Index

ACCOUNTS AFFIRMATIVE ACTION—Cont'd Ethnicity, 5:16, 5:18 National Labor Relations Board, 9:85 Evidence, **5:120** ACCRUED BENEFITS Executive Order 11246, 2:4, 5:15, Family and Medical Leave Act, 6:64, 6:95 7:3 Good faith, 5:3, 5:16, 5:18, 5:31, ACKNOWLEDGMENT 5:120 Government contractors, 1:4, 2:4, National Labor Relations Board, 1:30 3:12, 5:2, 5:7, 5:12, 5:13, 5:15, ACQUISITION 5:18, 5:95, 5:100, 5:120, 6:95, Agreements, 9:52 8:90, 8:100 Assets, 4:20, 9:165 Government employers, 2:4 Disability, **9:165** Labor unions, 2:4 ERISA, 9:165 Minorities and women, 2:4, 5:3, Options, 9:165 5:13, 5:18, 5:31, 6:95 Severance, 9:165 Notice, 1:4, 5:18 Stock, 4:14, 4:20, 9:52 Proof, 5:16, 5:120 Termination, 9:52, 9:165 Sex discrimination, 5:18 Women, 2:4, 5:3, 5:13, 5:18, 5:31, Transfers, 4:14, 9:165 6:95 **ACTIVE DUTY AGE** Family and Medical Leave Act, 7:3, 7:4, 7:7, 7:28 to 7:30, 7:52 Group insurance, **8:4, 9:165** ADMINISTRATION AGE DISCRIMINATION National Labor Relations Act, 6:93, ADEA, 5:6, 5:18, 5:29, 6:6, 8:4, 9:88 9:19 Agencies, **5:29**, **6:93** ADMINISTRATIVE PROCEDURE Backpay, 9:44 ACT Benefits, 2:4, 6:6, 6:93, 8:4, 8:79 Title VII, 5:5 Business necessity, **6:93 ADMINISTRATORS** Causation, 5:18, 5:29 Retirement plans, 8:122 Comparators, **6:93** Compensation, 2:4, 6:6, 6:93, 8:4, ADVERSE EMPLOYMENT 8:79 **ACTION** Complaint, 5:18, 5:29, 6:93, 9:44 Americans with Disabilities Act, Damages, 5:18, 6:93, 9:44 5:77, 5:123, 9:140 Discipline, 5:18, 9:19 AFFIRMATIVE ACTION Employees, 2:4, 2:18, 5:6, 5:11, Compliance, 1:4, 5:2, 5:14, 5:16, 5:18, 5:29, 6:6, 6:93, 8:4, 8:79, 5:18, 6:95, 8:100 9:19, 9:44 Coverage, 1:4, 5:120, 8:90 Employers, 2:4, 2:18, 5:6, 5:11, 5:18,

Enforcement, 5:16, 5:18, 5:120

Establishment, 5:13

5:29, 6:6, 6:93, 8:4, 8:79, 9:19,

9:44

AGE DISCRIMINATION—Cont'd AGENCIES Equal Employment Opportunity Labor relations, 6:65, 6:93, 7:109 Commission, 2:18, 6:93 **AGENTS** Federal law, 2:4, 5:11 Termination of employment, 6:65 Government contractors, 2:4, 5:18 Government employers, 2:4 AGGRIEVED INDIVIDUALS Harassment, 2:18, 5:18, 5:29 Parties. **6:93** Hostile environment, 5:18 **AIDS** Jurisdiction, 2:4, 6:93, 9:44 Amendment, 9:67 Liquidated damages, 6:93 Americans with Disabilities Act. Local government employers, 2:4 5:120, 9:138 Notice, 5:18, 6:93, 8:79, 9:19 Analysis, 6:37 Notices, 8:79 Appeals, 5:120, 9:67 Officials, 5:18, 6:93 Arrangements, 6:37 Parties, 5:18, 6:93, 9:44 Assessment, 5:117, 5:120, 5:125, Oualifications, 6:93 6:37 Reinstatement, 2:4, 6:93 Assistance, 1:16, 5:117, 5:120, 9:138 Remedies, 6:93 At-will employment, 2:1 Availability, 9:67 Retaliation, 2:4, 5:18, 5:29, 6:93 Ban, 5:120 Sick leave, 6:93, 9:19 Bargaining, 5:120 Termination of employment, **5:18**, Behavior, **5:119** 6:93 Benefits, 1:16, 5:116, 5:117, 5:125, AGE DISCRIMINATION IN 6:37, 9:138 **EMPLOYMENT ACT** Business, 5:74, 5:117, 5:125, 6:37, Alternative dispute resolution, 9:44 9:67, 10:33 Arbitration agreements, 9:44 Cancer detection, **5:74** Attorneys, 6:93 Care, **5:119**, **6:37**, **9:138** Bonuses, **6:93** Career, 6:37 Complaints, **5:18**, **6:93** Carrying out, 9:67, 10:33 Counsel, **6:93** Centers, 5:119, 9:138 Date, 6:93 Certification, 5:74, 9:138 Disclosures, 2:4, 6:93 Claims, **6:37**, **9:67 Equal Employment Opportunity** Collective bargaining, **5:120** Commission, 6:93 Compensation, 1:16, 5:120, 6:37, Evidence, 9:19, 9:44 9:67, 9:138 Intent, 6:93, 9:44 Compliance, **5:118**, **6:37** Investigations, 2:4 Concerns, 5:120 Jurisdiction, 2:4, 6:93, 9:44 Conditions, 5:74, 5:119, 5:120, 6:37, Notice, 5:18, 6:93, 9:19 9:138 Parties, 5:18, 6:93, 9:44 Conducting, 6:37 Private employers, 2:4, 6:93 Contractors, 5:120 Reports, 5:18, 6:93 Costs, 6:37 Retaliation, 2:4, 5:18, 6:93 Coverage, 1:16, 5:120, 5:125 Service, 2:4, 6:6, 6:93, 8:4 Creating, 6:37 Terms, 6:93, 8:4 Current employees, 5:74 Training, 5:18, 6:93 Data, 6:37, 9:67

INDEX

AIDS—Cont'd	AIDS—Cont'd
Dealing with, 5:120	Forklifts, 10:33
Death, 5:120, 9:138	Fringe benefits, 5:125
Definitions, 10:33	Government contractors, 5:120
Degrees, 5:120	Groups, 5:119, 6:37, 9:138
Dependents, 5:116, 5:117, 6:37	Guidelines, 1:16, 5:119, 5:120
Details, 9:67 , 10:33	Harassment, 1:16
Detection, 5:74	Hazards, 9:138
Discipline, 5:120	Health, 1:16, 5:74, 5:118 to 5:120,
Discrimination, 5:120 , 5:125 , 6:37 ,	5:125, 6:37, 9:138, 10:33
9:67	Health care, 5:119
Diseases, 5:119, 5:120, 9:138	Hiv/AIDS, 9:138
Diversity, 6:37	Holidays, 1:16
Documents, 9:138	Hours, 1:16, 5:120, 5:125, 6:37, 9:67
Drivers, 9:67	Human resources, 2:1, 5:117, 10:33
Drugs, 5:119, 9:138	Illnesses, 1:16 , 5:116 to 5:120
Duration, 5:120	Importance, 9:67
Duties and responsibilities, 10:33	Income, 6:37 , 9:138
E-mail, 1:16	Information, 1:16, 5:74, 5:116,
Eeo, 5:1	5:117, 5:119, 5:120, 6:37, 9:67,
Elements, 6:37	9:138, 10:33
Emergency, 10:33	Initiatives, 6:37
Employment contracts, 6:37	Insubordination, 5:120
Enforcement, 5:120	Insurance, 1:16, 5:125, 6:37
Ensuring, 6:37	Interviews, 9:67
Equal employment opportunity, 1:16, 5:1	Issues, 2:1, 5:1, 5:118 to 5:120, 6:37, 9:67, 9:138, 10:33
Equity, 6:37	Job performance, 5:74
Evaluation, 5:120, 9:138	Job posting, 1:16, 5:1
Evidence, 5:74, 5:116, 5:120, 9:67,	Keeping, 10:33
9:138	Labor relations, 5:120
Examination, 9:138	Laws, 5:74 , 5:117 , 5:118 , 5:120 ,
Exercise, 5:120 , 5:125 , 9:67	6:37, 9:67, 9:138, 10:33
Existing employees, 6:37	Leadership training, 6:37
Expenses, 6:37	Leaves of absence, 1:16, 9:138
Exposure, 2:1, 5:119, 5:120, 9:138	Legal, 1:16, 2:1, 5:117, 5:118, 5:120,
Factors, 9:138	6:37, 9:67, 9:138
Facts, 5:120, 9:67, 9:138	Liability, 2:1, 5:120, 9:67, 9:138
Family, 1:16 , 5:117 , 5:120 , 5:125 ,	Life insurance, 1:16
9:67, 9:138	Making, 2:1, 5:117, 6:37, 9:67,
Family and Medical Leave Act,	9:138
5:120, 9:138	Management, 2:1, 6:37
Family and medical leave, 1:16 ,	Managers, 2:1, 6:37
5:120, 9:138	Manufacturing, 1:16, 9:138
Fees, 5:120	Media, 1:16
Files, 1:16 , 5:1	Meetings, 6:37
Fitness, 5:74	Methods, 5:119 , 6:37 , 9:67
Fmla, 5:74 , 5:120 , 9:138	Minimum, 10:33

AIDS—Cont'd	AIDS—Cont'd
Misconduct, 9:67	Recruitment, 6:37
Model, 5:118, 10:33	Refusal, 5:120
Monitoring, 9:67	Regulation, 9:138
National Labor Relations Act, 5:120	Rehabilitation, 5:120
Needs, 1:16, 5:117, 5:118, 9:67	Reimbursement, 10:33
New employees, 6:37	Reporting, 9:138
Nlra, 5:120	Reports, 5:119
Notice, 9:67	Requests, 6:37 , 9:138
Number, 5:120, 6:37, 9:67, 10:33	Resignation, 6:37
Occupational Safety and Health Act,	Resolution, 1:16
5:120	Response, 9:138
Operation, 9:67	Responsibilities, 6:37, 10:33
Organizations, 2:1, 5:117, 6:37	Retention, 6:37
Osh Act, 5:120	Retirement, 1:16
Osha, 9:138	Rights, 5:120, 5:125, 9:67
Outline, 6:37	Rules, 5:1
Overtime, 1:16	Safety, 1:16, 5:74, 5:118, 5:120,
Overtime pay, 1:16	6:37, 9:138, 10:33
Overview, 2:1, 5:1	Salary, 1:16
Paid, 6:37	Scheduling, 6:37
Parking, 9:67	Screening, 5:74, 5:120, 9:138
Part-time, 6:37	Searches, 1:16, 9:67
Parties, 5:120, 6:37	Services, 1:16, 5:117, 9:138
Pay, 1:16, 6:37	Setting, 9:138
Performance, 1:16, 5:74, 5:117, 6:37	Severance, 6:37
Personal appearance, 1:16	Sexual harassment, 1:16
Personal days, 1:16	Sharing, 5:119
Place, 5:120 , 6:37 , 9:67	Short, 1:16, 9:67
Plans, 5:125, 6:37	Skills, 6:37
Points, 6:37	Smoking, 1:16
Policies, 1:16, 5:1, 5:74, 5:116 to	Social, 1:16, 5:125, 6:37
5:120, 5:125, 5:131, 6:37,	Social Security, 6:37
9:138, 10:33	Standards, 5:74, 5:117, 5:120, 6:37
Posting, 1:16, 5:1	State, 2:1, 5:74, 5:117, 5:118, 5:120,
Practices, 5:125, 6:37, 9:67	9:67, 9:138, 10:33
Prevention, 5:119	Statements, 2:1 , 5:1 , 10:33
Productivity, 6:37	Statutes, 5:120 , 9:67
Programs, 5:74, 5:116, 5:117, 5:120,	Stress, 6:37
6:37, 9:138	Studies, 6:37
Promotions, 6:37	Style, 6:37
Proof, 5:120	Subcontractors, 5:120
Property, 6:37 , 9:67	Supervisors, 10:33
Protection, 5:120, 9:67, 9:138	Support, 9:138
Questions, 5:120, 10:33	Surveillance, 9:67
Rates, 6:37	Systems, 9:138
Recommendations, 9:138	Tardiness, 1:16
Records, 9:67	Television, 9:67

AIDS—Cont'd Termination, 1:16, 2:1, 5:120, 9:67 Termination of employment, 1:16 Time, 1:16, 5:120, 6:37, 9:67, 9:138, 10:33 Training, 5:117, 5:125, 6:37	ALASKA—Cont'd Exemptions, 5:77 Federal contractors, 5:77 Harassment, 7:52 Hearings, 9:165 Hiring practices, 5:77
Trends, 6:37 Types, 5:116, 5:117, 5:119, 9:67 Unauthorized, 9:67 Unemployment, 6:37 Use, 1:16, 5:74, 5:119, 5:120, 5:131, 9:67, 9:138, 10:33 Vacations, 1:16 Violations, 5:120 Voluntary, 5:74 Wages, 5:120 Women, 6:37 Working conditions, 5:120	Holidays, 7:52 Injunction, 7:52 Investigations, 5:115 Life insurance, 7:52, 9:165 Lockouts, 9:165 Lodging, 6:88 Losses, 9:165 Notice, 5:77, 5:115, 7:52, 9:165 Overtime pay, 6:88, 6:89 Permits, 5:115, 6:89, 7:52 Privileges of employment, 5:77 Remedies, 5:77, 7:52
Workplace safety, 1:16 ALABAMA	Retirement benefits, 9:165 Strikes, 9:165 Tarmination of amplement 5:115
Age discrimination, 6:93 Assignments, 7:25 Compensation, 6:88, 6:89, 6:93, 9:165 Conditions, 6:93, 7:25, 9:165 Exemptions, 6:93 Life insurance, 9:165 Medical benefits, 7:25 Notices, 9:165 Overtime pay, 6:88, 6:89 Permits, 6:89 Remedies, 6:93 Unemployment compensation, 9:165	Termination of employment, 5:115, 9:165 Terms, 5:77, 6:94, 7:52, 9:165 Third parties, 5:115 Unemployment compensation, 9:165 ALIENS Appeals, 6:16 Discrimination, 6:16 Evidence, 6:16 Independent contractors, 6:16 Notice, 6:16 Resident aliens, 6:16 Review, 6:16
ALASKA Assignments, 5:115 Board, 6:88, 7:52, 9:165 Compensation, 5:77, 5:115, 6:88, 6:89, 6:94, 7:52, 9:165 Complaints, 9:104 Conditions of employment, 7:52, 9:165 Costs, 5:77, 5:115, 7:52, 9:165 Credits, 7:52 Employment practices, 5:77 Enforcement, 5:77, 5:115, 6:88,	ALTERNATIVE DISPUTE RESOLUTION Americans with Disabilities Act, 9:44 AMERICANS WITH DISABILITIES ACT Accommodations, 1:40, 3:12, 5:8, 5:9, 5:38, 5:76, 5:77, 5:122, 5:123, 5:128, 5:138, 7:33, 7:36, 9:140 ADD, 5:8, 5:77, 7:33 Adverse employment action, 5:77, 5:123, 9:140
9:165 Equipment, 5:77	AIDS, 5:120 , 9:138 Alcohol testing. 5:77

AMERICANS WITH AMERICANS WITH DISABILITIES ACT—Cont'd DISABILITIES ACT—Cont'd Employers, 1:21, 1:40, 2:4, 3:11, Alternative dispute resolution, 9:44 3:12, 5:7 to 5:9, 5:18, 5:38, Arbitration agreements, 9:44 5:66, 5:76, 5:77, 5:110, 5:120, Attendance, 3:11, 3:12, 5:76, 6:65, 5:123, 5:128, 5:138, 6:6, 6:65, 9:16, 9:19 6:93, 7:4, 7:26, 7:33, 7:35 to Attorneys, 6:93 7:38, 7:42, 7:44, 8:4, 9:16, Backpay, 5:120, 9:44 9:19, 9:44, 9:140 Bankruptcy, 2:4, 3:11 Employment agencies, **5:38** Brain injuries, 5:138 Employment discrimination, 5:38, Burden of proof, **5:120**, **6:93** 5:77, 5:120, 9:19, 9:44 Cancer, 7:33 Employment relationships, 5:38 Categories, 5:7, 5:18, 5:38, 5:76, Enforcement, 5:8, 5:18, 5:38, 5:76, 6:65, 6:93, 7:33 5:77, 5:120, 6:93, 9:44 Compensatory damages, 5:77, 5:120, Equal Employment Opportunity 6:93 Commission, 3:12, 5:8, 5:76, 5:122, 5:128, 6:93, 7:36, 7:38, Complaints, **5:18**, **6:65**, **6:93** 9:16, 9:140 Confidentiality requirements, 5:76 Essential job functions, 3:12, 5:8, Covered entities, 8:4 5:76, 5:122, 7:37 Criminal record, 3:11 Evidence, 5:8, 5:77, 5:120, 5:138, Damages, 5:18, 5:77, 5:120, 6:93, 6:65, 7:44, 9:19, 9:44, 9:138 9:44 Failure to accommodate, 5:8 Depression, 5:8, 5:138 Federal contractors, 5:77, 6:93 Determination, 5:51, 5:123, 6:65, Fringe benefits, **6:65** 9:138 Government contractors, 2:4, 3:12, Diabetes. 5:76, 9:140 5:7, 5:18, 5:77, 5:120, 7:38 Direct threat, **5:7**, **9:140** Guidelines, 1:40, 5:120, 5:122, 6:6, Disability, 1:40, 2:4, 3:11, 3:12, 5:7, 6:65, 7:33, 7:38 5:8, 5:18, 5:38, 5:66, 5:76, Hepatitis, 5:120, 9:138 5:77, 5:120, 5:122, 5:123, HIV, 5:120, 9:138 5:128, 5:138, 6:65, 6:93, 7:3, Hostile work environment, 5:18 7:26, 7:35 to 7:38, 7:42, 7:44, Illegal drugs, 5:77 8:4, 9:16, 9:19, 9:44, 9:138, Insurance, 1:21, 5:76, 6:65, 7:3, 9:140 7:35, 8:4 Disability benefits, 7:3, 8:4, 9:16 Job applicants, 5:8, 5:38, 5:77, 6:93 Disclosures. 2:4, 5:76, 6:93 Leave policies, 7:36 Discrimination, 1:40, 2:4, 5:7 to 5:9, Major life activities, 5:7, 5:120 5:18, 5:38, 5:77, 5:120, 6:6, Marijuana, 5:77 6:65, 6:93, 7:3, 7:26, 7:33, 7:36, 7:38, 8:4, 9:19, 9:44 Medical examinations, 5:51, 5:66, Documentation, 3:12, 5:76, 5:77, 5:76, 5:77, 5:122, 7:3 5:123, 6:65, 9:138, 9:140 Mental impairment, 5:7, 5:120 Drug addiction, 3:12 Misconduct, 6:65 Drug testing, 1:21, 5:77 Modified work schedules, 5:128 Drug-free workplaces, 5:77 National Labor Relations Board, 2:4 Employee morale, 5:76 Notice, 1:40, 5:18, 5:38, 5:77, 5:123, 6:65, 6:93, 7:3, 7:26, 9:19 Employee Retirement Income Security Act, 2:4, 6:6 Obesity, **9:140**

AMERICANS WITH AMERICANS WITH DISABILITIES ACT—Cont'd DISABILITIES ACT—Cont'd Parties, 3:12, 5:9, 5:18, 5:120, 6:65, 7:36, 7:42, 9:140 6:93, 9:44 Unions, 2:4 Preemployment inquiries, 3:12 **ANTITRUST** Pregnancy, 1:21, 5:8, 5:18, 5:38, 7:3, At-will employment, 2:13 7:33, 7:35 to 7:38, 7:44, 8:4, 9:19, 9:140 **APPRAISAL** Private employers, 2:4, 6:93 Performance appraisal, 3:35, 5:32, Proceedings, 2:4, 6:93 6:34, 6:105, 6:106 Public transportation, 5:128 ARBITRATION Punitive damages, 5:18, 6:93, 9:44 Age Discrimination in Employment Qualified individuals, 1:40, 2:4, 5:7, Act, 9:44 5:38, 5:120, 5:122 Agreements, 2:27, 5:23, 9:42, 9:44, Reasonable accommodation, 3:11, 9:50 3:12, 5:8, 5:38, 5:51, 5:76, Alternative dispute resolution, 9:36, 5:77, 5:120, 5:122, 5:123, 9:44 5:128, 5:138, 7:3, 7:33, 7:35 to Americans with Disabilities Act, 9:44 7:38, 7:42, 9:19, 9:140 Appeal, 2:5 Rehabilitation act, 2:4, 3:12, 5:7, 5:120, 6:93, 8:4 Arbitration provisions, **9:50** Releases, 6:65 Backpay, 9:44 Religion, 2:4, 3:11, 5:7, 5:9, 5:18, Binding arbitration, 2:27, 9:44 6:93, 8:4 Class actions, 9:50 Remedies, 5:77, 6:93 Collective bargaining agreements, Request, 3:12, 5:8, 5:9, 5:76, 5:77, 2:27, 9:42 5:120, 5:122, 5:123, 5:138, Consideration, 2:5, 2:27, 9:50 6:65, 6:93, 7:3, 7:26, 7:33, Contracts, 2:27, 9:50 7:35, 7:37, 7:42, 9:16, 9:140 Costs, 2:5, 5:115, 9:44 Retaliation, 2:4, 5:18, 6:93, 7:33, Disclosure, 5:23, 5:115 9:138 Discovery, 5:115, 9:49 Risk, 5:18, 5:66, 5:76, 5:77, 5:120, Evidence, 2:5, 9:44, 9:49 7:33, 9:138, 9:140 Federal Arbitration Act, 2:5, 9:50 Service animals, 5:138 Handbooks, 5:23 Small employers, 7:35 to 7:38, 7:42, Jurisdiction, 2:5, 9:44, 9:50 7:44 Litigation, 9:44, 9:45, 9:50 Smoking, 1:21, 5:77 Process, 2:5, 2:27, 5:115, 9:45 Stroke, 9:140 Qualification, 5:115 Substance abuse, 5:77 Remedies, 2:5 Substantially limits, 5:7, 5:120 Severability, 9:50 Subterfuge, 8:4 Title VII, 9:44 Summary judgment, 5:8, 5:77, 6:65 Waiver, **9:50** Technical Assistance Manual, 5:76 ARIZONA Transportation, 5:77, 5:128, 6:65 Collective bargaining agreement, Treatment, 3:12, 5:8, 5:76, 5:77, 5:77, 9:165 5:110, 5:120, 5:128, 7:3, 7:38, Compensation, 1:27, 5:77, 6:88, 9:16, 9:138, 9:140 6:89, 6:107, 8:63, 9:165 Undue hardship. 3:11, 5:8, 5:9, 5:76. 5:77, 5:122, 5:123, 5:138, 7:33, Conditions of employment, 9:165

ARIZONA—Cont'd ASSIGNMENTS Contempt, **6:107** Federal employment, 5:111 Costs, 5:77, 6:107, 9:165 ASSISTANCE Court order, 9:165 National Labor Relations Board, 2:4 Department of Labor, 9:165 Employment practices, 5:77 **ASSISTANTS** Evidence, 3:23, 5:77, 6:107 Managers, 6:65, 6:66 Exemptions, 5:77 AT-WILL EMPLOYMENT Federal contractors, 5:77 Defined, 2:5 Hearings, 9:165 Fair dealing, 2:7 Insurance benefits, 9:165 Fraud. 2:5 Life insurance, 9:165 Good faith. 2:7 Notice, 1:27, 3:23, 5:77, 7:108, 8:63, Perjury, **2:13** 9:165 Public policy exception, 2:17 On-call time, 6:89 Overtime pay, **6:88**, **6:89** ATHLETIC TRAINERS Privileges of employment, 5:77 White collar employees, **6:65** Remedies, 5:77 ATTENDANCE Retirement benefits, 9:165 Absenteeism, 7:28, 9:13, 9:14, 9:16, Sick leave, 3:23, 7:108, 9:20 9:19, 9:20, 9:95 Termination of employment, 9:165 Collective bargaining agreements, Terms, 1:27, 3:23, 5:77, 9:165 7:28 Unemployment compensation, 8:63, Discipline, 5:115, 6:65, 6:111, 9:19, 9:165 9:20 Termination of employment, 5:115, ARKANSAS 6:65 Compensation, **6:88**, **6:89**, **7:33**, 7:52, 9:165 ATTITUDE Conditions, 7:52, 9:165 Discipline, 2:10, 6:111, 6:112, 9:22, Credits, **7:52** 9:146 Fringe benefits, 7:52 Termination of employment, 2:10, 9:22 Harassment, 7:52 Holidays, 7:52 **ATTORNEYS** Life insurance, 7:52, 9:165 At-will employment, 2:5 Meal breaks, 7:33 Discovery, 9:47 Minimum wage, **6:89**, **7:52 BACKPAY** Notice, 7:52, 9:165 Americans with Disabilities Act, Overtime pay, **6:88**, **6:89** 5:120, 9:44 Permits, 6:89, 7:52 Computation, 9:165 Remedies, 7:52 Discipline, 5:120 Rest breaks, 7:33 Good faith, 5:120, 9:165 Students, 6:88 Government employers, 9:165 Termination of employment, 9:165 Health insurance benefits, 9:165 Terms, 7:52, 9:165 Interest, 9:44, 9:165 Unemployment compensation, 9:165 Life insurance benefits, 9:165 ASSESSMENTS Termination of employment, 9:165

Third parties, 5:120

Unfair labor practices, 9:166

BACKPAY—Cont'd

Title VII, **9:44**

Voluntary retirement, 9:165

BAD FAITH

Labor Management Relations Act, **2:27**

BANKRUPTCY

Back pay, 7:52, 9:165

Defined benefit pension plans, 8:79

Fringe benefits, 7:52

Garnishment, 2:4

Participation, 7:52, 9:165

Payroll deductions, 7:52

Resources, 7:52, 8:73, 9:165

Severance pay, 9:165

Strike, 9:165

Vacation pay, 9:165

WARN, 9:165

Wages, 7:52, 9:165

BENEFICIARIES

Employee Retirement Income Security Act, **1:41, 8:122**

Group insurance, 8:5, 8:72

BENEFITS

Computers, 5:36, 6:65, 9:165

Financial counseling, 8:87

Publications, 5:36

Transportation, 5:121, 6:65, 7:17, 7:72, 9:165

BEREAVEMENT

Leave of absence, 7:1, 7:52, 7:62, 7:89

Pay, 1:16, 7:52, 7:60 to 7:63, 7:89, 10:44

BONUSES

Collective bargaining agreements, **7:28**

BREAKS

Unfair labor practices, 9:166

BULLETIN BOARDS

National Labor Relations Board, 9:85, 9:91

BUREAU OF LABOR STATISTICS

Department of Labor, 7:52

BUSINESS NECESSITY

Evidence, 5:73, 5:74, 6:107, 7:44, 7:52

Summary judgment, **5:135**, **6:107**, **9:7**

BUYERS

Compensation, **6:65**, **6:79** White collar employees, **6:65**

CAFETERIA PLANS

Dependent care assistance, 6:16

Elections, 8:108

Nondiscrimination rules, 6:16

Requirements, 6:16

CALIFORNIA

Age Discrimination in Employment Act, **6:93**, **9:19**

Age discrimination, 2:18, 6:93, 9:19

Arbitration of disputes, 9:50

Assignments, 5:115, 6:16

At-will employment, 2:5, 2:13

Compensation, 1:27, 3:11, 5:65,

5:77, 5:103, 5:115, 5:120, 6:16,

6:22, 6:28, 6:29, 6:39, 6:45,

6:55, 6:56, 6:59, 6:64 to 6:70,

6:75, 6:77, 6:79, 6:83, 6:88,

6:89, 6:93, 7:29, 7:33, 7:42,

7:46, 7:52, 7:68, 7:89, 7:117, 8:52, 8:63, 9:6, 9:67, 9:165

Complaints, 1:5, 2:15, 3:25, 5:25,

5:30, 6:65, 6:93, 9:104, 9:143

Conditions, 1:5, 1:11, 1:27, 2:5,

2:16, 5:35, 5:65, 5:70, 5:77,

5:120, 6:45, 6:56, 6:93, 7:4,

7:29, 7:38, 7:40, 7:52, 7:119,

7:121, 9:6, 9:112, 9:135, 9:165

Constitutionality, **9:67**

Contractors, 1:4, 1:5, 5:24, 5:35,

5:77, 5:103, 5:120, 6:16, 6:93,

7:38, 9:50, 9:143, 9:165

Credits, **7:52**

Criminal penalties, 9:160

Disclosures, **5:103**, **6:93**

Dispute, 5:25, 5:30, 9:50, 9:165

Employment agencies, 9:5

Employment practices, 5:77, 7:38

Equal pay, 5:103, 6:45, 6:93

CALIFORNIA—Cont'd CALIFORNIA—Cont'd Equipment, 5:77, 6:16, 6:39, 6:65, Parental leave, **6:93**, **7:33**, **7:52** 9:67, 9:135 Penalties, 5:77, 5:103, 6:16, 6:29, Evidence, 1:32, 2:5, 2:10, 2:18, 3:13, 6:64, 6:93, 7:52, 9:135, 9:160, 5:30, 5:77, 5:120, 5:138, 6:16, 9:165 6:29, 6:65, 7:44, 7:52, 9:19, Permits, 2:5, 5:25, 5:66, 5:92, 5:115, 9:67, 9:155 5:138, 6:29, 6:65, 6:89, 7:46, Exemptions, 5:77, 6:16, 6:65, 6:66, 7:52, 7:89, 9:6, 9:50, 9:155 Pregnancy, 1:5, 1:9, 1:11, 5:35, 7:29, Family leave, 7:4, 7:29, 7:38, 7:52, 7:33, 7:36, 7:38 to 7:40, 7:44, 9:19 7:52, 7:59, 9:19, 10:80 Federal contractors, 5:77, 6:93 Privacy, 2:26, 5:25, 5:62, 5:115, 9:23, 9:67, 9:77, 9:153 Fringe benefits, 2:5, 6:65, 7:52, 7:83 Privileges of employment, 5:77, 9:6 Harassment, 1:5, 2:18, 5:24, 5:25, 5:30, 5:35, 5:91, 5:139, 6:65, Remedies, 2:5, 5:77, 5:103, 6:93, 7:52, 9:50, 9:155 7:52 Health, 1:4, 1:9, 1:11, 2:5, 2:16, Rest breaks, 6:29, 7:33, 9:135 3:11, 5:35, 5:62, 5:66, 5:67, Sex discrimination, 1:5, 7:38, 9:5, 5:70, 5:77, 5:120, 5:138, 6:16, 6:29, 6:56, 6:65, 6:88, 6:93, Sick leave, 1:4, 6:16, 6:64, 6:93, 7:4, 7:29, 7:33, 7:38, 7:40, 7:52, 7:59, 7:88 to 7:90, 7:108, 7:42, 7:46, 7:52, 7:108, 7:119, 7:119, 7:121, 9:19, 9:20, 10:80 7:121, 8:50 to 8:53, 8:63, 9:112, State statutes, **2:5, 7:40** 9:135, 9:143, 9:165, 10:51 Strikes, 9:165 Hearings, 9:165 Taxes, 6:16, 6:56, 6:93, 7:52 Hiring practices, 5:77, 9:6 Temporary disability, 7:52, 7:117 Holidays, 3:11, 6:70, 7:52, 7:89, Termination of employment, 1:4, 10:80 2:10, 5:103, 5:115, 6:65, 6:93, Insurance premiums, 6:55, 7:52 7:46, 7:88, 9:160, 9:165 Investigations, **5:25**, **5:115** Terms, 1:5, 1:27, 5:77, 6:45, 6:56, Job assignments, 5:115 6:65, 6:66, 6:93, 7:29, 7:38, Jury duty, 2:16, 6:64, 6:65, 7:68, 7:52, 7:104, 9:6, 9:23, 9:50, 7:89, 9:19, 10:80 9:165 Layoffs, 1:27, 2:5, 9:165 Training programs, 3:13 Life insurance, 6:16, 6:65, 7:52, Transfers, 3:13, 5:77, 6:93, 7:29, 9:165 9:165 Logging, **9:165** Unemployment compensation, 8:63, Marital status, 3:11, 5:35, 5:91 to 9:165 6:93 Vacations, 1:4, 7:52, 7:83, 7:87 to Meal breaks, 6:29, 7:33 7:90 Mining, 9:165 Voting time off, 9:19 Notice, 1:4, 1:11, 1:27, 2:5, 2:15, Witness duty, 7:68 3:25, 5:77, 5:115, 6:16, 6:39, 6:55, 6:56, 6:65, 6:75, 6:93, CAUSATION 7:29, 7:52, 7:59, 7:108, 7:121, Retaliation, 5:18, 5:29 8:63, 9:19, 9:67, 9:77, 9:160, 9:165, 10:47 to 10:49, 10:51 to **CAUSE** 10:53 Unfair labor practices, 1:38, 9:70 Overtime pay, 1:8, 6:64 to 6:70, **CAUSES OF ACTION** 6:75, 6:77, 6:79, 6:83, 6:88, 6:89 Retirement plans, 6:16

CHEFS

White collar employees, 6:65

CHEMISTS

White collar employees, 6:65

CHILD LABOR

Permits, 10:39

CHILD SUPPORT

Garnishment, 10:9

CHURCH PLANS

Deferrals, **8:85**Tax, **8:85**Vesting, **8:85**

CIRCULATION

Unions, 9:166

CIVIL PENALTIES

Worker Adjustment and Retraining Notification Act, **9:165**

CIVIL RIGHTS

National Labor Relations Board, **2:4** Railway Labor Act, **2:4** Unions, **2:4**

CIVIL RIGHTS ACT

Arbitration agreements, **9:44** Employment agencies, **9:5** Employment practices, **5:4**

CLAIMS

National Labor Relations Act, 2:5, 3:22, 6:93

CLASS ACTIONS

Appeal, **6:29**Arbitration, **9:50**Attorneys, **6:29**Certification, **6:29**Evidence, **6:29**Jurisdiction, **9:50**Requirements, **6:29**Review, **9:50**

CLOCKS

Time clocks, 6:47

CLOSINGS

Conference, 9:165

COERCION

Discrimination, 9:62

COLLECTIVE BARGAINING

Agreement, 1:22, 1:29, 2:3, 2:5, 2:27, 4:11, 5:77, 5:111, 5:115, 5:120, 6:16, 6:55, 6:93, 6:99, 7:28, 7:52, 7:57, 7:88, 7:109, 7:119, 9:44, 9:63, 9:70, 9:85, 9:97, 9:165, 9:166

Americans with Disabilities Act, 5:77, 5:120, 6:93, 9:44

Bankruptcy, 7:52, 9:165

Bargaining unit, 1:29, 9:165, 9:166 Disabilities, 5:77, 5:120, 6:93, 7:52, 7:119, 9:44, 9:103

Good faith, 1:22, 5:115, 5:120, 6:93, 9:63, 9:165, 9:166

Impasse, 9:63

Mandatory subjects, 1:22

Negotiations, 9:63, 9:165, 9:166

Plant closings, 9:165

Remedies, 2:5, 5:77, 6:93, 7:52

Unilateral changes, 9:166

Waiver, 7:57, 9:165

COLLECTIVE BARGAINING AGREEMENTS

Arbitration, 2:27, 9:42

Benefits, 1:22, 5:111, 7:28, 7:109, 9:103

Bonuses, 7:28

Business, 5:111, 7:28, 7:109

Changes, 1:22, 7:109

Compensation, 2:27, 5:111, 7:28, 9:103

Conditions, 1:22, 7:28, 7:109

Confidentiality, **5:111**, **7:109**

Damages, 2:27, 9:103

Date, 5:111, 7:28, 7:109

Determinations, **5:111**

Drugs, 9:103

Duties, **5:111**

Eligibility, **5:111**, **7:28**

Evaluation, 2:27

Evidence, 7:109

COLORADO

Age Discrimination in Employment Act. **6:93**

COLORADO—Cont'd COLORADO—Cont'd Age discrimination, **6:93** Vacations, 7:52 Appeals, 1:39, 3:25, 8:122 **COMBINATION** Board, 1:39, 6:88, 7:33, 7:52, 9:165 National Labor Relations Act, 6:93, Compensation, 5:77, 5:103, 6:88, 6:89, 6:93, 7:33, 7:52, 9:165 Worker Adjustment and Retraining Conditions, 1:39, 5:77, 6:93, 7:52, Notification Act, 9:165 9:135, 9:165 Constitutionality, 8:122 COMMENTS OR REMARKS Credits, 7:52 National Labor Relations Act, 9:142 Disclosures, 5:103, 6:93 Dispute, 9:48, 9:165 **COMMON LAW** Employment practices, 5:77 Social security, **6:16**, **9:165** Evidence, 3:13, 5:77, 7:52 COMPARABLE WORTH THEORY Exemptions, **5:77**, **6:93** Compensation, 6:94 Family leave, 7:52 Federal contractors, 5:77, 6:93 COMPENSATION Form of payment, 8:122 ADEA, 5:95, 5:111, 6:6, 6:107, 8:4 Fringe benefits, 7:52 Affirmative action plans, 5:3, 5:31, Harassment, 7:52 5:94 to 6:95 Health, 5:77, 6:88, 6:93, 7:33, 7:52, Americans With Disabilities Act, 2:4, 7:108, 8:122, 9:135, 9:165 3:11, 3:12, 5:76, 5:77, 5:120, Hearings, **9:165** 6:6, 6:65, 6:93, 7:3, 7:33, 7:35, Hiring practices, 5:77 7:42, 8:4, 9:138, 9:140 Holidays, 7:52 At-will employment, 2:17 Insurance, 7:52, 8:122, 9:165 Barbers, **6:16** Life insurance, 7:52, 9:165 Beauticians, 6:65 Marital status, 6:93, 8:122 Buyers, **6:65**, **6:79** Meal breaks, 7:33 Clerical workers, 6:55 Medical expenses, 8:122, 9:165 Defenses, 6:96 Notice, 1:39, 3:25, 5:77, 6:93, 7:52, Disciplinary action, 5:3, 5:31, 5:36, 7:108, 9:165 5:115, 6:33, 6:36, 6:41, 6:42, Overtime pay, **6:88**, **6:89** 6:49, 6:50, 6:65, 6:87, 6:89, Parental leave, 6:93, 7:33, 7:52 6:111 to 6:113, 7:28, 7:46 Permits, 6:89, 7:52, 8:122 Discrimination, 2:4, 5:3, 5:10, 5:17, Privileges of employment, 5:77 5:31, 5:36, 5:53, 5:65, 5:73, Remedies, 5:77, 5:103, 6:93, 7:52 5:77, 5:94, 5:95, 5:103, 5:111, Rent, 3:13 5:120, 6:6, 6:10, 6:16, 6:37, Rest breaks, 7:33, 9:135 6:49, 6:60, 6:65, 6:92 to 6:97, Retaliation, **6:93**, **7:33** 6:105, 6:111, 6:112, 7:1, 7:3, 7:30, 7:33, 8:4, 8:79, 8:117, 9:6, Savings, 8:122 9:67, 9:103 Strikes, 9:165 Drivers, 5:77, 6:16, 9:67 Termination of employment, 5:103, 6:93, 9:165 Editors, 6:16 Terms, 5:77, 6:93, 7:52, 8:122, 9:165 Equal skill, 6:93 Theft, 5:103, 6:93 Equal work standard, 6:94 Training programs, 3:13 ERISA, 6:6, 6:16, 8:1, 8:4, 8:52, Unemployment compensation, 9:165 8:61, 8:65, 8:84, 8:117, 9:165

COMPENSATION—Cont'd	COMPENSATION—Cont'd
Establishment, 5:103, 6:65, 6:82,	Travel agents, 6:16
6:88, 6:93, 9:6, 9:124, 9:134,	Writers, 6:16 , 6:65
9:165	COMPLAINTS
Family and Medical Leave Act,	Americans with Disabilities Act,
5:120, 6:6, 6:64, 7:1, 7:3, 7:28 to 7:30, 7:46, 7:52, 7:89, 9:138,	5:18, 6:65, 6:93
9:140, 10:44	Parties, 1:39, 5:3, 5:18, 5:25, 5:31,
FMLA, 5:76, 5:111, 5:120, 6:6, 6:65,	5:34, 5:36, 5:40, 6:65, 6:93,
7:1, 7:3, 7:28 to 7:30, 7:46,	9:143, 10:38
7:52, 7:89, 7:105, 7:120, 8:62,	Relief, 5:29 , 5:36 , 6:57 , 6:93
8:64, 9:138, 9:140	Retaliation, 2:15, 5:3, 5:4, 5:18, 5:25, 5:29 to 5:31, 5:33, 5:36,
Inspectors, 6:16 , 6:65 Managers, 3:11 , 5:31 , 5:36 , 5:75 to	6:57, 6:93, 9:27, 9:33, 9:119,
5:77, 5:111, 6:34, 6:36, 6:37,	9:142, 9:143, 10:38, 10:76
6:57, 6:65, 6:66, 6:93, 6:97,	COMPLIANCE
6:107, 6:109 to 6:113, 9:6,	Generally, 1:2, 1:8, 1:21, 5:2, 6:41,
9:165	6:61, 7:65, 9:102
Market rate, 8:79	, ,
Merit system, 6:93	COMPUTERS
Nurses, 5:115, 6:14, 6:65, 6:94	Benefits, 5:36, 6:65, 9:165
Orderlies, 6:94 Salespersons, 6:16 , 6:65	CONCILIATION
Seniority system, 6:93	Equal Employment Opportunity
Service, 2:4, 3:7, 3:11, 5:10, 5:16,	Commission, 9:36
5:36, 5:76, 5:111, 6:6, 6:8, 6:14,	CONFIDENTIALITY
6:16, 6:25, 6:34, 6:36, 6:39,	Age Discrimination in Employment
6:64 to 6:66, 6:89, 6:93, 7:3,	Act, 5:18
7:28, 7:29, 7:52, 7:57, 7:67,	Background check, 5:40
7:68, 7:125, 7:126, 7:130, 8:4, 8:79, 8:82, 8:84, 8:117, 9:138,	Collective bargaining agreements, 5:111, 7:109
9:165	Equal Employment Opportunity
Sex discrimination, 5:17 , 6:94	Commission, 5:76
Similar working conditions, 6:93	Equal Pay Act, 5:111
State laws, 3:11 , 5:36 , 5:73 , 5:75 ,	Rehabilitation Act, 5:61
5:77, 5:115, 6:5, 6:21, 6:39,	CONGRESS
6:41, 6:43, 6:55, 6:56, 6:65 to	Fair Labor Standards Act, 2:4, 6:65,
6:67, 6:80, 7:3, 7:28, 7:42, 7:57, 7:68, 8:52, 8:61, 8:63,	6:93
8:117, 9:67	
Supervisors, 3:30 , 5:36 , 5:75 to 5:77 ,	CONNECTICUT
5:111, 6:33, 6:48, 6:50, 6:57,	Administrators, 6:93 , 8:122 Age Discrimination in Employment
6:64 to 6:66, 6:84, 6:97, 6:101,	Act, 6:93
7:33, 9:140, 9:165	Age discrimination, 6:93
Teachers, 6:65, 7:52	Agriculture, 6:88 , 9:165
Title VII, 2:4, 5:17, 5:36, 5:53, 5:95, 5:111, 6:6, 6:92 to 6:94, 6:96,	Appeals, 2:5, 8:122, 9:67
6:97, 6:105, 7:52, 8:4, 9:6,	Assignments, 5:115
9:103	At-will employment, 2:5
Trainees, 6:20 , 7:52	Certificates, 7:57

CONNECTICUT—Cont'd CONNECTICUT—Cont'd Privacy, 5:62, 5:115, 9:67, 9:153, Compensation, 3:11, 5:77, 5:115, 9:156 6:28, 6:55, 6:88, 6:89, 6:93, 7:33, 7:52, 7:57, 7:68, 8:63, Professionals, 6:93 9:67, 9:165 Remedies, 2:5, 5:77, 6:93, 7:52 Complaints, 6:93, 9:104, 9:143 Rest breaks, 7:33 Conditions, 2:5, 5:77, 6:93, 7:4, Sick leave, 1:4, 6:93, 7:52, 7:108, 7:52, 7:121, 9:165 7:121, 9:20 Constitutionality, 8:122, 9:67 State statutes, 2:5 Credits, **7:52** Termination of employment, 1:4, Criminal penalties, 9:160 5:115, 6:93, 9:160, 9:165 Death of employee, 7:52 Terms, 5:77, 6:93, 7:52, 8:122, 9:165 Disclosure, 5:62, 5:115, 6:93, 7:52, Time off, 5:115, 6:88, 6:93, 7:52, 9:165 7:108, 7:121, 9:20 Employment practices, 5:77 Transfers, 5:77, 6:93, 9:165 Equal pay, **6:93** Unemployment compensation, 8:63, Evidence, 2:5, 5:77, 7:52, 9:67 9:165 Exemptions, **5:77**, **6:93** Vacations, 1:4, 7:52 Family leave, **7:4, 7:52** Weekly wages, 7:52, 8:63 Form of payment, 8:122 Witness duty, 7:68 Government contractors, 1:4, 5:77 Harassment, 5:24, 7:52 CONSIDERATION Health, 1:4, 2:5, 3:11, 5:62, 5:66, Termination of employment, 1:16, 5:77, 6:88, 6:93, 7:4, 7:33, 6:65, 10:17 7:52, 7:108, 7:121, 8:63, 8:122, 9:143, 9:165 CONSOLIDATED OMNIBUS Health insurance, 1:4, 7:52, 9:165 **BUDGET RECONCILIATION** Hearings, **9:165** ACT Hiring practices, 5:77 Coverage, 1:2, 1:4, 7:25, 8:66 Holidays, 3:11, 7:52 Duration of, 7:25, 8:66 Investigations, 5:115 Health insurance plans, 8:66 Job assignments, **5:115** Qualifying events, 1:2, 1:4 Jury duty, 7:68 Labor disputes, 9:165 CONSTRUCTIVE DISCHARGE Layoffs, 2:5, 9:165 Resignation, 9:165 Life insurance, 7:52, 9:165 Losses, 9:165 CONTRACTORS Marital status, 3:11, 5:83, 6:93, California, 1:4, 1:5, 5:24, 5:35, 5:77, 8:122 5:103, 5:120, 6:16, 6:93, 7:38, Meal breaks, 7:33 9:50, 9:143, 9:165 Notice, 1:4, 2:5, 5:59, 5:77, 5:115, 6:55, 6:93, 7:52, 7:57, 7:108, **COUNTIES** 7:121, 8:63, 9:67, 9:160, 9:165 National Labor Relations Act, 5:120, Overtime pay, **6:88**, **6:89** 6:93 Parental leave, **6:93**, **7:33**, **7:52 COURTS** Penalties, 5:77, 6:93, 7:52, 7:57, Collective bargaining agreements, 9:160, 9:165 2:27, 9:103 Permits, 2:5, 5:66, 5:83, 5:115, 6:89, 7:52, 7:57, 8:122 Labor relations, 3:22, 5:120, 6:65

COVERAGE

Medical benefits, **7:25**, **8:24**, **8:26** to **8:28**, **8:30**, **8:37**, **8:41**

COWORKERS

Retaliation, 2:17, 5:3, 5:18, 5:31, 5:35, 7:33, 10:38

CRAFTSMEN

White collar employees, **6:65**

CURE

National Labor Relations Board, 9:70

CURRENCY EXCHANGES

National Labor Relations Board, 2:4

DAMAGES

Accommodation, 5:77, 5:120, 6:36
Age discrimination, 5:18, 6:93, 9:44
Americans with Disabilities Act,
5:18, 5:77, 5:120, 6:93, 9:44
Backpay, 5:120, 5:132, 9:44
Benefits, 1:30, 1:39, 2:5, 2:7, 3:27,
5:25, 5:36, 5:103, 6:20, 6:36,
6:93, 7:52, 7:69, 8:117, 9:103
Compensation, 2:23, 2:27, 5:36,
5:77, 5:103, 5:120, 6:20, 6:29,
6:36, 6:57, 6:66, 6:93, 7:52,

8:117, 9:103 Defined, 2:5, 5:36, 5:77, 6:20, 6:29, 6:93, 7:52, 9:152

Disability discrimination, 5:77, 9:44 Emotional distress, 2:23, 2:27, 9:62 Employment discrimination, 5:36, 5:77, 5:120, 9:44

Family and Medical Leave Act, 5:120, 7:52

Federal government, 5:18, 5:77, 5:120, 7:52, 9:103

Fringe benefits, 2:5, 7:52

Front pay, **7:52**

Government employers, 7:52 Liquidated damages, 5:36, 6:66, 6:93

National Labor Relations Board, 1:30 Period, 2:5, 3:13, 3:25, 3:27, 5:120,

Period, 2:5, 3:13, 3:25, 3:27, 5:120, 6:20, 6:29, 6:57, 6:93, 7:52, 8:117

Punitive damages, 2:5, 2:7, 2:16, 2:23, 2:27, 5:18, 5:103, 5:132,

DAMAGES—Cont'd

6:57, 6:93, 7:69, 8:117, 9:44, 9:76, 9:152

Rehabilitation Act, **5:120**, **6:93**, **9:103**

Reinstatement, 2:5, 5:36, 6:93, 7:52 Remedies, 2:5, 5:36, 5:77, 5:103, 6:93, 7:52

Restrictions, 5:77, 6:29, 7:52, 9:103
Tax, 6:36, 6:66, 7:52
Title VII, 5:18, 5:25, 5:36, 6:93, 7:52, 9:44, 9:103
Total, 1:39, 5:18, 6:93, 7:52, 8:117

DAVIS-BACON ACT

Construction, 7:109
Exemption, 7:109
Secretary of Labor, 7:109
Service, 7:109
Service Contract Act, 7:109
Subcontractors, 7:109
Wages, 7:109

DEDUCTIONS

Federal employment, 5:111 Sick leave, 6:64, 7:52 Social security, 6:56, 7:52

DEFAMATION

National Labor Relations Act, 1:39, 9:70

National Labor Relations Board, 9:70

DEFENSES

Compensation, 6:96

DEFICIENCIES

Citations, **5:18**

DEGREE

Violation, **2:5**, **6:57**, **6:65**, **9:84**

DELAWARE

Age Discrimination in Employment Act, **6:93**

Act, 6.93
Age discrimination, 6:93
At-will employment, 2:7
Attorney general, 9:77, 9:165
Compensation, 5:115, 6:88, 6:89, 6:93, 7:33, 7:52, 9:67, 9:165

Credits, **7:52**

Death of employee, 7:52

DELAWARE—Cont'd Disclosures, **6:93** Dispute, 9:165 Exemptions, 6:93 Family leave, 7:52 Federal contractors, 6:93 Form of payment, 8:122 Fringe benefits, 7:52 Health, 6:88, 6:93, 7:33, 7:52, 8:122, 9:165 Holidays, 7:52 Investigations, 5:115 Life insurance, 7:52, 9:165 Marital status, 5:83, 6:93, 8:122 Meal breaks, 7:33 Notice, 5:115, 6:93, 7:52, 9:67, 9:77, 9:165 Overtime pay, **6:88**, **6:89** Parental leave, 6:93, 7:33, 7:52 Permits, 5:83, 5:115, 6:89, 7:52, 8:122 Remedies, 6:93, 7:52 Rest breaks, 7:33 Retaliation, 2:7, 6:93, 7:33 Sick leave, 2:7, 6:93, 7:52 Small employers, 7:52 Termination of employment, 5:115, 6:93, 9:165 Terms, 6:93, 7:52, 8:122, 9:165 Unemployment compensation, 9:165

DELIVERY

Vacations, 7:52

Collective bargaining agreements, **5:111**

Worker Adjustment and Retraining Notification Act, **9:165**

DEPARTMENT OF LABOR

Bureau of Labor Statistics, **7:52**Exemptions, **6:16**, **6:65**, **6:93**Inspector General, **9:67**Secretary of Labor, **6:65**, **7:7**, **7:52**, **7:109**

DEPENDENTS

Fringe benefits, 7:52
Medical benefits, 5:96, 8:26 to 8:28, 8:30

DESIGNATION

Unions, 8:122

DETAILS

Leave of absence policy, 7:125, 7:128

DIRECTORS

Group insurance, **9:165**Unfair labor practices, **9:70**

DISABILITIES

Accessibility, 5:1

Accommodations, 1:40, 3:12, 5:3, 5:8, 5:9, 5:31, 5:38, 5:73, 5:76, 5:77, 5:102, 5:104, 5:121 to 5:124, 5:126, 5:128, 5:130, 5:138, 6:36, 7:33, 7:36, 7:81, 8:90, 9:140

Age, 1:40, 2:4, 3:11, 5:3, 5:7, 5:18, 5:31, 5:77, 6:6, 6:93, 7:33, 7:52, 7:119, 8:4, 8:57, 9:19, 9:44, 9:140

Americans with Disabilities Act, 1:21, 1:40, 2:4, 3:11, 3:12, 5:7 to 5:9, 5:18, 5:38, 5:51, 5:66, 5:76, 5:77, 5:110, 5:120, 5:122, 5:123, 5:128, 5:138, 6:6, 6:65, 6:93, 7:3, 7:4, 7:26, 7:33, 7:35 to 7:38, 7:42, 7:44, 8:4, 9:16, 9:19, 9:44, 9:138, 9:140

Arbitration, 9:44

Assessment, 5:9, 5:38, 5:120, 5:122, 5:125, 5:134, 5:136, 6:36

Attendance, 3:11, 3:12, 5:76, 5:104, 6:65, 9:16, 9:19

Back pay, 7:52

Benefits, 1:16, 2:4, 5:3, 5:7, 5:31, 5:73, 5:121, 5:125, 5:126, 6:6, 6:36, 6:65, 6:93, 7:3, 7:4, 7:6, 7:26, 7:33 to 7:38, 7:42, 7:44, 7:52, 7:81, 7:98, 7:99, 7:105, 7:110, 7:111, 7:119, 8:4, 8:57, 8:67, 8:70, 8:89, 8:90, 8:93, 8:101, 9:16, 9:103, 9:138, 9:140

Burden of proof, 5:120, 6:93

Business necessity, 5:66, 5:73, 5:122, 5:135 to 5:137, 6:93, 7:6, 7:38, 7:42, 7:44, 7:52

Causation, 5:18

Certification requirements, 7:3, 7:26

DISABILITIES—Cont'd DISABILITIES—Cont'd Choosing, 2:4 Leave of absence, 5:128, 5:133, 6:36, 7:3, 7:4, 7:34 to 7:38, 7:42, Collective bargaining agreements, 7:52, 7:105, 9:16 9:103 Major life activity, **5:8**, **5:57**, **9:138**, Compensatory damages, 5:77, 5:120, 9:140 5:132, 6:93, 7:52 Mental disabilities, 5:130, 5:138 Confidentiality, 1:16, 5:18, 5:76, National Labor Relations Act, 2:4, 5:110, 6:36 5:120, 6:6, 6:93 Costs, 5:9, 5:77, 6:36, 6:93, 7:33, Notices, 5:38, 5:102 7:42, 7:52, 8:57, 8:70, 8:101, Perceived disability, 5:71, 5:123 9:44, 9:140 Preemployment inquiries, 3:12, 5:65 Direct threat, 5:7, 5:73, 5:134 to 5:136, 9:140 Privacy rights, 9:103 Procedure, 1:16, 5:3, 5:18, 5:31, Drug use, 3:12, 5:57, 5:66, 8:93 5:122, 5:138, 6:36, 7:33, 7:34, Evidence, 5:8, 5:57, 5:73, 5:77, 7:110, 9:44 5:102, 5:120, 5:132, 5:134, Punitive damages, 5:18, 5:132, 6:93, 5:138, 6:65, 6:97, 7:44, 7:52, 9:44 9:19, 9:44, 9:138 Qualification standards, 5:135 Examinations, 1:16, 5:1, 5:51, 5:55, Reasonable accommodation, 3:11, 5:57, 5:58, 5:65, 5:66, 5:71, 5:73, 5:76, 5:77, 5:122, 5:137, 3:12, 5:3, 5:8, 5:31, 5:38, 5:51, 5:58, 5:65, 5:71, 5:73, 5:76, 7:3 5:77, 5:102, 5:104, 5:120 to Family and Medical Leave Act, 1:21, 5:126, 5:128, 5:130, 5:133, 5:110, 5:120, 6:6, 7:3, 7:4, 7:38, 5:136, 5:138, 6:36, 7:3, 7:6, 7:52, 9:19, 9:138, 9:140 7:33, 7:35 to 7:38, 7:42, 7:81, Front pay, 7:52 7:98, 7:99, 7:111, 8:89, 8:90, Harassment, 1:16, 1:21, 5:3, 5:18, 9:19, 9:140 5:31, 5:34, 5:38, 5:139, 6:65, Reassignment, 5:34 7:52 Rehabilitation Act, 2:4, 3:12, 5:7, Health insurance, 1:16, 1:21, 5:125, 5:13, 5:55, 5:57, 5:120, 6:93, 7:3, 7:34, 7:35, 7:52, 8:4, 8:67, 8:4, 8:90, 8:93, 9:103 8:70 Rehabilitation services, 8:89 Impairment, 5:7, 5:77, 5:120, 7:52, Reinstatement, 2:4, 6:93, 7:3, 7:26, 9:138, 9:140 7:34, 7:35, 7:38, 7:44, 7:52 Injunctive relief, 6:93, 9:44 Remedies, 5:77, 6:93, 7:52 Inquiries, 3:11, 3:12, 5:38, 5:65, Retaliation, 2:4, 5:3, 5:18, 5:31, 5:66, 5:71, 5:73, 5:76, 5:77, 6:93, 7:33, 9:138 5:137, 6:65 Seniority, **6:93**, **7:38**, **7:52** Insurance, 1:16, 1:21, 5:76, 5:125, Serious health condition, 5:120, 7:3, 6:65, 7:3, 7:34, 7:35, 7:52, 8:4, 7:4, 7:26, 7:38, 7:52, 7:105, 8:57, 8:67, 8:70 9:138, 9:140 Interactive process, 3:11, 5:3, 5:8, Statute of limitations, **6:93** 5:9, 5:31, 5:77, 5:102, 5:123, Substantially limits, 5:7, 5:120 5:128, 5:138, 7:33, 9:138, 9:140 Undue hardship, 3:11, 5:3, 5:8, 5:9, Interest, 5:18, 5:34, 5:38, 6:93, 8:89, 5:31, 5:58, 5:73, 5:76, 5:77, 9:44 5:102, 5:122, 5:123, 5:133, Interference, 2:4, 5:3, 5:18, 5:31 5:138, 7:6, 7:33, 7:36, 7:42, Investigations, 2:4, 6:36 7:81, 7:99, 8:90, 9:3, 9:4, 9:140 Job restructuring, 8:90 Work activities, 9:138, 9:140

DISABILITY BENEFITS

Americans with Disabilities Act, 7:3, 8:4, 9:16

Compensation, 7:3, 7:28 to 7:30, 7:52, 7:117, 8:4, 8:48, 8:52

Continued disability, 7:3

Life insurance, 7:3, 7:18, 7:52, 8:4

Waiting period, 7:30, 7:52, 7:117,

DISASTERS

Worker Adjustment and Retraining Notification Act, 9:165

DISCHARGE OF EMPLOYEES

Railway Labor Act, 2:4

8:52, 8:57

DISCIPLINE

Backpay, 5:120
Burden of proof, 5:120
Compensation, 5:36, 5:77, 5:115, 5:120, 6:29, 6:57, 6:65, 6:96, 6:111 to 6:113
Customers, 1:38, 1:39, 6:65, 9:11, 9:22, 9:24, 9:86

Evidence, 1:32, 2:5, 2:10, 5:30, 5:42, 5:77, 5:120, 6:29, 6:57, 6:65, 6:111, 6:112, 9:19, 9:84, 9:86

Fighting, 1:38, 9:22, 9:24

Harassment, 5:18, 5:25, 5:28, 5:30, 5:36, 5:42, 6:57, 6:65, 9:22, 9:24, 9:149

Insubordination, 1:39, 5:120, 6:65, 9:22, 9:24

Iowa, 5:77, 5:115

National Labor Relations Board, 9:11, 9:35, 9:85, 9:91

Remedies, 2:5, 5:36, 5:77

Retaliation, 2:5, 2:10, 3:32, 5:18, 5:25, 5:30, 5:36, 5:42, 6:29, 6:57, 9:154, 10:76

State law, 2:5, 5:36, 5:77, 5:115, 6:29, 9:19, 9:20, 9:116

Termination of employment, 2:10, 3:26, 5:18, 5:28, 5:36, 5:115, 6:65, 9:22, 9:24, 9:166, 10:66, 10:76

DISCLAIMERS

Termination of employment, 3:7, 3:26, 3:31

DISCLOSURES

Age Discrimination in Employment Act, **2:4**, **6:93**Americans with Disabilities Act, **2:4**, **5:76**, **6:93**Executive Order 11246, **2:4**Rehabilitation Act, **2:4**, **6:93**

DISCOVERY

Title VII, 2:4, 6:93

Attorney-client privilege, **5:44**, **5:45** Defenses, **6:96** Harassment, **5:45** Privacy, **5:115**, **9:59** Privilege, **5:44**, **5:45** Privileged information, **5:115**

DISCRETIONARY BONUSES

Overtime pay, **6:65**

DISCRIMINATION

Alabama, **6:93** Alaska, **5:77, 6:94, 9:104** Arizona, **5:77, 9:104** Arkansas, **7:33**

California, 1:5, 2:18, 5:24, 5:25, 5:30, 5:35, 5:37, 5:65, 5:77, 5:91, 5:92, 5:103, 5:120, 5:139, 6:16, 6:65, 6:93, 7:33, 7:36, 7:38, 7:121, 9:5, 9:6, 9:19, 9:50, 9:67, 9:104, 9:155

Colorado, 5:37, 5:77, 5:103, 6:93, 7:33, 8:122

Connecticut, 5:24, 5:37, 5:77, 5:83, 6:93, 7:33, 7:121, 8:122, 9:67, 9:104

Delaware, 5:24, 5:37, 5:83, 6:93, 7:33, 8:122, 9:67

District of Columbia, 5:18, 5:24, 5:37, 5:55, 5:77, 5:83, 5:120, 6:93, 8:122

Florida, **5:83**, **9:104**

Georgia, 5:5, 7:33

Hawaii, **5:83**, **6:93**, **7:33**, **8:122**, **9:104**

Illinois, 5:24, 5:77, 5:83, 6:93, 7:33, 8:79, 8:122

Indiana, 5:5, 7:33, 9:104

Iowa, **5:77**, **6:94**, **8:122** Kansas, **6:93**, **9:50**

DISCRIMINATION—Cont'd DISCRIMINATION—Cont'd Washington, 2:4, 5:24, 5:37, 5:77, Kentucky, 7:33, 9:50, 9:104 5:103, 6:93, 7:33, 8:122, 9:19, Louisiana, 5:37, 9:50, 9:104 9:103 Maine, 5:24, 5:37, 5:77, 6:93, 6:94, West Virginia, **5:120, 9:104** 7:33, 8:117, 8:122, 9:104 Wisconsin, 5:120, 8:122 Maryland, 5:37, 5:77, 5:83, 6:93, Wyoming, 9:104 6:94, 8:122, 9:154 Massachusetts. 5:18, 5:37, 5:77. **DISCUSSIONS** 5:83, 5:120, 6:93, 6:94, 7:33, National Labor Relations Board, 8:122, 9:67 9:70, 9:85 Michigan, 5:77, 5:83, 5:89, 9:104 DISMISSAL Minnesota, 5:37, 5:57, 5:77, 6:93, Administrative hearings, 9:165 7:33, 8:122, 9:104 National Labor Relations Act, 5:120 Mississippi, 7:33, 9:104 Missouri, 5:77, 9:104 DISORDERLY CONDUCT Montana, 5:77, 6:105, 9:104 Unfair labor practices, 1:38 Nebraska, 5:37, 7:33, 9:104 DISPARATE IMPACT Nevada, 5:37, 5:77, 6:93, 7:33, Civil Rights Act, 5:4 8:122 Harassment, 5:81 New Hampshire, 2:18, 8:122, 9:50, Insurance, 6:37 9:67, 9:104 Performance, 5:4, 6:37, 6:105, 6:107 New Jersey, 5:37, 5:45, 5:77, 5:120, Pretext, 6:107 6:93, 7:33, 8:122, 9:19, 9:50, Retaliation, 5:4 9:103, 9:104 Statistical evidence, 5:81 New Mexico, 5:37, 5:77, 7:33, Subjective criteria, 6:105 8:122, 9:104 **DISPARATE TREATMENT** New York, 2:18, 5:5, 5:11, 5:24, 5:36 to 5:38, 5:57, 5:73, 5:77, 5:83, Civil Rights Act, 5:4, 5:8, 9:154 5:103, 5:120, 6:93, 7:30, 7:33, Harassment, 5:81 8:90, 8:117, 8:122, 9:44, 9:67, Hiring, **6:37** 9:91, 9:104 Pretext, 5:8 North Dakota, 9:104 Prima facie case, 5:8 Ohio, 5:37, 6:93 Protected class, 5:8, 5:81 Oklahoma, 7:33, 9:6, 9:104 Retaliation, 5:4, 9:154 Oregon, 5:24, 5:37, 5:77, 6:93, 6:94, Statistical evidence, 5:81 7:33, 8:122, 9:104 DISTRICT OF COLUMBIA Pennsylvania, 5:83, 9:62 Age Discrimination in Employment Rhode Island, 5:77, 5:83, 6:93, 7:33, Act, **5:18**, **6:93** 9:104 Age discrimination, 5:18, 6:93 South Carolina, 7:33, 9:104 At-will employment, 2:5 South Dakota, 5:77, 9:104 Compensation, 5:77, 5:120, 6:39, Tennessee, 5:37, 7:33, 9:103, 9:104 6:55, 6:88, 6:89, 6:93, 7:52, Texas, 5:29, 5:83, 6:16, 6:65, 9:67 9:165 Utah, 7:33, 9:104 Conditions of employment, 7:52, Vermont, 5:77, 6:93, 7:33, 8:122 9:165 Constitutionality, 8:122 Virginia, 5:5, 5:37, 5:77, 5:120, 7:33, 9:104 **Credits. 7:52**

DISTRICT OF COLUMBIA

-Cont'd

Disclosures, **6:93**

Employment practices, 5:77

Evidence, 2:5, 5:77, 5:120, 7:52

Exemptions, **5:77**, **6:93**

Family leave, 7:52

Fringe benefits, **2:5**, **7:52**

Harassment, 5:18, 5:24, 7:52

Health, 2:5, 5:77, 5:120, 6:88, 6:93, 7:52, 8:122, 9:165

Health insurance, 7:52, 9:165

Hearings, 9:165

Hiring practices, 5:77

Holidays, 7:52

Life insurance, 7:52, 9:165

Marital status, 5:83, 6:93, 8:122

Notice, 2:5, 5:18, 5:77, 6:39, 6:55, 6:93, 7:52, 9:165

Overtime pay, 6:88, 6:89

Parental leave, **6:93, 7:52**

Permits, 2:5, 5:83, 6:89, 7:52, 8:122

Privileges of employment, **5:77**

Remedies, 2:5, 5:77, 6:93, 7:52

Retaliation, 2:5, 5:18, 6:93

Sex discrimination, 5:18

Sick leave, **6:93**, **7:52**

Termination of employment, **5:18**, **6:93**, **9:165**

Terms, 5:77, 6:93, 7:52, 8:122, 9:165

Tipped employees, 5:24

Tools, **5:18**, **6:39**, **9:165**

Travel, **6:89**, **6:93**, **7:52**

Unemployment compensation, 9:165

Union dues, 6:55

DOWNSIZING

Separation from employment, **5:115**

DRUGS

Testing, 5:58, 5:66, 5:77, 5:119, 9:109, 9:110, 9:146

EARLY RETIREMENT

Age discrimination, 8:79

Benefits, 8:79, 8:82

Discrimination, 8:79

Internal Revenue Code, 8:79

Requirements, 8:79

Index-20

EDITORS

Compensation, 6:16

EDUCATIONAL ASSISTANCE

Educational assistance programs, **8:98, 8:100**

EFFECTIVE DATE

Collective bargaining agreements, **5:111**

Worker Adjustment and Retraining Notification Act, **9:165**

ELECTIONS

Constitution, 8:122

Eligibility, 7:58

Litigation, 8:122

Notice, 1:44, 7:58, 8:72, 8:73

Parties. **8:72**

Procedures, 8:122

EMPLOYEE BENEFITS

Deferral, 8:5

Elections, 7:58, 8:122

Income, 3:27, 6:16, 7:58, 8:1, 8:5,

8:117, 8:122, 9:166

Limitations, 8:4

Nondiscrimination, 5:121, 6:16, 8:4

Social security, **6:16**, **8:122**, **9:165**

Spouses, 8:122, 8:126, 9:165

Tax, 6:16, 6:65, 8:122, 9:165

United Kingdom, 4:19

Withholding, **6:16**

EMPLOYEE RETIREMENT INCOME SECURITY ACT

Amendment, 1:41, 3:27, 6:6, 8:122

Beneficiaries, 1:41, 8:122

Covered plans, 8:117

Defined benefit plans, 8:122

Discrimination, 2:4, 6:6, 8:117, 8:122

Employee benefit plan, 1:41, 2:4, 3:27, 8:117

Employee welfare benefit plans, 3:27

Employees, 1:4, 1:41, 2:4, 3:27, 6:6, 7:83, 8:1, 8:117, 8:122

Employment relationship, 8:122

Exceptions, 8:122

Fiduciary, 8:117

Former employees, 1:41, 3:27

EMPLOYEE RETIREMENT **EMPLOYMENT** DISCRIMINATION—Cont'd INCOME SECURITY ACT —Cont'd Compensatory damages, 5:77, 5:120 Interference, 2:4 Current employees, 3:9, 3:10 Interference with, 2:4 Disability, 3:10, 5:4, 5:36, 5:38, Jury trial, 8:117 5:77, 5:120, 9:19, 9:44 Disparate impact, 5:4 Management, 3:27, 8:117 National Labor Relations Board, 2:4 Disparate treatment, 5:4 Partners, 8:122 Evidence, 3:10, 5:5, 5:77, 5:120, 6:112, 9:19, 9:44, 10:38 Pension plans, 6:6, 8:122 Plan, 1:4, 1:41, 1:42, 2:4, 3:27, 6:6, Executive, 5:4, 5:5, 5:36 7:83, 8:1, 8:117, 8:122 Former employees, 5:4 Gender identity, 5:5, 5:36 Preemption, 8:117 Preemption of state law, 8:117 Harassment, 5:36, 5:38, 5:45, 10:38 Requirements, 1:41, 1:42, 3:27, Hostile work environment, 5:36 8:117, 8:122 Immigration status, 5:36 Retaliation, 2:4 Injunctive relief, 5:36, 9:44 Severance pay, 1:4, 8:117 Liability, 3:9, 3:10, 5:120, 9:44, Termination, 1:4, 2:4, 3:27, 7:83, 10:38 8:117 Liquidated damages, 5:36 Trials, 8:117 National origin, 1:6, 3:10, 5:4, 5:5, Vacations, 1:4, 7:83 5:36 Welfare benefit, 3:27, 7:83, 8:117, Pregnancy, 3:10, 5:38, 7:34, 9:19 8:122 Procedure, 5:5, 5:36, 7:1, 7:34, 7:47, 9:44, 10:38 Welfare benefit plans, 3:27, 8:122 Protected activity, **5:36 EMPLOYMENT AGENCIES** Protected categories, 5:5 Americans with Disabilities Act, 5:38 Punitive damages, 9:44 Employer, 3:2, 5:38, 6:9, 6:12, 6:13, Race, 1:6, 3:10, 5:4, 5:5, 5:36 9:5 Reasonable accommodation, 5:38, Equal Employment Opportunity 5:77, 5:120, 9:19 Commission, **6:10** Rehabilitation Act, **5:120** Hiring, **5:38** Relief, 5:36, 5:77, 9:44 Title VII, 5:95, 9:5 Religion, 1:6, 3:10, 5:4, 5:5 Retaliation, 5:4, 5:36, 10:38 **EMPLOYMENT** Severance agreement, **5:5** DISCRIMINATION Sex, 1:6, 3:10, 5:4, 5:5, 5:36, 9:19 Affirmative defense, 5:45, 10:38 Sexual orientation, 3:10, 5:5, 5:36, Age, 3:10, 5:4, 5:36, 5:77, 9:19, 9:44 5:120 Age discrimination in Employment Statistics, 5:45 Act, 9:19, 9:44 Stereotyping, **5:5**, **5:36** Americans with Disabilities Act, Waiver, **5:36** 5:38, 5:77, 5:120, 9:19, 9:44 EMPLOYMENT PRACTICES Arbitration, 9:44 Business necessity, 5:4, 7:38 Back pay, **5:36** Burden of proof, 5:120 Commerce, **5:4, 5:111** Compensatory damages, 5:77 Civil Rights Act, 5:4, 5:5, 5:36, 9:44 Exceptions, 5:77, 5:111 Collective bargaining agreement. 5:77, 5:120, 9:44 Family and Medical Leave Act, 7:38

EMPLOYMENT PRACTICES

-Cont'd

Federal contractors, 5:77 Federal employment, 5:111 Firefighters, 5:77 Former employees, 5:4 Interest, 5:38 Person, 5:4, 5:77, 5:111 Remedies, 5:77 Supervisors, 5:77, 5:111

ENERGY

National Labor Relations Board, 2:4 Unions, 2:4

ENFORCEMENT

Arbitration, 5:115, 9:44, 9:50 Attorney-client privilege, 5:16, 5:45 Cause of action, **5:77**, **6:93** ERISA, 6:16, 7:104, 8:117, 9:165 Fiduciary, 8:117 Injunction, 5:120, 9:143 Internal Revenue Service, 6:16 Maryland, 5:77, 6:88, 6:93, 9:135, 9:165 Settlement, 9:44, 9:71, 9:165 Statute of limitations, **6:29**, **6:93** Worker Adjustment and Retraining Notification Act, 9:165

ENROLLMENT

Health insurance plans, 5:96, 8:67, 8:69, 8:72

ENTERPRISES

National Labor Relations Board, 6:8

ENTITIES

National Labor Relations Board. 6:8. 9:70

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Adverse employment action, 9:140 Adverse impact, 7:38 Americans with Disabilities Act, 3:12, 5:8, 5:76, 5:122, 5:128, 6:93, 7:36, 7:38, 9:16, 9:140 Appeals, **5:8**, **5:122**

Burdensome, 9:6

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—Cont'd

Commencement, **6:93** Complaints, 1:5, 5:2, 5:36, 6:93, 9:36

Conciliation, 9:36 Confidentiality, 5:76 Coverage, 6:93 Disability discrimination, 6:97 District, 5:36, 6:93, 9:6, 9:154 Employers, 1:5, 2:18, 3:12, 5:2, 5:8, 5:36, 5:76, 5:128, 6:10, 6:93, 6:97, 7:36, 7:38, 9:6, 9:16,

9:140 Employment agencies, 6:10 Enforcement guidance, 5:8, 5:76

Equal Pay Act, 6:93 Evidence, 2:18, 5:8, 6:97

Exemptions, 6:93 General counsel, 5:36

Investigation, 5:36, 9:140

Jurisdiction, **5:36**, **6:93**

Medical examinations, 5:76, 5:122 Office of Federal Contract Compliance Programs, 1:5, 7:38

Parties, 3:12, 5:36, 6:93, 9:154 Reasonable accommodation. 3:12. 5:8, 5:76, 5:122, 5:128, 7:36,

7:38, 9:140 Records, 5:76, 6:93

Remedies, 5:36, 6:93 Retaliation, 5:36, 6:93, 9:154

Settlements, 7:36

Sexual harassment, 1:5, 2:18, 5:36

Strike, 6:93

Undue hardship, 5:8, 5:76, 5:122, 7:36, 9:6, 9:140

EQUAL PAY ACT

Compensation, 5:111, 6:6, 6:93, 8:4 Coverage, **6:93**, **8:4** Differentials, 6:93 Enforcement, 5:111, 6:93 Experience, 6:93 Jurisdiction, 6:93 Parties, **6:93**

Proceedings, 6:93 Prohibition, 6:93

EQUAL PAY ACT—Cont'd	EVIDENCE—Cont'd
Remedies, 6:93	State law, 2:5, 5:73, 5:77, 5:138,
Retaliation, 6:93	6:16, 6:29, 7:52, 8:126, 9:19,
ERISA	9:138, 9:155 Statistical evidence 5:56 5:81
Enforcement, 6:16 , 7:104 , 8:117 ,	Statistical evidence, 5:56 , 5:81 Stereotyping, 5:5
9:165	Summary judgment, 2:5, 2:18, 3:7,
HIPAA, 1:41, 8:5, 8:68	3:13, 5:5, 5:8, 5:29, 5:57, 5:77
	6:29, 6:65, 6:107
ESSENTIAL FUNCTIONS	Title VII, 5:5, 5:8, 5:29, 5:30, 5:56,
Job descriptions, 5:102 , 6:95 , 6:97	5:81, 6:97, 7:52, 9:19, 9:44
EVIDENCE	Weight, 5:74, 6:16, 6:65, 9:44
Aliens, 6:16	Witnesses, 5:30, 5:40, 9:44
Arbitration decisions, 9:49	EXECUTIVE ASSISTANTS
Burden of Proof, 5:120	White collar employees, 6:65
Business necessity, 5:73 , 5:74 , 6:107 ,	• •
7:44, 7:52	EXECUTIVE ORDER 11246
Class actions, 6:29	Affirmative action plans, 6:95
Compromise, 6:65 , 7:109	Complaints, 1:5, 5:4
Damages, 1:30, 2:5, 2:7, 2:10, 3:13,	Disclosures, 2:4
3:27, 5:77, 5:120, 5:132, 6:29,	Discovery, 6:96
6:57, 7:52, 9:44	Government contractors, 1:5, 2:4, 5:4, 5:15, 6:92, 6:95
Discovery, 9:49	Hiring, 6:95
Disparate treatment, 5:8, 5:81	Investigations, 2:4
Disparate treatment and disparate	Place, 2:4
impact, 5:81	Rehabilitation Act, 2:4
Documentary evidence, 6:111	Reinstatement, 1:5, 2:4
Education, 5:5, 5:73, 5:77, 5:102,	• •
7:52	EXISTENCE
Employee Retirement Income Secu-	Unfair labor practices, 9:70
rity Act, 3:27	EXPECTATION
Exhibits, 6:97	Unions, 3:25 , 9:85
Group insurance, 3:23	EXPERT
Legitimate, 1:32, 1:35, 2:5, 5:8, 5:29, 5:30, 6:107, 7:52, 9:67,	Costs, 6:37 , 8:108 , 9:140
9:84	Fair Labor Standards Act, 6:65
Objections, 6:16	Witness, 6:65 , 10:60
Plaintiff, 2:7, 2:18, 3:7, 3:13, 5:5,	EXTENT
5:8, 5:29, 5:30, 5:81, 5:120,	Unions, 8:79
5:134, 6:16, 6:29, 6:65, 6:97,	Officials, 8:79
6:107, 9:44, 9:155, 10:38	FACTORS
Pretext, 5:8 , 6:107	Federal employment, 5:111
Prima facie case, 5:5, 5:8	FAIR DEALING
Privileges, 5:77	At-will employment, 2:7
Retaliation, 2:5, 2:7, 2:10, 5:29,	• •
5:30, 5:42, 6:29, 6:57, 9:138,	FAIR LABOR STANDARDS ACT
10:38	Airlines, 2:4
Similarly situated employees, 7:52	Appeals, 6:7, 6:16, 6:65

FAIR LABOR STANDARDS ACT FAIR LABOR STANDARDS ACT -Cont'd —Cont'd Approval, 6:39, 6:65, 7:81 Good faith, **6:39**, **6:60**, **6:65**, **6:93** Assignments, 5:111, 6:16 Goods, 5:111 Back wages, 6:93 Government officials, 5:111 Bankruptcy, 2:4 Imprisonment, 5:111 Burden of proof, 6:93 Independent contractors, 6:16, 6:93 Collective bargaining agreements, Joint employers, 6:7 5:111, 7:109 Jurisdiction, 2:4, 6:93 Commerce, 5:111, 7:5 Knowledge, 6:16, 6:65 Common law, 6:16 Legislative history, 6:93 Complaints, 6:65, 6:93 Liquidated damages, 6:93 Congress, 2:4, 6:65, 6:93 Materials, 6:16, 6:65, 7:33, 7:109 Costs, 6:7, 6:39, 6:93, 7:33, 7:109 Minimum wage, 5:111, 6:39, 6:65, Coverage, 6:16, 6:93, 7:33, 7:109 7:109 National Labor Relations Board, 2:4 Credit, **2:4, 6:65** Damages, **6:93** Notice, 5:111, 6:7, 6:16, 6:39, 6:65, Date, 5:111, 6:16, 6:65, 6:93, 7:33, 6:93, 7:109 7:81, 7:109 Outside salespeople, **6:65** Overtime, 5:111, 6:39, 6:65, 6:86, Department of Labor, 5:111, 6:7, 6:16, 6:60, 6:65, 6:86, 6:93, 7:33, 7:109 7:33, 7:109 Place of work, 6:16 Discrimination, 2:4, 5:111, 6:6, 6:16, Professional capacity, 6:65 6:60, 6:65, 6:93, 7:33, 7:109 Public agencies, 7:5 Duties test, 6:65 Public employees, 7:68 Punitive damages, 6:93 Employ, 2:4, 6:16 Railroads, 2:4, 6:65 Employee, 2:4, 5:111, 6:6, 6:7, 6:16, 6:39, 6:60, 6:65, 6:86, 6:93, Recordkeeping, 5:111, 7:109 7:8, 7:33, 7:56, 7:68, 7:81, Regulations, 2:4, 5:111, 6:6, 6:16, 7:109, 10:6 6:60, 6:65, 7:56, 7:68, 7:109 Employer, 2:4, 5:111, 6:6, 6:7, 6:16, Reimbursement, **6:39**, **6:93** 6:39, 6:65, 6:86, 6:93, 7:5, 7:8, Remedies, 6:93 7:33, 7:56, 7:68, 7:109 Reports, 6:16, 6:60, 6:65, 6:93 Employment contracts, 5:111 Rest periods, 7:33 Employment records, 5:111, 6:7 Retaliation, 2:4, 6:60, 6:93, 7:33 Enforcement, **5:111**, **6:16**, **6:93** Salaried employees, 7:81 Enterprise, 6:65 Salary basis, **6:60, 6:65** Evidence, 6:16, 6:65, 7:109 Seasonal employees, **6:16**, **7:56** Exceptions, 5:111, 6:16, 6:60, 6:65, Secretary of Labor, **6:65**, **7:109** 6:93 Sex, 2:4, 5:111, 6:93 Exclusions, 7:109 State and local government employ-Exemptions, **6:16**, **6:65**, **6:93** ers. 2:4 Family members, **5:111**, **7:109** Statute of limitations, 6:93 Federal employment, 5:111 Strike, 6:93 Federal law, 2:4, 6:65, 7:56 Summary judgment, 6:65 Fine, 5:111, 6:16 Temporary employees, 6:16 Fraud, 2:4 Trial, 6:16, 6:93, 7:68 Gender. 6:93 United States, 6:7, 6:65, 6:93, 7:68

FAIR LABOR STANDARDS ACT —Cont'd

Waiting, **6:86**Willful violations, **6:93**Workweek, **5:111**, **6:60**, **6:65**, **7:56**, **7:68**, **7:109**

FALSE STATEMENTS

Criminal penalties, 9:123

FAMILY AND MEDICAL LEAVE ACT

50 employees, **7:1**, **7:3**, **7:28**, **7:29**, **7:52**

Accrued benefits, 6:64, 7:3

Adoption, 5:120, 7:3, 7:4, 7:7, 7:29, 7:30, 7:52, 7:59

Benefits, 1:4, 6:6, 6:64, 7:1, 7:3, 7:4, 7:7, 7:28 to 7:30, 7:32, 7:38, 7:46, 7:52, 7:59, 7:89, 9:138, 9:140

Birth, 7:3, 7:4, 7:7, 7:29, 7:30, 7:38, 7:52

Burden of proof, 5:120

Certification, 1:9, 7:3, 7:28 to 7:30, 7:52, 9:17, 9:138, 9:140

Collective bargaining agreements, **7:28**

Compensation, 5:120, 6:6, 6:64, 7:1, 7:3, 7:28 to 7:30, 7:46, 7:52, 7:89, 9:138, 9:140, 10:44

Conditions of employment, 7:3, 7:29, 7:30, 7:52

Coverage, 1:4, 1:9, 1:21, 5:120, 7:4, 7:7, 7:29, 7:52

Damages, 5:120, 7:52

Daughter, 7:3, 7:4, 7:7, 7:32, 7:52

Department of Labor, 6:64, 7:7, 7:28, 7:52, 9:140

Disability, 1:5, 1:9, 5:61, 5:120, 6:64, 7:3, 7:7, 7:28 to 7:30, 7:38, 7:52, 9:17, 9:19, 9:138, 9:140, 10:44

Discrimination, 1:5, 5:120, 6:6, 7:1, 7:3, 7:30, 7:38, 9:19

Duration, 1:5, 1:9, 5:120, 7:1, 7:3, 7:4, 7:29, 7:30, 7:38, 7:52, 7:89, 10:44

Duration of leave, **1:9**, **7:30**, **7:38** Effective date, **7:52**

FAMILY AND MEDICAL LEAVE ACT—Cont'd

Employees, 1:4, 1:5, 1:9, 1:21, 5:61, 5:110, 5:120, 6:6, 6:64, 7:1, 7:3, 7:4, 7:7, 7:28 to 7:30, 7:32, 7:38, 7:46, 7:52, 7:59, 7:89, 9:17, 9:19, 9:138, 9:140, 10:44

Employer response, **9:138, 9:140**

Employers, 1:4, 1:5, 1:9, 1:21, 5:110, 5:120, 6:6, 6:64, 7:1, 7:4, 7:7, 7:28 to 7:30, 7:38, 7:46, 7:52, 7:59, 7:89, 9:19, 9:140

Employers covered, 7:52

Enforcement, 5:120, 7:89

Equivalent position, 7:3, 7:28, 7:52

Evidence, 5:120, 7:52, 9:19, 9:138

Family member, 7:3, 7:4, 7:29, 7:30, 7:52, 7:59, 7:89, 9:138, 9:140

Federal government, 1:4, 1:5, 5:120, 7:38, 7:52

Health benefits, **6:6**, **7:3**, **7:29**, **7:30**, **7:52**

Health conditions, 7:28, 9:140

Insurance premiums, 7:52

Intermittent leave, 7:29, 7:30, 7:52

Key employees, 7:52

Local governments, 7:52

Maternity leave, 7:29, 7:52

Medical certifications, 7:28

Notice, 1:4, 7:3, 7:28 to 7:30, 7:32, 7:52, 7:59, 9:17, 9:19

Opinion letters, **6:64**

Overtime, 6:64

Paid leave, 7:28 to 7:30, 7:52, 7:59, 7:89, 10:44

Part-time employees, **6:6**, **7:3**, **7:4**, **7:30**, **7:52**, **7:89**

Pregnant employees, 7:38, 7:52

Purpose, 5:110, 6:6, 7:52

Reduced schedule, 7:29, 7:52, 9:140

Reemployment rights, 7:28

Regulations, 1:5, 5:120, 6:6, 6:64, 7:7, 7:28, 7:29, 7:38, 7:52, 9:138, 9:140

Reinstatement, 1:5, 1:9, 7:1, 7:3, 7:29, 7:38, 7:52

Remedies, 7:52

FEDERAL EMPLOYMENT FAMILY AND MEDICAL LEAVE ACT—Cont'd —Cont'd Requirements, 1:5, 6:64, 7:3, 7:4, Service, **5:111** 7:28, 7:29, 7:52, 7:59, 7:89, Standards, 5:111 9:140, 10:44 Statements, 5:111 Restoration rights, 7:52 Supervisors, 5:111 Retaliation, 7:30, 9:138 FEDERAL STATUTES Same or equivalent position, 7:28, Americans with Disabilities Act, 2:4, 7:52 6:6 Serious health condition, 5:120, 7:3, Due process, 8:122 7:4, 7:7, 7:28 to 7:30, 7:38, Equal protection, 8:122 7:52, 9:138, 9:140 Family and Medical Leave Act, 6:6 Serious health conditions, 7:28 Rehabilitation Act, 2:4 Sick leave, 1:4, 6:64, 7:1, 7:28, 7:52, 7:59, 7:89, 9:19 Veterans, 2:4, 8:122 State laws, 1:21, 7:3, 7:28, 9:19 **FEEDBACK** Teachers, 7:52 Performance appraisals, 10:64 Types of leave, 1:4 Vacation leave, 7:52 FELLOW EMPLOYEES Vacation time, 7:29, 7:32, 7:89 Unfair labor practices, 1:38 Waiver, **7:30 FIGHTING** FEDERAL CONTRACTORS Discipline, 1:38, 9:22, 9:24 Employment practices, 5:77 Termination of employment, 3:7, 9:22, 9:24 FEDERAL EMPLOYMENT Unfair labor practices, 1:38 Accommodations, 5:111 Collective bargaining, 5:111 **FILING** Collective bargaining agreements, National Labor Relations Act, 1:39, 5:111 2:4, 6:93, 9:166 Compliance, 5:111 Railway Labor Act, 2:4 Date, 5:111 FINANCIAL CONSULTANTS Determinations, 5:111 White collar employees, **6:65** Discrimination, 5:111 Duties, **5:111** FINANCIAL COUNSELING Eligibility, 5:111 Benefits, 8:87 Enforcement, **5:111** Exceptions, 5:111 **FLORIDA** Factors, **5:111** Compensation, **6:88**, **6:89**, **9:165** Fair Labor Standards Act, 5:111 Complaints, 9:104 Members, **5:111** Conditions of employment, 9:165 Health, 1:4, 5:62, 6:88, 9:165 Nature, 5:111 Notice, 5:111 Hearings, 9:165 Officials, 5:111 Life insurance, 9:165 Orders, 5:111 Marital status, 5:83 Record, 5:111 Notice, 1:4, 9:77, 9:165 Regulations, 5:111 Overtime pay, **6:88**, **6:89**

Terms, 5:133, 9:165

Unemployment compensation, 9:165

Rights, 5:111

Selection, 5:111

FMCS

Intervention, 9:36 Mediation, 9:36

FOREIGN CORPORATIONS

National Labor Relations Act, 6:93

FORMER EMPLOYEES

Employee Retirement Income Security Act, 1:41, 3:27 Employment practices, 5:4 Retaliation, 5:4, 9:142

FORMS

Unions, 8:122

FRINGE BENEFITS

Americans with Disabilities Act, **6:65** Dependents, **7:52** Spouses, **7:52** Title VII, **7:52**

FRONT PAY

Compensatory damages, **7:52** Reinstatement, **7:52**

FUNERAL DIRECTORS AND EMBALMERS

White collar employees, **6:65**

GARNISHMENT

Support orders, 10:9

GENDER DISCRIMINATION

Harassment, **5:36**Marital status, **5:36**Remedies, **5:36**Retaliation, **5:36**Sexual orientation, **5:36**Stereotyping, **5:36**

GENERAL DUTY CLAUSE

OSHA, 9:135

GEORGIA

At-will employment, 2:5
Compensation, 6:88, 6:89, 7:33, 7:52, 9:165
Conditions of employment, 7:52, 9:165

Death of employee, 7:52 Health, 2:5, 5:5, 6:88, 7:33, 7:52, 9:165

GEORGIA—Cont'd

Holidays, 7:52 Meal breaks, 7:33 Notice, 2:5, 7:52, 9:165 Overtime pay, 6:88, 6:89 Permits, 2:5, 6:89, 7:52 Records, 2:5, 7:33, 9:165 Remedies, 2:5, 7:52 Rest breaks, 7:33 State statutes, 2:5 Terms, 7:52, 9:165 Unemployment compensation, 9:165

GOOD CAUSE

Discipline, 2:5, 2:10, 3:20, 3:25

GOOD FAITH

Affirmative action plans, 5:3, 5:31
At-will employment, 2:7
Backpay, 5:120, 9:165
Civil penalties, 5:36, 5:103, 6:93, 9:165
Retaliation, 2:7, 2:10, 5:3, 5:18, 5:30, 5:31, 5:36, 6:60, 6:93, 9:33, 10:38, 10:76
Worker Adjustment and Retraining Notification Act, 9:165

GOVERNMENT CONTRACTORS

GOVERNMENTAL PLANS

Deferrals, **8:85**Tax, **8:85**Vesting, **8:85**

GRIEVANCE PROCEDURES

Terms, 2:27

GRIEVANCES

National Labor Relations Act, **9:70**, **9:98**, **9:166**

GRIEVANCES—Cont'd National Labor Relations Board, 9:70 **GROUP INSURANCE**

Age, 8:4, 9:165 Beneficiary, 8:4, 8:5, 8:72 Coverage, 8:4, 8:72, 9:165 Dependents, 8:4, 8:72, 9:165 Full-time employees, 9:165 Health insurance, 3:23, 8:4, 8:5, 8:72, 9:165 Layoffs, 9:165

Life insurance, 7:18, 8:4, 8:5, 9:165 Notice, 3:23, 8:5, 8:8, 8:72, 9:165 Strikes, **9:165**

HAWAII

Age discrimination, 6:93 Compensation, 3:11, 6:88, 6:89, 6:93, 7:33, 7:52, 7:117, 9:165 Complaints, 2:15, 6:93, 9:104 Conditions of employment, 7:52, 9:165 Constitutionality, 8:122 Death of employee, 7:52 Disclosure, 6:93, 7:52, 9:165 Dispute, 9:165

Evidence, 2:10, 7:52 Exemptions, 6:93 Family leave, 7:52 Federal contractors, **6:93** Form of payment, 8:122

Fringe benefits, 7:52

Harassment, 7:52

Hearings, **9:165** Holidays, 3:11, 7:52

Health, 3:11, 6:88, 6:93, 7:33, 7:52, 8:50, 8:51, 8:53, 8:122, 9:165

Labor disputes, 9:165 Life insurance, 7:52, 9:165 Marital status, 3:11, 5:83, 6:93, 8:122 Meal breaks, 7:33

Notice, 2:15, 6:93, 7:52, 9:165 Overtime pay, **6:88**, **6:89** Parental leave, 6:93, 7:33, 7:52 Permits, 5:83, 6:89, 7:52, 8:122 Relocation of business, 9:165 Remedies, 6:93, 7:52

HAWAII—Cont'd

Rest breaks, 7:33

Retaliation, 2:10, 2:15, 6:93, 7:33

Sick leave, **6:93, 7:52**

Students, 6:88

Termination of employment, 2:10, 6:93, 9:165

Terms, 6:93, 7:52, 8:122, 9:165

Transfers, **6:93**, **9:165**

Unemployment compensation, 9:165

Vacations, 7:52

HEALTH CARE

Industry, 4:20, 6:16, 7:52, 9:165 National Labor Relations Board, 9:11 Unions, 8:122

HEALTH CARE REFORM

Age 26, **8:23** Appeals process, 8:23 Disclosure requirements, 8:24 Grandfathered plans, 8:23 Nondiscrimination requirements,

8:23

HEALTH INSURANCE PORTABILITY AND **ACCOUNTABILITY ACT**

Coverage, **8:67**, **8:68**, **8:71** Enrollment, 8:67 Health insurance plans, 8:67, 8:68 Notice, 8:5 Preexisting conditions, 8:71 Premiums, 8:67, 8:71

HIGHLY COMPENSATED **EMPLOYEES**

White collar employees, **6:65**

HIRING

Advertising, **5:102**, **6:16**, **6:65** Affirmative action, 3:12, 5:3, 5:12, 5:31, 5:121, 6:95 Age discrimination, 6:93 Agencies, 5:25, 5:36, 5:38, 6:16, 6:65, 6:93, 7:52, 9:165 Aliens, **6:16** Business necessity, 5:136, 6:93, 6:95, 6:107, 7:52 Comparators, 6:93

Disability discrimination law, 5:77

HIRING—Cont'd	HIV—Cont'd
Employment agencies, 5:38	Centers, 5:119, 9:138
Employment agency, 5:38 , 5:111 ,	Certification, 9:138
5:125, 6:93, 10:67	Collective bargaining, 5:120
Evidence, 5:77, 5:102, 5:106, 6:16,	Compensation, 5:120, 9:138
6:65, 6:97, 6:107, 7:52, 9:67	Concerns, 5:120
Executive Order 11246, 6:95	Conditions, 5:119, 5:120, 9:138
Experience requirements, 5:104	Contractors, 5:120
Immigration status, 5:36	Coverage, 5:120
Insurance, 5:76, 5:111, 5:125, 6:16,	Dealing with, 5:120
6:37, 6:65, 7:52, 9:137, 9:165	Death, 5:120, 9:138
Internet, 6:65, 6:66, 9:77	Degrees, 5:120
Interviews, 6:65 to 9:67 , 10:67	Discipline, 5:120
Medical examinations, 5:50 , 5:63 , 5:76 , 5:77	Discrimination, 5:120
Physical condition, 3:11 , 7:52	Diseases, 5:119, 5:120, 9:138
Pre-employment, 3:12 , 5:77	Documents, 9:138
Preemployment inquiries, 3:12	Drugs, 5:119, 9:138
Reasonable accommodation, 3:11,	Duration, 5:120
3:12, 5:3, 5:31, 5:38, 5:76,	Enforcement, 5:120
5:77, 5:99, 5:102, 5:104, 5:121,	Evaluation, 5:120 , 9:138
5:125, 5:136	Evidence, 5:120 , 9:138
Recruitment, 5:38, 5:111, 6:37, 10:67	Examination, 9:138
Reinstatement, 5:36, 6:93, 7:52	Exercise, 5:120
Remedies, 5:36, 5:77, 6:93, 7:52	Exposure, 5:119, 5:120, 9:138
Selecting employees, 6:97	Factors, 9:138
Sexual orientation, 5:3 , 5:25 , 5:31 ,	Facts, 5:120 , 9:138 Family, 5:120 , 9:138
5:36, 6:93	Family, 3:120, 9:138 Family and Medical Leave Act,
Standing, 5:99 , 5:104 , 6:16 , 6:65 , 10:70	5:120, 9:138
Statistics, 7:52	Family and medical leave, 5:120 ,
Subjective criteria, 6:105	9:138
Tenure, 6:16, 7:52	Fees, 5:120
Test scores, 6:107	Fmla, 5:120, 9:138
Testimony, 5:38	Government contractors, 5:120
Title VII, 5:25, 5:36, 5:111, 6:93,	Groups, 5:119, 9:138
6:97, 6:105, 7:52, 9:6	Guidelines, 5:119 , 5:120
HIV	Hazards, 9:138
Americans with Disabilities Act,	Health, 5:119, 5:120, 9:138
5:120, 9:138	Health care, 5:119 Hiv/AIDS, 9:138
Appeals, 5:120	Hours, 5:120
Assessment, 5:120	Illnesses, 5:119 , 5:120
Assistance, 5:120 , 9:138	Income, 9:138
Ban, 5:120	Information, 5:119, 5:120, 9:138
Bargaining, 5:120	Insubordination, 5:120 , 7:136
Behavior, 5:119	Issues, 5:119, 5:120, 9:138
Benefits, 9:138	Labor relations, 5:120
Care, 5:119, 9:138	Laws, 5:120, 9:138
Cui, 5.117, 7.150	Luvo, 2.120, 7.130

HIV—Cont'd HIV-Cont'd Leaves of absence, 9:138 Working conditions, 5:120 Legal, **5:120, 9:138** HOLIDAYS Liability, 5:120, 9:138 Leave of absence, 7:1, 7:52, 7:89 Making, 9:138 Overtime pay, 1:12, 1:16, 6:61, 6:70 Manufacturing, 9:138 HOSTILE WORK ENVIRONMENT Methods, 5:119 National Labor Relations Act, 5:120 Harassment, 5:18, 5:20, 5:21, 5:28, 5:34, 5:36, 9:70 Nlra, 5:120 Number, 5:120 HOSTILITY Occupational Safety and Health Act, Unfair labor practices, 9:166 5:120 HOURS Osh Act, 5:120 Osha, 9:138 Unions, 1:38, 9:85, 9:166 Parties, 5:120 **HUSBAND AND WIFE** Place, 5:120 Employee Retirement Income Secu-Policies, 5:119, 5:120, 9:138 rity Act, **8:122** Prevention, 5:119 Social security, 8:122 Programs, 5:120, 9:138 **IDAHO** Proof, 5:120 At-will employment, 2:7 Protection, 5:120, 9:138 Board, 6:88, 7:52, 9:165 Questions, 5:120 Compensation, 6:88, 6:89, 7:52, Recommendations, 9:138 9:165 Refusal, 5:120 Credits, 7:52 Regulation, 9:138 Dispute, 9:165 Rehabilitation, 5:120 Fringe benefits, 7:52 Reporting, 9:138 Harassment, 7:52 Reports, 5:119 Health, 6:88, 7:52, 9:165 Requests, 9:138 Holidays, 7:52 Response, 9:138 Insurance premiums, 7:52 Rights, 5:120 Layoffs, 9:165 Safety, 5:120, 9:138 Life insurance, 7:52, 9:165 Screening, 5:120, 9:138 Lodging, 6:88 Services, **9:138** Notice, 7:52, 9:165 Setting, 9:138 Overtime pay, **6:88**, **6:89** Sharing, 5:119 Sick leave, 2:7, 7:52 Standards, 5:120 Termination of employment, 9:165 State, 5:120, 9:138 Terms, 7:52, 9:165 Statutes, **5:120** Unemployment compensation, 9:165 Subcontractors, 5:120 Support, 9:138 **IDENTIFICATION** Systems, 9:138 Collective bargaining agreements, Termination, 5:120 Time, 5:120, 9:138 Types, 5:119 **ILLINOIS** Use, 5:119, 5:120, 9:138 Administrators, **6:93**, **8:122** Violations, **5:120** Age Discrimination in Employment Wages, 5:120 Act. 6:93

ILLINOIS—Cont'd	ILLINOIS—Cont'd
Age discrimination, 6:93, 8:79	Remedies, 2:5, 5:77, 6:93, 7:52
Assignments, 5:115	Reports, 5:115, 6:89, 6:93
At-will employment, 2:5	Rest breaks, 7:33
Collective bargaining agreements,	Retaliation, 2:5, 6:93, 7:33
2:27	Savings, 6:56 , 8:122
Compensation, 2:27, 3:11, 5:77,	Settlement, 9:165
5:115, 6:28, 6:39, 6:56, 6:88,	State statutes, 2:5
6:89, 6:93, 7:33, 7:52, 8:63,	Strikes, 9:165
8:79, 9:165	Termination of employment, 5:115,
Conditions of employment, 7:52,	6:93, 9:165
9:165	Terms, 2:27, 5:77, 6:56, 6:93, 7:52,
Constitutionality, 8:122	8:122, 9:165
Disclosures, 6:93	Tipped employees, 5:24
Employment practices, 5:77	Unemployment compensation, 8:63 ,
Equal pay, 6:93	9:165
Exemptions, 5:77 , 6:93	Vacations, 7:52 , 7:83
Family leave, 7:52	IMPLEMENTATION
Federal contractors, 5:77, 6:93	National Labor Relations Board, 1:30
Form of payment, 8:122	
Fringe benefits, 2:5, 7:52, 7:83	INCOME
Future wages, 6:56	Unfair labor practices, 9:166
Harassment, 5:24, 7:52	INDEPENDENCE
Health, 2:5, 2:16, 2:27, 3:11, 5:77, 6:56, 6:88, 6:93, 7:33, 7:52,	Unions, 1:30
7:108, 8:63, 8:79, 8:122, 9:75,	INDEPENDENT CONTRACTORS
9:165	
Health insurance plan, 7:52, 9:165	Aliens, 6:16
Hearings, 9:165	Retirement plans, 6:16
Hiring practices, 5:77	INDIANA
Holidays, 3:11 , 7:52	At-will employment, 2:17
Investigations, 5:115	Charitable organizations, 6:89
Jury duty, 2:16	Compensation, 2:17, 6:88, 6:89,
Layoffs, 2:5, 9:165	7:33, 7:52, 9:165
Life insurance, 7:52 , 9:165	Conditions of employment, 7:52,
Marital status, 3:11, 5:83, 6:93,	9:165
8:122	Evidence, 5:5 , 7:52
Meal breaks, 7:33	Family leave, 7:52
Notice, 2:5, 5:77, 5:115, 6:39, 6:56,	Harassment, 7:52
6:93, 7:52, 7:59, 7:108, 8:63,	Health, 2:16, 5:5, 6:88, 7:33, 7:52,
8:79, 9:61, 9:77, 9:165	9:165
Overtime pay, 6:88 , 6:89	Hearings, 9:165
Parental leave, 6:93, 7:33, 7:52	Holidays, 7:52
Permits, 2:5, 5:83, 5:115, 6:89, 7:52,	Insurance premiums, 7:52
8:122	Jury duty, 2:16
Privacy, 5:115, 9:61, 9:75, 9:77,	Labor disputes, 9:165
9:153	Life insurance, 7:52 , 9:165
Privileges of employment, 5:77	Manufacturing employees, 6:88
Professionals, 6:93	Meal breaks, 7:33

INDIANA—Cont'd

Nonprofit organizations, 7:52 Notice, 7:52, 9:165 Overtime pay, **6:88**, **6:89** Parental leave, 7:33, 7:52 Permits. 6:89, 7:52

Race discrimination, 5:5

Remedies, 7:52

Rest breaks, 7:33

Retaliation, 2:17, 7:33

Severance pay, 9:165

Sex discrimination, 5:5

Strike, 9:165

Termination of employment, 9:165

Terms, 7:52, 9:165

Unemployment compensation, 9:165

Vacations, 7:52

INFORMATION

Railway Labor Act, 2:4

INSPECTOR GENERAL

Department of Labor, 9:67

INSUBORDINATION

Discipline, 1:39, 5:120, 6:65, 9:22, 9:24

Termination of employment, 6:65, 9:22, 9:24

Work rules, 1:39

INSURANCE

Discrimination claims, 6:37 Indemnification, 6:16 Notice requirements, 7:9, 8:24, 9:165 Public policy, 2:14, 2:27

Risk management, **4:17**

Unions, 8:79, 8:122

INTENT

Age Discrimination in Employment Act, 6:93, 9:44

Harassment, 5:30, 5:36, 5:81, 7:52

Rehabilitation Act, 5:57, 6:93

Summary judgment, 5:57

Title VII, 5:30, 5:36, 5:81, 6:93, 7:52, 9:44

INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS

Labor Management Relations Act, 2:27

INTEREST

Employment practices, 5:38

INTERFERENCE

National Labor Relations Act, 1:30, 1:39, 2:4, 4:10, 7:109, 9:98, 9:166

National Labor Relations Board, 1:30, 2:4, 4:10

INTERVENTION

Retirement plans, 8:122

INVESTIGATIONS

Jurisdiction, 2:4, 5:36

Railway Labor Act, 2:4

Retaliation, 2:4, 5:25, 5:36, 9:119, 10:38, 10:76

IOWA

Assignments, 5:115

Compensation, 5:77, 5:115, 6:39, 6:88, 6:89, 6:94, 7:52, 9:165

Conditions of employment, 7:52, 9:165

Constitutionality, 8:122

Credits, 7:52

Dispute, 9:165

Employment practices, 5:77

Evidence, 5:77, 7:52

Exemptions, 5:77

Expense reimbursements, 6:39

Family leave, 7:52

Federal contractors, 5:77

Form of payment, 8:122

Fringe benefits, 7:52

Harassment, 7:52

Health, 5:77, 6:88, 7:52, 8:122, 9:165

Hearings, 9:165

Hiring practices, 5:77

Holidays, 7:52

Investigations, 5:115

Life insurance, 7:52, 9:165

Notice, 5:77, 5:115, 6:39, 7:52, 9:165

INDEX

IOWA—Cont'd	KANSAS—Cont'd
Overtime pay, 6:88 , 6:89	Holidays, 7:52
Parental leave, 7:52	Illness, 7:52
Permits, 5:115, 6:89, 7:52, 8:122	Law enforcement personnel, 6:88
Privileges of employment, 5:77	Life insurance, 7:52 , 9:165
Reasonable suspicion, 5:77	Marital status, 6:93
Remedies, 5:77 , 7:52	Notice, 6:93 , 7:52 , 9:165
Sex discrimination, 6:94	Overtime pay, 6:88 , 6:89
Termination of employment, 5:115,	Parental leave, 6:93 , 7:52
9:165	Permits, 6:89 , 7:52 , 9:50
Terms, 5:77 , 6:94 , 7:52 , 8:122 , 9:165	Remedies, 6:93 , 7:52
Unemployment compensation, 9:165	Retaliation, 6:93 , 9:50
Vacations, 7:52	Termination of employment, 6:93 ,
ISSUANCE	9:165
	Terms, 6:93 , 7:52 , 9:50 , 9:165
Unions, 1:32, 8:122	Theft, 6:93
JOB TITLES	Unemployment compensation, 9:165
National Labor Relations Act, 6:93	Vacations, 7:52
JOURNALISTS	KENTUCKY
White collar employees, 6:65	Appeals, 9:50
• •	Compensation, 6:88 , 6:89 , 7:33 ,
JURISDICTION	7:52, 9:165
Arbitration, 2:5, 9:44, 9:50	Conditions of employment, 7:52,
Complaints, 5:36 , 6:93	9:165
Equal pay claims, 6:93	Credits, 7:52
Investigation, 2:5, 5:36, 9:44, 9:165	Evidence, 7:52
National Labor Relations Act, 2:4,	Family leave, 7:52
2:5, 6:93, 9:70	Harassment, 7:52, 9:50
KANSAS	Health, 6:88 , 7:33 , 7:52 , 9:165
Age discrimination, 6:93	Hearings, 9:165
Compensation, 6:88 , 6:89 , 6:93 ,	Holidays, 7:52
7:52, 9:165	Layoffs, 9:165
Conditions of employment, 7:52,	Life insurance, 7:52, 9:165
9:165	Meal breaks, 7:33
Credits, 7:52	Notice, 7:52, 9:165
Death of employee, 7:52	Overtime pay, 6:88 , 6:89
Disclosures, 6:93	Parental leave, 7:33, 7:52
Dispute, 9:50, 9:165	Permits, 6:89 , 7:52 , 9:50
Equal pay, 6:93	Recalls, 9:165
Evidence, 7:52	Records, 7:33, 9:165
Exemptions, 6:93	Remedies, 7:52
Family leave, 7:52	Reports, 6:89
Federal contractors, 6:93	Rest breaks, 7:33
Fringe benefits, 7:52	Students, 6:88
Harassment, 7:52, 9:50	Termination of employment, 9:165
Health, 6:88 , 6:93 , 7:52 , 9:165	Terms, 7:52 , 9:50 , 9:165
Hearings, 9:165	Trainees, 7:52

KENTUCKY—Cont'd

Unemployment compensation, **9:165** Vacations, **7:52**

KEY EMPLOYEES

Life insurance, **6:16**, **7:52** Retirement plans, **6:16**

LABOR MANAGEMENT RELATIONS ACT

Agreements, 2:27 Arbitration, 2:27 Bad faith, 2:27 Breach, 2:27

Breach of contract, 2:27

Cause, 2:27 Claims, 2:27

Collective bargaining, 2:27

Collective bargaining agreements, 2:27

Damages, 2:27 Distress, 2:27

Intentional infliction of emotional distress, 2:27

Liability, 2:27 Members, 2:27 Parties, 2:27 Policy, 2:27

Public policy, **2:27**Punitive damages, **2:27**

Tort actions, 2:27

Wrongful discharge, 2:27

Wiongraf albeharge, 202

LABOR RELATIONS

Contracts, 1:22, 2:4, 3:22, 6:65, 7:109, 9:88, 9:166 Coverage, 2:5, 5:120, 6:93, 7:109, 9:98

LANGUAGE

National Labor Relations Board, 1:30, 9:35, 9:70, 9:85 Unfair labor practices, 1:38, 9:70

LEADERS

Unions, 9:166

LEGISLATIVE HISTORY

Fair Labor Standards Act, 6:93

LIABILITY

Worker Adjustment and Retraining Notification Act, **9:165**

LIFE INSURANCE

Backpay, 9:165
Beneficiaries, 8:5
Disabled employees, 7:52
Employee Retirement Income Security Act, 3:27, 8:1
Fringe benefits, 6:65, 6:100, 7:52
Interest, 6:16, 8:127, 9:165
Nondiscrimination rules, 6:16
Oklahoma, 7:52, 9:165
Payments, 6:16, 6:65, 7:52, 9:165
Premiums, 7:52, 8:44
Retirement plans, 6:16, 6:65

Term life insurance, **8:44 LIQUIDATED DAMAGES**

Retaliation, 5:36, 6:93

LITERATURE

Distribution, 1:5, 1:16, 9:1, 9:79 to 9:86, 9:88, 9:90, 9:166 Unions, 9:81, 9:85, 9:166

LITIGATION

Architect, 6:97
Deposition, 9:155
Discovery, 5:44, 5:45, 9:47
Engineer, 6:65
Limitations period, 6:93
Physician, 6:65
Plaintiff, 5:25, 5:45, 5:46, 6:16, 6:65, 6:93, 6:97, 9:43, 9:44, 9:50, 9:155
Remedies, 6:93
Settlements, 9:39

Supervisor, 5:25, 6:93, 6:97, 9:77, 9:155

Trial, 5:44, 6:16, 6:93, 8:7, 8:117, 9:46, 9:47

LOANS

Distributions, **8:82**Mergers and acquisitions, **4:20**

LOCAL GOVERNMENTS

Family and Medical Leave Act, 7:52 Title VII, 7:52

Vacations, 7:52

LOCKOUTS **LUMP SUM PAYMENTS** Worker Adjustment and Retraining Retirement plans, 8:122 Notification Act, 9:165 MAINE **LODGING** Age Discrimination in Employment Act, 6:93 Fringe benefits, **6:65** Age discrimination, **6:93** LOSS Assignments, 5:115 National Labor Relations Act, 9:166 Collective bargaining, 5:77, 5:115, Worker Adjustment and Retraining 6:93, 7:52, 9:165 Notification Act, 9:165 Commercial facility, 9:165 Compensation, 5:77, 5:115, 6:88, **LOUISIANA** 6:89, 6:93, 6:94, 7:33, 7:52, At-will employment, 2:5 8:117, 9:165 Compensation, 5:115, 6:88, 6:89, Complaints, **6:93**, **9:104** 7:52, 9:165 Conditions of employment, 7:52, Complaints, 9:104 9:165 Conditions of employment, 7:52, Constitutionality, 8:122 9:165 Credits, 7:52 Defamation, 5:115 Disclosure, 5:115, 6:93, 7:52, 8:117, Disability benefits, 7:52, 8:72 9:165 Evidence, 2:5, 7:52 Employment practices, 5:77 Family leave, 7:52 Evidence, 5:77, 7:52 Fines, 5:115 Exemptions, 5:77, 6:93 Harassment, 7:52, 9:50 Family leave, 7:52 Health, 2:5, 6:88, 7:52, 8:72, 9:165 Federal contractors, 5:77, 6:93 Hearings, **9:165** Form of payment, 8:122 Holidays, 7:52 Fringe benefits, 7:52 Invasion of privacy, 5:115 Harassment, 5:24, 7:52 Investigations, 5:115 Health, 1:4, 5:77, 6:88, 6:93, 7:33, Job assignments, 5:115 7:52, 7:108, 8:117, 8:122, 9:165 Life insurance, 7:52, 9:165 Hearings, 9:165 Notice, 2:5, 5:115, 7:52, 8:72, 9:165 Hiring practices, 5:77 Overtime pay, **6:88**, **6:89** Holidays, 7:52, 7:93 Parental leave, 7:52 Insurance premiums, 7:52 Permits, 2:5, 5:115, 6:89, 7:52, 9:50 Investigations, 5:115 Privacy, 5:115, 9:153 Lavoffs. 9:165 Remedies, 2:5, 7:52 Marital status, 6:93, 8:122 Retaliation, 2:5, 9:50 Meal breaks, 7:33 Retirement benefits, 9:165 Medical examinations, 5:77 Sick leave, 7:52 Notice, 1:4, 5:77, 5:115, 6:93, 7:52, State statutes, 2:5 7:108, 9:165 Termination of employment, 5:115, Overtime pay, **6:88**, **6:89** 8:72, 9:165 Parental leave, 6:93, 7:33, 7:52 Terms, 7:52, 9:50, 9:165 Permits, 5:115, 6:89, 7:52, 8:122 Time off, 5:115, 6:88, 7:52 Privacy, **5:115** Privileges of employment, 5:77 Transfers, 9:165 Unemployment compensation, 9:165 Promotions, 6:93

Recalls, 9:165

MAINE—Cont'd Rehabilitation, **6:93**, **7:52** Remedies, 5:77, 6:93, 7:52 Rest breaks, 7:33 Return to work, 7:52 Sex discrimination, 6:94 Sick leave, 1:4, 6:93, 7:52, 7:108 Students, 6:88 Termination of employment, 1:4, 5:115, 6:93, 9:165 Terms, 5:77, 6:93, 6:94, 7:52, 8:117, 8:122, 9:165 Time off, 5:115, 6:88, 6:93, 7:52, 7:93, 7:108 Unemployment compensation, 9:165 Vacation pay, 9:165

MALICIOUS STATEMENTS

Unfair labor practices, 1:38

MANAGEMENT

Collective bargaining agreements, 2:27, 7:109

MANAGERS

Compensation, 3:11, 5:31, 5:36, 5:75 to 5:77, 5:111, 6:34, 6:36, 6:37, 6:57, 6:65, 6:66, 6:93, 6:97, 6:107, 6:109 to 6:113, 9:6, 9:165

MARIJUANA

Drug screening, 5:77

MARYLAND

Age Discrimination in Employment Act, 6:93

Age discrimination, 6:93

At-will employment, 2:5

Compensation, 5:77, 6:45, 6:88, 6:89, 6:93, 6:94, 7:52, 9:165

Conditions of employment, 6:45, 7:52, 9:165

Credits, 7:52

Disclosures, 6:93

Employment practices, 5:77

Equal pay, 6:45, 6:93

Evidence, 2:5, 5:77, 7:52

Exemptions, 5:77, 6:93

Family leave, 7:52

Federal contractors, 5:77, 6:93

MARYLAND—Cont'd

Form of payment, 8:122 Fringe benefits, 2:5, 7:52 Health, 2:5, 5:77, 6:88, 6:93, 7:52, 7:108, 8:122, 9:135, 9:165 Hearings, 9:165

Hiring practices, 5:77
Holidays, 7:52

Marital status, **5:83**, **6:93**, **8:122**Notice, **2:5**, **5:77**, **6:93**, **7:52**, **7:59**, **7:108**, **9:165**

Overtime pay, **6:88**, **6:89**Parental leave, **6:93**, **7:52**Permits, **2:5**, **5:83**, **6:89**, **7:52**, **8:122**Privacy, **9:153**, **9:154**

Privileges of employment, **5:77** Remedies, **2:5**, **5:77**, **6:93**, **7:52**

Sex discrimination, 6:94

State statutes, 2:5

Termination of employment, **6:93**, **9:165**

Terms, 5:77, 6:45, 6:93, 6:94, 7:52, 8:122, 9:165

Unemployment compensation, **9:165** Vacations, **7:52**

MASSACHUSETTS

Administrators, **6:93**, **8:122**Age discrimination, **5:18**, **6:93**Appeals, **5:120**, **8:122**, **9:67**Assignments, **5:115**At-will employment, **2:7**Board, **5:120**, **6:88**, **7:33**, **7:52**, **9:67**, **9:165**

Caretakers, 7:52 Commissions, 2:7, 6:93 Compensation, 3:11, 5:77, 5:115,

Compensation, 3:11, 5:77, 5:115, 5:120, 6:28, 6:39, 6:88, 6:89, 6:93, 6:94, 7:33, 7:52, 7:68, 9:67, 9:165

Complaints, **2:15**, **5:18**, **6:93**Conditions of employment, **7:52**, **9:165**

Constitutionality, **8:122**, **9:67** Credits, **7:52**

Death of employee, 7:52 Disclosures, 6:93, 8:92

Employment practices, 5:77

Equal pay, 6:93

MASSACHUSETTS—Cont'd Evidence, 2:7, 5:77, 5:120, 7:52,	MASSACHUSETTS—Cont'd Witness duty, 7:68
9:67 Executives, 2:7	MEDIA
Executives, 2.7 Exemptions, 5:77, 6:93	Unfair labor practices, 9:70
Family leave, 7:52	-
Federal contractors, 5:77 , 6:93	MEDICAL BENEFITS
Form of payment, 8:122	Eligibility, 5:94, 7:1, 8:24, 8:28
Fringe benefits, 7:52	For employees, 7:25 , 8:26 Plan, 5:94 , 5:96 , 7:1 , 8:24 , 8:27 ,
Harassment, 5:18 , 7:52	8:30, 8:37, 8:41
Health, 3:11, 5:77, 5:120, 6:88, 6:93,	Prescription drugs, 8:24
7:33, 7:52, 7:108, 8:92, 8:122, 9:165	Reporting, 5:94, 8:24
Hearings, 9:165	United States, 5:94
Hiring practices, 5:77	MEDCEDC
Holidays, 3:11, 7:52	MERGERS
Independent contractors, 6:93	Assets, 4:20 Stock, 4:20
Insurance coverage, 7:52, 9:165	Stock, 4:20
Insurance premiums, 7:52	MERIT
Investigations, 5:115	Unfair labor practices, 9:166
Jury duty, 7:68	MERIT SYSTEM
Life insurance, 7:52, 9:165	Compensation, 6:93
Lodging, 6:88	•
Notice, 2:15, 5:18, 5:77, 5:115, 6:39, 6:93, 7:32, 7:52, 7:108, 9:67,	MICHIGAN
9:165	Appeals, 1:23, 2:5, 2:10, 3:7, 3:32
Overtime pay, 6:88, 6:89	Assignments, 5:115
Parental leave, 6:93 , 7:33 , 7:49 , 7:52	At-will employment, 2:5
Permits, 5:83, 5:115, 6:89, 7:52,	Compensation, 3:7, 5:77, 5:115, 6:88, 6:89, 7:52, 9:165
8:122	Conditions of employment, 7:52 ,
Privileges of employment, 5:77	9:165
Professionals, 6:93	Credits, 7:52
Remedies, 5:77, 6:93, 7:52	Death of employee, 7:52
Sex discrimination, 5:18 , 6:94	Employment practices, 5:77
Sick leave, 2:7, 6:93, 7:52, 7:108, 9:20	Exemptions, 5:77
Social security taxes, 6:93 , 7:52	Federal contractors, 5:77
Students, 5:120, 6:88	Fringe benefits, 2:5, 7:52, 7:83
Tardiness, 9:20	Harassment, 5:89 , 7:52
Termination of employment, 5:18,	Health, 1:23, 2:5, 3:32, 5:77, 6:88, 7:52, 7:108, 9:165
5:115, 6:93, 9:165	Health insurance, 7:52 , 9:165
Terms, 5:77, 6:93, 6:94, 7:49, 7:52,	Hiring practices, 5:77
8:122, 9:165	Holidays, 7:52
Time off, 5:115, 6:88, 6:93, 7:32, 7:52, 7:108, 9:20	Insurance, 7:52 , 9:165
Tips, 5:120	Life insurance, 7:52 , 9:165
Unemployment compensation, 9:165	Marital status, 5:83
Vacations, 7:52	Medical examinations, 5:77
*	<i>'</i>

MICHIGAN—Cont'd MINNESOTA—Cont'd Notice, 1:23, 2:5, 2:22, 3:7, 3:32, Health, 1:4, 2:11, 3:11, 5:77, 6:88, 5:77, 5:89, 5:115, 7:52, 7:108, 6:93, 7:33, 7:52, 7:108, 8:122, 9:165 9:135, 9:165 Health insurance, 1:4, 7:52, 9:165 Overtime pay, **6:88**, **6:89** Permits, 2:5, 5:83, 5:115, 6:89, 7:52 Hearing, **5:115** Hiring, 3:11, 5:77, 6:93, 7:52, 9:165 Privileges of employment, 5:77 Holidays, 3:11, 7:52 Remedies, 2:5, 5:77, 7:52 Insurance premiums, 7:52 Retirement benefits, 9:165 Investigations, 5:115 State statutes, 2:5 Life insurance, 7:52, 9:165 Termination of employment, 2:10, Losses, 9:165 3:7, 5:115, 9:165 Marital status, 3:11, 6:93, 8:122 Terms, 3:7, 3:32, 5:77, 7:52, 7:104, Notice, 1:4, 5:59, 5:77, 5:115, 6:93, 7:115, 9:165 7:52, 7:108, 9:165 Unemployment compensation, 9:165 Overtime pay, **6:88**, **6:89** Vacations, 7:52, 7:83 Parental leave, 6:93, 7:33, 7:52 MILITARY SERVICE Permits, 5:115, 6:89, 7:52, 8:122 Personnel file, **5:115** Compensation, 3:11, 6:64, 7:28, 7:57 Privacy, 5:115 **MINNESOTA** Privileges of employment, 5:77 Age Discrimination in Employment Remedies, 5:77, 6:93, 7:52 Act, 6:93 Retaliation, 2:10, 6:93, 7:33 Age discrimination, **6:93** Savings, 2:11, 8:122 Appeals, 2:10, 2:11, 8:122 Severance pay, 1:4, 9:165 Sick leave, 1:4, 6:93, 7:52, 7:108 Assignments, 5:115 Strikes, 9:165 Compensation, 3:11, 5:77, 5:115, Termination of employment, 1:4, 6:88, 6:89, 6:93, 7:33, 7:52, 2:10, 5:115, 6:93, 9:165 9:165 Terms, 5:77, 6:93, 7:52, 8:122, 9:165 Complaints, 6:93, 9:104 Theft, 6:93 Conditions of employment, 7:52, Unemployment compensation, 9:165 9:165 Vacations, 1:4, 7:52 Constitutionality, 8:122 Costs, 5:77, 5:115, 6:93, 7:33, 7:52, MISCONDUCT 9:165 Backpay, 9:165 Credits, 7:52 MISSISSIPPI Damages, 2:10, 5:77, 6:93, 7:52 Appeals, 2:11 Death of employee, 7:52 Compensation, 6:88, 6:89, 7:33, Disclosure, 5:115, 6:93, 7:52, 9:165 7:52, 9:165 Employment practices, 5:77 Death of employee, 7:52 Equal pay, **6:93** Holidays, 7:52 Evidence, 2:10, 5:57, 5:77, 7:52 Life insurance, 7:52, 9:165 Exemptions, **5:77**, **6:93** Manufacturing employees, 6:88 Family leave, 7:52 Meal breaks, 7:33 Federal contractors, 5:77, 6:93 Notice, 7:52, 9:165 Form of payment, 8:122 Overtime pay, **6:88**, **6:89** Harassment, 7:52 Remedies, 7:52

MISSISSIPPI—Cont'd MONTANA—Cont'd Rest breaks, 7:33 Fringe benefits, **2:5**, **7:52** Termination of employment, 9:165 Harassment, 7:52 Terms, 7:52, 9:165 Hearings, 9:165 Unemployment compensation, 9:165 Hiring practices, 5:77 Vacations, 7:52 Holidays, 7:52 Life insurance, 7:52, 9:165 **MISSOURI** Notice, 1:4, 2:5, 5:77, 6:39, 7:52, Compensation, 5:77, 6:88, 6:89, 9:165 7:52, 9:165 Overtime pay, **6:88**, **6:89** Complaints, 9:104 Parental leave, 7:52 Conditions of employment, 7:52, Penalties, 5:77, 7:52, 9:165 9:165 Permits, 2:5, 6:89, 7:52 Credits, 7:52 Privileges of employment, 5:77 Employment practices, 5:77 Remedies, 2:5, 5:77, 7:52 Evidence, 5:77, 7:52 Room, 6:39 Exemptions, 5:77 State statutes, 2:5 Fringe benefits, 7:52 Students, 6:88 Harassment, 7:52 Termination of employment, 1:4, Health, 5:77, 6:88, 7:52, 9:165 9:165 Hearings, 9:165 Terms, 5:77, 6:105, 7:52, 9:165 Hiring practices, 5:77 Unemployment compensation, 9:165 Holidays, 7:52 Life insurance, 7:52, 9:165 MOTIVE Manufacturing employees, 6:88 Termination of employment, 9:166 Notice, 5:77, 7:52, 9:165 Overtime pay, **6:88**, **6:89** MUSICIANS Permits, 6:89, 7:52 White collar employees, **6:65** Privileges of employment, 5:77 NATIONAL LABOR RELATIONS Remedies, 5:77, 7:52 ACT Termination of employment, 9:165 Activities, 1:30, 2:4, 5:120, 9:21, Terms, 5:77, 7:52, 9:165 9:70, 9:79, 9:91, 9:98, 9:141, Unemployment compensation, 9:165 9:142, 9:166 Vacations, 7:52 Agencies, **6:93**, **7:109 MONTANA** Agreements, 1:22, 7:109, 9:166 Appeals, 2:5 Amendment, **6:6**, **6:93** At-will employment, 2:5, 2:7 Appeals, 1:39, 2:5, 5:120, 9:91, 9:98 Board, 6:88, 7:52, 9:165 Arbitration, 2:5 Compensation, 5:77, 6:39, 6:88, Authority, 3:22, 4:3, 5:120, 6:8, 6:89, 6:105, 7:52, 9:165 6:93, 9:166 Conditions of employment, 7:52, Children, **5:120** 9:165 Cities, 5:120, 6:93 Credits, **7:52** Collective bargaining, 1:22, 1:30, Employment practices, 5:77, 6:105 2:5, 5:120, 6:8, 6:93, 7:109, Evidence, 2:5, 2:7, 5:77, 7:52 9:70, 9:166 Exemptions, 5:77 Collective bargaining agreements, Family, 1:4, 2:7, 7:52, 9:165 1:22, 7:109 Family leave, 7:52 Committees, 9:98

NATIONAL LABOR RELATIONS NATIONAL LABOR RELATIONS ACT—Cont'd ACT—Cont'd Compensation, 1:31, 2:4, 5:120, 6:6, Misrepresentation, 1:39 6:8, 6:93 Modification, 1:22 Contractors, 2:4, 5:120, 6:93, 7:109, Nature, 5:120, 9:70, 9:98, 9:141 9:88 Newspapers, 10:11 Control, 2:4, 6:8 Nurses, 9:91 Corporations, 6:93 Officials, 1:39, 6:93, 9:98, 9:166 Counties, 5:120, 6:93 Organizations, 1:30, 1:39, 4:10, 6:93, Courts, 3:22, 5:120 9:21, 9:70, 9:79, 9:166 Coverage, 2:5, 5:120, 6:93, 7:109, Organizers, 9:166 9:98 Organizing, 1:30, 1:32, 1:39, 9:70, Decisions, 1:32, 1:39, 2:5, 5:120, 9:79, 9:91, 9:98, 9:141, 9:166 6:6, 6:93, 9:166 Participation, **9:98** Defamation, 1:39, 9:70 Partnership, 9:98 Departments, 6:93 Personnel, 2:5, 5:120, 9:91, 9:141, Directors, 9:70, 9:141 9:142 Education, 6:93 Precedent, 1:32, 6:8, 9:91 Enforcement, 5:120, 6:93, 9:70, Preemption, 2:5 9:88, 9:91, 9:142, 9:166 Private employers, 2:4, 6:93 Entities. **6:8, 9:70** Production, 2:5, 6:93 Exercise, 1:30, 1:32, 1:39, 2:4, 2:5, Products, 9:70 5:120, 6:93, 7:109, 9:70 Purpose, 2:4, 4:3, 6:6, 6:93, 7:109, Foreign corporations, **6:93** 9:21, 9:70, 9:91, 9:98, 9:166 Fraud, 2:4, 2:5 Railroads, 2:4 Government, 2:4, 2:5, 5:120, 6:93, Regulation, 2:5 7:109, 9:88, 9:91 Representatives, 1:22, 2:4, 4:3, 6:93, Guards, 9:166 9:98, 9:142, 9:166 Health care, 6:93, 7:109, 9:98 Restrictions, 1:22, 2:4, 9:70, 9:166 Illness, 5:120, 7:109 Retirement, 2:4, 6:6, 6:93 Impact, 1:39, 5:120, 6:93, 9:166 Rights, 1:22, 1:30, 1:32, 1:39, 2:4, 2:5, 3:22, 4:3, 4:10, 5:120, 6:6, Independent contractors, **6:93** 6:93, 7:109, 9:21, 9:22, 9:70, Industries, 2:5, 6:8, 6:93 9:79, 9:88, 9:91, 9:141, 9:142, Injury, 5:120, 7:109 9:166, 10:11 Intent, 4:10, 6:93, 9:142 Sales, 2:5, 6:93, 9:91, 9:98 Interference, 1:30, 1:39, 2:4, 4:10, Services, 1:39, 7:109, 9:70, 9:98 7:109, 9:98, 9:166 States, 1:39, 2:5, 3:22, 4:3, 4:10, Interpretation, 9:70 5:120, 6:93, 7:109, 9:141, 9:142 Issues, 1:22, 3:22, 4:3, 5:120, 6:93, Status, 1:22, 3:22, 5:120, 6:6, 6:8, 9:70, 9:98, 9:166 6:93, 9:70 Job title, **6:93** Stewards, **9:166** Joint employer, 6:8 Stores, 9:91 Jurisdiction, 2:4, 2:5, 6:93, 9:70 Strikes, 9:166 Landrum-Griffin Act, 2:4 Students, **5:120** Leaders, 9:166 Subcontractors, 2:4, 5:120, 7:109, Limitations, 6:93, 7:109 9:88 Managers, 6:93, 9:70, 9:166 Supervisors, 3:22, 9:141, 9:142, Members, 2:4, 7:109, 9:98, 9:166 9:166

NATIONAL LABOR RELATIONS NATIONAL LABOR RELATIONS ACT—Cont'd BOARD—Cont'd Discussions, 9:70, 9:85 Television, 10:11 Temporary, 6:93 Documents, 6:101, 9:70 Termination, 1:30, 2:4, 2:5, 3:22, Employee Retirement Income Secu-5:120, 6:93, 9:22, 9:142, 9:166 rity Act, 2:4 Terms of employment, 6:93, 9:70 Employers, 1:30, 2:4, 6:101, 9:11, 9:35, 9:70, 9:85 Threats of violence, 9:141, 9:142 Unions, 1:30, 1:32, 2:4, 9:166 Enforcement, 9:70, 9:91 Enterprises, 6:8 United States, 1:39, 2:5, 6:93, 9:141, Entities, 6:8, 9:70 9:142 Violations, 2:4, 5:120, 6:93, 9:22 Evidence, 1:30 Violence, 6:93, 7:109, 9:141, 9:142 Exercise, 1:30, 2:4, 6:101, 9:70 Extent, 4:10, 9:70, 9:91 Wages, 1:22, 1:31, 1:39, 2:5, 5:120, 6:93, 7:109, 9:70, 9:166, 10:11 Factors. 9:85 Working conditions, 1:39, 5:120, 6:8, Fair Labor Standards Act, 2:4 6:93, 9:70, 9:98, 9:166, 10:11 Filing, **2:4** Findings, 1:30, 9:70 NATIONAL LABOR RELATIONS Forms, 5:47 **BOARD** Forums, **9:70** Absence, 2:4 Fraud. 2:4 Access. 9:85, 9:91 General Counsel, 9:70, 9:85, 9:91 Activities, 1:30, 2:4, 6:101, 9:11, Grievances, 9:70 9:70, 9:85, 9:91 Health, 2:4, 9:11 Americans with Disabilities Act, 2:4 Impact, 9:85 Applications, 9:70 Individuals, 2:4 Backpay, **6:101** Industries, 6:8 Bankruptcy, 2:4 Information, 2:4, 6:101, 9:70, 9:85 Bargaining, 1:30, 6:8, 9:70, 9:85 Interests, 9:11 Benefits, 1:30, 2:4 Interviews, 9:35 Care, 9:11 Investigations, 2:4, 5:47 Cause, 9:70 Change, 9:70, 9:85 Issues, 9:70, 9:85 Jurisdiction, 2:4, 9:70 Charges, 2:4, 9:85 Knowledge, 9:70 Collective bargaining, 1:30, 6:8, Lawyers, 9:35 9:70, 9:85 Liability, 1:30 Compensation, 2:4, 6:8, 6:101 Limitations, 9:85 Conditions, 6:8, 9:70, 9:85 Location, 9:85 Counsel, 1:30, 6:101, 9:70, 9:85, 9:91 Materials, 9:91 Members, 2:4, 9:85 Currency exchanges, 2:4 Date, 4:10, 6:8, 9:85 Nature, 9:70 Decisions, 9:85 Notice, 1:30, 4:10, 9:91 Defamation, 9:70 Occupational Safety and Health Act, Directors, 9:70 2:4 Officers, 9:70 Discharge of employees, 2:4 Discipline, 9:11, 9:35, 9:85, 9:91 Offices, 9:85 Disclosure, 9:70 Organization, 1:30, 9:85, 9:91 Discrimination, 2:4, 9:91 Parties. 6:8

NATURAL DISASTERS NATIONAL LABOR RELATIONS BOARD—Cont'd Worker Adjustment and Retraining Permission, 9:70, 9:91 Notification Act, 9:165 Place, 2:4, 9:70, 9:85 NEBRASKA Precedent, 6:8, 9:11, 9:91 At-will employment, 2:17 Process, 1:30, 9:35 Compensation, 2:17, 6:88, 6:89, Production, 9:11, 9:85 7:33, 7:52, 9:165 Prohibition, 9:85, 9:91 Conditions of employment, 7:52, Proof, **6:8** 9:165 Purpose, 2:4, 9:70, 9:91 Disclosure, 7:52, 9:165 Evidence, 7:52 Railway Labor Act, 2:4 Regulations, 2:4, 4:10 Family leave, 7:52 Fringe benefits, 7:52 Reinstatement, 2:4 Harassment, 7:52 Relationships, 1:30 Health, 6:88, 7:33, 7:52, 9:165 Representation, 5:47, 9:35, 9:85 Hearings, 9:165 Representatives, 2:4, 6:101, 9:85 Holidays, 7:52 Requests, 9:35 Insurance premiums, 7:52 Response, 1:30, 9:91 Life insurance, 7:52, 9:165 Restrictions, 2:4, 9:11, 9:70, 9:85 Meal breaks, 7:33 Retail, 9:85 Notice, 7:52, 9:165 Review, 6:101, 9:85 Overtime pay, **6:88**, **6:89** Rights, 1:30, 2:4, 4:10, 6:101, 9:70, Parental leave, 7:33, 7:52 9:85, 9:91 Permits, 6:89, 7:52 Rules, 2:4, 9:70, 9:85 Remedies, 7:52 Rulings, 9:85 Rest breaks, 7:33 Scope, 9:11, 9:70, 9:85 Sick leave, 7:52 Termination of employment, 9:165 Security, 2:4 Terms, 7:52, 9:165 Service, 2:4, 6:8 Unemployment compensation, 9:165 Services, 9:70, 9:85 Vacations, 7:52 Severance, 9:70 Significance, 9:11 **NEVADA** Standards, 2:4, 9:70 Age Discrimination in Employment State, 2:4, 4:10 Act, 6:93 Age discrimination, **6:93** Statements, 1:30, 4:10, 6:101, 9:70 Assignments, 5:115 Status, 6:8, 9:70 Compensation, 5:77, 5:115, 6:21, Supervisors, 6:101 6:67, 6:88, 6:89, 6:93, 7:33, Suppliers, 9:70 7:52, 9:165 Termination, 1:30, 2:4, 6:101 Conditions of employment, 7:52, Trade, 9:70 9:165 Types, 2:4, 9:70 Constitutionality, 8:122 Unfair labor practices, 6:8, 9:70 Costs, 5:77, 5:115, 6:93, 7:33, 7:52, Use, 1:30, 9:70, 9:85, 9:91 9:165 Violations, 2:4 Credits, **7:52** Work, **6:101**, **9:11**, **9:70**, **9:85**, **9:91** Employment practices, 5:77

Evidence, 5:77, 7:52

Written, 9:91

NEVADA—Cont'd NEW HAMPSHIRE—Cont'd Exemptions, **5:77**, **6:93** Holidays, 7:52 Family leave, 7:52 Investigations, 5:115 Federal contractors, 5:77, 6:93 Jury duty, 2:16 Form of payment, 8:122 Labor disputes, 9:165 Health, 5:77, 6:88, 6:93, 7:33, 7:52, Life insurance, 7:52, 9:165 7:108, 8:122, 9:135, 9:165 Marital status, 8:122 Hearings, 9:165 Notice, 5:115, 6:39, 6:55, 7:52, 9:67, Hiring practices, 5:77 9:165 Holidays, 7:52 Overtime pay, **6:88**, **6:89** Investigations, 5:115 Parental leave, 7:52 Layoffs, 9:165 Permits, 5:115, 6:89, 7:52, 8:122, 9:50 Life insurance, 7:52, 9:165 Privacy, 5:115, 9:67 Meal breaks, 7:33 Notice, 5:77, 5:115, 6:93, 7:52, Remedies, 7:52 7:108, 9:165 Students, 6:88 Termination of employment, 5:115, Overtime pay, **6:67**, **6:88**, **6:89** Parental leave, **6:93**, **7:33**, **7:52** Terms, 7:52, 8:122, 9:50, 9:165 Permits, 5:115, 6:89, 7:52, 8:122 Unemployment compensation, 9:165 Privacy, **5:115** Union dues, 6:55 Privileges of employment, 5:77 Vacations, 7:52 Recalls, 9:165 Rest breaks, 7:33, 9:135 **NEW JERSEY** Retirement benefits, 6:93, 9:165 Age Discrimination in Employment Settlement, 9:165 Act, 6:93, 9:19 Termination of employment, 5:115, Age discrimination, 6:93, 9:19 6:93, 9:165 At-will employment, **3:22** Terms, 5:77, 6:93, 7:52, 8:122, 9:165 Benefit plans, 8:122 Unemployment compensation, 9:165 Compensation, 3:11, 5:77, 5:120, 6:56, 6:88, 6:89, 6:93, 7:33, **NEW HAMPSHIRE** 7:52, 7:68, 7:117, 9:103, 9:165 Age discrimination, 2:18 Complaints, 2:15, 6:93, 9:104 Assignments, **5:115** Conditions of employment, 3:20, At-will employment, 2:7 7:52, 9:165 Benefit plans, 8:122 Constitutionality, 8:122 Compensation, 5:115, 6:39, 6:55, Death of employee, 7:52 6:88, 6:89, 7:52, 9:67, 9:165 Disclosures, 6:93 Conditions of employment, 7:52, Dispute, 9:50, 9:165 9:165 Employment practices, 5:77 Constitutionality, 8:122, 9:67 Equal pay, 6:93 Credits, 7:52 Evidence, 2:10, 5:77, 5:120, 7:52, Evidence, 2:7, 2:18, 7:52, 9:67 9:19 Family leave, 7:52 Exemptions, **5:77**, **6:93** Family leave, 7:52, 9:19 Form of payment, 8:122 Federal contractors, 5:77, 6:93 Harassment, 2:18, 7:52, 9:50 Form of payment, 8:122 Health, 2:16, 6:88, 7:52, 8:122, 9:165 Fringe benefits, 7:52 Hearings, 9:165 Harassment, 5:45, 7:52, 9:50

NEW JERSEY—Cont'd	NEW MEXICO—Cont'd
Health, 1:4, 3:11, 3:26, 5:77, 5:120, 6:56, 6:88, 6:93, 7:33, 7:52,	Compensation, 5:77, 6:88, 6:89, 7:33, 7:52, 9:165
7:108, 8:50, 8:51, 8:53, 8:122, 9:103, 9:165	Conditions of employment, 7:52, 9:165
Hearings, 9:165	Constitutionality, 8:122
Hiring practices, 5:77	Credits, 7:52
Holidays, 3:11, 7:52	Discharge from employment, 5:77
Interest, 2:15, 6:93, 8:122, 9:165	Employment practices, 5:77
Investigations, 5:45	Evidence, 5:77 , 7:52
Jury duty, 7:68, 9:19	Exemptions, 5:77
Labor disputes, 9:165	Federal contractors, 5:77
Life insurance, 7:52 , 9:165	Form of payment, 8:122
Marital status, 3:11 , 6:93 , 8:122	Harassment, 7:52
Meal breaks, 7:33	Hearings, 9:165
Medical examinations, 5:54 , 5:77	Hiring practices, 5:77
Notice, 1:4, 2:15, 3:20, 3:22, 3:26,	Holidays, 7:52
5:77, 6:56, 6:93, 7:52, 7:108,	Labor disputes, 9:165
9:19, 9:165	Life insurance, 7:52, 9:165
Overtime pay, 6:88 , 6:89	Meal breaks, 7:33
Parental leave, 6:93 , 7:33 , 7:52	Medical conditions, 5:77
Permits, 6:89, 7:52, 8:122, 9:50	Notice, 5:77, 7:52, 7:108, 9:165
Privileges of employment, 5:77	Overtime pay, 6:88, 6:89
Promotions, 2:10 , 6:93	Permits, 6:89, 7:52, 8:122
Race discrimination, 9:103	Privileges of employment, 5:77
Remedies, 5:77, 6:93, 7:52	Remedies, 5:77 , 7:52
Resident employees, 6:88	Rest breaks, 7:33
Rest breaks, 7:33	Sick leave, 7:52, 7:108
Retaliation, 2:10, 2:15, 6:93, 7:33,	Terms, 5:77, 7:52, 8:122, 9:165
9:50	Time off, 6:88 , 7:52 , 7:108
Savings, 6:56 , 8:122	Unemployment compensation, 9:165
Seasonal employees, 9:165	Vacations, 7:52
Securities, 9:165	NEW YORK
Sex discrimination, 9:19	Age Discrimination in Employment
State statutes, 9:103	Act, 6:93, 9:44
Students, 5:120, 6:88	Age discrimination, 2:18, 5:11, 6:93,
Termination of employment, 1:4,	9:44
2:10, 3:26, 6:93, 9:165	Annual reports, 3:27
Terms, 3:20 , 5:77 , 6:56 , 6:93 , 7:52 , 8:122 , 9:50 , 9:165	Appeals, 2:5, 2:10, 3:27, 5:5, 5:120, 6:7, 8:122, 9:44, 9:67, 9:77,
Time off, 6:88 , 6:93 , 7:52 , 7:108 ,	9:91
9:19	Arbitration, 2:5, 9:44
Unemployment compensation, 9:165	Assignments, 5:36
Voting time off, 9:19	At-will employment, 2:5
Witness duty, 7:68	Certificates, 7:57
NEW MEXICO	Compensation, 4:19, 5:36, 5:73, 5:76, 5:77, 5:103, 5:120, 6:7,
Appeals, 8:122	6:28, 6:45, 6:55, 6:56, 6:82,

NEW YORK—Cont'd 6:88, 6:89, 6:93, 6:107, 7:30, 7:33, 7:52, 7:57, 7:68, 7:117,	NEW YORK—Cont'd National origin, 5:5, 5:36, 6:93 Notice, 1:4, 1:11, 2:5, 3:27, 5:36,
8:63, 8:117, 9:67, 9:165	5:38, 5:77, 5:123, 6:7, 6:55,
Conditions of employment, 1:11, 6:7,	6:56, 6:93, 7:30, 7:32, 7:52,
6:45, 7:30, 7:52, 9:165	7:57, 7:108, 8:63, 9:67, 9:77,
Constitutionality, 8:122, 9:67	9:91, 9:160, 9:165
Credits, 7:52	Overtime pay, 1:8, 1:17, 6:82, 6:88,
Criminal penalties, 9:160	6:89 Parental leave, 6:93, 7:33, 7:52
Disclosures, 5:76, 5:103, 6:93	Permits, 2:5, 5:83, 6:89, 7:52, 7:57,
Employment agencies, 5:38	8:122, 9:71
Employment practices, 5:38, 5:77 Equal pay, 5:38, 5:103, 6:45, 6:93	Privacy, 9:23 , 9:67 , 9:77
Evidence, 2:5, 2:10, 2:18, 3:13, 3:27,	Privileges of employment, 5:36 , 5:77
5:5, 5:56, 5:57, 5:73, 5:77,	Promotions, 2:10, 3:13, 6:93
5:120, 6:107, 7:52, 9:44, 9:67	Reimbursements, 8:122
Exemptions, 5:77 , 6:93	Remedies, 2:5, 5:36, 5:77, 5:103,
Family leave, 7:30, 7:52	6:93, 7:52
Federal contractors, 5:77, 6:93	Reports, 2:10, 3:27, 5:36, 5:103,
Fines, 5:36 , 7:57	6:89, 6:93, 9:143
Form of payment, 8:122	Resident employees, 6:88
Fringe benefits, 2:5, 7:52, 7:83	Rest breaks, 7:33 Retaliation, 2:5, 2:10, 5:36, 6:93,
Harassment, 2:18 , 5:24 , 5:36 , 5:38 , 7:52	7:30, 7:33, 9:143
Health, 1:4, 1:9, 1:11, 2:5, 3:27,	Severance pay, 1:4, 2:5, 2:9, 8:117, 9:165
4:20, 5:5, 5:36, 5:56, 5:73,	
5:76, 5:77, 5:120, 5:123, 6:7, 6:56, 6:88, 6:93, 7:30, 7:33,	State statutes, 2:5 Technical assistance, 5:38, 5:76
7:52, 7:108, 8:50, 8:51, 8:53,	Termination of business, 3:27
8:63, 8:68, 8:90, 8:93, 8:117,	Termination of employment, 1:4 ,
8:122, 9:143, 9:165	2:10, 5:36, 5:103, 6:93, 7:30,
Health insurance, 1:4, 6:56, 7:52,	9:160, 9:165
8:68, 9:165	Terms, 3:27 , 5:36 , 5:77 , 6:45 , 6:56 ,
Hearings, 9:165	6:93, 7:30, 7:52, 7:104, 7:115,
Hiring practices, 5:77	8:117, 8:122, 9:23, 9:165
Holidays, 7:52	Time off, 1:17, 6:88, 6:93, 7:30, 7:32, 7:52, 7:104, 7:108, 9:20
Insurance fund, 7:30, 7:52	Training programs, 3:13
Insurance premiums, 6:55, 7:52 Investigations, 5:36	Unemployment compensation, 8:63 ,
Jury duty, 7:68	9:165
Life insurance, 3:27, 5:76, 7:52,	Union dues, 6:55
9:165	Vacations, 1:4, 7:52, 7:83
Losses, 4:14 , 9:165	Witness duty, 7:68
Manual workers, 6:55	NONEMPLOYEES
Marital status, 5:11 , 5:36 , 5:83 , 6:93 ,	Statutory, 9:85
8:122	Unions, 9:85
Meal breaks, 7:33	NORTH CAROLINA
Medical examinations, 5:56, 5:57, 5:73, 5:76, 5:77	Compensation, 6:88 , 6:89 , 7:52 , 9:165

NORTH CAROLINA—Cont'd NORTH DAKOTA—Cont'd Unemployment compensation, 9:165 Conditions of employment, 7:52, 9:165 Vacations, 7:52 Costs, 7:52, 9:165 NOTICE Credits, 7:52 Advance notice, 1:25, 3:17, 3:27, Dispute, 9:165 5:50, 6:62, 6:71, 6:76, 6:78, Family, 7:52, 9:165 6:111, 7:3, 7:11, 7:12, 7:15, Family leave, 7:52 7:26, 7:52, 7:70, 7:121, 8:3, Health, 6:88, 7:52, 9:165 8:9, 8:24, 9:63, 9:132, 9:147, Holidays, 7:52 9:157, 9:160, 9:165, 10:50 to Injunction, 7:52 10:53, 10:61 Life insurance, 7:52, 9:165 Americans with Disabilities Act, 1:40, 5:18, 5:38, 5:77, 5:123, Notice, 7:52, 9:165 6:65, 6:93, 7:3, 7:26, 9:19 Overtime pay, **6:88**, **6:89** Family and Medical Leave Act. 1:4. Parental leave, 7:52 7:3, 7:28 to 7:30, 7:32, 7:52, Permits, 6:89, 7:52 7:59, 9:17, 9:19 Records, 9:165 Medical benefits, 7:25, 8:24, 8:37 Remedies, 7:52 Overtime, 5:111, 6:39, 6:49, 6:62, Students, 6:88 6:65, 6:71, 6:75, 6:76, 6:78, Termination of employment, 9:165 6:87, 7:57, 7:109, 7:121, 9:159, Terms, 7:52, 9:165 9:160, 9:165 Unemployment compensation, 9:165 Service Contract Act, 7:109 Vacation pay, 9:165 Uniformed Services Employment and Reemployment Rights Act, 7:28 NORTH DAKOTA Violation, 1:30, 2:5, 2:15, 3:23, 3:25, Compensation, 6:39, 6:88, 6:89, 4:10, 5:18, 5:36, 5:77, 5:111, 7:52, 9:165 5:115, 6:57, 6:65, 6:93, 6:111, Conditions of employment, 7:52, 7:28, 9:60, 9:67, 9:91, 9:119, 9:165 9:165 Dispute, 9:165 Family leave, 7:52 NURSES Harassment, 7:52 Compensation, 5:115, 6:14, 6:65, Health, 6:88, 7:52, 9:165 6:94 Holidays, 7:52 National Labor Relations Act, 9:91 Labor disputes, 9:165 White collar employees, **6:65** Layoffs, 9:165 **NURSING MOTHERS** Life insurance, 7:52, 9:165 Reasonable break time, 7:33 Notice, 6:39, 7:52, 9:165 **OBLIGATIONS** Overtime pay, 6:88, 6:89 Benefits, 1:2, 1:41, 2:5, 3:27, 6:5, Parental leave, 7:52 6:7, 6:16, 6:37, 6:55, 6:93, 7:1 Permits, 6:89, 7:52 to 7:4, 7:7, 7:26, 7:34, 7:35, Recalls, 9:165 7:44, 7:47, 7:53, 7:58, 7:68, Remedies, 7:52 7:89, 7:103, 7:119, 7:121, 8:2, Reports, 6:89 8:64, 8:66, 8:72, 8:89, 8:91, Termination of employment, 9:165 8:93, 8:100, 8:101, 8:117, Terms, 7:52, 9:165 8:122, 9:16, 9:140, 9:166 Time off, 6:88, 7:52 Department of Transportation, 5:77,

9:109

Trainees, 7:52

OBLIGATIONS—Cont'd OHIO-Cont'd Family leave, 7:52 Direct threat, 9:140 Enforcement, 5:16, 5:76, 5:77, 6:16, Fringe benefits, 7:52 6:93, 7:89, 8:117, 9:116, 9:137, Harassment, 7:52 9:166, 10:38 Health, 6:88, 6:93, 7:52, 8:43, 9:165 Medical records, 5:67, 5:76, 7:3, Hearings, **9:165** 8:91 Holidays, 7:52 Pregnancy, 7:3, 7:34, 7:35, 7:44, Investigations, **5:47**, **5:115** 9:140, 10:44 Layoffs, 9:165 Safety standards, 6:16 Life insurance, 1:28, 7:52, 8:43, Substance abuse, 5:77, 8:91, 8:93, 9:165 9:107 Notice, 1:28, 2:15, 5:115, 6:93, 7:52, Tests, 5:16, 5:77, 6:16 9:165 Overtime pay, **6:88**, **6:89** OCCUPATIONAL SAFETY AND Parental leave, 6:93, 7:52 **HEALTH** Permits, 5:115, 6:89, 7:52 Workplace safety and health, 9:116 Recalls, 9:165 OCCUPATIONAL SAFETY AND Remedies, 6:93, 7:52 **HEALTH ACT** Reports, 5:115, 6:89, 6:93 National Labor Relations Board, 2:4 Retirement benefits, 6:93, 9:165 **OFF-DUTY** Severance pay, 9:165 Students, 6:88 Unions, 1:38 Termination of employment, 5:115, OFFICE OF FEDERAL 6:93, 9:165 CONTRACT COMPLIANCE Terms, 1:28, 6:93, 7:52, 9:165 **PROGRAMS** Tools, 9:165 Equal Employment Opportunity Trainees, 7:52 Commission, 1:5, 7:38 Unemployment compensation, 9:165 **OFFICERS** Vacations, 7:52 Group insurance, 9:165 **OKLAHOMA** Assignments, 5:115 Age Discrimination in Employment At-will employment, 3:22 Act, **6:93** Compensation, 5:115, 6:88, 6:89, Age discrimination, 6:93 7:33, 7:52, 9:6, 9:165 Appeals, **1:28** Conditions of employment, 7:52, Assignments, 5:115 9:165 Compensation, 5:115, 6:88, 6:89, Costs, 5:115, 7:33, 7:52, 9:165 6:93, 7:52, 9:165 Credits, 7:52 Complaints, 2:15, 6:93 Dispute, 9:165 Conditions of employment, 7:52, Evidence, 7:52 9:165 Fringe benefits, 7:52 Costs, 5:115, 6:93, 7:52, 8:43, 9:165 Harassment, 7:52 Credits, 7:52 Health, 6:88, 7:33, 7:52, 9:165 Death of employee, 7:52 Hearings, 9:165 Disclosures, 6:93 Equal pay, **6:93** Hiring practices, 9:6 Holidays, 7:52 Evidence, 7:52 Exemptions, 6:93 Investigations, 5:115

OKLAHOMA—Cont'd Life insurance, 7:52, 9:165 Notice, 3:22, 5:115, 7:52, 9:165 Overtime pay, **6:88**, **6:89** Permits, 5:115, 6:89, 7:52, 9:6 Privileges of employment, 9:6 Religious discrimination, 9:6 Remedies, 7:52 Reports, 5:115, 6:89 Retaliation, 7:33 Termination of employment, 5:115, 9:165 Terms, 7:52, 9:6, 9:165 Unemployment compensation, 9:165 Vacations, 7:52

OPEN DOOR POLICY

Alternative dispute resolution, 9:36

OPERATING UNITS

Worker Adjustment and Retraining Notification Act, 9:165

OPERATIONS

National Labor Relations Act, 1:39, 2:5, 6:93, 9:22

OPPORTUNITY

Unfair labor practices, 1:38

ORDERLIES

Compensation, **6:94**

ORDERS

Labor Management Relations Act, 2:27

OREGON

Age Discrimination in Employment Act, **6:93** Age discrimination, 6:93 Assignments, 5:115 Collective bargaining agreement, 5:77, 5:115, 6:93, 7:52, 9:165 Compensation, 2:23, 3:11, 5:77, 5:115, 6:21, 6:67, 6:88, 6:89, 6:93, 6:94, 7:33, 7:52, 9:165 Conditions of employment, 7:52, 9:165

Constitutionality, 8:122

Credits, 7:52

Death of employee, 7:52

OREGON—Cont'd

Disclosures, 6:93

Employment practices, 5:77

Evidence, 5:77, 7:52

Exemptions, 5:77, 6:93

Factories, 6:67

Family leave, 7:52

Federal contractors, 5:77, 6:93

Form of payment, 8:122

Fringe benefits, 7:52

Harassment, 2:23, 5:24, 7:52

Health, 2:16, 3:11, 5:77, 6:88, 6:93, 7:33, 7:52, 7:108, 8:122, 9:135, 9:165

Hearings, **9:165**

Hiring practices, 5:77

Holidays, 3:11, 7:52

Investigations, 5:115

Job assignments, 5:115

Jury duty, 2:16

Layoffs, 9:165

Life insurance, 7:52, 9:165

Manufacturing establishments, 6:67

Marital status, 3:11, 6:93, 8:122

Meal breaks, 7:33

Mills, **6:67**

Notice, 5:77, 5:115, 6:93, 7:52, 7:59, 7:108, 9:165

Overtime pay, **6:67, 6:88, 6:89**

Parental leave, **6:93**, **7:33**, **7:49**, **7:52**

Permits, 5:115, 6:89, 7:52, 8:122

Privacy, 2:26, 5:115, 9:153

Privileges of employment, 5:77

Recalls, 9:165

Remedies, 5:77, 6:93, 7:52

Reports, 5:115, 6:89, 6:93

Rest breaks, 7:33, 9:135

Retaliation, **6:93**, **7:33**

Retirement benefits, 6:93, 9:165

Sex discrimination, **6:94**

Sick leave, **6:93**, **7:52**, **7:59**, **7:108**

Strikes, 9:165

Students, 6:88

Termination of employment, 5:115, 6:93, 9:165

Terms, 5:77, 6:93, 6:94, 7:49, 7:52, 8:122, 9:165

Transfers, 5:77, 6:93, 9:165

OREGON—Cont'd OVERTIME PAY—Cont'd Unemployment compensation, 9:165 Family and Medical Leave Act, 6:64 Grievances, 6:65 ORGANIZING Holidays, 1:12, 1:16, 6:61, 6:70 Access, 1:5, 1:38, 9:81, 9:84, 9:85, Irregular hours of work, **6:79** 9:89, 9:91, 9:166 Lectures, 6:85 Bargaining unit, 9:166 Machinery, 6:65 Bulletin boards, 1:5, 1:39, 9:85, Meal periods, 6:89 9:89, 9:91 Buttons, 1:38, 9:86 Meetings, 6:65, 6:89 On-call time, 6:87, 6:89 Discharge, 1:39, 9:166 Discipline, 1:32, 1:38, 1:39, 9:81, Ordinary home-to-work travel, 6:82 9:84 to 9:86, 9:91, 9:166 Principal activity, 6:82, 6:86 Discrimination, 1:5, 9:91 Regular rate, 6:3, 6:17, 6:65, 6:68, Enforcement, 9:70, 9:84, 9:91, 9:166 6:78, 6:79, 6:81, 6:85, 6:88, 6:89 Exceptions, 9:166 Guards, 9:166 Rest periods, 1:12 Literature, 1:5, 9:79, 9:81, 9:84 to Shift differentials, 6:81, 6:96 9:86, 9:89, 9:166 Sick leave, 1:12, 6:64 National Labor Relations Board. State law, **6:3**, **6:17**, **6:61**, **6:75**, **6:77**, 1:30, 9:70, 9:85, 9:91 6:88 Neutrality agreements, 9:166 Tools, 6:65 Property rights, **9:70**, **9:85** Training programs, 6:85 Public image, 9:86 Two-week period, 6:69 Retaliation, 9:27 Vacation, 1:12, 6:41, 6:64, 6:65, Safety, 9:86, 9:89, 9:141 6:79, 6:96 Signs, 9:86 Waiting time, **6:84**, **6:89** Solicitation, 1:5, 1:38, 1:39, 9:79, Washing, **6:86** 9:81, 9:84, 9:85, 9:166 Weekends, **6:61**, **6:70** Threats, 9:70, 9:141, 9:166 White collar employees, **6:65** Unfair labor practice, 1:5, 1:30, 1:32, Workweek, 1:8, 6:3, 6:4, 6:17, 6:41, 1:38, 1:39, 9:70, 9:81, 9:84, 6:61, 6:62, 6:64, 6:65, 6:68 to 9:86, 9:91, 9:166 6:70, 6:73, 6:75, 6:76, 6:78, Union insignia, 1:38, 9:86, 9:91 6:80, 6:88 **OVERTIME PAY** PARALEGALS Automobile, 6:82 White collar employees, **6:65** Bonuses, 6:65, 6:96 PART-TIME EMPLOYEES Clothes, 6:86 Backpay, 9:165 Commissions, **6:65**, **6:96** Family and Medical Leave Act, 6:6, Contract, 6:3, 6:13, 6:62, 6:65, 6:71, 7:3, 7:4, 7:30, 7:52, 7:89 6:79, 6:88 Discretionary bonuses, 6:65 PARTICIPATION Enterprise, 6:65 Retaliation, 9:33, 9:68 Equipment, 6:65, 6:86 **PARTIES** Exempt, 6:3 to 6:5, 6:9, 6:13, 6:17, 6:18, 6:64 to 6:66, 6:73, 6:81, Age Discrimination in Employment 6:85, 6:87, 6:88 Act, 5:18, 6:93, 9:44 Expenses, 1:8 Aggrieved individuals, 6:93

PARTIES—Cont'd

Complaints, 1:39, 5:3, 5:18, 5:25, 5:31, 5:34, 5:36, 5:40, 6:65, 6:93, 9:143, 10:38 Group insurance, 8:72, 9:165

PAYROLL

Payroll taxes, **6:16**, **8:122** Unions, **8:122**

PENALTIES

Family and Medical Leave Act, **6:64**, **7:30**, **7:52**

Worker Adjustment and Retraining Notification Act, **9:165**

PENNSYLVANIA

Assignments, 5:115 At-will employment, 2:13 Compensation, 5:115, 6:88, 6:89, 7:52, 9:165

Complaints, 2:15

Conditions of employment, 7:52, 9:165

Credits, **7:52**

Death of employee, 7:52

Evidence, **7:52** Family leave, **7:52**

Fringe benefits, 7:52

Harassment, 7:52

Hearings, **9:165** Holidays, **7:52**

Investigations, **5:115**

Labor disputes, **9:165**

Life insurance, 7:52, 9:165

Notice, 2:15, 5:115, 7:52, 8:72, 9:165, 10:32

Overtime pay, **6:88**, **6:89**

Parental leave, 7:52

Permits, 2:14, 5:83, 5:115, 6:89, 7:52

Race discrimination, 9:62

Remedies, 7:52

Reports, 5:115, 6:89

Severance pay, 9:165

Sick leave, 7:52

Students, 6:88

Termination of employment, 5:115,

8:72, 9:165

Terms, 7:52, 9:165

Time off, 5:115, 6:88, 7:52

PENNSYLVANIA—Cont'd

Unemployment compensation, **9:165** Vacations, **7:52**

PERFORMANCE

National Labor Relations Act, 2:5, 6:93, 7:109, 9:21, 9:22, 9:166

PERJURY

At-will employment, 2:13

PERSONAL DAYS

Leave of absence, 7:1 to 7:3, 7:9, 7:34, 7:35, 7:42, 7:47, 7:52, 7:62, 7:89, 7:105

PERSONALITY

Discipline, 5:25, 5:36

Termination of employment, 5:36

PERSONNEL MANUAL

Acknowledgment, **3:25** Administration, **3:23**

Agencies, 3:25

PLANS

Collective bargaining agreements, **5:111**

PLANT CLOSINGS

California, 9:165

Connecticut, 9:165

Hawaii, 9:165

Illinois, **9:165**

Iowa, **9:165**

Kansas, 9:165

Maine, 9:165

Maryland, **9:165**

Massachusetts, 9:165

Michigan, **9:165**

Minnesota, 9:165

Nevada, 9:165

New Hampshire, 9:165

New Jersey, 9:165

New York, **9:165**

Oregon, 9:165

Rhode Island, **9:165**

Tennessee, 9:165

Terms, 9:165

Wisconsin, 9:165

POSTING

Unions, 1:30

POSTPONEMENT

Administrative hearings, **9:165**Worker Adjustment and Retraining
Notification Act, **9:165**

PREDICTIONS

Unions, 9:166

PREEMPTION

Employee Retirement Income Security Act, 8:117

Labor Management Relations Act, 2:27

National Labor Relations Act, 2:5

Plan, 8:117

Plans, 8:117

State law, **2:5**, **2:27**, **8:117** Tort actions, **2:27**

PREMIUMS

Family and Medical Leave Act, 7:52 Life insurance, 7:52, 8:44

PRESCRIPTION DRUGS

Medical benefits, 8:24

PRETEXT

Retaliation, 3:32

PREVENTION

Railway Labor Act, **2:4** Unions, **2:4**, **3:25**

PRICE-FIXING

At-will employment, 2:13

PRIMA FACIE CASE

Basis of sex, 5:5
Disparate treatment, 5:8
Education, 5:5
Section 1981, 5:5
Summary judgment, 5:5, 5:8

PROFIT-SHARING

Compensation, **3:15**, **8:84**Contributions, **8:84**Deductions, **8:84**Distributions, **8:84**

PROGRAMS

National Labor Relations Act, 1:22, 3:22, 4:3, 5:120, 6:93

PROMOTIONS

Qualifications, **6:93**, **6:97** Tenure, **6:18** Title VII, **5:100**, **6:93**, **6:97**

PROMULGATION

Unfair labor practices, 9:84

PROTECTION

National Labor Relations Act, 1:30, 1:39, 2:4, 2:5, 5:120, 9:70, 9:88 Unions, 1:30, 2:4, 8:79, 8:122

PUBLIC ACCOMMODATIONS

Americans with Disabilities Act, **5:138**

PUBLICATIONS

Benefits, 5:36

PUERTO RICO

Age Discrimination in Employment Act, **6:93**

Age discrimination, 6:93

Bonuses, **6:93** Clothing, **9:165**

Compensation, 5:115, 6:88, 6:89, 6:93, 7:52, 9:165

Conditions of employment, 7:52, 9:165

Disclosures, **6:93** Exemptions, **6:93**

Fair Labor Standards Act, 6:93

Family leave, **7:52**Fringe benefits, **2:5**, **7:52**

Harassment, 7:52 Health insurance, 7:52, 9:165

Holidays, 7:52

Insurance premiums, 7:52

Layoffs, 2:5, 9:165

Life insurance, 7:52, 9:165

Marital status, **6:93** Merchandise, **9:165**

National origin, 6:93

Notice, 2:5, 5:115, 6:93, 7:52, 9:165

Overtime pay, **6:88**, **6:89** Parental leave, **6:93**, **7:52**

PUERTO RICO—Cont'd	RACE—Cont'd
Permits, 2:5, 5:115, 6:89, 7:52	Tenure, 5:16
Promotions, 6:93	RADIO
Provisions, 2:5, 6:93, 7:52, 9:165	_
Recalls, 9:165	National Labor Relations Act, 10:11
Remedies, 2:5, 6:93, 7:52	RAILROAD EMPLOYEES
Reports, 5:115, 6:89, 6:93	Railroad, 9:50
Retaliation, 2:5 , 6:93	
Sick leave, 6:93 , 7:52	RAILWAY LABOR ACT
Termination of employment, 5:115 ,	Bankruptcy, 2:4
6:93, 9:165	Class, 2:4
Terms, 6:93, 7:52, 9:165	Compensation, 2:4
Tools, 9:165	Discharge of employees, 2:4
Unemployment compensation, 9:165	Discrimination, 2:4
Vacation pay, 9:165	Employees, 2:4
Vacations, 7:52	Fraud, 2:4
Weekly wages, 7:52	Individuals, 2:4
PUNITIVE DAMAGES	Interference, 2:4
Americans with Disabilities Act,	Investigations, 2:4
5:18, 6:93, 9:44	Jurisdiction, 2:4
Rehabilitation Act, 6:93	National Labor Relations Act, 2:4
Termination of employment, 5:18 ,	National Labor Relations Board, 2:4
5:103, 6:93	Proceedings, 2:4
Title VII, 5:18 , 6:93 , 9:44	Protection, 2:4
RACE	Reinstatement, 2:4
Affirmative action, 2:4, 5:3, 5:7,	Representatives, 2:4
5:13, 5:15, 5:16, 5:18, 5:31,	Restrictions, 2:4
6:95	Rights, 2:4
Business necessity, 5:4 , 6:93 , 6:95 ,	Security, 2:4
6:107	State, 2:4
Comparators, 6:93	System, 2:4
Compensation discrimination, 6:94 ,	Types, 2:4
6:95	Unions, 2:4
Evidence, 3:10, 5:5, 6:107	Violations, 2:4
Harassment, 5:3, 5:18, 5:25, 5:31, 5:35, 5:36, 9:70	
Hiring, 3:11, 5:3, 5:25, 5:31, 5:36,	REASONABLE
5:111, 6:93, 6:95, 6:107	ACCOMMODATION
Insurance, 5:111 , 8:4	Generally, 5:121
Layoffs, 9:164	REASONABLE
Marital status, 3:10, 3:11, 5:35, 5:36,	ACCOMMODATIONS
6:93	Affirmative action plans, 5:3 , 5:31
Race discrimination, 5:5, 6:49, 9:62,	Training, 1:40, 5:3, 5:31, 5:38, 5:73,
9:103	5:117, 6:36
Recruiting, 6:95	•
Remedies, 5:36, 5:103, 6:93	REASONS
Retaliation, 2:4, 5:3, 5:4, 5:18, 5:25, 5:31, 5:35, 5:36, 6:93, 9:154	National Labor Relations Board, 9:85, 9:91

RECORDKEEPING

Generally, 6:41

RECRUITING

Advertising, 3:2, 5:102
Affirmative action, 6:95
Agencies, 3:2
Business necessity, 6:95
Reasonable accommodation, 5:102
Testimony, 3:13

REFUSAL

Federal employment, 5:111

REGULATIONS

National Labor Relations Board, **2:4**, **4:10**

Unfair labor practices, 1:29

REHABILITATION

National Labor Relations Act, **2:4**, **5:120**, **6:93**

Unions, **2:4**

REHABILITATION ACT

Burden of proof, 5:120, 6:93
Damages, 5:120, 6:93, 9:103
Disabilities, 2:4, 3:12, 5:7, 5:13, 5:55, 5:57, 5:120, 6:93, 8:4, 8:90, 8:93, 9:103

Disclosures, **2:4**, **6:93** Evidence, **5:57**, **5:120**

Government contractors, 2:4, 3:12, 5:7, 5:13, 5:53, 5:120, 8:90, 9:103

Hearing, **5:120** Intent, **5:57, 6:93**

Notice, **6:93**

Parties, 3:12, 5:120, 6:93

Punitive damages, 6:93

Regulations, 2:4, 5:13, 5:53, 5:120, 8:90, 8:93, 9:103

Retaliation, 2:4, 6:93

Section 501, 5:120

Section 503, 5:7, 5:120, 8:90, 9:103

Section 504, 5:7, 5:53, 5:120, 8:90, 8:93, 9:103

REIMBURSEMENT

Benefits, 1:25, 6:36, 6:93, 7:52, 7:58, 8:26, 8:72, 8:98, 8:99, 8:101 to

REIMBURSEMENT—Cont'd 8:103, 8:105, 8:107, 8:122

REINSTATEMENT

Discipline, 2:5, 5:36
Executive Order 11246, 1:5, 2:4
Front pay, 7:52
Maternity leave, 7:29, 7:52
Rehabilitation Act, 2:4, 6:93
Termination of employment, 5:36,

6:93 RELATIONSHIPS

Retaliation, 5:36

RELIGION

Unfair labor practices, 9:70 Unions, 2:4

RELIGIOUS DISCRIMINATION

Dress and grooming, 9:6 Harassment, 5:29 Hiring, 9:6 Retaliation, 5:29 Undue hardship, 9:6

RELOCATION

Worker Adjustment and Retraining Notification Act, **9:165**

REMAND

National Labor Relations Board, 9:70

REMEDIES

Age discrimination, **6:93**Damages, **2:5**, **5:36**, **5:77**, **5:103**, **6:93**, **7:52**Equal Pay Act, **6:93**Family and Medical Leave Act, **7:52**Front pay, **7:52**Insurance, **7:52**Maternity leave, **7:53**

Maternity leave, 7:52 Monetary, 5:36, 5:77, 6:93

National Labor Relations Act, 2:5, 6:93

Rehabilitation Act, 6:93

Reinstatement, 2:5, 5:36, 6:93, 7:52,

9:119

Tax, **7:52**

Tenure, 7:52

REORGANIZATION

National Labor Relations Act, 2:4, 2:5

REPRESENTATIVES

Employer representatives, **5:38**Labor relations, **1:22, 2:4, 4:3, 6:93, 6:101, 9:85, 9:98, 9:142, 9:166**Worker Adjustment and Retraining
Notification Act, **9:165**

REPUDIATION

National Labor Relations Board, **9:85** Unions, **9:85**

RESCISSION

Leave of absence, 9:165

RESEARCH

Collective bargaining agreements, **5:111**

RESTORATION RIGHTS

Family and Medical Leave Act, 7:52

RETALIATION

2:17, 3:32, 5:3, 5:4, 5:18, 5:25
5:29 to 5:31, 5:33, 5:35, 5:36,
5:42, 5:105, 6:29, 6:52, 6:57,
6:60, 6:93, 7:30, 7:33, 7:121,
9:27, 9:28, 9:33, 9:50, 9:68,
9:119, 9:138, 9:142, 9:143,
10:38, 10:76, 10:81
Equal Pay Act, 6:93

Evidence, 2:5, 2:7, 2:10, 5:29, 5:30, 5:42, 6:29, 6:57, 9:138, 10:38

Family and Medical Leave Act, 7:30, 9:138

Former employees, 5:4, 9:142

RETALIATION—Cont'd

Genetic Information Nondiscrimination Act, **5:18**

Good faith, 2:7, 2:10, 5:3, 5:18, 5:30, 5:31, 5:36, 6:60, 6:93, 9:33, 10:38, 10:76

Harassment, 5:3, 5:18, 5:25, 5:29 to 5:31, 5:33, 5:35, 5:36, 5:42, 6:57, 6:60, 9:50, 9:68, 10:38

Insurance, 6:52, 7:30

Investigations, 2:4, 5:25, 5:36, 9:119, 10:38, 10:76

Jurisdiction, 2:4, 2:5, 5:36, 6:93, 9:50

Liquidated damages, 5:36, 6:93 Participation, 9:33, 9:68 Pregnancy, 5:3, 5:18, 5:31, 5:35,

7:33 Pretext, 3:32

Questions, 5:3, 5:18, 5:25, 5:31, 6:29, 7:30, 7:33, 9:50, 9:68, 10:76

Rehabilitation Act, **2:4**, **6:93** Remedies, **2:5**, **5:36**, **6:93**, **9:119** Sexual orientation, **2:5**, **5:3**, **5:18**, **5:25**, **5:31**, **5:35**, **5:36**, **6:93**

Summary judgment, 2:5, 2:21, 5:29, 6:29, 9:154

Time frame, 9:27

Title VII, 2:4, 5:4, 5:18, 5:25, 5:29, 5:30, 5:36, 6:93, 9:154

RETENTION

National Labor Relations Act, 6:93

REVOCATION

Age Discrimination in Employment Act, **6:93** Title VII, **6:93**

RHODE ISLAND

Age Discrimination in Employment Act, **6:93**Age discrimination, **6:93**

Assignments, 5:115
Charitable organizations, 6:89
Civil penalties, 5:77, 6:93, 9:165
Civil Rights Act, 6:93

RHODE ISLAND—Cont'd Compensation, 3:11, 5:77, 5:115, 6:88, 6:89, 6:93, 7:33, 7:52, 7:117, 9:165 Complaints, 6:93, 9:104 Conditions of employment, 7:52, 9:165 Credits, 7:52	RHODE ISLAND—Cont'd Sunday, 6:88, 7:52 Termination of employment, 1:4, 5:115, 6:93, 9:165 Terms, 5:77, 6:93, 7:49, 7:52, 9:165 Unemployment compensation, 9:165 Vacations, 1:4, 7:52
Death of employee, 7:52	SAFETY
Disclosures, 6:93 Dispute, 9:165	Inspections, 6:36, 9:112, 9:116 to 9:118, 9:132, 9:133
Employment practices, 5:77 Equal pay, 6:93	National Labor Relations Act, 2:4, 2:5, 5:120, 9:22, 9:141, 9:142
Evidence, 5:77 , 7:52	White collar employees, 6:65
Exemptions, 5:77 , 6:93	SAFETY COMMITTEES
Family leave, 7:52	Workplace safety, 9:116
Federal contractors, 5:77 , 6:93 Fringe benefits, 7:52	SALES
Harassment, 7:52	Worker Adjustment and Retraining Notification Act, 9:165
Health, 1:4, 3:11, 5:62, 5:77, 6:88, 6:93, 7:33, 7:52, 7:108, 8:50, 8:51, 8:53, 9:165	SALESPERSONS Compensation, 6:16, 6:65
Hearings, 9:165	SCHEDULE
Hiring practices, 5:77 Holidays, 3:11, 7:52	Collective bargaining agreements, 5:111
Inspections, 5:115	Evidence, 2:5, 5:120, 6:16, 7:52,
Investigations, 5:115	9:97
Labor disputes, 9:165	
Layoffs, 9:165	SEARCH 0.147
Life insurance, 7:52 , 9:165	Computers, 9:147
Meal breaks, 7:33	Consent, 9:59, 9:61, 9:67, 9:132
Nonprofit organizations, 7:52	Generally, 3:2 , 9:58 , 9:65 Offices, 9:59 , 9:60
Notice, 1:4, 5:77, 5:115, 6:93, 7:52, 7:108, 9:165	Records, 9:67 , 9:132
Overtime pay, 6:88 , 6:89	,
Parental leave, 6:93 , 7:33 , 7:49 , 7:52	SECRETARY OF LABOR
Permits, 5:83, 5:115, 6:89, 7:52	Department of Labor, 6:65, 7:7, 7:52, 7:109
Privacy, 5:62 , 5:115	7:109
Privileges of employment, 5:77	SECTION 1981
Promotions, 6:93	Evidence, 5:5
Recalls, 9:165	Individuals, 5:5
Remedies, 5:77, 6:93, 7:52	Parties, 9:154
Rest breaks, 7:33	Prima facie case, 5:5
Retaliation, 6:93 , 7:33	States, 5:5
Securities, 9:165	Title VII, 5:5, 9:154
Severance pay, 1:4, 9:165	SENIORITY SYSTEMS
Sick leave, 1:4 , 6:93 , 7:52 , 7:108	Compensation, 5:111
Students, 6:88	Title VII, 5:111

SERVICE CONTRACT ACT

Administrator, 7:109

Collective bargaining agreements, 7:109

Exemption, 7:109

Notice, 7:109

Secretary of Labor, 7:109

Subcontracts, 7:109

Wages, 7:109

SETTLEMENT

Agreements, 9:44

Americans with Disabilities Act, 5:128, 9:44

Charges, 9:46

Consideration, 9:71

Costs, 6:107, 9:44, 9:165

Enforcement, 9:44, 9:71, 9:165

Evidence, 6:107, 9:44, 9:46

Hiring, 6:107, 9:165

SEVERANCE

Administrative hearings, 9:165 Damages, 2:5, 3:25, 8:117

SEVERANCE PAY

Agreements, 8:117

Cause, 1:26, 2:5, 2:9, 2:28, 3:25, 9:165

Disclosure, 8:5, 8:116, 8:117, 9:165

Discrimination, 8:117

ERISA, 1:4, 8:5, 8:116, 8:117, 9:165

Forms, 9:164

Language, 3:25, 8:5, 8:116, 8:117

Maine, 1:4, 8:117, 9:165

Massachusetts, 9:165

Notification, 8:117, 9:165

Pennsylvania, 9:165

Pension plan, 8:5, 8:117

Plan, 1:4, 8:3, 8:5, 8:116 to 8:118, 9:164, 9:165

Policy statements, 1:4

Regulations, 3:25, 8:5, 8:117, 9:165

Rhode Island, 1:4, 9:165

State laws, 2:5, 2:28, 8:117

Termination of, 1:4, 2:28, 8:5, 8:118, 9:164, 9:165

Welfare benefit, 8:5, 8:117

Written policies, 1:4

SEX

Unions, 2:4, 8:122

SEXUAL ADVANCES

Harassment, 5:3, 5:18, 5:19, 5:21, 5:31, 5:35

SEXUAL HARASSMENT

Generally, 1:21, 1:29

SEXUAL ORIENTATION

Benefits, 2:5, 5:3, 5:25, 5:31, 5:36, 6:93

Collective bargaining, 2:5, 5:120, 6:93

Comparators, **6:93**

Contractors, 5:15, 5:18, 5:35, 5:36, 5:120, 6:93

Contracts, 5:15

Department of Justice, 5:5

Emotional and mental distress, 5:120

Family responsibilities, 3:10

Gender identity, 5:3, 5:5, 5:15, 5:18, 5:22, 5:31, 5:35, 5:36, 6:93

Harassment, 5:3, 5:18, 5:22, 5:25, 5:31, 5:35, 5:36

Hiring, 5:3, 5:25, 5:31, 5:36, 6:93

Medical conditions, 5:3, 5:18, 5:22, 5:31, 5:35

Non-binary, 5:36

Religious exemptions, 5:15

Retaliation, 2:5, 5:3, 5:18, 5:25,

5:31, 5:35, 5:36, 6:93

Sexual orientation, 2:5, 3:10, 5:3, 5:5, 5:11, 5:15, 5:18, 5:22, 5:25, 5:31, 5:35, 5:36, 5:120, 6:93, 9:146, 9:164, 10:42

Strategic enforcement, **6:93**

Title VII, 5:5, 5:18, 5:22, 5:25, 5:36, 6:93

SHARING

Unfair labor practices, 9:70

SHIFT DIFFERENTIALS

Compensation, **6:81**, **6:96**

Overtime pay, **6:81**, **6:96**

SHIFTS

Hours of work, 2:5, 6:65

SHOES

Manufacturing, 10:72

SICK LEAVE

Accrued sick leave, 7:18, 7:52, 7:109, 7:119 to 7:121, 7:123 Age discrimination, 6:93, 9:19 Collective bargaining agreement, 6:93, 7:28, 7:52, 7:88, 7:119 Employee Retirement Income Security Act, **1:4** Employment taxes, 6:16 Family or medical leave, 7:52, 9:16 Overtime pay, 1:12, 6:64 Serious health condition, 7:9, 7:13, 7:17, 7:18, 7:28, 7:52, 7:120 State law, 6:16, 7:18, 7:28, 7:52, 7:110, 7:115, 9:19, 9:20, 10:80

SINGLE SITE OF EMPLOYMENT

Worker Adjustment and Retraining Notification Act, 9:165

SLEEPING

Work rules, 1:39

SMOKING

Discrimination, 5:77, 9:103, 9:104 Federal laws, 1:4 Workplace safety, 1:16

SOCIAL SECURITY

Backpay, 9:165 Common law, **6:16**, **9:165** Death benefits, 8:72, 8:122 Deductions, 6:56, 7:52 Employer, 1:50, 5:6, 6:6, 6:16, 6:37, 6:56, 6:93, 7:52, 8:68, 8:69, 8:72, 8:73, 8:79, 8:122, 9:124, 9:165 Employment, 5:6, 6:6, 6:16, 6:37, 6:56, 6:93, 7:52, 8:68, 8:72, 8:73, 8:122, 9:124, 9:165, 10:65, 10:66 Life insurance, 6:16, 7:52, 9:165 Taxation, 8:122 Wages, 6:16, 6:56, 6:93, 7:52, 9:165

SOUTH CAROLINA

Compensation, 1:27, 6:88, 6:89, 7:33, 7:52, 9:165

SOUTH CAROLINA—Cont'd

Conditions of employment, 7:52, 9:165 Dispute, 9:165

Fringe benefits, 7:52 Holidays, 7:52

Life insurance, 7:52, 9:165

Meal breaks, 7:33

Notice, 1:27, 7:52, 9:165

Remedies, 7:52 Reports, 6:89

Rest breaks, 7:33

Sick leave, 7:52

Termination of employment, 9:165

Terms, 1:27, 7:52, 9:165

Time off, **6:88**, **7:52**

Unemployment compensation, 9:165

Vacations, 7:52

SOUTH DAKOTA

At-will employment, 2:5 Compensation, 5:77, 6:39, 6:88, 6:89, 7:52, 9:165

Conditions of employment, 7:52, 9:165

Credits, 7:52

Dispute, 9:165

Employment practices, 5:77

Exemptions, 5:77

Federal contractors, 5:77

Fringe benefits, 2:5, 7:52

Harassment, 7:52

Health insurance, 7:52, 9:165

Hearings, 9:165

Hiring practices, 5:77

Holidays, 7:52

Labor disputes, 9:165

Layoffs, 2:5, 9:165

Life insurance, 7:52, 9:165

Notice, 2:5, 5:77, 6:39, 7:52, 9:165

Overtime pay, **6:88**, **6:89**

Permits, 2:5, 6:89, 7:52

Privileges of employment, 5:77

Recalls, 9:165

Remedies, 2:5, 5:77, 7:52

Reports, 6:89

State statutes, 2:5

Termination of employment, 9:165

SOUTH DAKOTA—Cont'd

Terms, 5:77, 7:52, 9:165

Unemployment compensation, 9:165

SPEECHES

Unions, 9:166

STATISTICS

Regression, 5:16

STOCK OPTIONS

Stock, 6:93, 6:96

Termination of employment, 6:93

STORES

Unions, 9:85

STRIKES

Group insurance, 9:165

Worker Adjustment and Retraining Notification Act, **9:165**

STUDENTS

Agriculture, 6:88

National Labor Relations Act, 5:120

SUGGESTIONS

Benefits, **1:31**, **6:65**, **9:98** Overtime pay, **6:65**, **6:66**

SUMMARY JUDGMENT

Intent, 5:57

Retaliation cases, 5:29

SUPPLIERS

Unfair labor practices, 9:70

SUPREME COURT

Labor Management Relations Act, 2:27

National Labor Relations Act, 1:39, 2:4, 3:22, 5:47, 5:120, 6:93

National Labor Relations Board, 2:4, 5:47, 9:35, 9:85

SUSPENSION

Unions, 9:33

TAXATION

Social security, 8:122

TEACHERS

Compensation, **6:65**, **7:52** Family and Medical Leave Act, **7:52**

White collar employees, 6:65

TECHNICIANS

National Labor Relations Act, 6:93

TECHNOLOGY

Unfair labor practices, 9:70

TELEPHONE

Companies, 4:20, 6:33, 9:65, 9:74, 9:77, 9:150, 9:157, 9:165

TENNESSEE

Appeals, 2:13

At-will employment, 2:13

Compensation, **6:88**, **6:89**, **7:33**, **7:52**, **9:103**, **9:165**

Complaints, 9:104

Conditions of employment, 7:52,

9:165

Continuous service, 7:52

Death of employee, 7:52

Evidence, 7:52

Family leave, 7:52

Harassment, 7:52

Hearings, 9:165

Holidays, 7:52

Life insurance, 7:52, 9:165

Meal breaks, 7:33

Notice, 7:52, 9:165

Overtime pay, **6:88**, **6:89**

Parental leave, 7:33, 7:52

Permits, 6:89, 7:52

Privacy, 9:103

Race discrimination, 9:103

Remedies, 7:52

Rest breaks, 7:33

State statutes, 9:103

Termination of employment, 9:165

Terms, 7:52, 9:165

Unemployment compensation, 9:165

Vacation pay, 9:165

TERMINATION

Acquisitions, 9:165

Audits, 8:127, 9:116, 10:66

Backpay, 5:120, 6:101, 9:44, 9:165

Burden of proof, 5:120, 6:93, 9:165

Cause, 1:23, 1:26, 1:28, 2:3, 2:5, 2:7, 2:10, 2:12 to 2:16, 2:18, 2:19,

2:10, 2:12 to 2:16, 2:18, 2:19, 2:28, 3:2, 3:7, 3:15, 3:20, 3:22,

3:25, 3:26, 4:11, 5:3, 5:77,

TERMINATION—Cont'd	TERMINATION—Cont'd
5:103, 5:111, 5:115, 5:120,	Performance appraisals, 10:64
6:93, 8:66, 9:22, 9:24, 9:57,	Permanent employment, 3:2, 9:165
9:62, 9:116, 9:154, 9:159, 9:161, 9:165	Prima facie case, 5:5, 5:8
Conduct outside of work, 9:67	Privacy, 2:26, 5:115, 6:36, 9:23,
Consideration, 1:16, 1:27, 1:28, 2:5,	9:59, 9:62, 9:67, 9:72, 9:146,
2:22, 2:28, 5:5, 5:77, 6:65,	9:150, 9:154, 9:157, 10:64,
6:97, 7:98, 8:117, 9:136, 10:17	10:65
Conspiracy, 2:13	Punitive damages, 2:5, 2:7, 2:16,
Constructive discharge, 9:165	5:18, 5:103, 6:93, 7:69, 8:117, 9:44
Continuing benefits, 8:30, 8:38	
Customers, 5:111, 6:65, 9:22, 9:24,	Reinstatement, 2:4, 2:5, 5:36, 6:93, 7:25
9:57, 9:59, 9:67, 9:68, 9:142,	
9:150, 9:157	Remedies, 2:5, 5:36, 5:77, 5:103, 6:93
Damages, 1:30, 2:5, 2:7, 2:10, 2:16,	Settlement, 6:107 , 9:44 , 9:165
2:22, 3:25, 3:27, 5:18, 5:33,	
5:36, 5:77, 5:103, 5:120, 6:36,	Severance arrangements, 8:117
6:93, 7:69, 8:117, 9:44, 9:55,	State law, 2:5, 2:15, 2:17, 2:26, 5:36, 5:77, 5:111, 5:115, 7:25, 7:46,
9:62, 9:136	7:104, 7:115, 8:117, 9:20, 9:33,
Defined benefit plans, 8:79	9:116, 9:160, 9:163, 9:165,
Defined contribution plans, 8:79	10:41
Disclaimers, 3:4, 3:7, 3:20, 3:22,	Suspension, 1:23, 3:20, 3:26, 5:3,
3:23, 3:25 to 3:27, 3:31, 4:11	5:18, 5:28, 5:31, 5:33, 5:36,
Employee Retirement Income Secu-	5:42, 6:65, 6:93, 7:46, 9:3, 9:8,
rity Act, 1:4, 2:4, 3:27, 7:83,	9:14, 9:18, 9:20, 9:22, 9:24,
8:117	9:25, 9:28, 9:33, 9:52, 9:59,
Evidence, 1:30, 2:5, 2:7, 2:10, 2:18, 3:7, 3:23, 3:27, 5:5, 5:8, 5:30,	9:66, 9:68, 9:90, 9:101, 9:108
5:42, 5:77, 5:120, 6:65, 6:97,	to 9:110, 9:142, 9:150, 9:157,
6:107, 6:111, 8:127, 9:44, 9:67	10:13, 10:41, 10:56, 10:59,
Fair dealing, 2:7 , 9:62	10:64, 10:76, 10:77
Federal employment, 5:111	Tax, 6:36, 6:65, 7:30, 8:82, 8:84,
Fighting, 3:7, 9:22, 9:24	8:127, 9:165
Forum, 9:52 , 9:162	Timing, 5:103, 7:89
Fraud, 2:4 , 2:5 , 10:65 , 10:66	Wrongful termination, 1:28, 5:77
Good cause standard, 2:28	TERMS OF EMPLOYMENT
Good faith and fair dealing, 2:7, 9:62	Age Discrimination in Employment
Implied-in-fact contracts, 1:27	Act, 6:93
Insubordination, 3:23, 5:120, 6:65,	Defamation, 9:70
9:22, 9:24	Defined, 6:93, 9:165
Intentional infliction of emotional	Language, 6:93, 9:70
distress, 2:26, 9:62	National Labor Relations Act, 6:93 ,
Internal Revenue Service, 8:118	9:70
Invasion of privacy, 2:26, 5:115,	National Labor Relations Board, 9:70
9:62, 9:67	Plant closings, 9:165
Labor Department, 3:25	Services, 9:70 , 9:165
Length of service, 2:22 , 7:74	Title VII, 6:93
Level of performance, 6:36	Wage information, 6:93

TEXAS TITLE VII—Cont'd Attorneys, 5:36, 6:93, 7:52 Age discrimination, **5:29** Assignments, 6:16 Backpay, 9:44 Compensation, 6:16, 6:65, 6:88, Bonuses, 6:93, 6:96, 6:97 6:89, 7:52, 9:67, 9:165 Complaints, 1:5, 1:6, 5:4, 5:18, 5:25, 5:29, 5:30, 5:36, 5:95, 6:93 Conditions of employment, 7:52, 9:165 Confidentiality, **5:18**, **5:111** Constitutionality, 9:67 Counsel, 5:9, 5:36, 6:93, 9:6 Damages, 5:18, 5:25, 5:36, 6:93, Credits, 7:52 7:52, 9:44, 9:103 Evidence, 5:29, 6:16, 6:65, 7:52, 9:67 Disclosures, 2:4, 6:93 Elected officials, 7:52 Exemptions, **6:16**, **6:65** Fringe benefits, **6:65**, **7:52** Employment agencies, 5:95, 9:5 Harassment, 5:29, 6:65, 7:52 Equal Employment Opportunity Health, 2:11, 3:32, 5:29, 6:16, 6:65, Commission, 1:5, 5:8, 5:36, 6:93, 6:97, 7:38, 9:6, 9:154 6:88, 7:52, 9:165 Evidence, 5:5, 5:8, 5:29, 5:30, 5:56, Holidays, 7:52 5:81, 6:97, 7:52, 9:19, 9:44 Jury duty, **6:65** Federal agency, 5:5 Life insurance, 6:16, 6:65, 7:52, Federal employment, 5:111 9:165 Mail, **6:65**, **9:165** Fringe benefits, 7:52 Notice, 3:32, 6:16, 6:65, 7:52, 9:67, Hiring, 5:25, 5:36, 5:111, 6:93, 6:97, 9:165 6:105, 7:52, 9:6 Overtime pay, **6:65**, **6:88**, **6:89** Intervention, 5:36 Permits, 5:83, 6:65, 6:89, 7:52 Investigations, 2:4, 5:25, 5:36 Religious discrimination, 5:29 Jurisdiction, 2:4, 5:36, 6:93, 9:44 Remedies, 7:52 Local governments, 7:52 Termination of employment, 6:65, Mistakes, 7:26 9:165 Notice, 5:18, 5:36, 5:111, 6:93, 7:26, Terms, 3:32, 6:65, 7:52, 9:165 7:52, 9:19 Unemployment compensation, 9:165 Parties, 5:9, 5:18, 5:25, 5:36, 6:93, Vacations, 7:52 9:44, 9:154 Private employers, 2:4, 6:93, 7:52 THEFT Public employers, 7:52 Work rules, 9:58 Punitive damages, 5:18, 6:93, 9:44 THREATS Retaliation, 2:4, 5:4, 5:18, 5:25, National Labor Relations Board, 9:70 5:29, 5:30, 5:36, 6:93, 9:154 Violence, 5:33, 5:36, 9:136, 9:137, Section 1981, 5:5, 9:154 9:141 to 9:143 Seniority, 5:111, 6:93, 7:38, 7:52 TITLE VII Service, 2:4, 5:8, 5:36, 5:111, 6:6, 6:93, 7:4, 7:6, 7:26, 7:52, 8:4 Administration, 5:29, 6:92 to 6:94, 6:96, 6:97, 8:4, 9:19, 9:103 State laws, 5:8, 5:36, 7:6, 9:19 Age Discrimination in Employment Statistical evidence, 5:56, 5:81 Act, 2:4, 5:18, 6:6, 6:93, 8:4, Termination cases, **5:5** 9:19, 9:44 Terms, 1:5, 1:6, 5:4, 5:9, 5:17, 5:36, Aggrieved individuals, 6:93 5:111, 6:93, 6:94, 6:105, 7:26, Alternative dispute resolution, 9:44 7:38, 7:52, 8:4, 9:6, 9:7

Trial, 5:29, 5:30, 6:93, 9:103

Arbitration agreements, 9:44

INDEX

TITLE VII—Cont'd UNFAIR LABOR PRACTICES Unions, **2:4** —Cont'd Conditions, 1:29, 6:8, 9:70, 9:166 TOBACCO PRODUCTS Confidentiality, 1:38, 9:70 Overtime pay, 6:88 Contents, 1:38 **TOOLS** Control, 6:8 Dealers, **6:16** Customers, 1:38, 9:70 Overtime pay, 6:65 Date, 6:8 Decisions, 9:166 TRADE SECRETS Discipline, 1:38, 9:84, 9:166 Unfair labor practices, 9:70 Disclosure, 9:70 TRANSPORTATION Discrimination, 1:29 Drivers, 5:77, 9:50 Disorderly conduct. 1:38 Disregard, 9:70 TRIGGERING Distribution, 9:84, 9:166 Worker Adjustment and Retraining Distribution of literature, 9:84 Notification Act, 9:165 Dues, 9:166 **TUBERCULOSIS** Duties, 9:166 Exposure, 5:120, 9:138 Effective date, 6:8 Election, 1:38, 9:166 UNEMPLOYMENT Employees, 1:29, 1:38, 6:8, 9:70, **COMPENSATION** 9:84, 9:166 Misconduct, 9:165 Employers, 1:29, 1:38, 9:70, 9:84, UNFAIR LABOR PRACTICES 9:166 Ability, 9:166 Enforcement, 9:70, 9:84, 9:166 Access, 1:38, 9:84, 9:166 Evidence, 9:84 Agency shop, 9:166 Exercise, 9:70 Agreements, 9:166 Extent, 9:70, 9:84 Anti-union, 1:38 Fees, 9:166 Approval, 9:70 Fellow employees, 1:38 Assessments, 9:166 Fighting, 1:38 Assignments, 9:166 Filing, 1:29, 9:166 Assistance, 9:166 Fines, 9:166 Attempts, 1:38 Goals, 9:166 Authorization cards, 9:166 Good faith, 9:166 Bargaining, 1:29, 1:38, 6:8, 9:70, Grievances, 9:70, 9:166 9:166 Guarantee, 9:166 Bargaining unit, 1:29, 9:166 Harassment, 1:29, 9:70 Benefits, 9:166 Harm, 9:70 Bound, 9:70 Hiring, 9:166 Breaks, 9:166 Hostility, 9:166

Business, 1:38, 6:8, 9:70, 9:166

Collective bargaining, 1:29, 6:8,

Cards, 9:166

9:70, 9:166

Communications, 9:70

Concerted activity, 9:70

Compensation, 6:8

Hours, 1:38, 9:70, 9:166

Implementation, 1:29

Increases, 1:38, 9:166

Information, 1:29, 1:38, 9:70, 9:166

Individuals, 9:166

Initiation, 9:166

Impact, 9:166

UNFAIR LABOR PRACTICES	UNFAIR LABOR PRACTICES
—Cont'd	—Cont'd
Intent, 1:38	Property, 1:38, 9:70
Interference, 9:166	Protection, 9:70
Interpretation, 9:70	Reasons, 9:166
Interview, 9:166	Recognition, 9:166
Job duties, 9:166	Relief, 9:84
Jurisdiction, 9:70	Remarks, 9:70
Knowledge, 9:70	Reports, 9:70
Limitations, 9:84	Representation, 1:38
Literature, 9:84, 9:166	Representatives, 9:166
Location, 9:166	Restrictions, 9:70, 9:166
Loss, 9:166	Rights, 9:70, 9:84, 9:166
Majority support, 9:166	Rights of employees, 9:70, 9:166
Malicious statements, 1:38	Role, 9:166
Management, 9:70, 9:166	Rules, 1:38, 9:70, 9:84, 9:166
Managers, 9:70, 9:166	Safety, 1:29
Manner, 6:8 , 9:70	Scope, 9:70 , 9:84
Materials, 9:166	Security, 9:166
Misconduct, 9:70	Seniority, 9:166
National Labor Relations Act, 6:8,	Services, 9:70
9:70, 9:166	Shifts, 9:166
Nature, 9:70, 9:84	Sites, 9:70
Negotiations, 9:166	Solicitation, 1:38, 9:84, 9:166
No-solicitation rules, 9:84	Special circumstances, 1:38
Number, 1:38, 9:70	Standards, 9:70
Off-duty, 1:38	Statements, 1:29, 1:38, 9:70, 9:166
Officers, 9:70	Status, 6:8, 9:70
Officials, 9:166	Stewards, 9:166
Organization, 9:166	Strikes, 9:166
Organizations, 9:70, 9:166	Subjects of bargaining, 9:166
Organizers, 9:84, 9:166	Supervisors, 9:166
Organizing, 1:38, 9:70, 9:84, 9:166	Support, 1:38, 9:166
Overtime, 9:166	Surveillance, 9:166
Parties, 6:8	Systems, 9:70
Pay, 9:166	Termination, 9:166
Performance, 9:166	Terms and conditions of employment
Place, 9:70, 9:166	1:29, 6:8, 9:166
Position, 9:166	Threats, 9:70, 9:166
Practices, 1:29, 1:38, 6:8, 9:70, 9:84,	Topics, 9:70
9:166	Types, 9:70 , 9:84
Predictions, 9:166	Unilateral changes, 9:166
Privileges, 9:166	Union security, 9:166
Processes, 9:70	Unions, 1:38, 9:166
Production, 9:84	Unit, 1:29, 9:166
Products, 9:70	Use, 9:70
Promises, 9:166	Vacations, 9:166
Proof, 6:8	Violations, 1:29, 9:84

9:165

UNFAIR LABOR PRACTICES UTAH—Cont'd Terms, 7:52, 9:165 -Cont'd Wages, 1:38, 9:70, 9:166 Tools, **9:165** Willingness, 1:38 Unemployment compensation, 9:165 Work, 1:29, 1:38, 9:70, 9:166 Vacations, 1:4, 7:52 Working conditions, 6:8, 9:70, 9:166 VACATIONS UNFORESEEABLE BUSINESS Employee Retirement Income Secu-**CIRCUMSTANCES** rity Act, 1:4, 7:83 Worker Adjustment and Retraining VERIFICATION Notification Act, 9:165 Irca. 10:74 **UNION MEMBERS** VERMONT Contracts, 2:27 Age Discrimination in Employment Damages, 2:27 Act, 6:93 Employer, 2:27 Age discrimination, **6:93** Parties, 2:27 Compensation, 3:11, 5:77, 6:88, UNITED STATES 6:89, 6:93, 7:33, 7:52, 9:165 National Labor Relations Act. 1:39. Conditions of employment, 7:52, 2:5, 6:93, 9:141, 9:142 9:165 Constitutionality, 8:122 **USERRA** Credits, **7:52** Benefits, 7:28, 7:56, 7:58 Employee benefits, **8:122**, **9:165** Complaints, 7:28 Employment practices, 5:77 Evidence, 5:77, 7:52 At-will employment, 2:7 Exemptions, 5:77, 6:93 Compensation, 6:88, 6:89, 7:33, Family leave, 7:52 7:52, 9:165 Federal contractors, 5:77, 6:93 Conditions of employment, 7:52, Form of payment, 8:122 9:165 Fringe benefits, 7:52 Credits, 7:52 Harassment, 7:52 Dispute, 9:165 Hiring practices, 5:77 Evidence, 2:7, 7:52 Holidays, 3:11, 7:52 Fringe benefits, 7:52 Life insurance, 7:52, 9:165 Goods, 6:88 Meal breaks, 7:33 Harassment, 7:52 Medical examinations, 5:59, 5:77 Holidays, 7:52 Notice, 1:4, 5:59, 5:77, 6:93, 7:52, Labor disputes, 9:165 7:108, 9:165 Life insurance, 7:52, 9:165 Overtime pay, **6:88**, **6:89** Meal breaks, 7:33 Parental leave, 6:93, 7:33, 7:52 Notice, 1:4, 7:52, 9:165 Permits, 6:89, 7:52, 8:122 Overtime pay, **6:88**, **6:89** Permits, 6:89, 7:52 Privileges of employment, 5:77 Remedies, 7:52 Records, 3:11, 6:93, 7:33, 9:20, 9:165 Reports, **6:89** Rest breaks, 7:33 Remedies, 5:77, 6:93, 7:52 Retirement benefits, 9:165 Rest breaks, 7:33 Termination of employment, 1:4, Sick leave, 1:4, 6:93, 7:52, 7:108,

9:20

VIRGINIA—Cont'd VERMONT—Cont'd Termination of employment, 1:4, Terms, 5:77, 7:52, 9:165 6:93, 9:165 Unemployment compensation, 9:165 Terms, 5:77, 6:93, 7:52, 8:122, 9:165 WAGE AND HOUR DIVISION Unemployment compensation, 9:165 Bonuses, **6:65** VESTING Litigation, 6:65 Employee Retirement Income Secu-Regulations, **6:65**, **7:7** rity Act, 2:4, 6:6, 8:117 WAGE INFORMATION VIRGIN ISLANDS Terms, **6:93** Compensation, 7:52 WAGES Conditions of employment, 7:52 Defined, 1:34, 2:5, 5:77, 6:13, 6:16, Evidence, 7:52 6:17, 6:20, 6:29, 6:44, 6:65, Harassment, 7:52 6:89, 6:93, 6:96, 6:97, 7:30, Holidays, 7:52 7:52, 7:57, 7:109, 7:121, 9:95, Terms, 7:52 9:165 Generally, **6:1**, **6:41**, **6:90**, **9:93** VIRGINIA National Labor Relations Act, 1:22, Compensation, 5:77, 5:120, 6:88, 1:31, 1:39, 2:5, 5:120, 6:93, 6:89, 7:33, 7:52, 9:165 7:109, 9:70, 9:166, 10:11 Complaints, 9:104 Conditions of employment, 7:52, WAIVER 9:165 Privilege, 5:16 Credits, 7:52 WASHING Death of employee, 7:52 Overtime pay, 6:86 Employment practices, 5:77 Evidence, 5:5, 5:77, 5:120, 7:52 WASHINGTON Exemptions, 5:77 Age Discrimination in Employment Federal contractors, 5:77 Act, 2:4, 6:93, 9:19 Harassment, 7:52 Age discrimination, **2:4, 6:93, 9:19** Health, 5:5, 5:77, 5:120, 6:88, 7:33, Appeals, 2:5, 8:122 7:52, 7:108, 9:165 Arbitration, 2:5, 5:115 Hearings, 9:165 Assignments, 5:115 At-will employment, 2:5 Hiring practices, 5:77 Commissions, 6:93 Holidays, 7:52 Compensation, 2:4, 5:77, 5:103, Life insurance, 7:52, 9:165 5:115, 6:39, 6:82, 6:88, 6:89, Meal breaks, 7:33 6:93, 7:33, 7:52, 9:103, 9:165 Notice, 5:77, 7:52, 7:108, 9:165 Complaints, 6:93 Overtime pay, 1:17, 6:88, 6:89 Conditions of employment, 7:52, Permits, 6:89, 7:52 9:165 Privileges of employment, 5:77 Constitutionality, 8:122 Race discrimination, 5:5 Costs, 2:5, 5:77, 5:103, 5:115, 6:39, Recommendations, 7:52 6:93, 7:33, 7:52, 9:165 Remedies, 5:77, 7:52

Death of employee, 7:52

Exemptions, **5:77**, **6:93**

Employment practices, 5:77 Equal pay, 5:103, 6:93

Evidence, **2:5**, **5:77**, **7:52**, **9:19**

Reports, **6:89**

Rest breaks, 7:33 Sex discrimination, 5:5

Termination of employment, 9:165

WASHINGTON—Cont'd	WEST VIRGINIA—Cont'd
Family leave, 7:52, 9:19	Conditions of employment, 7:52,
Garnishment, 2:4	9:165
Harassment, 5:24, 7:52	Credits, 7:52
Health insurance, 7:52, 9:165	Death of employee, 7:52
Hearings, 9:165	Evidence, 5:120 , 7:52
Hiring practices, 5:77	Fringe benefits, 7:52
Holidays, 7:52	Harassment, 7:52
Investigations, 2:4, 5:115	Health, 5:120, 6:88, 7:52, 9:165
Jury duty, 9:19	Hearings, 9:165
Life insurance, 7:52 , 9:165	Holidays, 7:52
Marital status, 6:93, 8:122	Labor disputes, 9:165
Meal breaks, 7:33	Layoffs, 9:165
Notice, 2:5, 5:77, 5:115, 6:39, 6:93,	Life insurance, 7:52 , 9:165
7:52, 7:59, 7:108, 9:19, 9:165	Notice, 7:52, 9:165
Overtime pay, 6:82 , 6:88 , 6:89	Overtime pay, 6:88, 6:89
Parental leave, 6:93 , 7:33 , 7:52	Permits, 6:89 , 7:52
Permits, 2:5, 5:115, 6:89, 7:52, 8:122	Remedies, 7:52
Piecework, 6:88	Resignation, 9:165
Privacy, 5:115 , 9:103 , 9:153	Severance pay, 9:165
Privileges of employment, 5:77	Termination of employment, 9:165
Race discrimination, 9:103	Terms, 7:52, 9:165
Remedies, 2:5, 5:77, 5:103, 6:93,	Trainees, 7:52
7:52	Unemployment compensation, 9:165
Reports, 5:103 , 5:115 , 6:89 , 6:93	Vacations, 7:52
Rest breaks, 7:33 , 9:135	WHITE COLLAR EMPLOYEES
Retirement benefits, 6:93 , 9:165	Actors, 6:65
Seasonal employees, 9:165	Athletic trainers, 6:65
Sex discrimination, 9:19	Buyers, 6:65
Sick leave, 6:93 , 7:52 , 7:59 , 7:108 ,	Chefs, 6:65
9:19, 9:20	Chemists, 6:65
State statutes, 2:5 , 9:103	Claims adjusters, 6:65
Termination of employment, 5:103 ,	Computer employees, 6:65
5:115, 6:93, 9:165	Craftsmen, 6:65
Terms, 5:77 , 6:93 , 7:52 , 8:122 , 9:165	Discretion, 6:65
Trainees, 7:52	Doctors, 6:65
Unemployment compensation, 9:165	Engineers, 6:65
WATER	
	Executive assistants, 6:65
National Labor Relations Act, 2:4	Fee basis, 6:65
WEEKENDS	Financial consultants, 6:65
Overtime pay, 6:61, 6:70	Funeral directors and embalmers, 6:65
WEST VIRGINIA	Highly compensated employees, 6:65
Appeals, 5:120	Independent judgment, 6:65
Compensation, 5:120 , 6:88 , 6:89 ,	Inspectors, 6:65
7:52, 9:165	Journalists, 6:65
Complaints, 9:104	Lawyers, 6:65

Single site of employment, 9:165

WISCONSIN—Cont'd WHITE COLLAR EMPLOYEES Sick leave, 7:52 —Cont'd Minimum compensation, 6:65 State statutes, 2:5 Musicians, 6:65 Strike, 9:165 Nurses, 6:65 Students, 5:120, 6:88 Paralegals, 6:65 Termination of employment, 5:115, Payments in addition to salary, 6:65 9:165 Terms, 2:27, 7:52, 8:122, 9:165 Professionals, 6:65 Unemployment compensation, 9:165 Promotional work, 6:65 Reasonable relationship, 6:65 Vacations, 7:52 Salary basis, 6:65 WITHHOLDING Supervisors, 6:65 National Labor Relations Act, 6:6 Tax experts, 6:65 Sick leave, 6:16 Writers, **6:65** WORKER ADJUSTMENT AND WISCONSIN RETRAINING Answers, 8:122 NOTIFICATION ACT Assignments, 5:115 Affected employees, 9:165 At-will employment, 2:5 Amount, 9:165 Collective bargaining agreement, 2:5, Benefits, 9:165 2:27, 5:115, 5:120, 7:52, 9:165 Calculation of, 9:165 Compensation, 2:27, 5:115, 5:120, Civil penalties, 9:165 6:88, 6:89, 7:52, 9:165 Closings, 9:165 Conditions of employment, 7:52, Consolidation, 9:165 9:165 Contents, 9:165 Constitutionality, 8:122 Counting, **9:165** Disability benefits, 7:52 Covered employers, 9:165 Discrimination, 5:120, 8:122 Date, 9:165 Evidence, 2:5, 5:120, 7:52 Employee benefits, 9:165 Family leave, 7:52 Employees, 9:165 Fringe benefits, **2:5**, **7:52** Employers, 9:165 Harassment, 7:52 Employment losses, 9:165 Health, 2:5, 2:27, 5:120, 6:88, 7:52, Exceptions, 9:165 8:122, 9:165 Facilities, 9:165 Hearings, 9:165 Faltering company, 9:165 Holidays, 7:52 Layoffs, 9:165 Insurance premiums, 7:52 Liability, **9:165** Investigations, 5:115 Local government, 9:165 Life insurance, 7:52, 9:165 Lockouts, 9:165 Marital status, 8:122 Natural disasters, 9:165 Notice, 2:5, 5:115, 7:52, 9:165 Notice requirements, 9:165 Overtime pay, **6:88**, **6:89** Operating units, 9:165 Parental leave, 7:52 Penalties, 9:165 Permits, 2:5, 5:115, 6:89, 7:52, 8:122 Plant closings, 9:165 Remedies, 2:5, 7:52 Relocation, 9:165 Reports, 5:115, 6:89 Relocation of business, 9:165 Retaliation, 2:5 Sale of business, 9:165

Retirement benefits, 9:165

Fatalities, 9:116, 9:148

WORKER ADJUSTMENT AND WORKPLACE SAFETY—Cont'd RETRAINING Field, 9:148 NOTIFICATION ACT—Cont'd Fire, **6:36**, **9:116** State government, 9:165 First aid, **6:36** Strikes, 9:165 Food, 9:148 Unforeseeable business circum-Forms, 9:116 stances, 9:165 Guidelines, 1:16, 6:36 Union representatives, 9:165 Handling, **6:36** Violations, 9:165 Hazard communication, 9:116 Health, 1:16, 6:36, 9:116, 9:148 WORKING CONDITIONS Hours, 1:16, 6:36, 9:148 Job descriptions, 6:93 Illnesses, 1:16 National Labor Relations Act, 1:39, Information, **1:16**, **6:36** 5:120, 6:8, 6:93, 9:70, 9:98, Injuries, 6:36, 9:148 9:166, 10:11 Inspections, **6:36**, **9:116** National Labor Relations Board, 6:8, Investigations, 6:36 9:70, 9:85 Issuance, **9:116** Unions, 9:85, 9:166 Keeping, 9:116 WORKPLACE SAFETY Knowledge, 9:116, 9:148 Absence, **1:16, 6:36** Lack, 9:148 Access. 6:36 Laws. 6:36, 9:116 Accidents, 9:148 Lead, 9:116 Agencies, 9:148 Liability, 6:36, 9:116, 9:148 Applications, 6:36 Lighting, 6:36 Assessment, 6:36 Location, 6:36 Boards, 1:16 Logs, **9:116** Business, 6:36, 9:116 Mail, 1:16 Cause, 9:116 Materials, 9:116 Citations, 9:116, 9:148 Meetings, 6:36 Claims, 6:36 Nondiscrimination, 1:16 Commerce, **9:116** Occupational Safety and Health Committees, 1:16, 9:116 Administration, 9:116 Complaints, 9:116 Occupational safety and health, Conduct, 1:16, 6:36, 9:116, 9:148 9:116, 9:148 Confidentiality, **1:16**, **6:36** Officers, 9:148 Contractors, 9:148 Options, 6:36 Counsel, 9:116, 9:148 Osha, 9:116, 9:148 Coverage, 1:16 Penalties, 9:116 Date, 9:116 Performance, 1:16, 6:36, 9:116 Decisions, 9:148 Personal protective equipment, 9:148 Development, 9:116 Personnel, 1:16 Eligibility, 6:36 Place, 6:36 Energy, **6:36** Political subdivisions, 9:116 Enforcement, 9:116, 9:148 Posting, 1:16 Equipment, 6:36, 9:116, 9:148 Practices, 9:148 Exceptions, 6:36 Prevention, 9:116 Exposure, 9:116, 9:148 Procedure, 1:16, 6:36

Processes, 6:36

WORKPLACE SAFETY—Cont'd

Professionals, **9:148**Protection, **9:116**, **9:148**

Purpose, **6:36** Record, **9:116** Repairs, **6:36**

Reporting, **6:36**, **9:148**Representatives, **6:36**Requests, **6:36**

Responses, 9:116

Responsibilities, 6:36, 9:116, 9:148

Review, **6:36**, **9:148** Rights, **9:116** Role, **9:116** Rules, **9:116**

Safety committees, **9:116** Scope, **6:36**, **9:116** Service, **6:36**, **9:148** Services, **1:16**, **6:36**, **9:148**

Sites, **6:36**

Standards, **6:36**, **9:116** State, **6:36**, **9:116**, **9:148**

States, **9:116**Status, **6:36**, **9:116**Submission, **6:36**

Termination, 1:16, 6:36, 9:116 Training, 6:36, 9:116, 9:148 Transportation, 9:148

Types, **6:36**

WORKPLACE SAFETY—Cont'd

Use, **1:16**, **6:36**, **9:148** Violations, **6:36**, **9:116** Written, **6:36**, **9:116**

WORKWEEK

Collective bargaining agreements, **5:111, 7:109**

WRITERS

Compensation, **6:16**, **6:65** White collar employees, **6:65**

WRONGFUL DISCHARGE

National Labor Relations Act, **2:5** Preemption, **2:5**, **2:27**

WYOMING

At-will employment, 3:22 Compensation, 6:88, 6:89, 9:165 Complaints, 9:104 Conditions of employment, 3:20, 9:165

Hearings, 9:165 Life insurance, 9:165 Notice, 3:20, 3:22, 9:165 Overtime pay, 6:88, 6:89

Permits, **6:89**Records, **9:165**Terms, **3:20**, **9:165**

Unemployment compensation, 9:165