Relations Act, 2:2, 7:24
National Labor Relations Board, 2:2, 2:3, 2:75, 5:12, 7:57
Violence, 2:2, 2:30, 5:12, 7:24

TITLE VI

Rehabilitation Act, 2:52

TITLE VII

Administration, 1:1, 1:3, 2:1, 2:8, 2:9, 2:29, 2:54, 2:60, 2:75, 2:86, 2:88, 2:92, 5:11, 6:44, 7:24, 7:61, 7:69, 10:32, 14:18, 14:19
Age Discrimination in Employment Act, 1:1, 1:3, 2:1, 2:4, 2:5, 2:7 to 2:11, 2:13, 2:14, 2:22, 2:23,

TITLE VII—Cont'd

2:39, 2:40, 2:42 to 2:44, 2:79, 2:102, 2:103, 7:2, 7:7, 7:31, 7:33, 7:35, 7:36, 7:61, 7:64, 7:69, 7:71, 8:1, 8:5, 8:7, 8:14, 8:17, 8:30, 8:38, 9:15, 10:13, 10:17 to 10:21, 10:29, 10:33, 11:4, 11:39, 12:1
Aggrieved individuals, 2:8, 10:17
Alternative dispute resolution, 1:3, 2:9, 2:26, 2:103, 11:39
Arbitration agreements, 1:1, 2:9, 2:26, 2:75, 10:28, 11:39
Attorneys, 1:1, 2:9, 2:37, 2:79, 3:11, 7:7, 7:26, 8:30, 8:36, 10:13, 10:17, 10:18, 11:4, 11:9, 11:19, 14:15, 14:17, 14:18
Backpay, 14:15, 14:19
Bonuses, 2:81, 8:14
Class actions, 2:9, 2:42, 2:87, 7:61, 7:69, 10:28
Complaints, 2:2, 2:8 to 2:10, 2:14, 2:27, 2:29, 2:34 to 2:36, 2:43, 2:56, 2:70, 2:75, 2:79, 2:81, 2:86, 2:88, 2:92, 2:97, 2:99, 2:103, 5:12, 6:32, 7:8, 7:26, 7:69, 8:20, 8:25, 8:26, 9:17, 11:4, 14:15, 14:17 to 14:19, 17:82
Conciliation, 2:8, 2:36, 2:39, 7:34, 8:30, 10:1, 10:17, 10:19
Confidentiality, 2:8, 2:32, 2:60, 2:88, 2:103, 10:19, 11:9
Continuing violations, 7:64
Counsel, 1:3, 2:2, 2:9, 2:12, 2:43, 2:60, 2:79, 2:86, 2:97, 2:102, 7:7, 7:24, 7:31, 7:33, 7:64, 7:69, 8:20, 8:30, 9:28, 10:1, 10:13, 10:17 to 10:21, 10:28, 10:29, 10:33, 11:2, 11:4, 11:9, 11:19, 12:1, 14:17
Criminal sanctions, 8:27
Damages, 1:1, 1:3, 2:2, 2:4, 2:9, 2:10, 2:13, 2:14, 2:19 to 2:22, 2:27, 2:30, 2:32 to 2:34, 2:36, 2:44, 2:53, 2:54, 2:61, 2:63, 2:66, 2:74, 2:75, 2:77, 2:79, 2:81, 2:86 to 2:88, 2:99, 2:102, 2:103, 6:14, 6:18, 6:44, 6:56, 7:17, 7:26, 7:31, 7:33, 7:35,

TITLE VII—Cont'd

7:61, 7:64, 7:69, 7:71, 8:1, 8:5,
8:7, 8:10, 8:14, 8:15, 8:17,
8:20, 8:25 to 8:27, 8:30, 8:36,
8:38, 10:13, 10:17, 10:28,
10:33, 11:2, 11:19, 11:39, 13:2,
14:15, 14:17 to 14:19
Deferral jurisdictions, 10:18
Discharge cases, 2:2, 2:92, 7:24, 8:1,
10:13, 10:19, 10:30
Disclosures, 2:75, 2:86, 2:88, 2:103,
10:17, 11:4
Employment agencies, 2:8
Equal Employment Opportunity
Commission, 1:1, 1:3, 2:1, 2:4,
2:8, 2:9, 2:11, 2:13, 2:17, 2:19,
2:26 to 2:30, 2:33, 2:34, 2:36,
2:37, 2:39, 2:40, 2:53, 2:54,
2:56, 2:60, 2:70, 2:75, 2:79,
2:87, 2:88, 2:92, 2:97, 2:100,
2:103, 3:11, 5:11, 6:32, 7:7, 7:8,
7:31, 7:34, 7:64, 7:69, 8:25,
8:27, 8:30, 9:28, 10:1, 10:17 to
10:21, 10:28, 10:30, 10:33,
11:4, 14:15, 14:17 to 14:19,
17:77
Estoppel, 2:53, 7:31, 7:33 to 7:36,
7:64, 9:28, 11:2
Evidence, 1:1, 2:2, 2:5, 2:8, 2:12 to
2:17, 2:27 to 2:30, 2:34, 2:36,
2:37, 2:42 to 2:44, 2:53 to 2:56,
2:60, 2:61, 2:65, 2:70, 2:75,
2:77, 2:79, 2:86 to 2:88, 2:92,
2:103, 3:11, 5:12, 6:14, 6:32,
6:44, 7:7, 7:17, 7:24, 7:33,
7:34, 7:62, 7:64, 7:69, 8:5, 8:7,
8:10, 8:17, 8:20, 8:25, 8:30,
9:28, 10:19 to 10:21, 10:28,
10:29, 10:31, 11:2, 11:4, 11:9,
11:39, 12:1, 17:73 to 17:77,
17:79 to 17:82
Exhaustion of remedies, 2:1, 2:81,
7:64
Expenses, 2:74, 2:77, 2:86, 7:2, 7:61,
8:30, 8:33, 8:38, 10:13, 11:2,
11:4, 14:17, 14:18, 17:79
Federal agency, 2:29, 2:36, 2:75,
2:86, 2:88, 7:2, 7:7
Federal employment, 2:9, 2:53, 2:63,
2:100, 7:69, 10:17, 10:30

TITLE VII—Cont'd

Fringe benefits, 2:79, 7:2, 11:2,
14:15
Harassment cases, 2:22, 2:27, 2:32,
2:34, 2:79, 2:103, 6:14, 10:18
Hiring, 1:1, 2:2, 2:12 to 2:15, 2:17,
2:28, 2:29, 2:31, 2:34, 2:36,
2:37, 2:43, 2:44, 2:61, 2:75,
2:79, 2:97, 2:103, 6:56, 7:2,
7:17, 7:69, 8:26, 8:27, 9:17,
10:28, 10:32, 14:15, 14:17 to
14:19, 17:75, 17:76, 17:78
Intervention, 2:24, 2:86, 11:9
Investigations, 2:9, 2:75, 2:77, 2:79,
2:88, 2:97, 6:32, 7:69, 10:17,
10:19
Jurisdiction, 2:2, 2:7 to 2:9, 2:29,
2:36, 2:37, 2:61, 2:68, 2:79,
2:81, 2:86, 2:92, 3:11, 5:11, 7:7,
7:8, 7:26, 7:31, 7:33, 7:64,
7:69, 7:71, 8:7, 8:17, 8:20, 9:1,
9:28, 10:18, 10:28, 10:33, 11:2,
11:9, 14:15, 14:17 to 14:19
Labor laws, 7:61, 10:31
Layoff cases, 2:43
Local governments, 2:5, 2:68, 2:86,
7:17, 10:17
Mistakes, 2:54, 2:86, 2:87
Notice, 1:1, 2:2, 2:4, 2:8, 2:9, 2:24,
2:29, 2:34, 2:36, 2:39, 2:40,
2:42, 2:53, 2:54, 2:70, 2:81,
2:86, 2:87, 2:92, 2:97, 2:102,
3:11, 7:7, 7:8, 7:61, 7:62, 7:64,
7:69, 8:7, 9:17, 9:28, 10:17,
10:19 to 10:21, 10:28, 13:2,
14:15, 14:17
Parties, 1:3, 2:5, 2:8, 2:9, 2:15, 2:29,
2:32, 2:34, 2:54, 2:61, 2:63,
2:74, 2:79, 2:86, 2:92, 2:102,
3:11, 7:2, 7:26, 7:31, 7:33, 7:61,
7:64, 7:69, 8:17, 8:30, 8:33,
10:17 to 10:21, 10:28, 11:2,
11:4, 11:9, 11:39, 14:15, 14:18,
14:19, 17:73, 17:79
Pleadings, 2:36, 5:12, 7:26
Private actions, 2:53
Private employers, 2:11, 2:21, 2:74,
7:69
Production of documents, 11:4
Promotion cases, 2:15, 2:17, 2:61

INDEX

TITLE VII—Cont'd

Public employers, 2:20, 2:74, 7:7, 7:69

Punitive damages, 1:1, 2:10, 2:19, 2:21, 2:27, 2:30, 2:36, 2:61, 2:66, 2:74, 2:79, 2:81, 2:87, 2:103, 6:14, 6:18, 7:17, 7:64, 7:69, 8:1, 8:5, 8:20, 8:25 to 8:27, 8:36, 8:38, 10:17, 10:28, 10:33, 11:39, 14:15, 14:17 to 14:19

Reasonable cause determinations, 2:29

Retaliation, 1:3, 2:2, 2:8, 2:13, 2:14, 2:17, 2:20, 2:27, 2:30, 2:32 to 2:34, 2:36, 2:37, 2:43, 2:53 to 2:56, 2:60, 2:65, 2:68, 2:70, 2:75, 2:77, 2:79, 2:81, 2:86 to 2:88, 2:92, 2:97, 2:99, 2:103, 3:11, 5:11, 5:12, 7:2, 7:8, 7:31, 7:62, 7:64, 7:69, 7:71, 8:1, 8:7, 8:20, 8:25, 9:1, 9:17, 9:28, 10:1, 10:17, 10:18, 10:28, 11:4, 17:77

Section 1981, 2:9, 2:10, 2:19, 2:27, 2:37, 2:61, 2:63, 2:65, 2:66, 2:74, 2:79, 5:12, 6:32, 7:33, 7:35, 7:36, 7:69, 8:38

Seniority, 2:2, 2:19, 2:23, 2:29, 2:30, 2:43, 2:55, 2:60, 2:86, 2:92, 2:103, 7:64, 7:69, 8:7

Service, 1:1, 2:2, 2:9, 2:43, 2:54 to 2:56, 2:70, 2:74, 2:86 to 2:88, 2:97, 2:103, 7:2, 7:7, 7:8, 7:61, 7:64, 7:69, 8:5, 8:36, 8:38, 9:17, 10:28, 10:32, 11:2, 11:4, 13:2

Settlements, 2:29, 2:103, 7:26, 8:36, 10:13, 10:17, 10:20

State governments, 2:86, 7:69

State laws, 1:1, 2:32, 2:86, 2:92, 2:100, 2:103, 7:61, 7:64, 7:69

Statistical evidence, 2:12, 2:13, 2:16, 2:17, 2:29, 2:43, 10:28

Termination cases, 2:29, 2:102, 8:1, 10:1, 10:30

Terms, 1:1, 1:3, 2:9, 2:13, 2:32, 2:34, 2:37, 2:42, 2:43, 2:54, 2:56, 2:60, 2:61, 2:79, 2:86 to 2:88, 2:92, 2:103, 6:18, 7:7, 7:8, 7:26, 7:31, 7:69, 8:7, 8:10,

TITLE VII—Cont'd

8:20, 8:25, 8:30, 9:17, 10:28, 10:32, 11:9, 11:39, 14:15, 14:17, 17:75, 17:78, 17:79

Trial, 1:3, 2:4, 2:9, 2:10, 2:12 to 2:14, 2:29, 2:30, 2:36, 2:42, 2:44, 2:54, 2:60, 2:66, 2:70, 2:75, 2:77, 2:79, 2:86 to 2:88, 2:103, 6:14, 7:8, 7:33, 7:35, 7:36, 7:69, 8:1, 8:7, 8:10, 8:14, 8:17, 8:20, 8:30, 8:38, 9:1, 10:13, 10:18, 10:21, 10:28, 10:29, 10:33, 11:4, 11:9, 11:19, 11:39, 12:1, 14:15, 14:17 to 14:19

Unions, 2:2, 2:4, 2:5, 2:60, 2:63, 2:86, 2:88, 2:92, 7:64, 7:69, 10:29

Venue, 11:2, 14:19

TORTS

At-will employment, 1:1, 2:112, 6:2

National Labor Relations Act, 1:1, 2:103, 6:17, 10:33

Preemption, 2:112, 6:17, 6:59, 7:60, 10:33

TRANSPORTATION

Drivers, 2:9, 2:60, 2:88, 7:19, 7:22, 10:28

TRIBUNALS

National Labor Relations Board, 7:30

TRIGGERING

Railway Labor Act, 7:69

TUBERCULOSIS

Exposure, 7:69

UNEMPLOYMENT

COMPENSATION

At-will employment, 1:1

Employee Retirement Income Security Act, 1:1, 6:15, 7:69

Misconduct, 1:1, 6:24, 7:41, 7:66, 7:69, 10:6, 12:4

National Labor Relations Act, 1:1, 7:69

UNFAIR LABOR PRACTICES

Ability, 2:3

Access, 2:3, 2:94

UNFAIR LABOR PRACTICES

—Cont'd

Administrative proceedings, 2:2
 Agencies, 2:3, 7:64
 Agents, 2:95
 Agreements, 2:2, 2:3
 Alter egos, 10:31
 Amendment, 2:95
 Anti-union, 2:2, 2:3, 10:31
 Appeals, 2:2, 7:64
 Approval, 2:3
 Arbitration, 2:2, 2:3, 7:64
 Arguments, 2:2, 7:64
 Arrest, 2:2, 2:3
 Assignments, 2:94
 Attendance, 2:3
 Authorization cards, 2:2
 Background evidence, 7:64
 Bad faith, 7:64
 Bar, 7:64
 Bargaining, 2:2, 2:3, 2:95, 7:64, 10:31
 Bargaining unit, 2:2, 10:31
 Benefit fund, 2:94
 Benefits, 2:2, 2:3, 2:94
 Bound, 2:3, 10:31
 Breach, 2:3, 2:94, 2:95, 7:64
 Breaks, 2:2, 2:94, 7:64
 Burden of proof, 2:3, 10:31
 Business, 2:2, 2:3, 2:95, 10:31
 Business justification, 2:3
 Campaigns, 2:2
 Cards, 2:2, 2:95
 Choice, 2:2, 2:3
 Claims, 2:3, 2:94, 2:95, 7:64, 10:31
 Collective bargaining, 2:2, 2:3, 2:95, 7:64, 10:31
 Commerce, 2:3
 Communications, 2:94
 Company officials, 2:2
 Compensation, 2:2, 2:3
 Concerted activity, 2:2
 Conditions, 2:2
 Construction industry, 2:2
 Contributions, 2:94
 Control, 2:2, 2:3, 2:94, 2:95, 10:31
 Courts, 2:2, 2:3, 2:94, 2:95, 7:64, 10:31

UNFAIR LABOR PRACTICES

—Cont'd

Coverage, 2:94
 Customers, 10:31
 Damages, 2:2, 2:3, 2:94, 2:95, 7:64
 Date, 2:94, 2:95, 7:64
 Decisions, 2:2, 2:3, 7:64, 10:31
 Denial, 2:94
 Determinations, 2:2, 10:31
 Discipline, 2:2, 2:95
 Disclosure, 2:2, 2:95
 Discrimination, 2:2, 2:3, 7:64, 10:31
 Disloyalty, 2:2
 Disputes, 2:94
 Dues, 2:95
 Duties, 2:2, 2:3, 2:94
 Effective date, 2:94, 7:64
 Effects bargaining, 2:2
 Election, 2:2, 2:3
 Employees, 2:2, 2:3, 2:94, 2:95, 7:64, 10:31
 Employers, 2:2, 2:3, 2:95, 7:64
 Enforcement, 2:2, 2:3, 2:94, 7:64, 10:31
 Equal Employment Opportunity Commission, 7:64
 Equipment, 10:31
 Evidence, 2:2, 2:3, 2:94, 2:95, 7:64, 10:31
 Exemptions, 2:3
 Exercise, 2:2
 Extent, 2:3
 Factors, 2:2, 2:3, 10:31
 Fees, 2:2, 2:95
 Fighting, 2:2
 Filing, 2:2, 2:3, 7:64
 Fines, 2:2
 First Amendment, 2:95
 Free speech, 2:2, 2:95
 Fringe benefits, 2:3
 Good standing, 2:95
 Government, 2:2, 2:3, 7:64
 Granting, 2:2
 Grievances, 2:2, 7:64
 Guarantee, 2:2
 Harassment, 2:2, 2:3, 2:94
 Hardship, 2:3
 Harm, 2:3, 2:94

INDEX

UNFAIR LABOR PRACTICES

—Cont'd

Health, **2:94**
Hiring, **2:2, 2:95**
Hiring hall, **2:95**
Hostility, **2:2, 7:64**
Hours, **2:2, 2:94, 10:31**
Identity, **10:31**
Impact, **2:2, 2:94, 7:64**
Importance, **2:2**
Increases, **2:3**
Independent contractors, **2:3**
Individuals, **2:2**
Industry, **2:2**
Information, **2:2, 2:94, 7:64**
Injunctions, **2:2, 2:3**
Injury, **2:2, 2:3, 2:94, 7:64**
Insubordination, **2:2**
Insurance, **2:94**
Intent, **2:94, 7:64, 10:31**
Interference, **2:94, 2:95**
Interpretation, **2:2, 2:3, 2:94, 2:95**
Interview, **2:2, 2:3, 2:94**
Invoking, **2:2**
Job duties, **2:94**
Jurisdiction, **2:2, 2:3, 2:94, 2:95, 7:64**
Justification, **2:3**
Knowledge, **2:2**
Layoffs, **2:2, 2:94, 7:64**
Liability, **2:2, 7:64, 10:31**
Limitations, **2:2, 2:3, 2:94, 7:64**
Liquidated damages, **2:2**
Literature, **2:2**
Location, **2:2, 2:3**
Loss, **2:2, 2:3, 2:94, 2:95, 7:64**
Majority support, **2:2**
Management, **2:2, 2:3, 2:95, 10:31**
Managers, **2:2, 10:31**
Manner, **7:64**
Materials, **2:2, 7:64**
Meals, **2:2, 2:94**
Misconduct, **2:2, 2:94**
Mistakes, **2:94**
National Labor Relations Act, **2:2, 2:3, 2:95, 7:64, 10:31**
National origin discrimination, **7:64**
Nature, **2:2, 2:3**

UNFAIR LABOR PRACTICES

—Cont'd

Negotiations, **2:2**
Nonpayment, **2:95**
Notice, **2:2, 2:3, 2:94, 2:95, 7:64**
Number, **2:2, 2:3, 2:95, 7:64**
Office, **2:2, 2:3, 2:94, 10:31**
Officers, **2:2, 2:3**
Officials, **2:2, 2:95**
Operation, **2:2, 7:64, 10:31**
Option, **7:64**
Organization, **2:2, 2:3, 2:95**
Organizations, **2:2**
Organizers, **2:2**
Organizing, **2:2, 2:3**
Overtime, **2:2**
Ownership, **10:31**
Panels, **2:3**
Participation, **2:3**
Parties, **2:3, 7:64**
Pay, **2:2, 2:3, 2:94, 7:64, 10:31**
Pensions, **2:94**
Performance, **2:2**
Picketing, **2:2**
Place, **2:2, 2:95, 7:64**
Plans, **2:94**
Plants, **2:3**
Position, **2:2, 2:94**
Practices, **2:2, 2:3, 2:94, 2:95, 7:64, 10:31**
Predictions, **2:2**
Prehire agreement, **2:2**
Presentation, **2:3**
Proceedings, **2:2, 2:3, 2:94, 2:95**
Processing, **2:2, 2:94, 7:64**
Production, **2:2**
Promises, **2:3**
Proof, **2:3, 2:94, 10:31**
Property, **7:64**
Protection, **2:2, 2:3, 2:94, 2:95**
Race discrimination, **2:2, 7:64**
Railway Labor Act, **2:3**
Reasons, **2:2, 2:94, 10:31**
Recalls, **7:64**
Record, **2:2, 2:94, 2:95**
Records, **2:2**
Refusal, **2:2, 2:94**
Reinstatement, **2:2, 2:3, 2:94, 10:31**

UNFAIR LABOR PRACTICES

—Cont'd

Relief, 2:2, 2:3, 2:94, 2:95, 7:64
 Remarks, 2:2
 Removal, 2:95, 7:64
 Representation, 2:2, 2:3, 2:95, 7:64
 Representatives, 2:2, 7:64
 Reprisal, 2:2
 Resolution, 2:94
 Response, 2:2
 Restrictions, 2:2
 Retaliation, 2:2, 2:3, 7:64
 Retirement, 2:2, 2:94
 Return to work, 2:2
 Rights, 2:2, 2:3, 2:94, 2:95, 7:64, 10:31
 Role, 2:3
 Rules, 2:2, 2:3, 2:95
 Safety, 2:2, 2:3
 Sales, 2:3
 Scope, 2:2, 7:64
 Security, 2:2, 2:94, 7:64
 Seniority, 2:2, 7:64
 Sessions, 2:3
 Settlement, 2:2, 2:3, 7:64
 Severance pay, 2:94
 Sham, 10:31
 Shifts, 2:2, 2:3
 Speech, 2:2, 2:95
 Standards, 2:2, 2:3
 State, 2:2, 2:3, 2:94, 2:95, 7:64
 State laws, 7:64
 Statements, 2:2, 7:64
 Status, 2:2, 2:3, 2:95, 7:64
 Stewards, 2:2
 Stores, 2:2
 Strikes, 2:2
 Superseniority, 7:64
 Supervisors, 2:2, 2:3, 7:64
 Support, 2:2, 2:95, 7:64
 Surveillance, 2:2
 Suspension, 2:2, 7:64
 Systems, 2:2
 Tardiness, 2:2
 Termination, 2:2, 2:3, 2:94, 2:95, 7:64
 Threats, 2:2, 2:3
 Transfer, 2:3

UNFAIR LABOR PRACTICES

—Cont'd

Types, 2:2, 2:3
 Unilateral changes, 2:2
 Unions, 2:2, 2:95, 7:64
 Unit, 2:2, 10:31
 Use, 2:2, 7:64, 10:31
 Violations, 2:2, 2:3, 2:95, 7:64
 Violence, 2:2
 Wages, 2:94
 Waiver, 2:2, 7:64
 Withdrawal, 2:95
 Witnesses, 2:2, 2:3
 Work, 2:2, 2:3, 2:94, 7:64, 10:31
 Working conditions, 2:2

UNFORESEEABLE BUSINESS CIRCUMSTANCES

Worker Adjustment and Retraining Notification Act, 7:56

UNION MEMBERS

Appeal, 2:9, 2:92, 7:7, 7:56, 7:57, 8:20
 Assembly, 2:2, 2:95, 7:56
 Bill of rights, 2:95
 Complaint, 2:2, 2:9, 2:92, 6:2, 7:7, 7:56, 7:57, 12:6
 Conspiracy, 2:92, 2:95, 6:2
 Contracts, 2:9, 3:4, 6:2, 7:57
 Damages, 2:2, 2:9, 2:95, 6:2, 6:17, 7:56, 7:57, 8:20
 Defenses, 2:9
 Dues, 2:92, 2:95
 Employee, 2:2, 2:9, 2:92, 2:95, 3:4, 6:2, 6:5, 6:17, 6:35, 7:7, 7:56, 7:57, 8:20, 12:6
 Employer, 2:2, 2:9, 2:92, 2:95, 3:4, 6:2, 6:5, 6:17, 6:35, 7:7, 7:56, 7:57, 8:20, 12:6
 Enforcement, 2:2, 2:9, 2:92, 6:5, 7:7, 7:56, 7:57, 12:6
 Exceptions, 2:92, 7:56, 7:57
 Free speech, 2:2, 2:95
 Freedom of speech, 6:2
 Hearing, 2:2, 2:92, 2:95, 7:7, 12:6
 Jurisdiction, 2:2, 2:9, 2:92, 2:95, 6:17, 7:7, 7:57, 8:20, 12:6
 Jury trial, 2:9, 7:56

INDEX

UNION MEMBERS—Cont'd

Labor organization, **2:2, 2:95**
Litigation, **2:9, 2:92, 6:2, 7:56, 7:57, 12:6**
Notice, **2:2, 2:9, 2:92, 2:95, 6:2, 7:7, 7:56, 7:57, 12:6**
Officers, **2:2, 6:5, 7:7, 7:56, 7:57**
Parties, **2:9, 2:92, 6:2, 7:57, 12:6**
Plaintiffs, **2:9, 2:92, 2:95, 6:2, 7:56, 8:20**
Procedure, **2:2, 2:92, 3:4, 6:2, 6:17, 7:7, 7:56**
Relief, **2:2, 2:9, 2:95, 7:57**
Remedies, **2:2, 2:92, 3:4, 6:2, 6:5, 6:17, 6:35, 7:7, 7:57, 8:20**
Statute of limitations, **2:2, 2:92, 7:56, 7:57**
Union member, **2:2, 2:95, 6:17**
Waiver, **2:2, 2:9**

UNITED STATES

National Labor Relations Act, **1:1, 2:3, 2:92, 2:103, 6:17, 7:2, 7:57, 7:69, 8:7, 8:38**

UPGRADING

Promotions, **17:73**

USERRA

Attorneys, **1:1**
Benefits, **1:1, 2:89**
Cumulative length of absence, **2:89**
Discipline, **1:1**
Federal government, **2:89**
Intelligence agencies, **2:89**
Retaliation, **2:89**
Severance pay, **1:1**

UTAH

Age Discrimination in Employment Act, **7:69**
Age discrimination, **7:69**
Assignments, **7:69**
At-will employment, **6:2, 7:57**
Benefit plans, **7:69**
Compensation, **7:41, 7:57, 7:69**
Conditions of employment, **7:57, 7:69**
Dispute, **7:69**
Equipment, **7:57, 7:69**

UTAH—Cont'd

Evidence, **7:41, 7:57, 7:69**
Exemptions, **7:69**
Federal contractors, **7:69**
Fringe benefits, **7:57**
Goods, **7:57, 7:69**
Harassment, **7:57, 7:69**
Hearing, **7:69**
Investigations, **7:57, 7:69**
Medical benefits, **7:41**
Minimum wages, **7:69**
Notice, **6:2, 7:41, 7:57, 7:69**
Overtime pay, **7:57**
Permits, **6:2, 7:57, 7:69**
Privacy, **7:69**
Race discrimination, **7:69**
Religious discrimination, **7:69**
Remedies, **6:2, 7:57, 7:69**
Reports, **7:69**
Sex discrimination, **7:69**
State statutes, **7:57**
Termination of employment, **7:41, 7:57**
Terms, **7:41, 7:57, 7:69**
Unemployment compensation, **7:41, 7:69**

VALIDITY

Statistics, **1:1, 2:43, 12:19**

VENUE

ADA, **14:19, 14:20, 14:22, 14:23**
Rehabilitation Act of 1973, **14:22**

VERIFICATION

Age Discrimination in Employment Act, **2:8, 10:18**

VERMONT

Age Discrimination in Employment Act, **2:103**
Age discrimination, **2:103**
Conditions of employment, **2:103**
Employment practices, **2:103**
Evidence, **2:103**
Family leave, **2:103**
Harassment, **2:32, 2:103**
National origin discrimination, **2:103**
Permits, **2:103**
Pregnancy discrimination, **2:103**

VERMONT—Cont'd

Race discrimination, 2:103
Remedies, 2:103
Sex discrimination, 2:32
State statutes, 2:103
Terms, 2:32, 2:103

VESTING

Employee Retirement Income Security Act, 7:61, 7:65

VICARIOUS LIABILITY

Adequacy, 2:34
EEOC guidance, 2:34
Good faith efforts, 8:26
Harassment, 2:33, 2:34
Hostile environment, 2:33, 2:34
Individual liability, 2:34
Prima facie case, 2:34
Same-sex harassment, 2:34
Supervisors, 2:34, 6:56, 8:26
Tangible employment action, 2:33, 2:34
Training, 6:56
Unfit agent, 8:26

VIOLATIONS

Federal employment, 2:9, 7:69, 10:17

VIRGIN ISLANDS

Compensation, 7:59
Conditions of employment, 7:59
Evidence, 2:111
Judicial remedies, 2:111

VIRGINIA

Age Discrimination in Employment Act, 2:8, 2:9, 2:22, 2:103, 7:69, 8:30
Age discrimination, 2:8, 2:9, 2:22, 2:103, 7:69, 8:30
Assignments, 2:29, 7:69
At-will employment, 5:5, 6:2
Compensation, 2:9, 2:29, 2:92, 7:69, 8:20, 8:21
Complaints, 2:8, 2:9, 2:29, 2:92, 2:103, 6:2, 7:69, 8:20
Conciliation, 2:8, 3:6, 8:30
Conditions of employment, 2:103, 7:69

VIRGINIA—Cont'd

Employment agencies, 2:8
Employment practices, 2:29, 2:103
Evidence, 2:8, 2:29, 2:92, 2:103, 3:6, 5:5, 6:20, 7:69, 8:20, 8:30
Exemptions, 7:69
Federal contractors, 7:69
Findings, 2:8, 2:9, 2:92, 8:20
Harassment, 2:8, 2:22, 2:29, 2:32, 2:92, 2:103, 3:6, 5:5, 7:69, 8:20, 8:30
Health, 2:29, 2:92, 2:103, 5:5, 7:69, 8:20, 8:30
Hearings, 2:9, 2:92
Investigations, 2:9, 5:5, 7:69
Marital status, 2:29, 2:103
Minimum wages, 7:69
National origin discrimination, 2:9, 2:103
Notice, 2:8, 2:9, 2:29, 2:92, 6:2, 7:69
Overtime pay, 2:9
Permits, 2:8, 2:9, 2:103, 3:6, 6:2, 7:69
Physical fitness, 2:29
Pregnancy discrimination, 2:103
Privacy, 2:9, 7:69
Race discrimination, 2:92, 2:103, 7:69
Recommendations, 7:69
Religious discrimination, 7:69
Remedies, 2:8, 2:22, 2:92, 2:103, 3:6, 5:5, 6:2, 6:20, 7:69, 8:20, 8:21, 8:30
Reports, 5:5, 7:69
Sanctions, 5:5
Sex discrimination, 2:8, 2:29, 2:32, 7:69
State statutes, 2:103, 5:5
Technical assistance, 2:29, 7:69
Terms, 2:9, 2:32, 2:92, 2:103, 7:69, 8:20, 8:30
Unemployment compensation, 7:69

WAGE AND HOUR DIVISION

Bonuses, 2:81
Investigations, 2:75
Regulations, 2:75
Retaliation, 2:75, 2:81

INDEX

WAGES

Defined, 2:34, 2:54, 2:60, 2:83, 2:93,
2:94, 2:97, 2:112, 7:57, 7:69,
8:38, 11:2, 14:8, 14:20, 17:9
Labor Management Relations Act,
2:81, 3:14, 7:69, 9:17, 14:11
National Labor Relations Act, 1:1,
2:60, 2:81, 5:5, 7:26, 7:57,
7:69, 8:38, 9:17

WAIVER

Age Discrimination in Employment
Act, 2:9, 2:38, 2:103, 7:27,
7:28, 7:64, 7:71, 8:7, 9:27,
10:17, 10:18, 10:33, 11:35
Labor Management Relations Act,
2:2, 3:2, 7:19, 7:24
Motions, 2:112, 3:2
National Labor Relations Act, 2:2,
2:9, 2:103, 7:26, 7:64, 8:7,
10:33
Privilege, 11:15
Uniformed Services Employment and
Reemployment Rights Act, 2:89

WAREHOUSES

Compensation, 2:9

WASHINGTON

Age Discrimination in Employment
Act, 2:102, 2:103, 7:69
Age discrimination, 2:3, 2:102,
2:103, 7:69, 16:2
Appeals, 2:86, 2:103, 5:8, 7:60
Arbitration, 2:3, 2:32, 2:103, 4:19,
4:30, 7:57, 7:69
Assignments, 2:54, 7:69
At-will employment, 7:57
Commissions, 7:57
Compensation, 2:3, 2:86, 7:57, 7:60,
7:69
Complaints, 2:3, 2:86, 2:103, 4:19,
7:57, 7:69
Conditions of employment, 2:86,
2:103, 7:57, 7:69
Costs, 2:32, 2:86, 7:57, 7:69
Employment practices, 2:103
Equal pay, 2:103
Evidence, 2:3, 2:54, 2:77, 2:86,
2:103, 5:8, 7:57, 7:69, 16:2
Exemptions, 2:3, 2:86, 7:69

WASHINGTON—Cont'd

Family leave, 2:103
Harassment, 2:3, 2:32, 2:103, 4:30,
6:12, 7:57, 7:60, 7:69
Health insurance, 7:69
Hearings, 2:3
Investigations, 2:77, 7:57, 7:69
Marital status, 2:103
Minimum wages, 7:69
National origin discrimination, 2:103
Notice, 2:3, 2:54, 2:86, 2:102, 7:57,
7:69
Overtime pay, 7:57
Permits, 2:54, 2:86, 2:103, 7:57,
7:69, 16:2
Pregnancy discrimination, 2:103
Privacy, 7:60, 7:69
Race discrimination, 2:103, 7:69
Religious discrimination, 7:69
Remedies, 2:54, 2:77, 2:86, 2:102,
2:103, 4:19, 5:8, 6:12, 7:57,
7:60, 7:69
Reports, 7:69
Sex discrimination, 2:32, 2:54, 7:69
Sick leave, 2:77, 7:69
State statutes, 2:102, 2:103, 7:57
Technical assistance, 2:54, 7:69
Termination of employment, 2:54,
4:19, 7:57
Terms, 2:32, 2:54, 2:86, 2:103, 4:19,
7:57, 7:69
Unemployment compensation, 7:69

WATER

National Labor Relations Act, 7:69

WEST VIRGINIA

Affirmative action plans, 2:29
Age Discrimination in Employment
Act, 2:22, 7:69, 8:30
Age discrimination, 2:22, 7:69, 8:30
Appeals, 3:6, 5:5, 8:30
Assignments, 2:29, 7:69
At-will employment, 5:5, 6:2
Compensation, 2:29, 7:69, 8:20, 8:21
Complaints, 2:29, 6:2, 7:69, 8:20
Conciliation, 3:6, 8:30
Conditions of employment, 7:69
Constitutionality, 8:20

WEST VIRGINIA—Cont'd

Employment practices, 2:29
 Equal pay, 2:29
 Evidence, 2:29, 3:6, 5:5, 7:69, 8:20, 8:30
 Exemptions, 7:69
 Federal contractors, 7:69
 Harassment, 2:22, 2:29, 3:6, 5:5, 7:69, 8:20, 8:30
 Health, 2:29, 5:5, 7:69, 8:20, 8:30
 Investigations, 5:5, 7:69
 Layoffs, 7:69
 Medical examinations, 7:69
 Minimum wages, 7:69
 Notice, 2:29, 6:2, 7:69
 Permits, 3:6, 6:2, 7:69
 Physical fitness, 2:29
 Race discrimination, 7:69
 Religious discrimination, 7:69
 Remedies, 2:22, 3:6, 5:5, 6:2, 7:69, 8:20, 8:21, 8:30
 Resignation, 2:29, 6:2, 7:69
 Sanctions, 5:5
 Severance pay, 7:69
 Sex discrimination, 2:29, 7:69
 State statutes, 5:5
 Suspension, 3:6
 Terms, 7:69, 8:20, 8:30
 Unemployment compensation, 7:69

WHISTLEBLOWING

Civil Service Reform Act, 2:85, 2:88, 7:7
 Dodd-Frank Wall Street Reform and Consumer Protection Act, 2:88
 False Claims Act, 2:86, 5:5
 Financial Institutions Reform, 2:88
 Sarbanes-Oxley Act, 2:83, 2:88, 5:8
 Statutory protection, 2:83, 2:85, 2:86, 2:88, 2:110
 Whistleblower Protection Act, 2:85, 2:88, 2:110, 5:5

WILLFULNESS

Liquidated damages, 8:4, 8:15

WISCONSIN

Assignments, 2:110
 Collective bargaining agreement, 2:2
 Compensation, 2:2, 2:86, 2:110, 7:66

WISCONSIN—Cont'd

Conditions of employment, 2:86
 Discrimination, 2:2, 2:86, 2:110
 Evidence, 2:2, 2:86, 2:110
 Exemptions, 2:86
 Harassment, 2:2
 Health, 2:86, 2:110
 Marital status, 2:110
 Notice, 2:2, 2:86
 Permits, 2:86
 Race discrimination, 2:2
 Religious discrimination, 2:110
 Remedies, 2:2, 2:86, 2:110, 6:3, 7:66
 Reports, 2:110, 7:66
 Retaliation, 2:2, 2:86, 2:110
 Retirement benefits, 2:2
 State statutes, 2:110
 Strike, 2:2
 Terms, 2:86
 Unemployment compensation, 7:66

WITHHOLDING

National Labor Relations Act, 7:26

WITNESSES

Federal employment, 7:69
 National Labor Relations Act, 2:2, 2:3, 2:80, 2:92, 5:12, 7:69, 8:7
 Unions, 2:2, 2:92, 7:69, 13:8

WORK ASSIGNMENTS

Collective bargaining agreements, 7:69
 Federal employment, 7:69

WORK HOURS

National Labor Relations Board, 2:9

WORK PRODUCT PRIVILEGE

Discovery, 11:23

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT

Affected employees, 7:56
 Amount, 7:56, 8:15
 Benefits, 7:56
 Calculation of, 8:15
 Closings, 7:56
 Date, 7:56, 8:15
 Employees, 7:56, 8:15

INDEX

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT—Cont'd

- Employers, **7:56**
- Employment losses, **7:56**
- Exceptions, **7:56**
- Facilities, **7:56**
- Faltering company, **7:56**
- Government units, **7:56**
- Laid-off employees, **7:56**
- Layoffs, **7:56**
- Liability, **7:56**
- Local government, **7:56**
- Notice requirements, **7:56**
- Operating units, **7:56**
- Penalties, **7:56**
- Plant closings, **7:56**
- Remedies, **8:15**
- Single site of employment, **7:56**
- Statute of limitations, **7:56**
- Unforeseeable business circumstances, **7:56**
- Violations, **7:56**

WORKING CONDITIONS

- National Labor Relations Act, **2:2, 2:9, 2:60, 2:92, 5:12, 6:54, 7:2, 7:69**
- National Labor Relations Board, **2:2, 2:9, 2:60, 5:12, 7:69, 8:13**
- Unions, **2:2, 2:60, 2:92, 7:69**

WORKPLACE SAFETY

- Absence, **2:60, 2:83, 7:50, 7:69**
- Access, **2:60, 7:50, 7:69**
- Agencies, **1:2, 2:75, 2:83, 7:50, 7:69**
- Agreements, **2:75, 2:83, 7:69**
- Air, **7:69**
- Alabama, **7:69**
- Alaska, **7:69**
- Allegations, **2:75, 2:83, 7:69**
- Amendment, **2:36, 2:110, 7:68, 7:69**
- Answers, **7:68**
- Applications, **7:69**
- Arbitration agreements, **2:75**
- Arguments, **7:69**
- Arizona, **2:110, 7:69**
- Arkansas, **7:69**
- Assessment, **2:110**

WORKPLACE SAFETY—Cont'd

- Assignment, **2:36, 2:60, 2:75, 2:110, 7:69**
- Attorneys, **5:5**
- Aviation, **5:5**
- Ban, **5:5**
- Briefings, **7:69**
- Business, **1:2, 2:36, 7:68, 7:69**
- California, **2:36, 2:110, 5:5, 5:16, 7:69**
- Capacity, **2:60, 2:110**
- Care, **1:2, 2:60, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69**
- Carriers, **7:68**
- Cause, **1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69**
- Churches, **2:36**
- Claims, **1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69, 9:21**
- Classification, **7:69**
- Collective bargaining, **1:2, 7:69**
- Colorado, **2:36, 2:110**
- Commerce, **5:5**
- Common law claims, **5:16**
- Compel, **2:83**
- Complaints, **2:36, 2:75, 2:83, 2:110, 5:16, 7:50, 7:69**
- Conduct, **2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 7:69**
- Confidentiality, **2:60, 5:5**
- Conflicts, **1:2, 2:36, 2:60**
- Connecticut, **2:110, 5:5, 7:69**
- Consent, **1:2, 2:83**
- Contractors, **1:2, 2:36, 7:69**
- Counsel, **1:2, 2:60, 7:69**
- Court of appeals, **2:110, 5:5**
- Courts, **2:36, 2:60, 2:83, 2:110, 5:5, 5:16, 7:69, 9:21**
- Coverage, **1:2, 2:36, 2:60, 2:110, 7:50, 7:69**
- Covers, **2:36, 2:60, 2:75, 7:68, 7:69**
- Date, **2:36, 5:5, 7:50, 7:69**
- Death, **1:2, 2:83, 7:68**
- Decisions, **1:2, 2:36, 2:75, 5:5, 5:16, 7:69, 9:21**
- Defense, **2:36, 2:60, 2:75, 2:110, 5:5, 7:69**

WORKPLACE SAFETY—Cont'd

Defenses, 2:36, 9:21
 Delaware, 5:5
 Denial, 2:36
 Determinations, 2:36
 Disclosure, 2:75, 2:110, 7:69
 Diseases, 7:69
 District courts, 7:69
 Doctors, 7:68
 Documents, 2:36
 Duration, 2:60, 7:50, 7:69
 Effective date, 7:69
 Election, 2:36, 7:50
 Eligibility, 7:50, 7:69
 Energy, 5:5
 Enforcement, 2:36, 2:75, 2:110, 5:5, 7:69
 Equipment, 2:83, 2:110, 7:69
 Establishment, 2:36
 Evidence, 1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 7:69
 Examination, 2:60
 Exceptions, 7:69
 Exemptions, 2:36, 7:69
 Exhaustion of administrative remedies, 2:75
 Exits, 1:2
 Exposure, 7:69
 Facilities, 2:110, 7:69
 Failure to comply, 2:75
 Fees, 2:83, 2:110, 5:5, 7:69
 Filing, 2:60, 2:75, 2:83, 5:5, 7:69
 Fire, 2:36, 2:60, 2:75, 7:69
 Florida, 2:110, 7:69
 Food, 5:5
 Forms, 1:2, 2:75, 7:69
 Funding, 7:69
 Gas, 2:36
 General duty clause, 2:83, 5:16
 Georgia, 7:69
 Gloves, 7:69
 Goals, 2:110
 God, 2:36, 7:69
 Good faith, 1:2, 2:83, 2:110, 5:5
 Guidelines, 2:36, 2:60, 2:83, 2:110, 7:69
 Handling, 1:2
 Harm, 1:2, 2:36, 2:75, 5:16, 7:69

WORKPLACE SAFETY—Cont'd

Hawaii, 2:110, 7:69
 Hazardous, 2:83, 7:69, 9:21
 Hazardous conditions, 2:83, 7:69, 9:21
 Health, 1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69, 9:21
 Hearing, 7:69
 Hours, 1:2, 2:36, 2:60, 2:110, 5:5, 7:50, 7:69
 Housekeeping, 7:69
 Human immunodeficiency virus, 7:68
 Idaho, 7:69
 Illinois, 2:110, 5:5, 7:69
 Illnesses, 7:68
 Inadequacy, 7:69
 Indiana, 5:5, 7:69
 Information, 2:60, 2:75, 2:110, 5:5, 7:68, 7:69
 Injunctions, 7:69
 Injuries, 2:60, 2:110, 7:69
 Inspections, 2:83
 Instructions, 7:68
 Interpretation, 7:69
 Investigations, 2:75, 2:83, 5:5, 7:69
 Iowa, 7:69
 Judges, 2:75
 Jurisdiction, 2:36, 5:5, 7:69
 Jury trial, 1:2
 Kansas, 7:69
 Kentucky, 2:110, 7:69
 Knowledge, 2:60, 7:69
 Laboratories, 7:69
 Lack, 2:60, 7:69
 Laws, 1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 7:68, 7:69, 9:21
 Lawyers, 1:2, 2:83
 Lead, 2:36
 Liability, 1:2, 2:36, 2:110, 7:69
 Location, 7:50, 7:69
 Louisiana, 2:110, 5:16, 7:69
 Mail, 2:36, 2:75, 5:5, 7:69
 Maine, 7:69
 Maryland, 2:110
 Masks, 2:60, 7:69
 Massachusetts, 2:36, 7:69

INDEX

WORKPLACE SAFETY—Cont'd

Maximum, 2:36, 2:75
Meetings, 2:36, 7:69
Michigan, 2:110, 5:5, 7:69
Minnesota, 2:110
Misconduct, 2:75, 2:110, 5:5, 7:50, 7:69
Mississippi, 7:69
Missouri, 7:69
Montana, 7:69
Motions, 2:36, 2:110, 7:69
National Labor Relations Board, 2:60, 2:75, 2:83, 5:5, 7:69
Nebraska, 7:69
Nevada, 2:110
New Hampshire, 2:110, 7:69
New Jersey, 2:110, 7:69
New Mexico, 2:110, 7:69
New York, 2:60, 2:75, 2:83, 2:110, 5:16, 7:69
Noncompliance, 2:36
Nondiscrimination, 7:69
North Carolina, 2:60, 2:110, 7:69
North Dakota, 7:69
Objections, 2:36, 2:60, 7:69
Obtaining, 1:2, 7:68
Occupational Safety and Health Administration, 2:75, 2:83, 2:110, 5:5, 5:16, 7:69
Occupational safety and health, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:69, 9:21
Officers, 2:36, 7:69
Ohio, 2:60, 2:110, 5:5, 7:69
Oklahoma, 7:69
Operations, 2:36, 7:68, 7:69
Opinions, 2:36
Options, 2:36, 7:69
Orders, 2:75, 2:110, 5:16, 7:69
Oregon, 5:16
Osha, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:69
Oxygen, 2:60, 7:69
Participation, 2:75, 5:5, 7:69
Parties, 2:110, 7:69
Payment, 1:2, 7:50, 7:69
Penalties, 2:60, 2:83
Pennsylvania, 2:110, 5:16, 7:69

WORKPLACE SAFETY—Cont'd

Performance, 1:2, 2:60, 2:75, 2:110, 7:69
Permission, 7:69
Permits, 2:36, 2:60, 2:75, 7:69
Personal protective equipment, 2:83, 7:69
Personnel, 1:2, 7:68
Place, 1:2, 2:75, 7:69
Plans, 1:2, 2:83, 7:50, 7:69
Pleadings, 2:36, 2:110
Powers, 7:69
Practices, 1:2, 2:36, 2:75, 2:83, 2:110
Preemption, 9:21
Prejudice, 2:83, 5:16, 7:69
Prevention, 2:60, 2:110, 7:69
Privileges, 7:69
Procedure, 7:69
Proceedings, 2:75, 2:83, 5:5
Programs, 1:2, 2:36, 2:60, 2:75, 2:83, 7:69
Proof, 2:60, 7:69
Protection, 1:2, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 7:68, 7:69
Public employers, 7:69
Public works, 2:60, 5:5
Purpose, 2:36, 2:83, 2:110, 5:16, 7:50, 7:69
Radiation, 2:110
Reconsideration, 2:36
Record, 2:36, 2:60, 2:110, 5:5, 7:69
Records, 2:60, 2:75, 2:110, 5:5
Recovery, 7:50
Refusal, 1:2, 2:36, 7:68, 7:69
Regulation, 2:36, 2:60, 2:75, 2:110
Relief, 2:60, 2:83, 2:110, 5:5, 5:16, 7:50, 7:69
Reporting, 2:36, 2:60, 2:75, 2:110, 5:5, 7:69, 9:21
Reports, 2:110, 5:5, 7:69
Representatives, 1:2, 5:5, 7:69
Requests, 7:68, 7:69
Research, 7:69
Responsibilities, 1:2, 2:36, 5:5
Restrictions, 2:60, 7:69
Review, 2:36, 2:60, 2:83, 7:69
Rhode Island, 2:110

WORKPLACE SAFETY—Cont'd

Rights, 1:2, 2:36, 2:60, 2:75, 2:83, 5:5, 5:16, 7:68, 7:69
 Role, 2:75, 7:68
 Rules, 1:2, 2:36, 2:60, 2:75, 2:110, 5:5, 5:16, 7:50, 7:69
 Sanctions, 5:5
 Sanitation, 2:60, 7:69
 Scheduling, 2:60, 7:69
 Scope, 2:36, 2:110, 5:5, 7:69
 Service, 1:2, 2:110, 7:50, 7:69
 Services, 2:36, 2:110, 5:5, 7:50, 7:69
 Servicing, 2:110
 Settlements, 1:2, 2:83
 Shifts, 2:36, 2:60, 2:110, 7:69
 Sites, 2:110, 7:69
 Size, 1:2, 2:60, 7:69
 South Carolina, 7:69
 South Dakota, 7:69
 Standards, 1:2, 2:75, 7:69
 State, 1:2, 2:36, 2:60, 2:83, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69, 9:21
 Statements, 2:36, 2:60, 2:110, 7:68, 7:69
 States, 2:36, 2:60, 2:75, 2:83, 2:110, 5:5, 7:50, 7:68, 7:69
 Status, 1:2, 2:36, 2:60, 2:75, 2:110, 5:16, 7:69
 Statute of limitations, 2:75
 Statutes, 2:60, 2:75, 2:83, 2:110, 5:5, 7:69
 Stays, 7:69
 Supreme courts, 5:5
 Surfaces, 7:69
 Systems, 1:2, 2:60, 7:69
 Tennessee, 2:110, 7:69
 Termination, 1:2, 2:36, 2:60, 2:75, 2:110, 5:5, 5:16, 7:50, 7:68, 7:69, 9:21
 Testimony, 7:69
 Texas, 2:36, 7:69
 Threatened, 5:5, 7:69
 Tools, 2:75
 Trade secrets, 5:5
 Training, 2:36, 7:69
 Transportation, 2:60
 Treatment, 1:2, 2:36, 2:60, 2:75, 2:110, 7:69

WORKPLACE SAFETY—Cont'd

Tuberculosis, 7:69
 Types, 2:75, 2:83, 2:110, 7:68, 7:69
 Use, 1:2, 2:36, 2:60, 2:75, 7:68, 7:69
 Utah, 7:69
 Validity, 7:69
 Ventilation, 2:110
 Violations, 2:60, 2:75, 2:83, 2:110, 5:5, 5:16, 7:69
 Virginia, 5:5, 7:69
 Washington, 7:69
 Waste, 2:75
 Water, 7:69
 West Virginia, 5:5, 7:69
 Wisconsin, 2:110
 Withdrawal, 7:69
 Witnesses, 7:69
 Written, 2:75, 7:69
 Wyoming, 7:69

WRONGFUL DISCHARGE

National Labor Relations Act, 1:1, 1:3, 2:1, 2:3, 2:43, 2:60, 2:70, 2:92, 2:103, 3:9, 3:11, 5:5, 5:12, 6:17, 6:54, 7:59, 7:64, 7:69, 8:7, 8:8, 8:38, 9:16, 9:17, 10:31, 10:33
 Preemption, 1:3, 2:3, 2:92, 2:112, 3:1, 3:11, 5:8, 5:10, 6:17, 6:54, 6:55, 6:59, 7:19, 7:59 to 7:61, 9:14 to 9:23, 10:33
 Railway Labor Act, 2:1, 2:3, 2:43, 2:92, 3:11, 7:59, 7:69, 9:19

WYOMING

Age Discrimination in Employment Act, 2:9, 7:69
 Age discrimination, 2:9, 7:69
 Assignments, 7:69
 At-will employment, 6:27
 Compensation, 2:9, 7:69
 Complaints, 2:9, 7:69
 Conditions of employment, 7:69
 Evidence, 7:69
 Exemptions, 7:69
 Federal contractors, 7:69
 Harassment, 7:69
 Hearings, 2:9
 Investigations, 2:9, 7:69

INDEX

WYOMING—Cont'd

- Minimum wages, **7:69**
- National origin discrimination, **2:9**
- Notice, **2:9, 7:69**
- Overtime pay, **2:9**
- Permits, **2:9, 7:69**
- Race discrimination, **7:69**

WYOMING—Cont'd

- Religious discrimination, **7:69**
- Remedies, **6:27, 7:69**
- Sex discrimination, **7:69**
- Terms, **2:9, 4:12, 6:27, 7:69**
- Unemployment compensation, **7:69**