§ 1:35 Drug testing and usage

Volume 1

CHAPTER 1. ESTABLISHING THE EMPLOYMENT RELATIONSHIP

§ 1:1	Introduction
§ 1:2	Formation of the employment relationship
§ 1:3	Employee or independent contractor
§ 1:4	Regulation of employee leasing companies
§ 1:5	Arbitration agreements
§ 1:6	Wrongful refusal to hire
§ 1:7	Tort liability and the employment relationship
§ 1:8	Negligent hiring, retention, and supervision
§ 1:9	Want ads and other employer solicitations
§ 1:10	Employment agencies
§ 1:11	Hiring halls and training programs
§ 1:12	Online recruitment
§ 1:13	Applications
§ 1:14	Interviews
§ 1:15	Current employment and salary history
§ 1:16	Employer access to employee social media
§ 1:17	References
§ 1:18	Blacklisting
§ 1:19	Defamation
§ 1:20	Criminal records
§ 1:21	Fingerprinting and other biometric information
§ 1:22	Credit records
§ 1:23	Unauthorized aliens
§ 1:24	Residency requirements
§ 1:25	Public employment and civil service
§ 1:26	Veterans employment, reemployment, and preference
§ 1:27	Polygraphs
§ 1:28	Honesty testing
§ 1:29	Psychological and personality testing
§ 1:30	Intelligence and aptitude testing
§ 1:31	Physical ability testing
§ 1:32	Medical screening
§ 1:33	HIV status
§ 1:34	Genetic testing and information

§ 1:36 Cigarette smoking

CHAPTER 2. DISCRIMINATION: RACE, NATIONAL ORIGIN, SEX, RELIGION AND AGE

AGE	
§ 2:1	Introduction
§ 2:2	Coverage and exemptions
§ 2:3	—Private employers
$\S 2:4$	—Unions and employment agencies
§ 2:5	—Public employers
§ 2:6	Disparate treatment
§ 2:7	—Direct evidence of discriminatory animus
§ 2:8	—Indirect evidence, nondiscriminatory purpose, and
	pretext
§ 2:9	—Mixed motives
$\S 2:10$	Discharge and constructive discharge
§ 2:11	Retaliation
§ 2:12	Harassment
§ 2:13	Harassment with sexual content
$\S 2:14$	Intentional exclusion of groups
§ 2:15	—Restrictive advertising and race coding
§ 2:16	—Segregation or classification of employees
$\S 2:17$	Bona fide occupational qualification
§ 2:18	Voluntary affirmative action
§ 2:19	Pattern or practice
§ 2:20	Disparate impact
§ 2:21	—Discretionary evaluations for promotion and hire
§ 2:22	—Scored written tests
§ 2:23	Test validation—Predictive validity (Criterion-related validity)
$\S 2:24$	—Content and construct validity
$\S 2:25$	Other criteria for hiring or promotion
§ 2:26	Job-related and consistent with business necessity
§ 2:27	Less discriminatory alternatives
§ 2:28	Procedural requirements
§ 2:29	Judicial remedies—Generally
§ 2:30	—Compensatory and punitive damages
§ 2:31	—Reinstatement and back pay
$\S 2:32$	—Seniority and bona fide seniority systems
§ 2:33	—Affirmative action and other affirmative orders
§ 2:34	—Attorneys' fees and costs
§ 2:35	—Court enforcement of consent decrees
§ 2:36	Religious discrimination and accommodation of religion

- § 2:37 Age Discrimination in Employment Act—Special issues
- § 2:38 Constitutional claims
- § 2:39 Reconstruction Era Civil Rights Acts
- § 2:40 State fair employment practice statutes

CHAPTER 3. DISABILITY DISCRIMINATION

- § 3:1 Introduction
- § 3:2 Rehabilitation Act
- § 3:3 Americans with Disabilities Act—Coverage
- § 3:4 —Definition of disability
- § 3:5 —Illegal drugs and alcohol
- § 3:6 —Qualification standards
- § 3:7 —Medical examinations and inquiries
- § 3:8 —Wellness programs
- § 3:9 —Reasonable accommodation and undue hardship
- § 3:10 —Defenses
- § 3:11 —Health care and other benefits
- § 3:12 —Discriminatory treatment
- § 3:13 —Retaliation
- § 3:14 —Procedure, burden of proof, and remedies
- § 3:15 —Relationship to other laws
- § 3:16 State disabilities laws

CHAPTER 4. WAGES, HOURS, LEAVES, AND BENEFITS

- § 4:1 Introduction: Wages, Hours, Leaves, and Benefits
- § 4:2 Fair Labor Standards Act—Coverage
- § 4:3 —Minimum wage requirement
- § 4:4 —Hours—Overtime requirement
- § 4:5 ——Compensable time
- § 4:6 —Exemptions
- § 4:7 —Child labor
- § 4:8 —Public employees
- § 4:9 —Retaliation
- § 4:10 —Administration and enforcement
- § 4:11 Restrictions on garnishment
- § 4:12 State wage and hour regulation
- § 4:13 Equal Pay Act—Overview
- § 4:14 —Prima facie case
- § 4:15 —Defenses
- § 4:16 Compensation and comparable worth under Title VII
- § 4:17 Employment-based benefits—Overview

§ 4:18	Consolidated Omnibus Budget Reconciliation Act (COBRA)
§ 4:19	Health Insurance Portability and Accountability Act (HIPAA)
§ 4:20	Other health plan rules
§ 4:21	Affordable Care Act
§ 4:22	Family and Medical Leave Act—Coverage and eligibility
§ 4:23	—Triggering events and length of leave
§ 4:24	—Notice and related requirements
§ 4:25	—Obligations during leave
§ 4:26	—Restoration rights
§ 4:27	—Enforcement
§ 4:28	Uniformed Services Employment and Reemployment Rights Act
§ 4:29	Leaves of absence—State law
§ 4:30	Jury service laws

CHAPTER 5. CONDITIONS OF EMPLOYMENT

§ 5:1	Introduction
§ 5:2	Grooming and appearance
§ 5:3	Dress
§ 5:4	Breast feeding
§ 5:5	Firearms
§ 5:6	Searches
§ 5:7	Surveillance—Visual, audio, and video
§ 5:8	—Computer and electronic
§ 5:9	Interrogation
§ 5:10	Employment records
§ 5:11	Freedom of expression
§ 5:12	Freedom of association
§ 5:13	Political activity
§ 5:14	Other off-work behavior
§ 5:15	Invasion of privacy

Volume 2

CHAPTER 6. OCCUPATIONAL SAFETY AND HEALTH

§ 6:1	Overview
§ 6:2	Jurisdiction
§ 6:3	State plans and state regulation

§	6:4	State criminal laws
§	6:5	Promulgation of standards—Existing standards
§	6:6	—New standards
§	6:7	—Emergency temporary standards
§	6:8	—Judicial review
§	6:9	Compliance with standards
§	6:10	Elements of a violation
§	6:11	Defenses
§	6:12	General duty clause
§	6:13	Multi-employer responsibility
§	6:14	Recordkeeping
_	6:15	Employee rights
-	6:16	Inspections
§	6:17	Inspection warrants
§	6:18	Inspection tour
-	6:19	Trade secrets
-	6:20	Citations
§	6:21	Employer contests
_	6:22	Employee contests
_	6:23	Petitions for modification of abatement
-	6:24	Degrees of violations
-	6:25	Penalties
	6:26	Occupational Safety and Health Review Commission
	6:27	Pleadings
§	6:28	Discovery
§	6:29	Hearing procedures
§	6:30	Post-hearing procedure
§	6:31	Commission review
§	6:32	Judicial review
§	6:33	Federal Mine Safety and Health Act
§	6:34	Migrant and Seasonal Agricultural Worker Protection Act
§	6:35	Common law
§	6:36	Title VII of the Civil Rights Act of 1964
	6:37	Americans with Disabilities Act
_	6:38	Admissibility of OSHA violations and standards

CHAPTER 7. WORKERS' COMPENSATION

- § 7:1 Introduction
- § 7:2 The common law era
- § 7:3 Liability without fault
- § 7:4 Coverage
- § 7:5 The employment relationship
- § 7:6 Arising during the course of employment

§ 7:7	—Traveling to and from work
§ 7:8	—The personal comfort doctrine
§ 7:9	—Recreational and social activities
§ 7:10	—Traveling employees
§ 7:11	—Horseplay and employee misconduct
§ 7:12	—Activities beyond the regular duties
§ 7:13	—Pre-hire and post-termination injuries
§ 7:14	Arising out of employment
§ 7:15	—Traditional risk concepts
§ 7:16	—Acts of nature
§ 7:17	—Street risks
§ 7:18	—Positional risks
§ 7:19	—Personal assaults
§ 7:20	—Personal risks
§ 7:21	—Imported risks
§ 7:22	—The direct and proximate consequences
§ 7:23	Causation
§ 7:24	Occupational disease
§ 7:25	—Special police and firefighter provisions
§ 7:26	—Black lung
§ 7:27	Compensation—Medical benefits
§ 7:28	—Unscheduled disability benefits
§ 7:29	—Scheduled disability benefits
§ 7:30	—Second injury problems
§ 7:31	—Calculating wage basis
§ 7:32	—Death benefits
§ 7:33	Claims administration
§ 7:34	—Adjudication
§ 7:35	Exclusivity and exceptions
§ 7:36	—Actions against employers
§ 7:37	—Actions against third parties
§ 7:38	Subrogation, third-party defenses, and contribution
	rights
§ 7:39	Retaliation
§ 7:40	Conflict of laws

CHAPTER 8. COVENANTS NOT TO COMPETE AND RELATED ISSUES

§ 8:1 Covenants not to compete—Generally
 § 8:2 Employer breach of contract—Remedies generally
 § 8:3 Noncompetition agreements when employer breaches—Employee obligations
 § 8:4 Employee breach of contract—Remedies generally for former employer

§	8:5	Noncompetition agreements when employee breaches—Generally
§	8:6	State statutes governing noncompetition agreements
§	8:7	Injunctions against competing ex-employees—Common law factors generally
Ş	8:8	—Circumstances of making the agreement
§	8:9	Reasonableness of duration, activity, and geographic limitation
§	8:10	Customer nonsolicitation agreements
§	8:11	The use of trade secrets by former employees
§	8:12	Duty of loyalty
(CHAI	PTER 9. DISCHARGE
Ş	9:1	Introduction to discharge
Ş	9:2	Written contracts
§	9:3	Employment handbooks, manuals, and personnel policies
Ş	9:4	Oral contracts
Ş	9:5	Contracts implied from conduct
Ş	9:6	Implied covenant of good faith and fair dealing
Ş	9:7	Constructive discharge
§	9:8	Cause
§	9:9	Public policy exception—Generally
§	9:10	—Refusal to perform unlawful act
§	9:11	—Exercise of a right
§	9:12	—Report of illegal activity
§	9:13	—Performance of a duty
	9:14	Employer fraud
§	9:15	Abusive discharge
§	9:16	Interference with the employment relationship
§	9:17	Statutory protection—Federal law
§	9:18	—State law
§	9:19	Federal preemption
§	9:20	Preemption and preclusion by state statute
§	9:21	Preclusion by prior proceedings
§	9:22	Release and waiver
§	9:23	Remedies

CHAPTER 10. BANKRUPTCY, PLANT CLOSINGS, AND UNEMPLOYMENT COMPENSATION

§ 10:1 Introduction
§ 10:2 Bankruptcy—Generally
§ 10:3 —Priority for unpaid compensation and benefits

§ 10:4	Plant closings and mass layoffs—State laws
§ 10:5	—Worker Adjustment and Retraining Notification Act (WARN)
§ 10:6	Unemployment compensation—History and financing
§ 10:7	—Included and excluded employers and employees
§ 10:8	—Employment relationship
§ 10:9	—Eligibility for benefits
§ 10:10	—Able to and available for work
§ 10:11	—Discharge for misconduct connected with
	employment
§ 10:12	—Voluntary termination of employment
§ 10:13	—Refusal to accept suitable employment
§ 10:14	—Unemployed due to a labor dispute
§ 10:15	—Procedure
§ 10:16	—Benefit levels and duration
§ 10:17	—Benefit reductions and repayment

CHAPTER 11. ERISA, RETIREMENT BENEFITS, AND BENEFIT PLAN DISCRIMINATION ISSUES

§ 11:1	Introduction: ERISA, Retirement Benefits, and
	Benefit Plan Discrimination Issues
§ 11:2	ERISA—Overview and coverage
§ 11:3	—Plan documents and trust requirements
§ 11:4	—Reporting and disclosure
§ 11:5	-Participation, vesting, benefit accrual, and funding
	requirements
§ 11:6	—Annuity payment requirements
§ 11:7	—Alienation of benefits
§ 11:8	—Fiduciary duties
§ 11:9	—Claims procedures
§ 11:10	—Civil enforcement of benefit rights
§ 11:11	—Judicial review of fiduciary decisions
§ 11:12	—Interference with benefit accrual
§ 11:13	—Preemption
§ 11:14	—Plan insurance and single employer plan
	termination
§ 11:15	—Multiemployer plan termination
§ 11:16	Retiree health benefits
§ 11:17	Age discrimination in employee benefits

Table of Laws and Rules

§ 11:18 Sex discrimination in retirement plans

Table of Cases

Index