

# Index

## ACQUISITION

Agreements, 3:3, 3:10, 4:1, 11:2 to 12:2, 12:15, 12:16, 12:21, 12:23, 12:28, 12:33, 24:4, 24:5, 24:8, 24:9

Amendments, 9:1, 9:12, 11:2 to 12:2, 12:33, 24:4

Annual compensation limit, 23:3

Appreciation rights, 17:7

Assets, 3:3, 3:10, 11:3, 12:2, 12:3, 12:15, 12:16, 12:19, 12:21, 12:23, 12:25, 12:27, 12:28, 17:1, 17:6, 17:7, 24:5, 24:8, 24:9, 24:25

Disability, 12:3, 12:16, 12:21, 12:23, 12:27, 12:28

Due diligence, 24:34

ERISA, 24:4

Health benefits, 12:21

Incentive stock options, 23:3

Insider trading, 3:3, 3:10, 12:2, 12:3, 12:15, 12:16, 12:19, 12:23, 12:25, 12:27, 12:28, 12:33, 17:1, 17:4, 17:6, 17:7

Leaves of absence, 12:16

Loan agreements, 24:4

Modification, 11:2 to 12:2, 12:25, 17:1, 17:6, 24:34

Options, 3:3, 3:10, 11:3, 12:2, 12:16, 12:19, 12:23, 12:27, 12:28, 17:1, 17:4, 17:6, 17:7, 23:3

Prohibited transactions, 17:4, 17:6

Representations and warranties, 11:3

Restricted stock units, 17:4, 17:6, 17:7, 23:3

Stock, 3:3, 3:10, 12:2, 12:3, 12:15, 12:16, 12:19, 12:23, 12:25, 12:27, 12:28, 17:1, 17:4, 17:6, 17:7, 23:3, 24:4, 24:5

Termination, 3:10, 11:3, 12:2, 12:3, 12:15, 12:19, 12:21, 12:23, 12:25, 12:27, 12:28, 17:1, 17:6,

## ACQUISITION—Cont'd

17:7, 23:3, 24:4, 24:8, 24:9, 24:34

Transfers, 12:2

## ACTIVE DUTY

Family and Medical Leave Act, 10:24

## ADMINISTRATION

National Labor Relations Act, 18:10, 18:28

## ADMINISTRATIVE ASSISTANTS

White collar employees, 10:9

## AFFIRMATIVE ACTION

Classifications, 18:10, 18:27

Compliance, 13:5, 18:10, 18:11, 18:27, 18:42, 18:49, 24:4, 24:6

Consent decrees, 24:4

Coverage, 24:4

Enforcement, 18:4, 18:42, 24:6

Ethnicity, 18:49

Evidence, 18:4, 18:27, 24:4

Executive Order 11246, 10:28, 18:10

Goals and timetables, 18:11

Good faith, 13:5, 18:4, 18:10, 18:27, 18:49

Job openings, 18:10

Minorities and women, 18:10

Notice, 18:10, 18:27, 18:42, 24:4

Recruitment, 18:10, 18:11, 18:49

Reverse discrimination, 18:10

Sex discrimination, 18:4

Timetables, 18:11

Voluntary affirmative action plan, 18:10

Women, 18:10, 18:49

## AGE DISCRIMINATION

ADEA, 10:28

Benefits, 18:10

Business necessity, 18:10

Compensation, 18:10

**AGE DISCRIMINATION—Cont'd**

Complaint, **18:10**  
Damages, **18:10**  
Discipline, **18:10**  
Disparate impact, **18:10**  
Disparate treatment, **18:10**  
Employees, **10:28, 18:10**  
Employers, **18:10**  
Harassment, **10:28, 18:10**  
Membership, **18:10**  
Notice, **18:10**  
Notices, **18:10**  
Parties, **18:10**  
Qualifications, **18:10**  
Retaliation, **18:10**  
Tenure, **18:10**

**AGE DISCRIMINATION IN  
EMPLOYMENT ACT**

Complaints, **18:10**  
Date, **18:10**  
Intent, **18:10**  
Notice, **18:10**  
Parties, **18:10**  
Reports, **18:10**  
Retaliation, **18:10**  
Service, **18:10**  
Terms, **18:10**  
Training, **18:10**

**AGENCIES**

Labor relations, **12:2, 12:25, 24:6**

**AGENTS**

Termination of employment, **3:11,  
4:4, 12:2, 12:3, 12:5, 12:18,  
12:21, 12:23, 12:25, 12:27,  
13:8, 18:4, 18:47**

**AIDS**

Alternative dispute resolution, **15:1**  
Analysis, **15:1**  
Answers, **15:1**  
Applications, **15:1**  
Arrangements, **15:1**  
Assessment, **15:1**  
Assistants, **15:1**  
Attorneys, **15:1**  
Budgets, **15:1**  
Business, **15:1**

**AIDS—Cont'd**

Centers, **15:1**  
Classification, **15:1**  
Codes, **15:1**  
Collection, **15:1**  
Complaints, **15:1**  
Conflicts, **15:1**  
Consultants, **15:1**  
Coordination, **15:1**  
Costs, **15:1**  
Counsel, **15:1**  
Documents, **15:1**  
Drafting policies, **15:1**  
Evaluation, **15:1**  
Expenses, **15:1**  
Facts, **15:1**  
Fees, **15:1**  
Forms, **15:1**  
Guidelines, **15:1**  
Handling, **15:1**  
Hours, **15:1**  
Identification, **15:1**  
In-house, **15:1**  
Information, **15:1**  
Interviews, **15:1**  
Inventory, **15:1**  
Investigations, **15:1**  
Issues, **15:1**  
Legal, **15:1**  
Liability, **15:1**  
Lodging, **15:1**  
Management, **15:1**  
Mcdonnell Douglas, **15:1**  
Meals, **15:1**  
Media, **15:1**  
Meetings, **15:1**  
Memoranda, **15:1**  
Minimum, **15:1**  
Notice, **15:1**  
Number, **15:1**  
Organizations, **15:1**  
Outline, **15:1**  
Paid, **15:1**  
Parking, **15:1**  
Pay, **15:1**  
Payment, **15:1**  
Place, **15:1**

## INDEX

### **AIDS—Cont'd**

- Policies, **15:1**
- Preparation, **15:1**
- Questions, **15:1**
- Rates, **15:1**
- References, **15:1**
- Reporting, **15:1**
- Requests, **15:1**
- Resolution, **15:1**
- Services, **15:1**
- State, **15:1**
- Statements, **15:1**
- Support, **15:1**
- Time, **15:1**
- Types, **15:1**
- Use, **15:1**
- Vendors, **15:1**

### **ALIENS**

- Evidence, **18:1**
- Record, **18:1**
- Verification, **18:1**

### **AMERICAN SAMOA**

- White collar employees, **10:9**

### **AMERICANS WITH DISABILITIES ACT**

- Accommodations, **18:31**
- Alcoholism, **18:31**
- Attendance, **18:31, 18:40**
- Cancer, **18:31, 18:50**
- Complaints, **18:10, 18:47**
- Confidentiality requirements, **18:50**
- Criminal record, **18:31**
- Damages, **18:10**
- Diabetes, **18:50**
- Disability, **10:38, 18:10, 18:31, 18:40**
- Discrimination, **10:28, 10:38, 18:10, 18:31, 18:50**
- Disparate impact, **18:10**
- Documentation, **10:38**
- Drug addiction, **18:31**
- Employers, **10:38, 18:10, 18:31, 18:50**
- Employment discrimination, **18:31**
- Employment relationships, **18:10**
- Epilepsy, **18:31**

### **AMERICANS WITH**

#### **DISABILITIES ACT—Cont'd**

- Essential job functions, **18:31**
- Federal contractors, **10:28, 18:10**
- Guidelines, **18:10, 18:31**
- Hostile work environment, **18:10**
- Insurance, **18:47, 18:50**
- Job applicants, **10:38, 18:10**
- Leave policies, **10:38, 18:31**
- Medical examinations, **18:47, 18:50**
- Notice, **18:10, 18:50**
- Parties, **18:10**
- Preemployment inquiries, **18:31**
- Pregnancy, **18:31**
- Qualified individuals, **18:10**
- Reasonable accommodation, **18:10, 18:31, 18:47, 18:50**
- Rehabilitation act, **18:10**
- Religion, **18:10, 18:31**
- Request, **18:10, 18:31, 18:47, 18:50**
- Retaliation, **18:10, 18:50**
- Risk, **10:38, 18:50**
- Transportation, **18:40**
- Treatment, **18:10, 18:31, 18:47**
- Wellness programs, **18:50**

### **ANSWERS**

- Retaliation, **6:5, 12:19, 12:21**

### **ANTITRUST**

- At-will employment, **12:5**

### **APPRAISAL**

- Performance appraisal, **18:27**

### **ARBITRATION**

- Agreements, **3:14, 9:10, 11:3, 13:5, 13:6, 18:28, 18:46**
- Alternative dispute resolution, **7:4, 13:5, 13:6, 18:28, 18:46, 24:26**
- Appeal, **9:10, 13:5, 18:27**
- Arbitration provisions, **18:28**
- Awards, **13:6, 18:28, 23:2**
- Binding arbitration, **10:51, 11:3, 13:5, 24:26**
- Class actions, **9:10**
- Collective bargaining agreements, **18:46**
- Consideration, **11:3, 18:27, 18:28, 24:26**

**ARBITRATION—Cont'd**

Contracts, 9:10, 10:49, 10:51, 13:5, 13:6, 24:26  
Costs, 3:14, 11:3, 13:5, 13:6, 18:28, 24:26  
Damage awards, 13:6  
Disclosure, 9:10, 11:3, 13:6, 18:27, 18:28, 24:26  
Discovery, 18:28, 23:2  
Evidence, 3:14, 9:10, 18:27, 18:28  
Federal Arbitration Act, 18:28  
Hearings, 11:3, 18:27, 18:28  
Judicial review, 18:28  
Jurisdiction, 3:14, 9:10, 11:3, 18:28, 23:2, 24:26  
Litigation, 3:14, 11:3, 13:5, 13:6, 18:46  
Process, 13:5, 13:6, 18:27, 18:28, 24:26  
Qualification, 11:3  
Remedies, 3:14, 11:3, 13:6, 23:2  
Severability, 11:3  
Waiver, 3:14, 11:3, 18:28  
Written agreements, 18:28  
Written awards, 18:28

**ARIZONA**

Costs, 9:16  
Disclosures, 9:16  
Investigations, 9:16  
Privacy, 9:16

**ARKANSAS**

Notice, 9:9

**ASSISTANTS**

Managers, 10:9

**ASSOCIATIONS**

Unions, 3:9, 13:4, 13:7, 14:4

**AT-WILL EMPLOYMENT**

Bankruptcy, 12:5  
Environment, 10:4, 12:5  
Good faith, 12:5  
Sexual advances, 12:5  
Subpoena, 12:5

**ATTENDANCE**

Absenteeism, 12:16, 18:40, 18:42, 18:43

**ATTENDANCE—Cont'd**

Discipline, 10:32, 12:3, 12:5, 18:40, 18:42, 18:43, 24:4  
Termination of employment, 12:3, 12:5, 13:8

**ATTORNEYS**

Discovery, 15:1, 18:28  
Unfair labor practices, 18:28

**BANKRUPTCY**

Arbitration, 11:3  
At-will employment, 12:5  
Commissions, 11:3  
Participation, 12:5, 17:4  
Proposal, 12:5  
Resources, 12:5, 12:19

**BENEFICIARIES**

Employee Retirement Income Security Act, 24:4

**BENEFITS**

Automobile insurance, 18:30  
Computers, 3:3, 3:6, 9:26, 12:3, 12:4, 12:19, 12:24, 12:32, 13:5, 18:4  
Credit unions, 9:26  
Personal services, 13:8  
Publications, 12:15, 18:4  
Transportation, 12:25, 13:7, 13:8, 14:5, 24:4, 24:26

**BEREAVEMENT**

Leave of absence, 10:22  
Pay, 10:22, 18:20

**BRANCH MANAGERS**

National Labor Relations Act, 18:10

**BUSINESS NECESSITY**

Evidence, 12:2

**BUYERS**

Compensation, 13:6, 13:7

**CALIFORNIA**

At-will employment, 12:5  
Compensation, 12:2, 12:5, 18:31  
Complaints, 12:2, 12:5, 12:23, 15:1  
Conditions, 7:4, 14:2, 18:31  
Contractors, 12:5, 12:23, 14:2  
Court proceedings, 14:2

## INDEX

### **CALIFORNIA—Cont'd**

Disclosures, 9:16, 9:23, 12:2, 12:5  
Dispute, 7:4, 12:2, 15:1  
Equipment, 7:4, 9:9, 12:2, 12:5  
Evidence, 9:10, 12:2, 12:5, 12:23  
Form of payment, 12:2  
Gratuity, 12:2, 12:23  
Harassment, 12:2, 12:5, 12:23  
Health, 9:1, 9:9, 9:16, 9:23, 9:29, 12:5, 18:31  
Hearings, 15:1  
Holidays, 18:31  
Investigations, 9:16, 12:2, 12:5, 14:2, 15:1  
Marital status, 12:5, 12:23, 18:31  
Notice, 9:9, 9:10, 10:23, 12:2, 12:5, 14:2, 15:1, 24:31  
Penalties, 9:9, 10:16, 12:2, 12:5, 14:2  
Permits, 24:31  
Pregnancy, 18:31  
Privacy, 9:1, 9:9, 9:10, 9:16, 9:23, 9:25, 9:29, 12:2, 24:31  
Remedies, 12:2, 12:23  
Sanctions, 12:5  
Sick leave, 10:23, 18:31  
Termination of employment, 12:2, 12:5, 12:23  
Terms, 9:10, 9:29, 12:2, 12:23, 14:2, 15:1, 24:31  
Training programs, 12:5  
Transfers, 12:2

### **CAUSE**

Unfair labor practices, 18:28

### **CHILD LABOR**

Acting, 14:4  
Evidence, 13:7, 14:4  
Goods, 13:3 to 14:4  
Mining, 14:4  
Notice, 13:3, 13:4  
Permits, 13:7  
Service, 13:7, 14:4  
Storage, 13:4, 13:7

### **CIRCULATION**

Unions, 13:4

### **CIRCUMSTANTIAL EVIDENCE**

Evidence, 4:1, 12:23, 14:4  
Termination of employment, 12:23

### **CITIZENSHIP DISCRIMINATION**

Citizenship, 10:29  
Hiring, 10:29  
National origin, 10:29

### **CIVIL RIGHTS**

Unions, 14:4

### **CIVIL RIGHTS ACT**

Employment practices, 18:4, 18:10

### **CLAIMS**

National Labor Relations Act, 18:28

### **CLASS ACTIONS**

Appeal, 9:10  
Arbitration, 9:10  
Evidence, 9:10, 14:5  
Jurisdiction, 9:10  
Membership, 9:10  
Notice, 9:10  
Representation, 14:5  
Requirements, 14:5  
Review, 9:10, 14:5

### **COCAINE**

Drug screening, 18:6

### **COERCION**

Discrimination, 13:4, 14:2, 14:5

### **COLLECTIVE BARGAINING**

Agreement, 3:14, 3:15, 10:4, 10:42, 13:7, 15:2, 18:14  
Americans with Disabilities Act, 18:47  
Disabilities, 13:7, 18:47  
Good faith, 3:14, 12:3  
Remedies, 3:14, 3:15  
Waiver, 3:14, 12:3

### **COLLECTIVE BARGAINING**

#### **AGREEMENTS**

Access, 15:2  
Arbitration, 18:46  
Business, 15:2, 18:46  
Compensation, 15:2  
Conditions, 15:2

**COLLECTIVE BARGAINING  
AGREEMENTS—Cont'd**

Confidentiality, **15:2**  
Cooperation, **15:2**  
Damages, **15:2**  
Date, **15:2**  
Description, **15:2**  
Discipline, **15:2**  
Duties, **15:2, 18:46**

**COLORADO**

Board, **14:5**  
Conditions, **14:5**  
Evidence, **14:5**  
Investigations, **14:5**  
Permits, **14:5**  
Remedies, **14:5**  
Sanctions, **14:5**  
Savings, **14:5**  
State statutes, **14:5**  
Terms, **14:5**

**COMBINATION**

Unions, **14:4**

**COMMERCE**

Unfair labor practices, **18:28**

**COMPENSATION**

Affirmative action plans, **18:10, 18:11**  
Americans With Disabilities Act, **18:10, 18:31, 18:47**  
At-will employment, **12:5**  
Buyers, **13:6, 13:7**  
Defenses, **15:2, 20:2**  
Disciplinary action, **12:2, 12:5, 12:15, 12:21, 12:25, 12:28, 15:2, 17:3, 18:8, 18:10, 18:49**  
Discrimination, **3:14, 3:15, 4:8, 7:1, 12:5, 12:16, 12:19, 12:21, 12:25, 12:28, 18:8 to 18:11, 18:28, 18:31, 18:49**  
Establishment, **7:1, 12:21, 18:28**  
Family and Medical Leave Act, **10:24, 18:47**  
Financial analysts, **12:5, 12:25**  
FMLA, **10:24**

**COMPENSATION—Cont'd**

Managers, **12:2, 12:5, 12:19, 12:21, 12:33, 15:2, 18:9, 18:10, 18:31, 18:49, 24:34**  
Service, **3:3, 10:24, 12:2, 12:5, 12:15, 12:16, 12:19, 12:21, 12:25, 12:28, 12:33, 13:6, 13:7, 15:2, 17:3, 18:10, 18:11, 18:13 to 18:15, 18:31, 18:49, 20:2, 23:1 to 23:3, 24:34**  
State laws, **10:7, 12:21, 18:20, 24:1, 24:33**  
Supervisors, **12:2, 12:5, 12:15, 12:16, 12:21, 12:25, 12:28, 15:2, 18:8 to 18:10, 18:14, 18:49**  
Title VII, **18:10**

**COMPLAINTS**

Americans with Disabilities Act, **18:10, 18:47**  
Parties, **10:30, 11:3, 12:2, 12:3, 12:18, 12:19, 12:23, 12:28, 12:29, 18:4, 18:10, 18:27, 18:49, 24:26, 24:35**  
Relief, **3:14, 10:30, 12:2, 18:4**  
Retaliation, **3:11, 3:14, 4:2, 4:8, 4:11, 6:1, 6:2, 10:30, 12:2, 12:3, 12:5, 12:15, 12:18, 12:19, 12:23, 12:25, 12:28, 18:3, 18:4, 18:10, 18:27, 18:49, 21:14, 24:35**  
Walsh-Healey Act, **24:4**

**COMPLIANCE**

Unions, **3:9, 9:4, 9:26, 13:4, 13:7, 14:4**

**COMPUTERS**

Benefits, **3:3, 3:6, 9:26, 12:3, 12:4, 12:19, 12:24, 12:32, 13:5, 18:4**

**CONFIDENTIALITY**

Collective bargaining agreements, **15:2**  
Consent decrees, **24:4, 24:5**  
Equal Employment Opportunity Commission, **18:4**

**CONFLICTS OF INTEREST**

Unions, **13:7**

## INDEX

### CONNECTICUT

Compensation, **10:24**  
Conditions, **10:24**  
Disclosure, **9:16, 9:23**  
Family leave, **10:24**  
Health, **9:16, 9:23, 10:24**  
Health insurance, **10:24**  
Investigations, **9:16**  
Notice, **10:24**  
Privacy, **9:16, 9:23**  
Terms, **10:24**

### CONSIDERATION

Settlements, **9:9**  
Termination of employment, **4:4, 12:2, 12:15, 12:25, 13:8, 17:3, 18:7, 18:49, 21:11**

### CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT

Coverage, **24:4**  
Department of Labor, **24:4**  
Duration of, **24:4**  
Eligibility for, **24:4**  
Notices, **24:4**

### CONSPIRACY

Termination of employment, **12:21, 12:29**

### CONTRACTORS

California, **12:5, 12:23, 14:2**

### COOPERATION

Collective bargaining agreements, **15:2**

### COPIES

Unions, **9:26**

### CORRECTIVE ACTION

Sexual harassment policies, **10:30**

### COSTS AND EXPENSES

Benefits, **18:28**

### COURTS

Labor relations, **18:10, 18:28**

### COWORKERS

Retaliation, **12:2, 12:4, 12:32, 18:49**

### CREDIT UNIONS

Benefits, **9:26**

### CRIMINAL PENALTIES

Export Administration Act, **12:21**

### DAMAGES

Accommodation, **12:29, 18:10**  
Age discrimination, **18:10**  
Allocations, **14:4**  
Americans with Disabilities Act, **18:10**  
Arbitration awards, **18:28**  
Benefits, **12:3, 12:19 to 12:21, 12:29, 14:1, 14:3, 14:5, 18:4, 18:10, 18:28, 24:26**  
Compensation, **3:14, 12:2, 12:19, 12:21, 12:28, 13:6, 15:2, 18:10, 18:28, 18:39**  
Defined, **3:10, 3:14, 9:4, 9:9, 12:2, 12:21, 12:29, 14:2, 14:5, 15:1, 17:1, 18:28**  
Employment discrimination, **12:3, 12:21**  
Expert witnesses, **15:1, 18:28**  
Federal government, **12:21, 12:28, 14:2, 14:3, 18:10**  
Good faith efforts, **18:10**  
Liquidated damages, **9:9**  
Period, **3:10, 12:2, 13:6, 14:2, 14:5, 15:1 to 17:1, 18:28, 24:26**  
Rehabilitation Act, **18:10**  
Reinstatement, **3:14, 18:28**  
Remedies, **3:14, 8:9, 12:2, 13:6, 14:5, 18:4**  
Restrictions, **3:10, 4:1, 12:2, 12:19 to 12:21, 12:28, 14:1, 14:3 to 14:5, 17:1, 24:9, 24:26**  
Tax, **3:10, 9:4, 12:2, 12:21, 12:28, 12:29, 13:6, 14:1**  
Title VII, **18:4, 18:10**  
Total, **3:10, 13:6, 14:2, 14:5, 15:1**

### DEDUCTIONS

Social security, **10:6, 24:4**

### DEFENSES

Compensation, **15:2, 20:2**  
Qualifications, **15:3**

**DEGREE**

Violation, 3:6, 3:11, 3:15, 4:6, 9:4,  
10:30, 12:2, 12:21, 12:23,  
12:28, 13:5, 14:5

**DELAWARE**

Sanctions, 1:7

**DELIVERY**

National Labor Relations Act, 18:28

**DEPARTMENT OF LABOR**

Freedom of Information Act, 24:4  
Occupational Safety and Health  
Administration, 24:4

**DESIGNATION**

Unions, 9:4, 9:26

**DIRECTORS**

Unfair labor practices, 18:28

**DISABILITIES**

Accessibility, 13:7, 24:34  
Accommodations, 18:31, 18:49,  
24:34  
Age, 10:28, 13:7, 18:9, 18:10, 18:31,  
18:49  
Americans with Disabilities Act,  
10:28, 10:38, 18:10, 18:31,  
18:40, 18:47, 18:50  
Assessment, 18:47, 18:50  
Attendance, 18:31, 18:40  
Benefits, 13:7, 18:9 to 18:11, 18:49,  
24:34  
Business necessity, 18:10  
Confidentiality, 13:7, 18:49, 18:50  
Costs, 18:49  
Evidence, 13:7  
Examinations, 18:47, 18:50  
Family and Medical Leave Act,  
18:40, 18:47  
Harassment, 10:28, 18:9 to 18:11,  
18:49  
Health insurance, 18:47, 18:50  
Impairment, 18:11  
Inquiries, 18:31, 24:34  
Insurance, 18:47, 18:50  
Interest, 13:7, 18:9, 18:10, 18:49  
Investigations, 18:49  
Leave of absence, 18:40

**DISABILITIES—Cont'd**

Mental disabilities, 18:49  
National Labor Relations Act, 18:10  
Notices, 18:10  
Preemployment inquiries, 18:31  
Procedure, 10:38, 18:10, 18:49  
Reasonable accommodation, 18:10,  
18:11, 18:31, 18:47, 18:50  
Rehabilitation Act, 18:10  
Remission, 18:31  
Retaliation, 18:10, 18:11, 18:49,  
18:50  
Serious health condition, 18:47  
Substantially limits, 18:11

**DISABILITY BENEFITS**

Compensation, 18:38

**DISCIPLINE**

Attendance problems, 18:40  
Compensation, 3:14, 4:8, 7:1, 12:2,  
12:5, 12:21, 12:28, 13:7, 15:2,  
18:10, 18:39, 18:49, 24:2  
Customers, 3:6, 5:9, 10:32, 12:2,  
12:3, 12:5, 12:17, 12:20, 12:21,  
12:27, 12:28, 13:7, 14:5, 18:43,  
18:49, 22:3, 24:2, 24:4, 24:9  
Evidence, 3:14, 12:2, 12:5, 12:21,  
13:7, 14:5, 18:4, 24:4  
Fighting, 10:32  
Harassment, 3:14, 4:8, 7:1, 10:32,  
12:2, 12:3, 12:5, 12:17, 12:21,  
12:27, 12:28, 18:4, 18:10,  
18:41, 18:42, 18:49, 24:4  
Illegal conduct, 12:2, 18:41, 18:42,  
18:49  
Insubordination, 10:32, 18:41  
Remedies, 3:14, 12:2, 14:5, 18:4  
Retaliation, 3:13, 3:14, 4:8, 12:2,  
12:3, 12:5, 12:17, 12:20, 12:21,  
12:28, 18:4, 18:10, 18:41, 18:49  
State law, 3:14, 12:21, 12:28, 14:5  
Termination of employment, 3:13,  
3:14, 5:9, 12:2, 12:3, 12:5,  
12:20, 12:21, 12:27, 18:4,  
18:41, 18:49, 24:9  
Uniformed Services Employment and  
Reemployment Rights Act,  
18:10



## INDEX

### DISCOVERY

Admissibility, **18:28**  
Attorney-client privilege, **15:1**  
Defenses, **15:3**  
Depositions, **15:1, 15:3**  
Expert witnesses, **15:1, 18:28**  
Harassment, **5:7**  
Interrogatories, **15:1**  
Names, **15:1, 15:3, 18:28**  
Privacy, **4:27, 5:7, 18:28**  
Privilege, **15:1, 18:28**  
Production of documents, **15:1, 18:28**  
Protective orders, **18:28**  
Relief, **18:28, 23:2**  
Summary judgment, **15:1, 15:3**

### DISCRIMINATION

Arkansas, **9:9**  
California, **9:9, 12:5, 12:23, 14:2, 18:31**  
Colorado, **14:5**  
Florida, **6:13, 14:2**  
Illinois, **9:9**  
Indiana, **10:29, 10:30, 18:4**  
Maine, **9:9**  
Massachusetts, **12:16**  
Nebraska, **9:9**  
Nevada, **9:9, 12:18**  
New Hampshire, **12:16**  
New Jersey, **14:2**  
New York, **9:9, 10:21, 10:29, 10:30, 12:19, 12:32, 14:2, 18:4**  
North Carolina, **3:11**  
Oregon, **14:2**  
Rhode Island, **9:9, 12:16**  
Texas, **9:9, 14:2**  
Utah, **9:9**  
Virginia, **9:9**  
Washington, **14:2**

### DISMISSAL

National Labor Relations Act, **18:28**  
Unfair labor practices, **18:28**

### DISPARATE IMPACT

Affirmative action, **18:10**  
Civil Rights Act, **18:10**  
Harassment, **18:10**

### DISPARATE IMPACT—Cont'd

Recruiting, **18:10**  
Rehabilitation Act, **18:10**  
Retaliation, **18:10**  
Sexual orientation, **18:10**  
Tenure, **18:10**

### DISPARATE TREATMENT

Age discrimination, **18:10**  
Civil Rights Act, **18:10**  
Damages, **18:10**  
Harassment, **18:10**  
Hiring, **18:10**  
Protected class, **18:10**  
Recruiting, **18:10**  
Rehabilitation Act, **18:10**  
Retaliation, **18:10**  
Sexual orientation, **18:10**

### DISTRICT OF COLUMBIA

Health, **3:18**  
Terms, **3:18**

### DIVIDENDS

Stock options, **3:10, 23:3**

### DRUGS

Testing, **13:7, 18:6, 18:7**

### EARLY RETIREMENT

Release, **18:24**  
Separation, **18:24**

### EARNINGS

Unfair labor practices, **18:28**

### ELECTIONS

Campaigns, **24:33**  
Complaint, **12:2**  
Funds, **12:2, 24:33**  
Litigation, **12:2**  
Nomination, **12:2, 24:33**  
Notice, **12:2**  
Officers, **12:2, 24:33**  
Parties, **12:2, 24:33**  
Procedures, **12:2**  
Relief, **12:2**  
Remedies, **12:2**  
Violations, **12:2**

### EMPLOYEE

Rights and Duties, **15:2**

**EMPLOYEE BENEFITS**

Income, **12:21**  
Spouses, **12:21**  
Tax, **12:21**

**EMPLOYEE RETIREMENT  
INCOME SECURITY ACT**

Banking, **24:4**  
Beneficiaries, **24:4**  
Claims procedure, **10:11**  
Employee benefit plan, **24:4**  
Employees, **10:11, 24:4**  
Exceptions, **24:4**  
Former employees, **24:4**  
Limitation, **24:4**  
Management, **24:4**  
Plan, **10:11, 24:4**  
Requirements, **24:4**  
Severance pay, **10:11**  
Termination, **24:4**  
Welfare benefit, **10:11**  
Welfare benefit plans, **10:11**

**EMPLOYMENT  
DISCRIMINATION**

Age, **12:3, 12:21, 18:31**  
Americans with Disabilities Act, **18:31**  
Citizenship, **18:31**  
Disability, **12:3, 12:21, 18:31**  
Evidence, **12:21**  
Executive, **10:30, 12:3, 12:25**  
Gender identity, **10:30, 12:21**  
Grievance procedures, **10:21, 10:30**  
Harassment, **10:30, 12:3, 12:21**  
Hostile work environment, **10:30**  
Injunctive relief, **12:21**  
Liability, **10:30, 12:3, 12:21, 12:25**  
National origin, **10:30, 12:3, 12:21, 18:31**  
Pregnancy, **12:3, 18:31**  
Procedure, **10:30, 12:21**  
Race, **12:3, 12:21, 18:31**  
Reasonable accommodation, **18:31**  
Relief, **10:30, 12:21**  
Religion, **12:3, 12:21, 18:31**  
Retaliation, **10:30, 12:3, 12:21, 12:25**  
Retirement, **12:3**

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

Sex, **10:30, 12:21, 18:31**  
Sexual orientation, **10:30, 12:3, 12:21**  
Tangible employment action, **10:30**  
Tax, **12:21**  
Waiver, **12:3, 12:25**

**EMPLOYMENT PRACTICES**

Business necessity, **18:10**  
Exceptions, **3:11**  
Federal contractors, **18:10**  
Independent contractors, **18:4**  
Interest, **3:3, 3:11, 12:3, 13:2, 18:10, 18:49**  
Person, **3:3, 3:11, 12:3, 18:4, 18:10, 18:49**  
Remedies, **10:30, 18:4**  
Supervisors, **3:11, 12:3, 18:4, 18:10, 18:49**  
Third parties, **3:3, 12:3, 18:10**  
Whole, **3:3, 12:3, 18:4**

**EMPLOYMENT RELATIONSHIP**

Retaliation, **12:19, 12:23, 18:10, 18:28, 18:49**

**ENERGY**

Unions, **14:4**

**ENFORCEMENT**

Access to information, **9:26**  
Arbitration, **3:14, 9:10, 11:3, 18:28, 23:2, 24:26**  
Attorney-client privilege, **15:2**  
Cause of action, **3:15, 12:15**  
Criminal penalties, **4:1, 12:3, 12:21, 17:1, 17:7, 20:13**  
De novo review, **3:14**  
Fiduciary, **12:2, 12:15, 12:18**  
Injunction, **9:10, 11:3, 12:2, 24:1**  
Maryland, **9:10**  
Settlement, **3:15, 9:15 to 9:24, 9:26, 12:3, 17:1, 23:2**  
Statute of limitations, **3:14, 3:15, 18:28**  
Venue, **9:10, 11:3**

## INDEX

### **EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

Complaints, **18:4**  
Confidentiality, **18:4**  
Delays, **18:4**  
District, **18:4**  
Employers, **18:4**  
Evidence, **18:4**  
General counsel, **24:6**  
Investigation, **18:4, 24:6**  
Jurisdiction, **18:4**  
National Labor Relations Board, **24:6**  
Parties, **18:4**  
Records, **18:4, 24:6**  
Remedies, **18:4**  
Retaliation, **18:4**  
Sexual harassment, **18:4**

### **EQUAL PAY ACT**

Compensation, **18:10**  
Parties, **18:10**  
Prohibition, **18:10**  
Retaliation, **18:10**

### **EVIDENCE**

Admissibility, **18:28**  
Aliens, **18:1**  
Attorney client privilege, **18:28**  
Business necessity, **12:2**  
Child labor, **13:7, 14:4**  
Class actions, **9:10, 14:5**  
Compromise, **12:4, 12:21, 12:32, 18:28**  
Damages, **3:10, 3:14, 4:1, 9:10, 12:2, 12:19, 12:21, 14:4 to 18:4, 18:28**  
Defenses, **15:3**  
Direct evidence, **18:4**  
Discovery, **15:3, 18:28**  
Education, **18:4, 18:12, 24:4**  
Employee Retirement Income Security Act, **24:4**  
Exhibits, **18:27, 18:28**  
Expert witnesses, **18:28**  
Legitimate, **12:2, 12:4, 12:5, 12:19, 12:21, 12:23, 12:32, 14:4 to 18:4**  
Objections, **18:28**

### **EVIDENCE—Cont'd**

Privileges, **3:14, 3:15, 12:5, 12:19, 18:4**  
Remarks, **12:2, 12:4, 12:32, 18:4**  
Retaliation, **3:14, 3:15, 12:2, 12:4, 12:5, 12:19, 12:21 to 12:23, 12:32, 18:4, 18:27, 18:28**  
Sanctions, **3:10, 3:15, 4:1, 12:5, 12:21, 14:5, 17:6, 18:4**  
State law, **3:14, 3:15, 12:21, 14:4, 14:5, 18:16**  
Stereotyping, **18:4**  
Summary judgment, **15:3**  
Title VII, **18:4**  
Walsh-Healey Act, **24:4**  
Witnesses, **3:15, 9:10, 15:3, 18:4, 18:27, 18:28**

### **EXECUTIVE ORDER 11246**

Affirmative action plans, **18:10**  
Complaints, **18:10**  
Hiring, **18:10**  
Notice, **18:10**  
Parties, **18:10**  
Rehabilitation Act, **18:10**

### **EXPERT**

Costs, **3:14, 3:15, 9:9, 12:21, 15:1, 18:28**  
Discovery, **15:1, 18:28**  
Selection, **9:9, 12:21, 18:28**  
Witness, **3:14, 3:15, 9:9, 12:21, 15:1, 18:28**

### **EXTENT**

Unions, **9:26**

### **EYE PROTECTION**

Personal protective equipment, **20:11**

### **FAIR LABOR STANDARDS ACT**

Approval, **18:10**  
Complaints, **18:10**  
Damages, **18:10**  
Date, **4:24, 18:10**  
Discrimination, **18:10**  
Employ, **18:10**  
Employee, **4:24, 10:7, 18:10**  
Employer, **4:24, 10:7, 18:10**  
Gender, **18:10**  
Good faith, **18:10**

**FAIR LABOR STANDARDS ACT**

**—Cont'd**

Materials, **4:24**  
 Notice, **18:10**  
 Overtime, **4:24, 10:7**  
 Parts, **4:24**  
 Regulations, **18:10**  
 Reports, **18:10**  
 Retaliation, **18:10**  
 Sex, **18:10**  
 United States, **18:10**  
 Workweek, **10:7**

**FALSE STATEMENTS**

Criminal penalties, **4:1, 12:3, 12:21, 12:25**

**FAMILY AND MEDICAL LEAVE ACT**

Adoption, **10:24, 18:30, 19:9 to 19:11**  
 Benefits, **10:24, 18:30, 19:10, 19:11, 19:22, 24:4**  
 Birth, **10:24, 18:30, 19:9 to 19:11**  
 Certification, **10:24, 18:30, 19:9 to 19:11, 19:18, 19:19, 19:22, 19:26, 19:27**  
 Compensation, **10:24, 18:47**  
 Conditions of employment, **10:24**  
 Coverage, **10:24, 18:30, 19:9 to 19:11, 19:18 to 19:20, 19:22, 24:4**  
 Daughter, **10:24**  
 Department of Labor, **19:6, 19:7, 19:9, 19:18, 19:20, 24:4**  
 Disability, **10:24, 18:30, 18:40**  
 Duration, **18:30, 18:47, 19:10, 19:11, 19:20, 19:26, 24:4**  
 Employees, **10:24, 18:30, 18:40, 18:47, 19:9 to 19:13, 19:18 to 19:20, 24:4**  
 Employer response, **19:18 to 19:22, 19:24**  
 Employers, **10:24**  
 Equivalent benefits, **10:24**  
 Equivalent pay, **10:24, 19:10, 19:11**  
 Equivalent position, **10:24**  
 Evidence, **24:4**

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

Family member, **10:24, 18:30, 18:47, 19:9 to 19:11, 19:18, 19:20, 19:26**  
 Foreseeable leave, **19:1, 19:9**  
 Group health plan, **10:24, 24:4**  
 Health benefits, **10:24, 19:10, 19:11, 19:22**  
 Health conditions, **18:30**  
 Insurance premiums, **10:24, 18:30, 19:10, 19:11, 19:18 to 19:20**  
 Intermittent leave, **10:24, 19:10, 19:11**  
 Key employees, **10:24, 19:10, 19:11**  
 Litigation, **24:4**  
 Notice, **10:24, 18:30, 19:1, 19:9 to 19:11, 19:20, 19:22, 19:24, 24:4**  
 Notices, **10:24, 24:4**  
 Overtime, **18:40**  
 Paid leave, **10:24, 18:30, 19:9 to 19:11, 19:18, 19:20**  
 Purpose, **18:47, 24:4**  
 Recertification, **10:24, 19:10, 19:11, 19:18, 19:27**  
 Reduced schedule, **10:24, 19:1**  
 Regulations, **24:4**  
 Reinstatement, **10:24, 18:30**  
 Requirements, **10:24, 18:30, 18:47, 19:19, 24:4**  
 Serious health condition, **10:24, 18:30, 18:47, 19:9 to 19:11, 19:18 to 19:20, 19:22, 19:26**  
 Serious health conditions, **18:30**  
 Sick leave, **18:30, 18:47, 19:10, 19:11**

**FEDERAL CONTRACTORS**

Employment practices, **18:10**

**FEDERAL STATUTES**

Parties, **3:7, 14:5, 24:1**  
 Remedies, **14:5**

**FEES**

Collective bargaining agreements, **15:2**

**FIGHTING**

Discipline, **10:32**  
 Work rules, **10:32**

## INDEX

### FILING

National Labor Relations Act, **18:28**

### FINANCIAL ANALYSTS

Compensation, **12:5, 12:25**

### FITNESS

Wellness programs, **18:48**

### FLORIDA

Complaints, **11:3**

Court proceedings, **14:2**

Evidence, **9:10**

Harassment, **6:13**

Health, **6:13**

Hearings, **11:3**

Investigations, **11:3, 14:2, 24:13**

Notice, **9:10, 11:3, 14:2, 24:13, 24:31**

Remedies, **11:3**

Terms, **9:10, 11:3, 14:2, 24:31**

### FORMER EMPLOYEES

Employee Retirement Income Security Act, **24:4**

Retaliation, **12:15**

### FORMS

Unions, **3:9, 13:7**

### GENETIC INFORMATION

#### NONDISCRIMINATION ACT

Wellness programs, **18:50**

### GOALS

Citations, **12:16**

### GOOD FAITH

Affirmative action plans, **18:10**

At-will employment, **12:5**

Civil penalties, **3:3, 12:15, 12:21**

Retaliation, **1:4, 2:5, 3:11, 3:13, 3:14, 4:2, 4:8, 6:13, 10:31, 12:1 to 12:5, 12:15, 12:17, 12:19 to 12:22, 12:24, 12:25, 12:28, 12:32, 18:3, 18:4, 18:10, 18:27, 18:49, 24:35**

### GOVERNMENT CONTRACTORS

Training, **4:10, 12:21**

### GRIEVANCE PROCEDURES

Harassment, **10:28, 10:30 to 10:32**

### GRIEVANCE PROCEDURES

#### —Cont'd

Jurisdiction, **10:59**

Overtime pay, **10:9**

Terms, **10:1, 10:4, 10:11, 10:24 to 10:26, 10:29, 10:32, 10:38, 10:53**

Title VII, **10:28 to 10:30**

### HARRASSMENT

Age, **13:7**

Disability, **13:7**

Evidence, **13:7**

National origin, **13:7**

Privacy, **13:7**

Privileged information, **13:7**

Religion, **13:7**

Sexual, **13:7**

Sexual orientation, **13:7**

Training, **13:7**

### HEALTH CARE

Industry, **4:26, 9:9**

### HEALTH INSURANCE

#### PORTABILITY AND

#### ACCOUNTABILITY ACT

Discrimination, **9:9, 18:50**

Notice, **9:9, 18:50**

Privacy, **3:8, 9:9, 18:50**

### HIGHLY COMPENSATED EMPLOYEES

White collar employees, **10:9**

### HIRING

Advertising, **12:2, 12:21, 14:4, 22:3, 24:4**

Affirmative action, **18:4, 18:10, 18:49, 24:4**

Age discrimination, **18:10**

Agencies, **4:4, 12:2, 12:21, 12:28, 18:1, 18:4, 24:4, 24:32**

Aliens, **18:1**

Apprenticeship programs, **13:4**

Business necessity, **12:2, 18:10**

Citizenship status, **18:10, 18:49**

Evidence, **12:2, 12:21, 13:7, 14:4, 18:1, 18:4, 24:4**

Executive Order 11246, **18:10**

Immigration status, **18:4**

**HIRING—Cont'd**

Impairments, **18:31**  
Insurance, **3:3, 10:24, 12:2, 24:4**  
Internet, **3:3, 4:4, 4:8, 10:24, 12:2, 12:18, 12:21, 12:28, 13:4**  
Interviews, **22:3**  
Physical condition, **18:31**  
Preemployment inquiries, **18:31**  
Reasonable accommodation, **18:10, 18:31, 18:46**  
Recruitment, **4:8, 12:21, 18:9, 18:10, 18:49**  
Reinstatement, **10:24**  
Remedies, **12:2, 18:4**  
Sex discrimination, **18:4**  
Sexual orientation, **4:8, 7:1, 10:29, 12:16, 12:18, 12:21, 13:4, 13:7, 18:4, 18:10, 18:49**  
Standing, **12:2**  
Steering, **12:2**  
Tenure, **18:10**  
Title VII, **10:29, 18:4, 18:10**

**HOLIDAYS**

Overtime pay, **18:14**

**HOSTILE WORK ENVIRONMENT**

Harassment, **4:8, 10:30, 12:23, 18:3, 18:4, 18:10, 18:49, 21:1, 21:14**

**HOURS**

Unions, **13:4, 13:7**

**IDAHO**

Board, **5:4**  
Criminal penalties, **5:4**  
Disclosures, **5:4, 9:23**  
Health, **9:23**  
Termination of employment, **5:4**  
Terms, **5:4**

**IDENTIFICATION**

Collective bargaining agreements, **18:46**

**ILLEGAL ACTS**

Discipline, **3:13, 12:2**

**ILLINOIS**

Disclosures, **5:6**  
Health, **9:9**  
Notice, **9:9**

**ILLINOIS—Cont'd**

Privacy, **9:9**  
Reports, **5:6**

**INDEPENDENT CONTRACTORS**

Employment practices, **18:4**

**INDIANA**

Citizenship discrimination, **10:29**  
Employment practices, **10:29, 10:30, 18:4**  
Evidence, **18:4**  
Harassment, **10:30, 18:4**  
Hearings, **18:4**  
Investigations, **18:4**  
Privileges of employment, **18:4**  
Promotions, **10:29**  
Remedies, **10:30, 18:4**  
Retaliation, **10:30, 18:4**  
Sanctions, **10:30, 18:4**  
Sex discrimination, **18:4**  
Termination of employment, **18:4**  
Terms, **10:29, 18:4**

**INJUNCTIONS**

Discipline, **14:5**  
Termination of employment, **17:7**  
Unions, **14:4**

**INSUBORDINATION**

Discipline, **10:32, 18:41**  
Termination of employment, **18:41**  
Work rules, **10:32, 18:41**

**INSURANCE**

Indemnification, **7:5, 13:6, 23:1, 24:7**  
Notice requirements, **19:3**  
Risk management, **20:3**

**INTENT**

Age Discrimination in Employment Act, **18:10**  
Harassment, **5:7, 6:10, 12:2, 12:3, 12:5, 12:18, 12:21, 12:28, 12:29, 14:4, 18:9, 18:10, 18:42**  
Rehabilitation Act, **18:10**  
Title VII, **18:10**

**INTEREST**

Employment practices, **3:3, 3:11, 12:3, 13:2, 18:10, 18:49**

## INDEX

### INVESTIGATIONS

Collective bargaining agreements, 15:2  
Family and Medical Leave Act, 24:4  
Jurisdiction, 3:11, 3:14, 11:3, 12:5, 12:21, 12:29, 15:2 to 18:4  
Retaliation, 3:11, 3:13, 3:14, 4:2, 6:2, 6:12, 12:2, 12:5, 12:19 to 12:21, 18:4, 18:49, 24:35

### INVOLVEMENT

Collective bargaining agreements, 15:2

### IOWA

Disclosures, 9:23  
Health, 9:23

### JURISDICTION

Arbitration, 3:14, 9:10, 11:3, 18:28, 23:2, 24:26  
Complaints, 3:11, 3:14, 11:3, 12:5, 12:18, 12:28, 12:29, 18:4, 24:26  
Due process, 18:4  
Investigation, 3:11, 3:14, 3:15, 11:3, 12:5, 12:18, 12:21, 12:28, 12:29, 15:2, 18:4, 24:26  
National Labor Relations Act, 18:28  
Settlements, 9:9

### LABOR RELATIONS

Contracts, 18:10, 24:6

### LIFE INSURANCE

Beneficiaries, 23:2  
Employee Retirement Income Security Act, 10:11  
Payments, 18:21, 23:2  
Premiums, 18:30, 23:2

### LITERATURE

Distribution, 10:35, 12:28, 18:37

### LITIGATION

Accountant, 12:3  
Deposition, 15:1  
Discovery, 15:1, 15:3  
Engineer, 12:16  
Plaintiff, 12:28  
Pleadings, 15:1, 15:3  
Remedies, 3:14, 3:15, 11:3, 12:2, 13:6, 14:5

### LITIGATION—Cont'd

Settlements, 9:9, 24:34  
Strategy, 12:2, 12:21, 15:1 to 15:3, 24:34  
Supervisor, 3:6, 3:11, 4:2, 12:2 to 12:4, 12:16, 12:21, 12:28, 12:32, 15:2, 24:34, 24:35  
Trial, 3:14, 3:15, 11:3, 14:5, 15:1, 15:3

### LOANS

Mergers and acquisitions, 6:1

### MAINE

Disclosure, 9:9  
Health, 9:9  
Notice, 9:9  
Privacy, 9:9

### MANAGEMENT

Collective bargaining agreements, 15:2

### MANAGERS

Compensation, 12:2, 12:5, 12:19, 12:21, 12:33, 15:2, 18:9, 18:10, 18:31, 18:49, 24:34

### MARIJUANA

Drug screening, 18:6

### MARYLAND

Compensation, 24:33  
Evidence, 9:10  
Notice, 9:10  
Political contributions, 24:33  
Privacy, 9:10  
Terms, 9:10

### MASSACHUSETTS

Appeals, 9:10  
Commissions, 12:16  
Compensation, 12:16  
Disclosures, 9:16, 9:23  
Evidence, 9:10  
Harassment, 12:16  
Health, 9:16, 9:23  
Investigations, 9:16  
Notice, 9:10, 9:22  
Terms, 9:10, 9:22

**MEDIA**

Unions, **9:4**

**MEDIATION**

Unfair labor practices, **18:28**

**MEDICAL RECORDS**

Records and reports, **12:28, 24:4**

**MERCHANDISING**

Unions, **14:4**

**MERGERS**

Agreements, **3:10, 4:1, 12:15, 12:21, 14:5, 24:5**

Assets, **3:10, 6:1, 12:3, 12:15, 12:21, 12:25, 24:5**

Disability, **12:3, 12:21**

Health benefits, **12:21**

Insider trading, **3:10, 6:1, 12:3, 12:15, 12:25**

Modification, **12:25**

Options, **3:10**

Stock, **3:10, 12:3, 12:15, 12:25, 24:5**

Termination, **3:10, 12:3, 12:15, 12:21, 12:25, 14:5**

**MICHIGAN**

Disclosures, **9:16**

Health, **9:16**

**MILITARY SERVICE**

Compensation, **18:10, 18:31, 18:49**

**MINNESOTA**

Damages, **9:27**

Disclosure, **9:27**

Privacy, **9:27**

**MISCONDUCT**

Employment practices, **3:11, 10:30, 18:4, 18:49**

**MISSOURI**

Complaints, **15:1**

Hearings, **15:1**

Investigations, **15:1**

Notice, **15:1**

Terms, **15:1**

**MOTIONS**

National Labor Relations Act, **18:28**

**MOTIVE**

Termination of employment, **12:21**

**NATIONAL LABOR RELATIONS**

**ACT**

Activities, **18:10, 18:28**

Agreements, **18:28**

Amendment, **18:28**

Arbitration, **18:28**

Authority, **18:10, 18:28**

Branch managers, **18:10**

Compensation, **18:10, 18:28**

Contractors, **18:10**

Courts, **18:10, 18:28**

Decisions, **18:10, 18:28**

Departments, **18:10**

Directors, **18:10, 18:28**

Education, **18:10**

Enforcement, **18:28**

Entities, **18:28**

Exercise, **18:28**

Forum, **18:28**

Government, **18:10**

Impact, **18:10**

Injury, **18:28**

Intent, **18:10, 18:28**

Interpretation, **18:28**

Issues, **18:28**

Jurisdiction, **18:28**

Limitations, **18:28**

Managers, **18:10**

Members, **18:10**

Modification, **18:28**

Organizations, **18:10**

Organizers, **10:35**

Participation, **18:10**

Personnel, **10:35, 18:10, 18:28**

Picketing, **18:28**

Production, **18:28**

Products, **18:10**

Purpose, **10:35, 18:10, 18:28**

Regulation, **18:28**

Representatives, **18:10, 18:28**

Rights, **10:35, 18:10, 18:28**

Services, **18:10**

States, **18:10, 18:28**

Status, **18:10, 18:28**

Stores, **18:10**



## INDEX

### NATIONAL LABOR RELATIONS

#### ACT—Cont'd

Strikes, **18:28**  
Supervisors, **18:10**  
Temporary, **18:10**  
Termination, **18:10, 18:28**  
United States, **18:10**  
Wages, **18:28**  
Working conditions, **10:35**

### NATIONAL LABOR RELATIONS BOARD

Access, **24:6**  
Activities, **21:14**  
Complaints, **21:14**  
Counsel, **24:6**  
Decisions, **21:14**  
Disclosure, **21:14**  
Discrimination, **21:14**  
Documents, **24:6**  
Employers, **21:14**  
Enforcement, **24:6**  
Equal Employment Opportunity  
Commission, **24:6**  
Filing, **24:6**  
General Counsel, **24:6**  
Information, **21:14, 24:6**  
Interests, **21:14**  
Investigations, **24:6**  
Members, **21:14**  
Nature, **24:6**  
Officials, **24:6**  
Opinions, **21:14**  
Preparation, **24:6**  
Records, **24:6**  
Regulations, **24:6**  
Representatives, **24:6**  
Requests, **24:6**  
Responsibilities, **21:14**  
Rules, **21:14**  
Sanctions, **24:6**  
Security, **24:6**  
State, **24:6**  
Statements, **21:14, 24:6**  
Status, **21:14**  
Supervisors, **21:14**  
Suppliers, **21:14**  
Termination, **21:14**

### NATIONAL LABOR RELATIONS

#### BOARD—Cont'd

Trade, **21:14, 24:6**  
Types, **24:6**  
Use, **21:14**  
Work, **21:14**  
Written, **24:6**

### NEBRASKA

Disclosure, **9:9**  
Health, **9:9**  
Notice, **9:9**

### NEVADA

Costs, **9:9, 11:3**  
Credits, **11:3**  
Health, **9:9, 12:18**  
Hearings, **11:3**  
Investigations, **11:3**  
Notice, **9:9, 11:3**  
Privacy, **9:9**  
Termination of employment, **5:5, 12:18**  
Terms, **11:3**

### NEW HAMPSHIRE

Compensation, **12:16**  
Harassment, **12:16**

### NEW JERSEY

Court proceedings, **14:2**  
Disclosures, **9:16, 9:23**  
Evidence, **9:10**  
Health, **9:16, 9:23**  
Interest, **9:10, 9:16, 14:2**  
Investigations, **9:16, 14:2**  
Notice, **9:10, 14:2**  
Terms, **9:10, 14:2**

### NEW MEXICO

Disclosures, **9:16**  
Investigations, **9:16**  
Notice, **10:23**  
Sick leave, **10:23**  
Time off, **10:23**

### NEW YORK

Annual reports, **2:1**  
Assignments, **3:3, 3:5**  
Compensation, **3:3, 12:19**  
Court proceedings, **14:2**

## COMPANY POLICY STATEMENTS

### NEW YORK—Cont'd

Criminal penalties, 3:3, 3:8, 4:10, 12:32  
Disclosures, 1:2, 3:4, 5:6, 9:16, 9:23, 12:11, 12:19, 12:32  
Employment practices, 3:3, 10:29, 10:30, 18:4  
Evidence, 12:11, 12:19, 12:32, 18:4  
Fines, 3:4, 3:8, 4:10, 10:8, 12:32, 14:2, 18:4  
Future earnings, 12:19  
Garnishment, 10:8  
Gratuities, 3:3, 4:10, 12:32  
Harassment, 10:30, 12:19, 12:32, 18:4  
Health, 3:8, 9:9, 9:16, 9:23, 12:32  
Health insurance, 3:8, 9:9  
Hearings, 18:4  
Holidays, 10:18  
Investigations, 3:13, 9:16, 12:19, 14:2, 18:4  
Jury duty, 10:21  
Losses, 12:19  
Marital status, 9:15, 10:29  
National origin, 10:29, 10:30, 18:4  
Notice, 9:9, 9:15, 10:21, 12:32, 14:2  
Privacy, 3:3, 3:8, 9:9, 9:15, 9:16, 9:18, 9:23, 12:32  
Privileges of employment, 18:4  
Promotions, 3:3, 10:29  
Remedies, 10:30, 18:4  
Reports, 1:2, 1:4, 2:1, 2:5, 3:4, 3:8, 3:13, 5:6, 12:11, 12:19, 12:32, 14:2, 18:4  
Retaliation, 1:4, 2:5, 3:13, 10:30, 12:19, 12:32, 18:4  
Sanctions, 4:10, 10:30, 18:4  
Termination of employment, 3:13, 12:19, 18:4  
Terms, 4:10, 9:15, 10:29, 12:19, 12:32, 14:2, 18:4  
Training programs, 4:10, 9:15  
Vacations, 4:10

### NONQUALIFIED DEFERRED COMPENSATION

Restrictions, 23:2

### NORTH CAROLINA

Employment practices, 3:11

### NORTH CAROLINA—Cont'd

Records, 3:11  
Retaliation, 3:11  
Termination of employment, 3:11

### NOTICE

Advance notice, 11:2, 12:2, 19:9 to 19:11, 20:3  
Affirmative action plans, 18:10  
Americans with Disabilities Act, 18:10, 18:50  
Family and Medical Leave Act, 10:24, 18:30, 19:1, 19:9 to 19:11, 19:20, 19:22, 19:24, 24:4  
Overtime, 4:25, 10:23, 13:3, 13:4, 18:14, 18:38, 24:34  
Records and reports, 12:28, 12:31, 24:4  
Uniformed Services Employment and Reemployment Rights Act, 18:10  
Violation, 4:14, 9:4, 9:7, 9:9, 9:15, 9:22, 9:26, 11:3, 12:2 to 12:5, 12:15, 12:28, 12:30 to 12:33, 14:2, 15:2, 17:2, 17:3, 18:7, 18:10, 18:21, 18:27, 18:28, 18:41, 18:42, 19:1, 21:2, 21:12, 21:13, 24:1, 24:3, 24:26

### NURSING MOTHERS

Reasonable break time, 4:24

### OBLIGATIONS

Benefits, 1:4, 1:5, 3:3, 3:5, 3:6, 4:8, 4:14, 4:21, 10:41, 12:3 to 12:5, 12:11, 12:15, 12:19 to 12:21, 12:25, 12:29, 12:30, 12:32, 13:7, 18:10, 18:18, 18:28, 18:38, 19:3, 23:1, 23:3, 24:7, 24:26, 24:32, 24:34  
Department of Transportation, 20:6, 24:26  
Enforcement, 1:5, 3:11, 3:15, 3:18, 6:7, 9:12, 11:3, 12:2, 12:3, 12:5, 12:15, 12:18, 12:20, 12:21, 12:29, 12:30, 15:2, 17:1, 17:6, 17:7, 18:28, 20:2, 24:26, 24:31, 24:32  
Medical records, 12:28  
Pregnancy, 12:3, 13:7  
Substance abuse, 4:8, 12:18, 12:29

## INDEX

### **OBLIGATIONS—Cont'd**

Tests, **12:21**

### **OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**

Department of Labor, **24:4**

### **OHIO**

Appeals, **3:18**

Costs, **3:18**

Health, **3:18**

Jury duty, **18:43**

Reports, **3:18, 18:43**

Terms, **3:18**

### **OKLAHOMA**

Investigations, **24:13**

Notice, **24:13**

### **OPPORTUNITY**

Unfair labor practices, **18:28**

### **OREGON**

Court proceedings, **14:2**

Investigations, **14:2**

Mills, **14:2**

Notice, **14:2**

Reports, **14:2**

Terms, **14:2**

### **ORGANIZING**

Access, **15:2**

Discharge, **15:2**

Discipline, **15:2**

Enforcement, **15:2**

Litigation, **15:2**

Witnesses, **15:2**

### **OVERTIME PAY**

Absence from work, **18:14**

Contract, **24:34**

Enterprise, **10:9**

Equipment, **4:24, 24:34**

Exempt, **4:24, 10:9, 24:34**

Expenses, **24:34**

Holidays, **18:14**

Meal periods, **10:9**

Meetings, **24:34**

Regular rate, **10:9**

State law, **10:9**

Tools, **24:34**

### **OVERTIME PAY—Cont'd**

Vacation, **18:18**

Washing, **4:24**

White collar employees, **10:9**

Workweek, **10:9**

### **PARTICIPATION**

Retaliation, **5:7, 12:2, 12:4, 12:5,  
12:15, 12:21, 12:23, 12:32,  
18:10, 18:11**

### **PARTIES**

Age Discrimination in Employment  
Act, **18:10**

Complaints, **10:30, 11:3, 12:2, 12:3,  
12:18, 12:19, 12:23, 12:28,  
12:29, 18:4, 18:10, 18:27,  
18:49, 24:26, 24:35**

Private organizations, **18:10**

### **PAYROLL**

Payroll taxes, **22:4**

### **PCP**

Drug screening, **18:6**

### **PENNSYLVANIA**

Compensation, **24:33**

### **PENSION BENEFIT GUARANTY CORPORATION**

Coverage, **24:4**

Exceptions, **24:4**

Record retention, **24:4**

### **PERFORMANCE**

National Labor Relations Act, **10:35**

### **PERSONAL DAYS**

Leave of absence, **18:40**

### **PERSONAL SERVICES**

Benefits, **13:8**

### **PERSONALITY**

Discipline, **18:4**

Termination of employment, **18:4**

### **PERSONNEL MANUAL**

Absence, **10:17, 10:22, 10:23, 10:25,  
10:26**

Ada, **10:28**

Adea, **10:28**

Affirmative action, **10:2, 10:28**

**PERSONNEL MANUAL—Cont'd**

Age, **10:28**  
Age Discrimination in Employment Act, **10:28**

**PHILOSOPHY**

Compensation, **12:5, 12:28, 18:9, 18:10, 18:14, 20:1**

**POWER**

Statistics, **14:1**

**PREMIUMS**

Family and Medical Leave Act, **10:24, 18:30, 19:10, 19:11, 19:18 to 19:20**  
Life insurance, **18:30, 23:2**

**PREPARATION**

Collective bargaining agreements, **15:2**

**PREVENTION**

Unions, **9:26**

**PRIVACY ACT**

Records, **24:31**  
Third parties, **9:9, 21:3, 24:31**

**PRODUCTION OF DOCUMENTS**

Discovery, **15:1, 18:28**

**PROGRAMS**

National Labor Relations Act, **18:10**

**PROMOTIONS**

Qualifications, **4:8, 18:10, 18:49**  
Tenure, **18:10**  
Title VII, **10:29, 18:10**

**PROTECTION**

National Labor Relations Act, **18:10**  
Unions, **9:26, 13:4, 13:7**

**PUBLICATIONS**

Benefits, **12:15, 18:4**

**RACE**

Affirmative action, **18:4, 18:8, 18:10, 18:11, 18:27, 18:49**  
Business necessity, **18:10**  
Evidence, **12:5, 12:21, 12:23, 13:7, 18:4, 18:27, 18:28**

**RACE—Cont'd**

Harassment, **4:8, 5:7, 7:1, 12:3, 12:5, 12:16 to 12:18, 12:21, 12:23, 12:27 to 12:29, 13:4, 18:2 to 18:4, 18:9 to 18:11, 18:27, 18:41, 18:46, 18:49, 21:8, 21:14**  
Hiring, **4:8, 7:1, 10:29, 12:16, 12:18, 12:21, 12:28, 13:4, 13:7, 18:4, 18:9, 18:10, 18:31, 18:46, 18:49**  
Insurance, **12:29**  
Layoffs, **18:49**  
Marital status, **4:8, 5:7, 10:29, 12:5, 12:21, 12:23, 12:27, 12:29, 13:3, 13:4, 18:2, 18:8, 18:10, 18:28, 18:31, 18:49**  
Recruiting, **10:29, 13:7, 18:10, 18:49**  
Remedies, **12:23, 18:4**  
Retaliation, **4:8, 5:7, 12:3, 12:5, 12:17, 12:18, 12:21, 12:23, 12:28, 18:3, 18:4, 18:10, 18:11, 18:27, 18:28, 18:41, 18:49, 21:14**  
Reverse discrimination, **18:10**  
Tenure, **18:10**

**REASONABLE ACCOMMODATIONS**

Training, **18:49**

**RECORDS AND REPORTS**

Agreements, **12:28, 24:4**  
Board, **12:6, 12:25, 12:28, 12:31**  
Certificates, **24:4**  
Employee Retirement Income Security Act, **24:4**  
Evidence, **24:4**  
Family and Medical Leave Act, **24:4**  
Notices, **24:4**  
Orders, **24:4**  
Payroll records, **24:4**  
Plans, **12:25, 12:28, 24:4**  
Shipping, **24:4**  
Symbols, **12:28**  
Travel expenses, **12:28**  
Violation, **12:6, 12:25, 12:28, 12:31**  
Walsh-Healey Act, **24:4**

**RECRUITING**

Affirmative action, **18:10, 18:49**  
Age discrimination, **18:10**

## INDEX

### RECRUITING—Cont'd

Agencies, **24:32**  
Business necessity, **18:10**  
Reasonable accommodation, **18:10**  
Sexual orientation, **10:29, 13:7, 18:10, 18:49**  
Tenure, **18:10**

### REFERENCES

Unfair labor practices, **18:28**

### REGULATIONS

National Labor Relations Board, **24:6**

### REHABILITATION

National Labor Relations Act, **18:10**  
Substance abuse policy, **18:6**

### REHABILITATION ACT

Damages, **18:10**  
Disabilities, **18:10**  
Hearing, **18:10**  
Intent, **18:10**  
Notice, **18:10**  
Parties, **18:10**  
Regulations, **18:10**  
Retaliation, **18:10**

### REIMBURSEMENT

Benefits, **3:3, 12:19 to 12:21, 18:27, 18:28, 18:38, 18:49, 23:1 to 23:3**

### REINSTATEMENT

Discipline, **3:14**  
Termination of employment, **3:14**

### RELATIONSHIPS

Retaliation, **4:2, 5:7, 6:5, 12:1 to 12:5, 12:15, 12:17 to 12:19, 12:21 to 12:25, 12:28, 12:32, 18:10, 18:49**

### RELIANCE

Unfair labor practices, **18:28**

### RELIGION

Unfair labor practices, **18:28**  
Unions, **13:4, 13:7**

### REMEDIES

Affirmative action, **18:4**

### REMEDIES—Cont'd

Damages, **3:14, 8:9, 12:2, 13:6, 14:5, 18:4**  
Injunctions, **11:3, 14:5**  
Insurance, **12:2, 13:6, 23:2**  
Monetary, **3:15, 8:9, 12:2, 14:5, 18:4**  
Reinstatement, **3:14, 3:15**  
Settlement, **3:15, 23:2**  
Tax, **12:2, 13:6, 23:2**

### REPRESENTATIVES

Labor relations, **12:2, 18:10, 18:28, 24:6**

### RESEARCH

Alternative dispute resolution, **15:1, 24:26**

### RESTRICTIONS

Nonqualified deferred compensation, **23:2**

### RETALIATION

Adverse action, **18:3, 18:4, 18:11**  
Age Discrimination in Employment Act, **18:10**  
Americans With Disabilities Act, **18:10, 18:50**  
Americans with Disabilities Act, **18:10, 18:50**  
Applicants, **5:7, 10:30, 18:3, 18:4, 18:10, 18:11, 18:49**  
Arbitration, **3:14, 18:27, 18:28**  
Employees, **1:4, 2:5, 3:11, 3:13, 3:14, 4:2, 4:3, 4:8, 4:11, 5:7, 6:1, 6:5, 6:11 to 6:13, 10:30, 10:31, 12:1 to 12:5, 12:15, 12:17 to 12:25, 12:28, 12:32, 18:3, 18:4, 18:10, 18:11, 18:27, 18:28, 18:41, 18:49, 18:50, 24:35**  
Equal Pay Act, **18:10**  
Evidence, **3:14, 3:15, 12:2, 12:4, 12:5, 12:19, 12:21 to 12:23, 12:32, 18:4, 18:27, 18:28**  
Former employees, **12:15**  
Genetic Information Nondiscrimination Act, **18:50**  
Good faith, **1:4, 2:5, 3:11, 3:13, 3:14, 4:2, 4:8, 6:13, 10:31, 12:1 to 12:5, 12:15, 12:17, 12:19 to**

**RETALIATION—Cont'd**

12:22, 12:24, 12:25, 12:28,  
12:32, 18:3, 18:4, 18:10, 18:27,  
18:49, 24:35

Harassment, 3:11, 3:14, 4:8, 5:7, 6:5,  
6:12, 6:13, 10:30, 10:31, 12:2  
to 12:5, 12:17 to 12:19, 12:21,  
12:23, 12:28, 12:32, 18:3, 18:4,  
18:10, 18:11, 18:27, 18:41,  
18:49, 21:14

Insurance, 12:2, 18:50

Investigations, 3:11, 3:13, 3:14, 4:2,  
6:2, 6:12, 12:2, 12:5, 12:19 to  
12:21, 18:4, 18:49, 24:35

Jurisdiction, 3:11, 3:14, 3:15, 12:5,  
12:18, 12:21, 12:28, 18:4, 18:28

Participation, 5:7, 12:2, 12:4, 12:5,  
12:15, 12:21, 12:23, 12:32,  
18:10, 18:11

Pregnancy, 12:3, 18:49

Questions, 3:11, 3:13, 3:14, 4:2, 5:7,  
6:5, 6:11, 12:1 to 12:5, 12:15,  
12:18 to 12:23, 12:25, 12:28,  
12:32, 18:4, 18:27, 18:28,  
18:50, 21:14

Rehabilitation Act, 18:10

Remedies, 3:14, 3:15, 10:30, 12:2,  
12:23, 18:4

Sexual orientation, 4:8, 10:30, 12:3,  
12:5, 12:17, 12:18, 12:21,  
12:23, 18:4, 18:10, 18:41, 18:49

Statutory claims, 18:28

Title IX, 3:15

Title VII, 10:30, 18:4, 18:10

Uniformed Services Employment and  
Reemployment Rights Act,  
18:10

**RHODE ISLAND**

Civil penalties, 9:9

Compensation, 12:16

Harassment, 12:16

Health, 9:9

Notice, 9:9

Privacy, 9:9

Securities, 12:16

**SAFETY**

Inspections, 20:11

**SCHEDULE**

Evidence, 12:2, 18:12, 18:16, 18:27,  
24:5, 24:11

Sanctions, 12:33, 17:3, 17:7

**SEARCH**

Collective bargaining agreements,  
15:2

Computers, 10:32, 12:4, 12:32, 21:7,  
21:13, 24:8

Consent, 12:32, 18:45, 21:13

Offices, 10:36, 12:4, 12:32, 15:2,  
24:14

Records, 8:2, 10:32, 12:4, 12:32,  
15:2, 18:45, 21:13, 22:1

**SETTLEMENT**

Agreements, 24:4

Charges, 9:15, 9:19, 9:26, 15:1

Consideration, 3:15, 9:26

Costs, 3:15, 9:15, 9:16, 15:1

Counsel, 3:15, 15:1, 17:1, 23:2

Discipline, 12:3, 24:4

Employment practices, 12:3

Enforcement, 3:15, 9:15 to 9:24,  
9:26, 12:3, 17:1, 23:2

Evidence, 3:15, 24:4

Fraud, 17:1

Hiring, 24:4

Retaliation, 3:15, 12:3

**SEVERANCE PAY**

Cause, 18:21, 18:26

ERISA, 10:11

Pension plan, 18:21

Plan, 10:11, 18:21

Policy statements, 18:21, 18:23,  
18:25, 18:26

Welfare benefit, 10:11

**SEX**

Unions, 13:4

**SEXUAL ADVANCES**

At-will employment, 12:5

Harassment, 4:8, 10:30, 12:3 to 12:5,  
12:16, 12:21, 12:23, 12:29,  
12:32, 18:2, 18:4, 18:49

## INDEX

### SEXUAL ORIENTATION

- Benefits, 4:8, 7:1, 10:29, 12:3, 12:5, 12:21, 12:29, 13:4, 13:7, 18:4, 18:10, 18:41, 18:49
- Collective bargaining, 7:1, 12:3, 13:4, 13:7
- Contractors, 12:3, 12:5, 12:17, 12:21, 12:23, 13:7, 18:4, 18:10, 18:49
- Contracts, 7:1, 12:17, 12:18, 12:21, 12:23, 13:4, 13:7, 18:10
- Department of Justice, 12:21
- Gender identity, 4:8, 10:29, 10:30, 12:5, 12:17, 12:21, 13:7, 18:4, 18:41, 18:49
- Harassment, 4:8, 7:1, 10:30, 12:3, 12:5, 12:16 to 12:18, 12:21, 12:23, 12:29, 13:4, 18:4, 18:10, 18:41, 18:49
- Hiring, 4:8, 7:1, 10:29, 12:16, 12:18, 12:21, 13:4, 13:7, 18:4, 18:10, 18:49
- Medical conditions, 18:49
- Recruiting, 10:29, 13:7, 18:10, 18:49
- Retaliation, 4:8, 10:30, 12:3, 12:5, 12:17, 12:18, 12:21, 12:23, 18:4, 18:10, 18:41, 18:49
- Sexual orientation, 4:8, 7:1, 9:7, 10:29, 10:30, 12:3, 12:5, 12:16 to 12:18, 12:21, 12:23, 12:29, 13:4, 13:7, 18:4, 18:10, 18:41, 18:49, 21:6
- Tenure, 18:10
- Title VII, 10:29, 10:30, 18:4, 18:10

### SHOES

- Manufacturing, 18:46

### SICK LEAVE

- Accrued sick leave, 18:30
- Family or medical leave, 19:10, 19:11
- Serious health condition, 18:30, 18:47, 19:10, 19:11, 19:15
- State law, 10:38, 18:47

### SITES

- Unions, 9:4, 9:26

### SLEEPING

- Work rules, 10:32, 18:41, 18:42

### SMOKING

- Discrimination, 18:41, 18:42

### SOCIAL SECURITY

- Deductions, 10:6, 24:4
- Earnings records, 24:4
- Employer, 18:1, 18:14, 18:47
- Employment, 3:6, 18:1, 18:47, 24:4
- Life insurance, 10:11
- Wages, 10:6, 24:4

### STIPULATIONS

- Unfair labor practices, 18:28

### STOCK OPTIONS

- Accounting, 23:3, 24:1
- Dividends, 3:10, 23:3
- Incentive stock options, 23:3
- Loans, 13:8, 24:1
- Option, 3:10, 13:8, 17:1, 17:4, 17:7
- Restricted stock, 17:4, 17:7, 23:3
- Stock, 3:10, 13:8, 17:1, 17:4, 17:7, 23:3, 24:1
- Taxation, 24:1
- Termination of employment, 13:8, 17:7

### STORAGE

- Child labor, 13:4, 13:7

### STORES

- Unions, 9:26, 13:4

### SUBMISSION

- Unfair labor practices, 18:28

### SUGGESTIONS

- Benefits, 14:1, 14:5, 18:11, 18:49
- Overtime pay, 10:9

### SUMMARY JUDGMENT

- Partial summary judgment, 8:3

### SYMBOLS

- Records and reports, 12:28

### TELEPHONE

- Companies, 3:18, 4:21, 9:15, 12:2, 12:15, 12:17 to 12:19, 12:28, 13:1, 13:8, 14:2, 14:5, 21:13, 22:3, 24:1, 24:5, 24:16, 24:29, 24:33



## TERMINATION

Acquisitions, 3:10, 12:3, 12:15, 12:18, 12:21, 12:25, 14:5, 17:3, 24:9, 24:34  
 Attendance problems, 18:40  
 Audits, 3:11, 6:7, 9:26, 12:2, 24:4, 24:8, 24:9  
 Cause, 3:11, 3:13, 3:14, 4:2, 4:4, 12:2, 12:3, 12:5, 12:15, 12:19, 12:21, 12:25 to 12:27, 12:31, 12:32, 13:6, 17:3, 17:6, 17:7, 18:4, 18:10, 18:21, 18:28, 18:41, 21:9, 21:13, 22:4, 23:1, 23:2  
 Consideration, 3:10, 4:4, 9:26, 11:3, 12:2, 12:15, 12:25, 12:31, 12:32, 13:8, 14:5, 17:3, 18:6, 18:7, 18:28, 18:38, 18:49, 21:11, 22:2, 22:4, 24:2  
 Conspiracy, 12:21, 12:28, 12:29, 14:5  
 Customers, 3:6, 3:7, 3:10, 4:4, 5:4, 5:7, 5:9, 9:26, 10:32, 10:38, 11:3, 12:1 to 12:3, 12:5, 12:13, 12:15, 12:18, 12:20, 12:21, 12:23, 12:25, 12:27 to 12:29, 12:32, 13:2, 13:6 to 13:8, 14:5, 17:1, 17:6, 17:7, 18:3, 18:6, 18:38, 18:43, 18:49, 20:13, 21:13, 21:14, 24:2, 24:4, 24:8, 24:9, 24:34  
 Damages, 3:10, 3:14, 8:9, 12:2, 12:3, 12:19 to 12:21, 12:28, 12:29, 13:6, 14:5, 17:1, 18:4, 18:10, 18:28, 24:9  
 Disclaimers, 13:6, 14:5  
 Employee Retirement Income Security Act, 24:4  
 Errors, 12:2, 18:6, 18:42, 23:2  
 Evidence, 3:10, 3:14, 12:2, 12:5, 12:8, 12:11, 12:19, 12:21 to 12:23, 12:32, 13:7, 14:5, 17:6, 18:4, 18:28, 24:4  
 Fair dealing, 3:7, 5:9, 12:1, 12:3, 12:15, 12:18 to 12:21, 12:25, 12:29, 12:32, 13:7  
 Fighting, 10:32, 18:6  
 Forum, 18:28  
 Fraud, 3:7, 3:11, 3:13, 3:14, 12:1, 12:2, 12:8, 12:11, 12:15, 12:19

## TERMINATION—Cont'd

to 12:22, 12:24, 12:28, 12:29, 12:32, 13:6, 14:5, 17:1, 21:7  
 Illegal conduct, 12:2, 12:15, 12:32, 18:41, 18:42, 18:49  
 Insubordination, 10:32, 18:21, 18:41  
 Level of performance, 18:42  
 Mergers, 3:10, 12:3, 12:15, 12:21, 12:25, 14:5  
 Mitigation of damages, 13:6  
 Pension Benefit Guaranty Corporation, 24:4  
 Performance appraisals, 18:49  
 Performance standards, 24:34  
 Pleadings, 21:9  
 Privacy, 3:6, 5:7, 9:26, 10:32, 10:38, 12:2, 12:3, 12:21, 12:28, 12:29, 12:32, 13:7, 18:28, 21:3, 21:11, 21:13, 24:34  
 Protective orders, 18:28  
 Reinstatement, 3:14, 18:21, 18:28, 18:30  
 Remedies, 3:14, 8:9, 11:3, 12:2, 12:23, 13:6, 14:5, 18:4, 23:2  
 Settlement, 9:26, 12:3, 17:1, 23:2, 24:4  
 Spin-off, 17:3, 23:3  
 State law, 3:14, 10:38, 12:21, 12:28, 12:29, 14:5, 17:1, 18:3, 18:6, 18:47, 21:7  
 Substitution, 10:59, 24:4  
 Suspension, 3:11, 5:7, 12:1, 12:2, 12:5, 12:8, 12:11, 12:18, 12:19, 12:22, 12:27, 17:3, 18:4, 18:10, 18:40 to 18:43, 23:3  
 Tax, 3:10, 3:11, 5:4, 12:2, 12:21, 12:26, 12:28, 12:29, 13:6, 17:6, 18:38, 23:1 to 23:3, 24:4, 24:34  
 Timing, 17:1, 17:6, 23:2, 23:3  
 Uniformed Services Employment and Reemployment Rights Act, 18:10  
 Wrongful termination, 10:38, 10:59

## TEXAS

Court proceedings, 14:2  
 Health, 9:9  
 Investigations, 14:2, 24:13  
 Notice, 9:9, 14:2, 24:13  
 Sanctions, 12:1



## INDEX

### **TEXAS—Cont'd**

Terms, **14:2**

### **THEFT**

Work rules, **18:41, 18:42**

### **THREATS**

National Labor Relations Board,  
**21:14**

Violence, **4:8, 4:18, 4:27, 12:4,  
12:29, 12:32, 13:4, 18:4, 18:36,  
18:49, 21:14**

### **TITLE VII**

Administration, **18:10**  
Age Discrimination in Employment  
Act, **10:28, 18:10**  
Complaints, **10:30, 18:4, 18:10**  
Confidentiality, **10:30, 18:4**  
Damages, **18:4, 18:10**  
Equal Employment Opportunity  
Commission, **18:4**  
Evidence, **18:4**  
Hiring, **10:29, 18:4, 18:10**  
Investigations, **18:4**  
Jurisdiction, **18:4**  
Notice, **18:10**  
Parties, **10:30, 18:4, 18:10**  
Private employers, **18:4**  
Retaliation, **10:30, 18:4, 18:10**  
Service, **18:10**  
State laws, **10:28, 10:29**  
Terms, **10:29, 18:4, 18:10**

### **TOOLS**

Dealers, **12:17**  
Overtime pay, **24:34**

### **TRADE SECRETS**

Unfair labor practices, **18:28**

### **TRANSMISSION**

Unions, **9:26**

### **TRANSPORTATION**

Child labor, **13:7**

### **UNEMPLOYMENT**

#### **COMPENSATION**

National Labor Relations Act, **18:28**

### **UNFAIR LABOR PRACTICES**

Administration, **18:28**

### **UNFAIR LABOR PRACTICES**

#### **—Cont'd**

Agreements, **18:28**  
Amendment, **18:28**  
Arbitration, **18:28**  
Attendance, **18:28**  
Attorneys, **18:28**  
Awards, **18:28**  
Benefits, **18:28**  
Bonuses, **18:28**  
Breach, **18:28**  
Business, **18:28**  
Choice, **18:28**  
Claims, **18:28**  
Commerce, **18:28**  
Commissions, **18:28**  
Compensation, **18:28**  
Confidentiality, **18:28**  
Contents, **18:28**  
Costs and expenses, **18:28**  
Courts, **18:28**  
Creation, **18:28**  
Damages, **18:28**  
Date, **18:28**  
Decisions, **18:28**  
Disclosure, **18:28**  
Discrimination, **18:28**  
Disputes, **18:28**  
Duration, **18:28**  
Effective date, **18:28**  
Employees, **18:28**  
Employers, **18:28**  
Enforcement, **18:28**  
Evidence, **18:28**  
Exercise, **18:28**  
Expenses, **18:28**  
Extent, **18:28**  
Fees, **18:28**  
Filing, **18:28**  
Formation, **18:28**  
Individuals, **18:28**  
Information, **18:28**  
Injury, **18:28**  
Intent, **18:28**  
Interpretation, **18:28**  
Invoking, **18:28**  
Jurisdiction, **18:28**

**UNFAIR LABOR PRACTICES**

**—Cont'd**

Limitations, **18:28**  
Lists, **18:28**  
Location, **18:28**  
Management, **18:28**  
Manner, **18:28**  
National Labor Relations Act, **18:28**  
Notice, **18:28**  
Number, **18:28**  
Objections, **18:28**  
Office, **18:28**  
Officers, **18:28**  
Parties, **18:28**  
Pay, **18:28**  
Picketing, **18:28**  
Place, **18:28**  
Plans, **18:28**  
Position, **18:28**  
Practices, **18:28**  
Presentation, **18:28**  
Proceedings, **18:28**  
Production, **18:28**  
Promises, **18:28**  
Proof, **18:28**  
Reasons, **18:28**  
Recognition, **18:28**  
Record, **18:28**  
Recording, **18:28**  
Reduction, **18:28**  
References, **18:28**  
Regulation, **18:28**  
Reinstatement, **18:28**  
Relief, **18:28**  
Representation, **18:28**  
Representatives, **18:28**  
Requests, **18:28**  
Resolution, **18:28**  
Response, **18:28**  
Retaliation, **18:28**  
Revocation, **18:28**  
Rights, **18:28**  
Rules, **18:28**  
Schedules, **18:28**  
Scope, **18:28**  
Selection, **18:28**  
Standards, **18:28**

**UNFAIR LABOR PRACTICES**

**—Cont'd**

State, **18:28**  
Statements, **18:28**  
Status, **18:28**  
Stenographic record, **18:28**  
Stipulations, **18:28**  
Strikes, **18:28**  
Support, **18:28**  
Termination, **18:28**  
Testimony, **18:28**  
Use, **18:28**  
Wages, **18:28**  
Waiver, **18:28**  
Withdrawal, **18:28**  
Witnesses, **18:28**  
Work, **18:28**

**UNITED STATES**

National Labor Relations Act, **18:10**

**UTAH**

Equipment, **9:9**  
Goods, **9:9**  
Notice, **9:9**  
Privacy, **9:9**

**VERIFICATION**

Aliens, **18:1**

**VERMONT**

Privacy, **9:16, 9:23**

**VIRGIN ISLANDS**

Harassment, **12:17**  
Terms, **12:17**

**VIRGINIA**

Evidence, **9:10**  
Findings, **9:10**  
Health, **9:9**  
Notice, **9:9, 9:10**  
Privacy, **9:9, 9:10**  
Subpoena, **9:9**  
Terms, **9:10**

**WAGES**

Defined, **3:3, 10:15, 10:51, 12:2, 12:21, 16:1, 18:28, 18:41, 18:49**  
National Labor Relations Act, **18:28**

## INDEX

### **WAIVER**

- Motions, **18:28**
- National Labor Relations Act, **18:28**
- Privilege, **12:2, 18:28**

### **WALSH-HEALEY ACT**

- Evidence, **24:4**
- Records and reports, **24:4**

### **WASHING**

- Overtime pay, **4:24**

### **WASHINGTON**

- Appeals, **9:10**
- Arbitration, **9:10**
- Costs, **9:16, 14:2**
- Court proceedings, **14:2**
- Evidence, **9:10**
- Investigations, **9:16, 14:2**
- Notice, **9:10, 14:2**
- Privacy, **9:10, 9:16**
- Reports, **14:2**
- Terms, **9:10, 14:2**

### **WHITE COLLAR EMPLOYEES**

- Administrative assistants, **10:9**
- American Samoa, **10:9**
- Highly compensated employees, **10:9**
- Salary basis, **10:9**

### **WITHHOLDING**

- Retaliation, **12:2**

### **WITNESSES**

- National Labor Relations Act, **18:28**

### **WORKING CONDITIONS**

- National Labor Relations Act, **10:35**
- Unions, **13:4, 14:4**

### **WORKPLACE SAFETY**

- Access, **10:38, 18:49**
- Accidents, **18:49**
- Agreements, **3:14**
- Air, **20:12**
- Allegations, **3:14**
- Arbitration agreements, **3:14**
- Assignment, **18:49**
- Buildings, **20:12**
- Business, **3:14, 18:49, 20:12**
- Capacity, **18:49**
- Care, **10:38**

### **WORKPLACE SAFETY—Cont'd**

- Cause, **3:14**
- Classification, **18:49**
- Collective bargaining, **3:14**
- Complaints, **3:14, 18:49**
- Conduct, **3:14, 18:49, 20:12**
- Conferences, **18:49**
- Confidentiality, **3:14, 18:49**
- Contractors, **18:49**
- Counsel, **18:49**
- Date, **3:14, 10:38**
- Decisions, **18:49**
- Development, **18:49**
- Devices, **20:12**
- Doctors, **20:12**
- Electrical, **20:12**
- Enforcement, **3:14**
- Equipment, **20:12**
- Evidence, **3:14**
- Exposure, **10:38**
- Facilities, **18:49**
- Fees, **3:14**
- Filing, **3:14, 18:49**
- Fire, **20:12**
- First aid, **20:12**
- Forms, **3:14, 18:49**
- Good faith, **3:14, 18:49**
- Guidelines, **18:49**
- Handling, **3:14, 20:12**
- Health, **10:38, 18:49, 20:10, 20:12**
- Hours, **18:49**
- Identification, **10:38**
- Illnesses, **18:49**
- Incidents, **18:49**
- Information, **3:14, 10:38, 18:49, 20:10**
- Injuries, **18:49, 20:12**
- Instructions, **20:12**
- Investigations, **3:14, 18:49**
- Jurisdiction, **3:14**
- Jury trial, **3:14**
- Keeping, **18:49**
- Knowledge, **3:14**
- Laws, **3:14, 18:49**
- Location, **10:38**
- Masks, **10:38**
- Materials, **20:12**
- Misconduct, **3:14, 18:49**

## COMPANY POLICY STATEMENTS

### WORKPLACE SAFETY—Cont'd

Modification, **18:49**  
Monitoring, **10:38, 18:49**  
Occupational Safety and Health  
Administration, **20:10**  
Occupational safety and health, **20:10**  
Officers, **3:14, 18:49**  
Operations, **18:49, 20:12**  
Opinions, **18:49**  
Orderly workplace, **18:49**  
Osha, **20:10, 20:12**  
Parties, **18:49**  
Penalties, **18:49**  
Performance, **18:49**  
Permission, **20:12**  
Personnel, **10:38, 18:49**  
Place, **3:14, 10:38, 18:49**  
Plans, **18:49**  
Possession, **18:49**  
Posting, **18:49**  
Practices, **18:49, 20:12**  
Prevention, **18:49, 20:12**  
Privileges, **3:14**  
Procedure, **3:14, 10:38, 18:49**  
Programs, **18:49**  
Proof, **3:14**  
Protection, **3:14**  
Purpose, **3:14**  
Record, **18:49**  
Refusal, **10:38**  
Regulation, **3:14, 20:12**  
Relief, **3:14**  
Reporting, **3:14, 18:49**  
Reports, **3:14, 18:49**  
Representatives, **3:14**  
Requests, **18:49**

### WORKPLACE SAFETY—Cont'd

Responsibilities, **3:14, 18:49**  
Restrictions, **18:49**  
Review, **3:14, 18:49**  
Rights, **3:14, 18:49**  
Rules, **3:14, 18:49, 20:12**  
Scheduling, **18:49**  
Scope, **20:12**  
Serious violation, **3:14**  
Service, **18:49**  
Services, **18:49**  
Signs, **10:38**  
Standards, **3:14, 18:49**  
State, **3:14, 10:38, 18:49**  
Statements, **3:14, 18:49, 20:10, 20:12**  
States, **3:14**  
Status, **3:14, 18:49**  
Statute of limitations, **3:14**  
Statutes, **18:49**  
Structures, **20:12**  
Substances, **18:49, 20:12**  
Summaries, **18:49**  
Systems, **18:49**  
Termination, **3:14, 10:38, 18:49**  
Threatened, **18:49**  
Tools, **20:12**  
Training, **18:49**  
Treatment, **18:49, 20:12**  
Trucks, **20:12**  
Types, **10:38, 18:49, 20:10, 20:12**  
Use, **3:14, 10:38, 18:49, 20:12**  
Vehicles, **18:49, 20:12**  
Violations, **3:14, 18:49**  
Water, **20:12**  
Wheels, **18:49**  
Written, **18:49**