Index

| ABUSE Unfair labor practices, 5:14 ACQUISITION Assets, 11:2 Defined benefit plan, 11:2 Overfunded plans, 11:2 ACTUARIES Retirement plans, 1:3, 1:5, 10:4, 10:7, 11:1, 13:14, 19:4, 22:7 ADMINISTRATORS Retirement plans, 1:8, 1:15, 12:8, 17:9 AFFIRMATIVE ACTION Compliance, 3:10 | AGE DISCRIMINATION —Cont'd Firefighters, 3:1 Generally, 1:1 Knowing and voluntary, 3:2 Membership, 3:2 Notice, 3:2, 4:4 Parties, 3:1 Pretext, 3:2 Prima facie case, 3:2 Retaliation, 3:2 Tax, 3:2 Waivers, 3:2 AGE DISCRIMINATION IN EMPLOYMENT ACT Date, 3:2, 4:4 |
|--|--|
| Enforcement, 3:10 Ethnicity, 10:8 Evidence, 3:10 Labor unions, 3:10 Notice, 3:10 Proof, 3:10 AFL-CIO | Evidence, 3:2 Firefighters, 3:1 Intent, 3:1, 3:2 Notice, 3:2, 4:4 Older Workers Benefit Protection Act, 3:2 Parties, 3:1 |
| Unions, 15:5 AGE Group insurance, 15:15 AGE DISCRIMINATION | Pretext, 3:2 Public employers, 1:1, 3:2 Retaliation, 3:2 Service, 3:1, 3:2 Terms, 3:2 |
| ADEA, 3:2 Benefits, 1:1, 3:1, 3:2, 4:4 Compensation, 3:1 Damages, 3:2 Disparate impact, 4:4 Disparate treatment, 3:2, 4:4 Employees, 1:1, 3:1, 3:2, 4:4 Employers, 1:1, 3:2 Federal law, 3:1, 4:4 | AGENTS Termination of employment, 7:20, 7:31 ALABAMA Compensation, 1:16, 2:2, 2:15, 2:16, 2:18, 18:8 Conditions, 2:15, 2:16, 2:18 Constitutionality, 2:16, 2:18 |

| ALABAMA—Cont'd Medical benefits, 15:15 | AMERICANS WITH DISABILITIES ACT |
|---|--|
| Permits, 2:16, 2:18 | —Cont'd |
| Remedies, 1:16, 2:16 | Employers, 7:7 to 7:9 |
| ALASKA | Equal Employment Opportunity Commission, 7:8 |
| Board, 2:7, 2:8, 2:11, 2:15, 2:16, 3:4, 3:10, 3:11, 6:9, 15:8, 15:15 | Evidence, 7:7 , 7:9 Hearing loss, 7:8 , 7:9 Mental illness, 7:7 |
| Compensation, 2:7, 2:8, 2:11, 2:15, 2:16, 3:4, 3:10, 3:11, 8:3 | Mental impairment, 7:7 Multiple sclerosis, 7:7 |
| Conditions of employment, 3:10 | Proceedings, 7:8 |
| Constitutionality, 2:7, 2:16 | Reasonable accommodation, 7:9, |
| Costs, 1:7, 2:11, 15:8, 15:15 | 7:25, 7:29 |
| Creditors, 2:7 | Request, 7:25 |
| Credits, 2:8 | Risk, 7:7 |
| Employment practices, 3:10 | Smoking, 7:7 |
| Enforcement, 2:16, 3:10, 15:15 | Treatment, 7:7, 7:29 |
| Form of payment, 3:10 | ANNUITIES |
| Injunction, 2:7, 6:9 | Actuarial assumptions, 10:7 |
| Medical benefits, 15:9, 15:15 | Death benefits, 2:16, 6:5, 15:10 |
| Notice, 3:10, 6:9 | Distributions, 1:12 |
| Permits, 2:16, 6:9 | Funding, 2:16, 3:12, 10:7, 10:12, |
| Remedies, 2:16 | 15:10 |
| Retirement benefits, 2:7, 2:8, 2:11, 2:15, 2:16, 3:4, 3:10, 3:11, 8:3, 13:11, 15:6 to 15:9, | ANTICIPATION Unions, 3:10 |
| 15:15 | APPOINTMENT |
| Terms, 2:15 , 2:16 , 3:10 , 6:9 , 8:3 , 15:8 | Hearing officer, 2:20, 10:5, 21:3 |
| ALLOWANCES | ARBITRATION |
| Collective bargaining agreements, 12:6 | Agreements, 3:12 , 15:15 Appeal, 3:10 , 3:12 , 15:12 Awards, 15:15 |
| AMERICANS WITH DISABILITIES ACT | Backpay, 3:10 Collateral estoppel, 15:12 |
| Accommodations, 7:9 | Collective bargaining agreements, |
| Damages, 7:9 | 15:15 |
| Depression, 7:7 | Contracts, 3:12 , 15:9 , 15:12 |
| Determination, 7:7 | Costs, 3:12, 13:21, 15:15 |
| Disability, 7:7 to 7:9, 7:25, 7:29 | Disclosure, 13:21 |
| Disability benefits, 7:7 , 7:9 , 7:29 | Evidence, 3:10, 3:12, 15:12, |
| Discrimination, 7:9 | 15:15 |
| Documentation, 7:29 | Hearings, 3:12 |

ARBITRATION—Cont'd ASSOCIATIONS Judicial review, 17:6 Unions, 10:12, 18:8 Jurisdiction, 3:12, 5:12, 17:6 **ATTENDANCE** Litigation, 3:10, 3:12 Discipline, 17:15 Process, 3:10, 3:12, 15:9, 15:12, ATTORNEY GENERAL 17:6 Retirement plans, 1:17, 2:12, Reasonableness. 3:10 10:12, 13:17, 22:6 Remedies, 3:12 Standard of review, 3:10 **BACKPAY** Computation, 3:10 ARIZONA Health insurance benefits, 3:10 Assignments, 7:12 Collective bargaining agreement, BANKRUPTCY 2:16, 15:4, 15:15 Automatic stay, 18:5, 18:8 Compensation, 1:8, 2:7, 2:15, Collective bargaining agreements, 2:16, 2:18, 15:4 18:8 Constitutionality, 2:7, 2:16, 2:18, Disclosure statement, 17:14 19:4 Garnishment, 18:2 Costs, 15:15, 20:6 Participation, 10:7, 20:8 Evidence, 2:18, 7:12, 15:15, 19:4 Proposal, 17:14, 18:8 Form of payment, 2:18 Resources, 20:8 Strike, 17:10 Harassment, 7:12 Insurance benefits, **15:4**, **15:15** BENEFICIARIES Investigations, 7:12 Employee Retirement Income Mandatory retirement, 2:16 Security Act, 17:9, 17:12 to Medical benefits, 15:15 17:15 Notice, 15:4 BENEFIT FUND Remedies, 2:16 Trustees, 10:12 Retirement benefits, 1:8, 2:7, 2:15, 2:16, 2:18, 7:12, 15:15, **BENEFITS** 19:4 Counseling services, 17:15 Sick leave, **2:16**, **15:4** Personal services, 3:11 Terms, 2:15, 2:16, 2:18, 15:4, Publications, 3:2 19:4 Transportation, 6:5, 7:11, 7:14, 12:1, 13:17 **ARKANSAS** BUREAU OF LABOR Compensation, 2:15, 2:16 **STATISTICS** Conditions, 2:15, 2:16 Department of Labor, 12:6 Constitutionality, 2:16 Medical benefits, 15:15 **CALIFORNIA** Permits, 2:16 Assignments, 2:20 Remedies, 2:16 Certificates, 7:14 Termination of employment, 5:5 Collective bargaining agreements, Terms, 2:15, 2:16, 5:5 1:16, 15:15, 18:8

CALIFORNIA—Cont'd CALIFORNIA—Cont'd Compensation, 1:8, 1:16, 2:2, 2:7, Termination of employment, 7:20 2:8, 2:14 to 2:16, 2:18, 2:22, Terms, 1:17, 2:15, 2:16, 2:18, 3:10, 3:12, 7:14, 7:20, 9:12, 2:20, 3:10, 3:12, 7:5, 7:20, 10:5, 10:9, 11:1, 13:4, 13:17, 10:7, 13:8, 13:17, 14:4, 18:6, 14:4, 18:3, 18:8, 20:3 18:8, 19:4 Complaints, 3:12, 7:5, 22:7 Transfers, 18:5, 20:6 Conditions, 1:8, 2:7, 2:15, 2:16, Vacations, 3:10 2:18, 3:10, 7:5, 13:17, 14:4 CHILD SUPPORT Constitutionality, 1:17, 2:7, 2:16, Garnishment, 9:11 2:18, 2:20, 10:9, 19:4, 21:5 Contractors, 13:17 **CHURCH PLANS** Credits, 2:8, 2:20, 3:12 ERISA, 1:17 Criminal penalties, 13:17 **CIVIL RIGHTS** Disclosures, 13:7, 13:8, 13:17 Unions, **3:10** Dispute, 2:17, 2:20, 3:10, 3:12, 10:7, 19:4 **CLASS ACTIONS** Employment practices, 3:10 Appeal, 15:10, 20:5 Equipment, 2:20 Attorneys, 14:12 Evidence, 1:16, 2:14, 2:18, 2:20, Burden of proof, 15:10 3:10, 3:12, 7:5, 7:14, 7:20, Certification, 20:5, 20:8 10:5, 10:7, 15:15, 19:4 Discovery, 20:8 Form of payment, 2:18, 3:10 Jurisdiction, 14:12 Garnishment, 2:20 Membership, 15:10 Gratuity, 2:2, 2:15 to 13:17 Notice, **20:1** Harassment, 7:14, 7:20 Potential class members, 20:5 Health, 2:14, 2:16, 3:10, 7:5, Representation, 20:1 10:7, 15:15, 18:5, 18:8, 20:6 Review, 15:10, 20:5, 20:8 Hearings, 3:12 Settlement, 14:12, 20:5, 20:8 Insurance premiums, 15:15 **CLOSINGS** Investigations, 13:8, 13:17 Life insurance, 7:14 Conference, 1:8 Mandatory retirement, 2:16, 3:10 COERCION Medical benefits, 15:15 Discrimination, 4:4 Notice, 3:10, 3:12, 7:14, 7:20, 13:17, 14:14 COLLATERAL Penalties, 13:17, 14:4, 18:5 Retirement plans, 17:10 Permits, 2:16, 2:18, 13:8, 13:17 **COLLECTIVE BARGAINING** Remedies, 1:16, 2:16, 3:12 Agreement, 2:6, 2:8, 2:16, 3:1. Rule making, 3:10 3:5, 3:12, 4:4, 5:12, 5:14, Sanctions, 1:17, 2:20 10:11, 10:12, 15:3 to 15:5, Sick leave, **2:8, 2:16** 15:8 to 15:10, 15:12, 15:15, State statutes, 3:12 18:8 Taxes, 10:5, 14:4, 19:4 Bankruptcy, 18:8 Temporary disability, 7:14 Bargaining unit, 3:5, 4:4

COLLECTIVE BARGAINING COLORADO—Cont'd —Cont'd Dispute, 2:6, 19:4 Fair representation, 3:9, 15:5 Evidence, 15:15, 19:4 Good faith, 2:6, 10:11 Gratuities, 2:16 Impasse, 1:16 Health, 2:6, 2:16, 15:10, 15:15, Mandatory subjects, 3:5, 5:14, 10:11, 15:5 Insurance, 2:6, 15:10, 15:15, 20:4 Negotiations, **3:9**, **11:6** Mandatory retirement, 2:16 Remedies, 1:16, 2:16, 3:12 Medical benefits, 15:15 Unilateral changes, 15:5, 15:15 Notice, 2:6 Waiver, **2:16** Permits, 2:16, 15:10 COLLECTIVE BARGAINING Remedies, 2:16 **AGREEMENTS** Savings, 1:8, 1:13, 11:4 Allowances, 12:6 Termination of employment, 2:6 Amendment, 12:6, 15:4, 15:10, Terms, 1:15, 2:6, 2:15, 2:16, 19:4 15:15 COMMUNITY PROPERTY Arbitration, 15:15 Life insurance, 6:13 Awards, 15:15 Benefits, 1:16, 3:9, 12:6, 15:3, **COMPENSATION** 15:4, 15:10, 15:15, 18:8 Disciplinary action, 17:12 Changes, 1:16, 12:6, 15:3, 15:10, Discrimination, 3:1, 14:4, 20:5 15:15, 18:8 ERISA, 10:12, 12:6, 15:4, 17:12, Compensation, 1:16, 12:6, 15:4, 17:14 18:8 Conditions, 12:6, 15:10 Establishment, 7:14, 10:11 Date, 1:16, 3:9, 12:6, 15:4, 18:8 Financial analysts, 17:12 Death, 15:4, 15:10 Longevity, 1:8, 2:16, 2:18, 3:10 Determinations, 15:4 Managers, 10:12, 17:3, 17:12, Drugs, 15:15 17:14 Eligibility, 12:6, 15:10, 18:8 Service, 1:2, 1:8, 2:2, 2:3, 2:6 to Evidence, 1:16, 12:6, 15:15 2:8, 2:10 to 2:12, 2:14 to 2:16, 2:18, 3:1, 3:3 to 3:6, **COLORADO** 3:10 to 3:12, 5:7, 5:13, 6:10, Appeals, 2:6, 2:7, 2:16, 10:14, 7:2 to 7:4, 7:13, 7:14, 7:18, 11:4, 15:10, 19:4 7:20, 7:31, 8:1, 8:3, 9:10, Board, 2:6, 2:7, 2:15, 2:16, 10:14, 9:12, 10:5, 10:11, 10:12, 11:4, 15:10, 15:15, 19:4, 11:1, 12:6, 12:8, 13:17, 15:4, 15:12, 17:12, 17:14, 21:2, 21:3 Compensation, 1:8, 2:6, 2:7, 2:15, 2:16 State laws, 17:12, 17:14 Conditions, 1:8, 2:7, 2:15, 2:16, Supervisors, 7:14, 21:2 15:10 Teachers, 1:16, 2:6, 2:10, 2:12, Constitutionality, 2:7, 2:16, 15:10, 2:14, 2:16, 3:6, 3:11, 10:11, 19:4 10:12, 13:17, 15:4, 18:8, Disabled persons, 1:15 20:3, 21:3

COMPLAINTS

Parties, **3:12**, **13:20**, **15:10**, **17:12** Relief, **3:12**, **15:10**, **20:1**

COMPLIANCE

Unions, 3:10

COMPOSITION

Unions, 10:12

CONFIDENTIALITY

Equal Employment Opportunity Commission, 7:8

CONFLICTS OF INTEREST

Unions, 13:7

CONNECTICUT

Appeals, 2:16, 7:4, 7:9, 15:10, 17:5

Compensation, 2:15, 2:16, 7:4

Complaints, 15:10

Conditions, 2:15, 2:16, 7:4, 7:9, 15:10

Constitutionality, 2:16, 15:10

Evidence, 7:4, 7:9, 15:15

Health, 2:16, 7:4, 7:9, 15:10, 15:15

Health insurance, 7:4, 15:10, 15:15

Mandatory retirement, 2:16

Medical benefits, 15:15

Permits, 2:16, 15:10

Remedies, 2:16

Sick leave, 2:16

Terms, 2:15, 2:16

CONSPIRACY

Termination of employment, 5:13

CONTRACTORS

California, 13:17

COST OF LIVING

Retirement plans, 10:7, 19:4 Social security, 19:4

COSTS AND EXPENSES

Benefits, 17:15

COURTS

Collective bargaining agreements, 1:16, 15:3, 15:4, 15:15
Labor relations, 3:5

COVERAGE

Medical benefits, 7:13, 15:9, 15:15

DAMAGES

Accommodation, **7:9**Accrual period, **7:14**Age discrimination, **3:2**Americans with Disabilities Act,

7:9
Benefits, 2:10, 3:2, 3:4, 3:12, 5:5,

7:9, 7:14, 7:31, 10:7, 14:3, 14:4, 17:10, 18:2, 18:4, 20:5, 20:8, 22:4

Compensation, 2:10, 3:4, 3:12, 7:14, 7:31, 14:4, 20:5

Computation, 3:12, 10:7

Defined, 2:10, 3:2, 3:4, 3:12, 10:7, 14:3, 14:4, 17:10, 22:4

Disability discrimination, 7:9

Emotional distress, 7:14

Employment discrimination, 20:5

Pensions, 3:12, 10:7

Period, 3:2, 3:4, 3:12, 7:14, 10:7, 14:3, 17:10, 20:5

Punitive damages, 10:4

Ratification, 3:12

Reinstatement, 2:10

Remedies, 3:12, 20:8

Restrictions, 22:4

Tax, 3:2, 17:10

Title VII, 3:2

Tolling, 10:7, 20:5

Total, 3:12, 7:14, 7:31

DEFENSES

Benefit claims, 17:9 Qualifications, 20:8

DEFINED BENEFIT PLANS

Retirement benefits, 1:6, 1:8, 2:17, 2:21, 3:10, 12:6, 22:7

Index-6

DEFINED CONTRIBUTION DISABILITIES—Cont'd Waiver, **7:8 PLANS** Retirement benefits, 1:6, 1:8 **DISABILITY BENEFITS DEGREE** Americans with Disabilities Act, 7:7, 7:9, 7:29 Violation, 2:20, 20:7, 21:3 Compensation, 2:12, 3:5, 3:12, **DELAWARE** 7:3, 7:4, 7:13, 7:14, 7:18, Attorney general, 21:3 7:31, 8:1, 8:3, 9:10, 10:11, Compensation, 2:15, 2:16, 20:5, 15:4, 21:3 21:3 Continued disability, 7:19 Credits, 2:20 Life insurance, 7:14 Dispute, 2:20, 21:3 Medical benefits, 7:13 Garnishment, 2:20 Offsets, 7:18 Health, 2:16, 15:15, 20:5 Preexisting conditions, 7:7 Mandatory retirement, 2:16 Retirement plans, 1:7, 1:9, 2:12, Medical benefits, 15:15 3:12, 7:7, 7:18, 7:19 Permits, 2:16 Statute of limitations, 3:12, 7:16, Remedies, 2:16 10:11 Sanctions, 2:20, 21:3 Taxation, 3:12, 8:1, 8:3 Sick leave, 2:16 Waiting period, 7:14 Terms, 2:15, 2:16, 2:20, 21:3 DISCIPLINE DEPARTMENT OF LABOR Burden of proof, **2:20, 21:3** Bureau of Labor Statistics, 12:6 Compensation, 2:7, 21:3 Evidence, 2:20, 21:3 DISABILITIES Performance standards, 17:15 Accommodations, 7:9 State law, 2:20, 21:3 Age, 7:1 Termination of employment, 5:5 Alcohol use, 7:7 Americans with Disabilities Act, DISCOVERY 7:7 to 7:9, 7:25, 7:29 Class action, 17:10, 17:12, 20:8 Benefits, 7:2, 7:7, 7:9, 7:10, 7:19, Class actions, 20:8 7:29, 8:2 Defenses, 17:10, 20:8 Burden of proof, 7:19 Names, 14:13 Causation, 8:2 Privacy, 17:12 Confidentiality, 7:8 Relief, 14:3 Evidence, 7:7, 7:9, 7:10, 7:19, 8:2 Summary judgment, 17:10 Examinations, 7:8, 7:19 DISCRIMINATION Health insurance, 7:10 California, 14:4 Impairment, 7:7 Connecticut, 7:9 Insurance, 7:1, 7:10 Delaware, 20:5 Reasonable accommodation, 7:9, 7:25, 7:29 Florida, 6:8, 20:5 Reinstatement, 7:8 Illinois, 7:9, 10:8 Remission, 7:2 Kentucky, 3:2

DISCRIMINATION—Cont'd

Louisiana, 1:1, 10:4, 20:5
Massachusetts, 10:8
Michigan, 3:2
Minnesota, 4:4, 20:5
Montana, 22:6
New Jersey, 16:3
New York, 7:9, 22:6
Ohio, 20:5
Oklahoma, 16:3, 22:6
Pennsylvania, 10:8
Texas, 17:13
Utah, 20:5
Virginia, 10:8
West Virginia, 10:8

DISMISSAL

Unfair labor practices, 1:16

DISPARATE IMPACT

Insurance, 4:4

DISPARATE TREATMENT

Age discrimination, 3:2, 4:4
Damages, 3:2
Older employees, 3:2, 4:4
Pretext, 3:2
Prima facie case, 3:2
Retaliation, 3:2

DISTRIBUTIONS

Collective bargaining agreements, **12:6**

DISTRICT OF COLUMBIA

Annual reports, 17:15 Assignments, 17:15 Notice, 6:9, 17:15 Permits, 6:9 Terms, 6:9

DIVERSIFICATION

Retirement plans, 1:9, 1:12, 1:17, 13:21, 22:7

EARLY RETIREMENT

Age discrimination, 3:2, 4:4

EARLY RETIREMENT—Cont'd

Benefits, 1:8, 1:9, 2:16, 2:20, 3:2, 3:3, 3:10, 3:12, 4:1 to 4:5, 5:4, 6:4, 6:11, 7:16, 7:18, 8:4, 9:5, 9:10, 12:5, 12:6, 21:3

Caselaw, 2:16, 3:12
Discrimination, 3:2, 4:4
Equitable estoppel, 3:12
ERISA, 3:2, 12:6
Incentives, 1:8, 1:9, 3:2, 4:3
Internal Revenue Code, 2:20, 3:3, 8:4
Modifications, 2:16, 3:10

Older Workers Benefit Protection Act. **3:2**

Policies, 3:10 Qualification, 3:3 Release, 2:20, 21:3

Requirements, 1:8, 2:16, 2:20, 3:2, 3:10, 4:4, 7:16, 7:18, 12:6, 21:3

Separation, 3:2, 3:12, 12:5 Waiver, 2:16, 3:2

EARNINGS

Unfair labor practices, 1:16

EFFECTIVE DATE

Collective bargaining agreements, 1:16, 3:9, 12:6

ELECTIONS

Notice, 9:14 Procedures, 9:14 Relief, 9:14 Settlement, 9:14

EMPLOYEE BENEFITS

Income, 1:14, 2:16, 9:10 Limitations, 10:12 Social security, 10:12, 18:8 Spouses, 6:13, 9:10, 9:15, 9:16 Tax, 2:16

Index-8

EMPLOYEE RETIREMENT INCOME SECURITY ACT Amendment, 17:12, 17:14 Banking, 17:14, 17:15 Beneficiaries, 17:9, 17:12 to 17:15 Defined benefit plans, 11:2, 17:9 Discrimination, 17:13 Employee benefit plan, 17:15 Employees, 11:2, 17:12 to 17:15 Exceptions, 17:12 Fiduciary, 10:6, 17:4, 17:9, 17:12 to 17:15 Limitation, 17:12, 17:14, 17:15 Management, 10:1, 17:12 to 17:15 Partners, 17:4, 17:12 Pension plans, 17:15 Plan, 10:6, 11:2, 17:4, 17:9, 17:12, 17:14, 17:15 Remedies, 17:9, 17:12 to 17:14 Reporting requirements, 17:12, 17:15 Requirements, 10:6, 17:12, 17:15 Securities laws, 17:12 to 17:14

EMPLOYMENT DISCRIMINATION

Causation, 20:5 Liability, 20:5 Retirement, 20:5 Statute of limitations, 20:5

Termination, 17:12 to 17:15

EMPLOYMENT PRACTICES

Firefighters, **3:10**Retirement plans, **3:10**

ENERGY

Unions, 19:4

ENFORCEMENT

Arbitration, 3:10, 3:12, 13:21, 15:12, 15:15

Cause of action, 10:11, 10:13

Criminal penalties, 13:17

ENFORCEMENT—Cont'd

Equitable estoppel, 3:12
ERISA, 13:21, 14:3, 17:14
Fiduciary, 1:14, 3:12, 7:14, 10:5, 10:11, 10:13, 11:8, 13:17, 13:18, 13:20, 13:21, 14:3, 17:2, 17:5, 17:10, 17:14
Injunction, 7:14, 10:5, 11:4
Maryland, 2:16, 7:14, 15:15
Pension Benefit Guaranty
Corporation, 14:3
Settlement, 3:10, 3:12, 9:3, 10:11, 18:8, 21:3
Standard of review, 3:10, 7:14
Statute of limitations, 3:12, 10:11

Venue, 17:5, 17:14 EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION
Americans with Disabilities Act,
7:8
Appeals, 7:8

Confidentiality, 7:8
Employers, 7:8
Records, 7:8

EQUITABLE ESTOPPEL

Retirement plans, 3:12, 19:4

ERISA

Church plans, 1:17
Enforcement, 13:21, 14:3, 17:14
Fiduciary responsibility, 10:7,
14:3, 17:4, 17:9, 17:15
Governmental plans, 9:2, 12:6

EVIDENCE

Arbitration decisions, **3:10**Burden of establishing, **7:5**, **7:10**, **7:14**Burden of Proof, **2:20**, **3:12**, **7:5**, **7:6**, **7:15**, **7:19**, **21:3**Compromise, **2:14**Cross-examination, **3:12**, **7:15**Damages, **3:2**, **3:12**, **7:9**, **7:14**, **7:31**, **10:7**

EVIDENCE—Cont'd EXPERT—Cont'd Disciplinary proceedings, 7:6, Witness, 7:6, 7:12, 17:13 7:14, 21:3 **EXTENT** Discovery, 11:9, 17:12 Unions, 3:10, 13:7, 19:4 Disparate treatment, 3:2 FAIR REPRESENTATION Documentary evidence, 7:14 Education, 1:12, 7:6, 7:9, 17:13, Standard, 15:5 FAMILY AND MEDICAL LEAVE Employee Retirement Income ACT Security Act, 17:12 to 17:14 Benefits, 7:11, 7:12 Exhibits, 17:14 Disability, 7:11, 7:12 Findings of fact, 2:14, 2:18, 3:10, Employers, 7:12 3:12, 7:4, 7:6, 7:17 Enforcement, 7:11, 7:12 Group insurance, 15:15 Evidence, 7:11, 7:12 Legitimate, 10:11, 12:6, 19:4 Requirements, 7:11, 7:12 Objections, 7:14 Plaintiff, 3:2, 3:10, 6:13, 7:14, FEDERAL STATUTES 7:19, 10:7, 10:11, 20:7 Arbitration, 13:21 Pretext. 3:2 Parties, **18:2** Prima facie case, **3:2, 6:13** FINANCIAL ANALYSTS Privileges, 2:20, 11:9, 19:4, 21:3 Compensation, 17:12 Remarks, 7:14 Retaliation, 3:2 FLORIDA Sanctions, 2:20, 21:3 Assignments, 2:20, 21:3 State law, 2:14, 2:18, 2:20, 3:10, Compensation, 1:8, 1:16, 2:6, 2:7, 3:12, 7:9 to 7:11, 10:5, 2:10, 2:14 to 2:16, 2:18, 3:5, 15:15, 17:12, 17:14, 21:3 3:10, 5:13, 7:3, 7:4, 7:14, Statistical evidence, 12:6 10:12, 11:5, 15:4, 20:3, 20:5, Summary judgment, 3:2, 3:10, 21:2, 21:3 7:19, 10:7, 15:12 Complaints, 7:5 Title VII, 3:2 Conditions of employment, 3:10 Weight, 3:10, 7:5, 7:6, 7:12, 7:14 Constitutionality, 1:17, 2:7, 2:16, Witnesses, 6:7, 7:6, 7:10, 7:14, 2:18, 2:20, 19:4 7:15, 7:31, 11:9 Disclosures, 20:7 Employment practices, 3:10 **EXCISE TAXES** Evidence, 1:16, 2:14, 2:18, 2:20, Retirement plans, 11:5 3:10, 6:5, 6:7, 7:3 to 7:6, **EXPECTATION** 7:14, 7:17, 10:7, 15:15, 19:4, 20:7, 21:3 Unions, 3:10 Form of payment, **2:18, 3:10 EXPERT** Garnishment, 2:20, 9:11 Costs, 13:21, 17:13, 17:15, 20:8 Harassment, 7:14 Discovery, 11:9, 20:8 Health, 2:6, 2:14, 2:16, 3:10, 7:4, Generally, 14:1 7:5, 10:7, 15:4, 15:7, 15:11, Selection, 17:13, 17:15, 20:8 15:15, 20:4 to 20:7

| FLORIDA—Cont'd Hearings, 7:17 Investigations, 17:2 Life insurance, 7:14 Mandatory retirement, 2:16, 3:10 Marital status, 6:8 Medical benefits, 15:15 | GROUP INSURANCE Active employees, 15:15 Age, 15:15 Coverage, 15:15 Estoppel, 15:15 Health insurance, 15:15 Premiums, 15:15 |
|--|---|
| Notice, 2:6, 3:10, 7:14, 7:17, 9:11, 10:12, 15:4 Remedies, 1:16, 2:16 Rule making, 3:10 Sanctions, 1:17, 2:20, 21:3 Terms, 1:17, 2:6, 2:15, 2:16, 2:18, 2:20, 3:5, 3:10, 6:5, 6:7, 6:11, 7:5, 7:17, 9:5, 10:7, 10:12, 15:4, 19:4, 21:3 | HAWAII Compensation, 2:15, 2:16, 7:13 Constitutionality, 2:16 Evidence, 15:15 Health, 2:16, 15:15 Medical benefits, 7:13, 15:15 Permits, 2:16 Remedies, 2:16 Sick leave, 2:16 |
| GARNISHMENT | Terms, 2:15 , 2:16 , 7:13 |
| Defined, 2:20 Discipline, 2:20 | HEALTH CARE National Labor Relations Board, |
| GEORGIA | 15:5 |
| Compensation, 2:15, 2:16 | Unions, 15:5 , 18:8 |
| Constitutionality, 2:16 Health, 2:16, 15:3, 15:15 Mandatory retirement, 2:16 Medical benefits, 15:15 Notice, 6:9 Pension benefits, 2:15, 2:16 Permits, 2:16, 6:9 Remedies, 2:16 | HIRING Age discrimination, 3:1 Defenses, 17:10 Evidence, 10:11, 12:6 Insurance, 10:11 Standing, 10:11, 17:10 Statistical evidence, 12:6 Statistics, 12:6 |
| Terms, 2:15 , 2:16 , 6:9 | HIV |
| GOOD FAITH Preemption, 13:7 | Appeals, 7:2 Benefits, 7:2 Compensation, 7:2 |
| GOVERNMENTAL PLANS Distributions, 3:3, 12:3, 12:6 ERISA, 9:2, 12:6 Internal Revenue Code, 3:3, 12:3 QDROs, 9:2 Qualification, 3:3 Qualified retirement plans, 3:3 Tax, 3:3, 12:3 Vesting, 12:6 | Death, 7:2 Denial, 7:2 Diseases, 7:2 Eligibility, 7:2 Experience, 7:2 Exposure, 7:2 Illnesses, 7:2 Incidents, 7:2 Issues, 7:2 |

| HIV—Cont'd | ILLINOIS—Cont'd |
|---|--|
| Jurisdiction, 7:2 | Harassment, 7:14 |
| Number, 7:2 | Health, 2:12, 2:16, 3:10, 7:4, 7:9, |
| Parking, 7:2 | 9:10, 15:6, 15:10, 15:15, |
| Protection, 7:2 | 18:8 |
| Retirement, 7:2 | Hearings, 3:12 |
| Safety, 7:2 | Life insurance, 7:14 |
| State, 7:2 | Mandatory retirement, 2:16, 3:10 |
| Statutes, 7:2 | Marital status, 6:6, 9:4, 10:11 |
| Time, 7:2 | Mediation, 18:8 |
| | Medical benefits, 15:15 |
| HYBRID PLANS | Notice, 3:10, 3:12, 7:14, 10:11 |
| Retirement plans, 1:8, 1:13, 17:9 | Overtime pay, 10:11 |
| IDAHO | Permits, 2:16 , 10:11 , 15:10 |
| Board, 2:15, 2:16, 3:12, 15:15 | Remedies, 2:16 , 3:12 |
| Compensation, 2:15, 2:16, 3:12 | Reports, 7:14 |
| Complaints, 3:12 | Rulemaking, 7:14, 10:11 |
| Constitutionality, 2:16 | Sanctions, 1:17, 2:20 |
| Credits, 3:12 | Settlement, 2:11, 3:10, 3:12, 6:12, |
| Dispute, 3:12 | 9:4, 9:10, 10:11, 18:8, 19:4 |
| Health, 2:16, 15:15 | State statutes, 3:12 , 7:2 |
| Insurance premiums, 15:15 | Terms, 1:17, 2:15, 2:16, 2:20, |
| Mandatory retirement, 2:16 | 3:10, 3:12, 6:7, 6:12, 7:16, |
| Medical benefits, 15:15 | 10:11, 18:6, 18:8, 19:4 |
| Notice, 3:12 | Vacations, 3:10 |
| Pension benefits, 2:15, 2:16, 3:12 | |
| Sick leave, 2:16 | IMPAIRMENT |
| State statutes, 3:12 | Collective bargaining agreements, |
| Terms, 2:15, 2:16, 3:12 | 15:3, 15:4, 15:10, 15:15, |
| II I INOIC | 18:8 |
| ILLINOIS | INDEPENDENCE |
| Assignments, 2:20 Certificates, 7:14 | Unions, 18:8 |
| , | |
| Collective bargaining agreements, 15:10, 15:15, 18:8 | INDIANA |
| Compensation, 2:7, 2:11, 2:12, | Annuities, 2:16 |
| 2:15, 2:16, 3:10, 3:12, 7:2, | Compensation, 2:15 , 2:16 |
| 7:4, 7:14, 9:10, 10:5, 10:11, | Evidence, 15:15 |
| 18:8, 21:2 | Health, 2:16, 15:15 |
| Conditions of employment, 3:10 | Insurance premiums, 15:15 |
| Constitutionality, 1:17, 2:7, 2:16, | Mandatory retirement, 2:16, 5:6 |
| 2:20, 15:10, 19:4 | Medical benefits, 15:15 |
| Employment practices, 3:10 | Permits, 2:16 |
| Form of payment, 3:10 | Remedies, 2:16 |
| Garnishment, 2:20 | Terms, 2:15, 2:16 |
| | · ~,, |

INFERENCES IOWA—Cont'd Terms, 2:15, 2:16, 3:10, 6:9, 11:3 National Labor Relations Board, 15:5 Vacations, **3:10 INSURANCE ISSUANCE** Indemnification, 17:14 Unions, 2:14 National Labor Relations Board. **JURISDICTION** 15:5 Arbitration, 3:12, 5:12, 17:6 Public policy, 2:6, 10:11 Complaints, 3:12, 7:5, 17:12 Risk management, 17:15 Due process, 3:12, 17:6 Unions, 3:10, 15:5, 18:8 Investigation, 13:17, 14:12, 17:10, INTENT 17:12, 17:13 Age Discrimination in Employ-Subject matter jurisdiction, 17:10 ment Act, 3:1, 3:2 KANSAS Harassment, 7:20 Compensation, 1:16, 2:7, 2:15, Summary judgment, 2:6, 2:7, 2:16 2:16, 3:2, 3:10, 10:4, 15:12 Constitutionality, 2:7, 2:16, 19:4 Title VII, **3:2** Dispute, 19:4 **INTEREST** Evidence, 1:16, 15:15, 19:4 Preemption, 13:7 Health, 2:16, 15:15 Mandatory retirement, 2:16 **INVESTIGATIONS** Medical benefits, 15:15 Family and Medical Leave Act, Permits, 2:16 7:12 Remedies. 1:16, 2:16 Jurisdiction, 13:17, 14:12, 17:12 Terms, 2:15, 2:16, 19:4 Retirement plans, 13:17 KENTUCKY **IOWA** Administrative decisions, 10:11 Compensation, 2:15, 2:16, 3:10 Age Discrimination in Employ-Conditions of employment, 3:10 ment Act, 3:2 Constitutionality, 2:16 Age discrimination, 3:2 Dispute, **3:10** Appeals, 2:16, 3:2, 3:10, 3:11, Employment practices, 3:10 7:6, 7:7, 7:14, 10:7, 10:12, Evidence, 3:10, 15:15 11:8, 19:4 Form of payment, 3:10 Certificates, 7:14 Gratuities, 2:16 Compensation, 2:15, 2:16, 3:10, Health, 2:16, 3:10, 15:15 3:11, 7:14, 10:11, 10:12 Mandatory retirement, 2:16, 3:10 Conditions of employment, 3:10 Medical benefits, 15:15 Constitutionality, 2:16, 19:4 Notice, 3:10, 6:9 Employment practices, 3:10 Permits, 2:16, 6:9 Evidence, 3:2, 3:10, 3:11, 7:6, Promotions, 3:10 7:7, 7:14, 10:7, 10:11, 15:15, Remedies, 2:16 19:4 Rule making, 3:10 Gratuities, 2:16 State statutes, 11:3 Harassment, 7:14

State statutes, 3:12

KENTUCKY-Cont'd LITIGATION—Cont'd Health, 2:16, 3:10, 10:7, 15:15 Supervisor, 7:14 Trial, 2:11, 2:16, 3:2, 3:4, 3:10, Life insurance, 7:14 3:12, 6:5, 7:14, 7:21, 9:8, Medical benefits, 15:15 10:7, 10:11 to 10:13, 15:14, Notice, 3:2, 3:10, 7:14, 10:11, 17:12, 18:8, 19:4, 20:5, 22:6 10:12 Overtime pay, 10:11 LOANS Permits. 2:16, 7:7, 10:11 Annuities, 3:12 Promotions, 3:10 Retirement plans, 1:8, 3:12, 17:10 Records, 7:6, 10:11 **LOUISIANA** Remedies, 2:16, 7:22 Age discrimination, 1:1 Reports, 7:6, 7:14 Compensation, 1:8, 1:16, 2:15, Rule making, **3:10, 10:11** 2:16, 3:4, 3:12, 7:18, 9:10, Terms, 1:15, 2:15, 2:16, 3:2, 3:10, 9:12 to 10:12, 11:5, 13:17, 10:7, 10:11, 10:12, 19:4 20:5 Vacations, 3:10 Complaints, 3:12, 7:5 **LANGUAGE** Constitutionality, 2:16, 2:20 National Labor Relations Board, Criminal penalties, 13:17 15:5 Disability benefits, 2:20, 3:12, Unfair labor practices, 3:5 7:5, 7:18, 9:10 Disclosures, 9:13, 13:17 LIFE EXPECTANCY Evidence, 1:16, 2:20, 3:12, 6:6, Retirement plans, 1:12, 2:12, 6:4, 6:13, 7:5, 15:15 12:1 Fines, 2:20, 18:2 LIFE INSURANCE Garnishment, 2:20, 18:2, 21:4 Beneficiaries, 6:13, 7:14 Health, 2:16, 7:5, 9:10, 9:13, Community property, **6:13** 15:6, 15:15, 20:4, 20:5 Interest, 6:13, 7:14 Hearings, 3:12, 10:4 Payments, 6:13, 7:14 Investigations, 13:17, 18:2 Life insurance, 6:13 LIKELIHOOD Mandatory retirement, 2:16 Statistics, 1:14 Medical benefits, 15:15 LITIGATION Notice, 3:12, 10:12, 13:17 Discovery, 17:12, 20:8 Permits, 2:16, 13:17 Engineer, 3:12 Remedies, 1:16, 2:16, 3:12 Physician, 7:14 Retirement benefits, 1:8, 2:15, Plaintiff, 3:2, 3:10, 7:14, 10:7, 2:16, 2:19, 2:20, 3:4, 3:12, 10:11, 15:14, 17:9, 20:1, 5:5, 6:4, 6:6, 6:13, 7:5, 7:18, 20:3, 20:4, 20:7, 20:8, 22:6 9:10, 9:12, 9:13, 11:4, 11:5, 13:15, 13:17, 15:6, 15:15, Pleadings, 20:5 18:2, 21:4 Remedies, 2:16, 3:12, 17:9, 17:12, 20:8 Sanctions, 2:20 Sick leave, 2:16 Settlements, 2:11, 3:10, 20:1, 20:8

Statutory schemes, 19:4

LOUISIANA—Cont'd

Survivor benefits, 2:16, 6:13
Termination of employment, 5:5
Terms, 2:15, 2:16, 2:20, 3:12, 5:5,
6:13, 7:5, 10:12, 13:17

LUMP SUM PAYMENTS

Retirement plans, 2:14, 3:12, 10:7

MAINE

Collective bargaining, 2:16, 15:15
Compensation, 2:15, 2:16
Constitutionality, 2:16
Evidence, 15:15
Health, 2:16, 15:15
Insurance premiums, 15:15
Medical benefits, 15:15
Permits, 2:16
Remedies, 2:16
Sick leave, 2:16
Terms, 2:15, 2:16

MANAGEMENT

Collective bargaining agreements, 15:10, 15:15

MANAGERS

Compensation, 10:12, 17:3, 17:12, 17:14

MANDATORY RETIREMENT

Cause, 3:2
Defined benefit plans, 3:10
Early retirement, 2:16, 3:2, 3:10
Fire fighters, 2:16
Voluntary retirement, 2:16

MARYLAND

Certificates, 7:14
Compensation, 2:15, 2:16, 7:14, 9:10
Evidence, 7:7, 7:14, 11:9, 15:15, 19:4
Health, 2:16, 9:10, 15:9, 15:15
Medical benefits, 15:9, 15:15
Notice, 6:9, 7:14
Permits, 2:16, 6:9, 7:7, 11:9

MARYLAND—Cont'd

Remedies, 2:16 Retirement payments, 2:16 Sanctions, 1:17 Terms, 1:17, 2:15, 2:16, 6:9, 7:16, 19:4

MASSACHUSETTS

Administrators, 17:9 Appeals, 2:16, 2:18, 2:20, 3:10, 10:8, 17:5, 21:3 Assignments, 2:20, 21:3 Board, 2:15, 2:16, 2:18, 2:20, 3:10, 6:9, 7:18, 10:8, 15:8, 15:15, 21:3 Compensation, 2:15, 2:16, 2:18, 3:10, 7:18, 21:3 Conditions of employment, **3:10** Constitutionality, 2:16, 2:18, 2:20 Credits, 2:20, 7:18 Employment practices, **3:10** Evidence, 2:18, 2:20, 3:10, 15:15, 21:3 Form of payment, **2:18, 3:10** Garnishment, 2:20 Health, 2:16, 3:10, 9:15, 15:8, 15:15 Insurance coverage, **15:15**, **17:9** Insurance premiums, 15:15 Mandatory retirement, 2:16, 3:10 Medical benefits, 15:15 Notice, 3:10, 6:9 Permits, 2:16, 2:18, 6:9, 10:6 Professionals, 10:6 Remedies, 2:16, 17:9 Rule making, 3:10, 15:8 Sanctions, 2:20, 21:3 Sick leave, 2:16 Students, 2:20, 21:3 Terms, 2:15, 2:16, 2:18, 2:20, 3:10, 6:9, 15:8, 21:3 Vacations, **3:10**

MEDICAL BENEFITS

Eligibility, **7:13**Managed health care, **15:15**

Medical benefits, 15:15

Terms, 2:15, 2:16, 3:5, 6:11, 7:5,

Remedies, 2:16

7:11

MEDICAL BENEFITS—Cont'd MINNESOTA—Cont'd Plan, 7:13, 15:9, 15:15 Appeals, 2:7, 2:16, 3:12, 4:4, 9:6, 10:2, 15:4, 15:12, 19:4, 20:5 United States, 15:9 Compensation, 2:7, 2:15, 2:16, **MERGERS** 3:12, 10:11, 15:4, 15:12, Assets, 14:10 20:5 Stock. 14:10 Complaints, 3:12 Constitutionality, 2:7, 2:16, 19:4 **MICHIGAN** Costs, 3:12, 15:8, 15:15 Age Discrimination in Employ-Credits, **3:12** ment Act, 3:2 Age discrimination, 3:2 Damages, 3:12, 20:5 Appeals, 2:12, 2:16, 3:2, 3:12, Disparate impact cases, 4:4 4:5, 10:12, 10:13, 15:9, Evidence, 3:12, 10:11, 15:12, 15:10, 17:5, 18:8 15:15, 19:4 Compensation, 2:12, 2:15, 2:16, Future earnings, 3:12 3:12, 10:12, 18:8 Health, 2:16, 4:4, 15:4, 15:8, Constitutionality, **2:16**, **15:10** 15:12, 15:15, 20:5 Credits, 3:12 Health insurance, 4:4, 15:4, 15:8, 15:12, 15:15 Health, 2:12, 2:16, 15:6, 15:8 to 15:10, 15:15, 18:8 Hearing, 3:12, 10:11 Health insurance, 15:8, 15:10, Hiring, **10:11** 15:15 Insurance premiums, **15:4**, **15:15** Insurance, 15:8 to 15:10, 15:15, Losses, 3:12, 20:5 18:8 Mandatory retirement, 2:16 Mandatory retirement, 2:16, 3:2 Marital status, 10:11 Medical benefits, 15:9, 15:15 Medical benefits, 15:15 Notice, 3:2, 3:12, 10:12 Notice, 3:12, 4:4, 10:11, 15:4 Overpayments, 3:12 Overtime pay, 10:11 Permits, 2:16, 15:10 Permits, 2:16, 4:4, 10:11 Remedies, 2:16, 3:12 Remedies, 2:16, 3:12 Retirement benefits, 2:12, 2:15, Rule making, **10:11**, **15:8** 2:16, 3:2, 3:12, 4:5, 15:6, Sick leave, **2:16, 15:4** 15:8 to 15:10, 15:15, 18:8 State statutes, 3:12 Rule making, 15:8 Terms, 2:15, 2:16, 3:12, 10:11, State statutes, 3:12 15:4, 15:8, 19:4 Terms, 2:15, 2:16, 3:2, 3:12, 4:5, 10:12, 15:8, 18:8 MISSISSIPPI Appeals, 2:16, 7:5, 7:11 MILITARY SERVICE Compensation, 2:15, 2:16, 3:5 Compensation, 1:2, 2:2, 21:3 Constitutionality, 2:16

Index-16

MINNESOTA

Age Discrimination in Employ-

ment Act, 4:4

Age discrimination, 4:4

| MISSOURI Compensation, 2:15, 2:16, 3:6, 7:4 Constitutionality, 2:16 Evidence, 7:4, 15:15 Health, 2:16, 7:4, 15:15 Mandatory retirement, 2:16 Medical benefits, 15:15 Notice, 6:9 Permits, 2:16, 6:9 Remedies, 2:16 Terms, 2:15, 2:16, 6:9, 7:16 MONTANA | NATIONAL LABOR RELATIONS BOARD Bargaining, 15:5 Benefits, 15:5 Care, 15:5 Collective bargaining, 15:5 Common law, 15:5 Employers, 15:5 Health, 15:5 Industries, 15:5 Representation, 15:5 Rights, 15:5 Status, 15:5 |
|--|--|
| | NEBRASKA |
| Appeals, 2:12, 2:16, 9:10 Board, 2:12, 2:15 to 15:15, 22:6 Compensation, 1:8, 2:12, 2:15, 2:16, 9:10 Constitutionality, 2:16 Evidence, 15:15 Family, 2:16 Medical benefits, 15:15 Permits, 2:16 Remedies, 2:16 Terms, 2:15, 2:16 MOTIONS Unions, 3:10, 19:4 | Compensation, 2:15, 2:16 Constitutionality, 2:16 Evidence, 1:12, 6:5, 15:15 Garnishment, 18:2 Health, 2:16, 15:15 Insurance premiums, 15:15 Investigations, 18:2 Medical benefits, 15:15 Permits, 2:16 Remedies, 2:16 Savings, 1:7, 1:12, 1:13 Sick leave, 2:16 Terms, 1:12, 2:15, 2:16, 6:5 |
| MOTIVE | NEVADA |
| Summary judgment, 3:2 | Collective bargaining agreements, |
| NATIONAL LABOR RELATIONS ACT Appeals, 15:5 Collective bargaining, 15:5 Health care, 15:5 Industries, 15:5 Insurance, 15:5 Retirement, 15:5 Rights, 15:5 States, 15:5 Status, 15:5 | 15:15 Compensation, 2:15, 2:16 Constitutionality, 2:16 Costs, 15:15 Evidence, 15:15 Gratuities, 2:16 Health, 2:16, 15:15, 18:5 Medical benefits, 15:15 Permits, 2:16 Retirement benefits, 2:15 to 15:15 Terms, 2:15, 2:16 |
| Unions, 15:5 | NEW EMPLOYEES |
| United States, 15:5 | Unfair labor practices, 1:16 |

| NEW HAMPSHIRE | NEW JERSEY—Cont'd |
|--|--|
| Compensation, 2:6, 2:7, 2:15, 2:16, 15:4 Constitutionality, 2:7, 2:16, 19:4 Evidence, 15:15, 19:4 Health, 2:6, 2:16, 15:4, 15:15 Mandatory retirement, 2:16 Medical benefits, 15:15 Notice, 2:6, 15:4 Permits, 2:16 Remedies, 2:16 Termination of employment, 2:6 Terms, 1:15, 2:6, 2:15, 2:16, 15:4, 19:4 | Overtime pay, 10:11 Permits, 2:16, 7:7, 10:11, 15:10 Promotions, 3:10, 9:5 Remedies, 2:16, 3:12 Rule making, 3:10, 10:11 Sanctions, 2:20, 21:3 Savings, 2:14 State statutes, 3:12 Students, 2:20, 21:3 Terms, 2:15, 2:16, 2:20, 3:10, 3:12, 6:5, 6:11, 6:12, 9:5, 10:11, 19:4, 21:3 Time off, 7:12 |
| NEW JERSEY | NEW MEXICO |
| Assignments, 2:20, 7:12, 21:3 Benefit plans, 3:10 Compensation, 2:7, 2:14 to 2:16, 3:10, 3:12, 10:11, 21:3 Complaints, 3:12, 15:10 Conditions of employment, 3:10 Constitutionality, 2:7, 2:16, 2:20, 15:10, 19:4 Dispute, 2:20, 3:10, 3:12, 19:4, 21:3 Employment practices, 3:10 | Appeals, 2:6, 2:16, 2:22, 10:9, 17:10 Compensation, 2:6, 2:15, 2:16, 2:22, 10:9 Constitutionality, 2:16, 10:9 Evidence, 15:15 Mandatory retirement, 2:16 Medical benefits, 15:15 Notice, 2:6 Permits, 2:16 Remedies, 2:16 |
| Evidence, 2:14, 2:20, 3:10, 3:12, 6:5, 7:7, 7:12, 10:11, 15:15, 19:4, 21:3 | Sick leave, 2:6 , 2:16 Terms, 2:6 , 2:15 , 2:16 |
| Form of payment, 3:10 | NEW YORK |
| Garnishment, 2:20 Gratuities, 2:16 Harassment, 7:12 Health, 2:14, 2:16, 3:10, 7:12, 15:10, 15:15 Hearings, 3:12 Interest, 2:7, 2:15, 2:16, 2:20, 3:12, 10:11, 11:8 Investigations, 7:12 Labor disputes, 3:10 Mandatory retirement, 2:16, 3:10 Marital status, 10:11 | Annual reports, 17:12, 17:15 Appeals, 1:14, 1:16, 2:7, 2:10, |
| Medical benefits, 15:15 Notice, 3:10, 3:12, 10:11 | 7:2, 7:4, 7:20, 10:11, 17:12, 20:3 |

NEW YORK-Cont'd NEW YORK—Cont'd Conditions of employment, 3:10 10:11, 17:12, 19:4 Constitutionality, 2:7, 2:16, 2:20, Time off, **7:12** 15:10, 19:4 Training programs, 17:12 Credits, **2:20** Vacations, 3:10 Employment practices, 3:10 **NEWLY HIRED EMPLOYEES** Evidence, 1:16, 2:20, 3:10, 7:4, Unfair labor practices, 1:16 7:6, 7:9, 7:10, 7:12, 7:19, 7:20, 10:7, 10:11, 11:9, NORTH CAROLINA 15:15, 17:12, 19:4 Compensation, 2:15, 2:16, 3:10, Fines, 2:20 12:6 Form of payment, **3:10** Conditions of employment, 3:10, Garnishment, 2:20, 21:4 12:6 Gratuities, 2:2, 2:16 Constitutionality, 2:16 Harassment, 7:12, 7:20 Costs, 15:15 Health, 2:16, 3:10, 7:4, 7:9, 7:10, Dispute, 3:10, 6:7 7:12, 10:7, 15:3, 15:6, 15:10, Employment practices, 3:10 15:15, 18:5, 20:4, 20:6 Family, 2:16 Health insurance, 3:10, 7:4, 7:10, Health, 2:16, 3:10, 15:9, 15:15 10:7, 15:3, 15:10, 15:15 Injunction, 6:7 Insurance fund, 13:12 Medical benefits, 15:9, 15:15 Insurance premiums, 7:10, 15:3, Notice, 3:10, 12:6 15:10, 15:15 Permits, 2:16 Investigations, 7:12, 17:12 Remedies, 2:16 Losses, 2:2, 7:16, 10:7, 11:9, Terms, 2:15, 2:16, 3:7, 3:10, 6:7, 17:10, 17:12, 17:15, 20:3 12:6 Mandatory retirement, 2:16, 3:10 NORTH DAKOTA Marital status, 9:14, 10:11 Medical benefits, 15:15 Compensation, 2:15, 2:16 Medical examinations, 7:20 Constitutionality, 2:16 Notice, 3:10, 7:20, 9:14, 10:11, Health, 2:16, 15:15 17:12, 17:15 Mandatory retirement, 2:16 Overtime pay, 10:11 Medical benefits, 15:15 Permits, 2:16, 10:11, 11:9, 15:10 Permits, 2:16 Privacy, 17:12 Remedies, 2:16 Promotions, 3:10 Terms, 2:15, 2:16 Remedies, 1:16, 2:16, 17:12 NOTICE Reports, 7:6, 17:12, 17:15 Disabled workers, 3:2 Rule making, 3:10, 10:11 Overtime, 10:11 Sanctions, 2:20 Violation, 2:6, 3:2, 3:12, 4:4, Severance pay, **3:10** 7:14, 10:12, 13:17, 14:14, State statutes, 7:2, 17:15 15:4, 17:12, 17:13, 17:15 Termination of employment, 7:20 **OBJECTIONS** Terms, 2:15, 2:16, 2:20, 3:10, 6:12, 7:10, 7:16, 7:20, 10:7, Class actions, 20:8

15:15, 19:4

Sick leave, 2:8, 2:16

State statutes, 3:12

OBLIGATIONS OHIO-Cont'd Benefits, 1:2, 1:3, 1:8, 1:14, 1:16, Terms, 2:15, 2:16, 3:12, 5:14, 6:9, 9:8, 10:11, 18:6, 19:4 2:2, 2:4, 2:6 to 2:8, 2:11, 2:12, 2:14 to 2:16, 2:20, 3:5, **OKLAHOMA** 3:10, 5:14, 10:11, 10:13, Compensation, 1:16, 2:15, 2:16 11:1 to 11:9, 13:3, 14:3, Constitutionality, 2:16, 11:7, 15:4, 15:11, 17:10, 17:15, 15:10 18:8, 19:4, 20:7, 21:5 Costs, 15:15 Enforcement, 1:14, 2:16, 2:20, Credits, **16:3** 3:10, 10:5, 10:11, 10:13, Evidence, 1:16, 15:15 11:4, 11:8, 14:3, 17:2, 17:5, 17:10, 18:8 Health, 2:16, 15:10, 15:15 Mandatory retirement, 2:16 **OFFICERS** Medical benefits, 15:15 Group insurance, 15:15 Notice, 6:9 **OFFSETS** Permits, 2:16, 6:9, 15:10 Remedies, 1:16, 2:16 Disability benefits, 7:18 Terms, 2:15, 2:16, 6:9 OHIO OLDER WORKERS BENEFIT Appeals, 2:16, 3:12, 9:8, 9:13, **PROTECTION ACT** 15:10, 19:4, 20:5 Age Discrimination in Employ-Compensation, 1:8, 2:15, 2:16, 3:12, 5:14, 9:13, 10:11, 20:5 ment Act, 3:2 Incentives, 3:2 Complaints, 3:12, 15:10 Constitutionality, 2:16, 15:10, OREGON 19:4 Collective bargaining agreement, Costs, 3:12, 15:15 2:8, 2:16, 3:12, 15:15 Court proceedings, 9:8 Compensation, 2:8, 2:12, 2:15, Credits, 3:12 2:16, 3:12, 7:4, 10:5 Disclosures, 9:13 Constitutionality, 2:16, 19:4 Evidence, 3:12, 10:11, 15:15, 19:4 Credits, 2:8, 3:12 Health, 2:16, 9:13, 15:10, 15:15, Evidence, 3:12, 7:4, 10:5, 15:15, 20:5 19:4 Hearings, 3:12 Health, 2:12, 2:16, 7:4, 15:15 Mandatory retirement, 2:16 Hearings, 3:12 Medical benefits, 15:15 Mandatory retirement, 2:16 Notice, 3:12, 6:9, 10:11 Medical benefits, 15:15 Overtime pay, 10:11 Notice, **3:12** Permits, 2:16, 6:9, 10:11, 15:10 Permits, 2:16 Remedies, 2:16, 3:12 Remedies, 2:16, 3:12 Retirement benefits, 1:8, 2:15, Retirement benefits, 2:8, 2:12, 2:16, 3:12, 9:13, 10:11, 2:15 to 2:17, 3:12, 7:4,

15:10, 15:15, 19:4

Rule making, 10:11

State statutes, 3:12

OREGON-Cont'd PENSIONS—Cont'd Terms, 2:15, 2:16, 3:12, 19:4 Breach of fiduciary duty, 3:12, 10:7 **PARTIES** Defined benefit plans, 1:8, 1:13, Age Discrimination in Employ-2:21, 3:10, 10:5 ment Act, 3:1 Defined contribution plans, 1:8, Complaints, 3:12, 13:20, 15:10, 1:13 17:12 Discrimination, 16:3 Standing to sue, 10:12, 17:10 Distributions, 1:13, 5:14 Fiduciary responsibility, 1:8, 10:7 **PAYROLL** Unions, 3:10 Loans, 1:8, 3:12 Protections, 2:6, 2:7, 2:15, 2:16, **PENNSYLVANIA** 2:18, 10:2, 15:6, 18:8, 19:4 Assignments, 2:20, 21:3 Remedies, 2:16, 3:12 Compensation, 2:15, 2:16, 3:5, Retirement plans, 1:8, 1:13, 2:12, 3:6, 3:12, 5:14, 10:12, 21:3 2:14, 2:15, 2:21, 3:10, 3:12, Complaints, 3:12, 7:5 10:2, 10:7, 11:5, 19:4, 20:6 Constitutionality, 2:16, 2:20 Subsidy, 15:15 Credits, 2:20, 3:12 Venue, **10:7** Evidence, 2:20, 3:12, 6:5, 6:7, Vesting, 2:7, 2:15, 2:16, 3:10, 6:13, 7:5, 15:15, 21:3 15:15, 19:4 Garnishment, 2:20 Year of service, 1:8 Hearings, 3:12 PERSONAL SERVICES Life insurance, 6:13 Mandatory retirement, 2:16 Benefits, 3:11 Medical benefits, **15:9**, **15:15 PLANS** Notice, 3:12, 10:12 Collective bargaining agreements, Permits, 2:16 1:16, 12:6, 18:8 Remedies, 2:16, 3:12 **POWER** Sanctions, 2:20, 21:3 Sick leave, **2:16 Statistics**, **17:14** State statutes, 3:12 **PREEMPTION** Students, 2:20, 21:3 Plan, 10:10, 13:7 Termination of employment, 5:5 Plans, 13:7 Terms, 2:15, 2:16, 2:20, 3:5, 3:12, 5:5, 5:14, 6:5, 6:7, 6:13, 7:5, **PRETEXT** 10:12, 18:6, 21:3 Age Discrimination in Employment Act, 3:2 PENSION BENEFIT Retaliation, 3:2 **GUARANTY CORPORATION** PRIMA FACIE CASE Coverage, 14:3 Age discrimination, 3:2 Enforcement, 14:3 Disparate treatment, 3:2 **PENSIONS** Retaliation, 3:2 Arbitration, 3:10, 3:12, 15:15 Summary judgment, 3:2

PRIVITY

Jurisdiction, 17:10

PROMISSORY ESTOPPEL

Retirement plans, 2:15, 3:12, 19:4

PROTECTION

National Labor Relations Act, 15:5

Unions, 2:13, 2:14, 3:10, 15:5, 18:8, 19:4

PUBLIC CONTRACTS

Compensation, 2:16

Equivalent, 2:16

Personnel, 2:16

United States, 2:16

PUBLICATIONS

Benefits, 3:2

PUNITIVE DAMAGES

Retirement plans, 10:4

RACE

Affirmative action, 2:11

Evidence, 17:13

Insurance, 17:13

Remedies, 17:13

RECOUPMENT

Retirement plans, 3:12

RECRUITING

Insurance, 1:9

REGULATIONS

Unfair labor practices, 5:14

REIMBURSEMENT

Benefits, 2:12, 2:20, 3:7, 3:8, 3:12, 7:13, 7:19, 10:11,

10:14, 15:3, 15:4, 15:10, 21:3

REINSTATEMENT

Termination of employment, 7:20

RELIANCE

Unions, 2:14

RELIGION

Unfair labor practices, 3:5

REMEDIES

Damages, 3:12, 20:8

Insurance, 17:9, 17:12 to 17:14,

20:8

Retirement plans, 1:16, 3:12,

17:9, 20:8

Settlement, 3:12, 20:8

Tax, **2:16**, **17:12**

Unions, 1:16

RESEARCH

Collective bargaining agreements,

12:6

RETALIATION

Age Discrimination in Employ-

ment Act, 3:2

Employees, 3:2

Evidence, **3:2** Pretext. **3:2**

Summary judgment, 3:2

Title VII, 3:2

RHODE ISLAND

Appeals, 2:16, 7:2, 7:13, 10:7,

10:9, 15:4, 15:10, 18:8, 19:4

Bonds, 10:7, 18:8

Charges, 10:7

Compensation, 2:15, 2:16, 7:2,

7:13, 10:9, 15:4, 18:8

Complaints, 15:10

Constitutionality, 2:16, 10:9,

15:10, 19:4

Dispute, 10:7, 15:4, 19:4

Evidence, 7:19, 10:7, 15:15, 19:4

Health, 2:16, 10:7, 15:4, 15:10,

15:15, 18:8

Mandatory retirement, 2:16

Medical benefits, 7:13, 15:15

Notice, 15:4

Permits, 2:16, 15:10

Remedies, 2:16

Securities, 10:7

Index-22

RHODE ISLAND—Cont'd SEXUAL ORIENTATION Sick leave, 2:16, 15:4 —Cont'd Contracts, 2:16 State statutes, 7:2 Terms, 2:15, 2:16, 7:13, 10:7, Sexual orientation, 2:16, 2:17, 9:15, 15:4 15:4, 18:8, 19:4 SICK LEAVE **SCHEDULE** Collective bargaining agreement, Collective bargaining agreements, 2:6, 2:8, 2:16, 15:4 15:10 State law, 2:8, 2:16 Evidence, 10:5, 10:7, 17:12, 17:14 Welfare benefits, 2:16 **SEARCH SOCIAL SECURITY** Consent, 13:17, 17:14 Death benefits, 9:4, 10:11 Offices, 13:17 Early retirement benefits, 3:2 Records, 17:14 Employer, 1:6, 1:8, 3:2, 7:11, 7:13, 7:18, 7:28, 7:29, 8:4, **SELF-DEALING** 10:11, 10:12, 14:4, 18:8, Retirement plans, 17:10 19:1, 19:4 Employment, 3:2, 7:18, 7:28, **SETTLEMENT** 7:29, 10:11, 19:4 Agreements, 3:12, 9:3, 9:14, 18:8, Wages, 10:12 20:8 Charges, 7:24, 21:3 SOUTH CAROLINA Collective bargaining agreements, Compensation, 1:8, 1:16, 2:15, 2:16 Costs, 2:11, 3:12, 14:4, 14:12, Mandatory retirement, 2:16 Medical benefits, 15:15 Counsel, 9:3, 10:11, 14:12, 20:3, Remedies, 1:16, 2:16 20:5, 20:8 Sick leave, 2:16 Discipline, 21:3 Terms, 2:15, 2:16 Employment practices, **3:10** Enforcement, 3:10, 3:12, 9:3, SOUTH DAKOTA 10:11, 18:8, 21:3 Compensation, 2:7, 2:15, 2:16 Evidence, 3:10 to 3:12, 10:11, Constitutionality, 2:7, 2:16, 19:4 19:4, 21:3 Dispute, 19:4 Fraud, 3:12, 9:13, 19:4, 20:3, Health insurance, 15:15 20:5, 21:3 Medical benefits, 15:15 Hiring, 10:11 Permits. 2:16 Remedies, 2:16 SEVERANCE PAY Terms, 2:15, 2:16, 19:4 Massachusetts, 3:10 Plan, 3:10 STOCK OPTIONS Retirement plans, 3:10 Option, 20:5 Stock, 20:5 **SEXUAL ORIENTATION** Benefits, 2:16, 2:17, 9:15, 15:4 **STUDENTS**

Collective bargaining, 2:16, 15:4

Garnishment, 2:20

SUBJECT MATTER **JURISDICTION**

Retirement plans, 17:10

SUMMARY JUDGMENT

Intent, 2:6, 2:7, 2:16, 3:2, 3:10, 10:4, 15:12 Motive, 3:2

SUPREME COURT

National Labor Relations Act. 15:5

National Labor Relations Board, 15:5

SUSPENSION

Unions, 11:8, 19:4

TAXATION

Annuities, 3:12

TEACHERS

Compensation, 1:16, 2:6, 2:10, 2:12, 2:14, 2:16, 3:6, 3:11, 10:11, 10:12, 13:17, 15:4, 18:8, 20:3, 21:3

TENNESSEE

Appeals, 2:16, 15:10, 19:4 Compensation, 2:15, 2:16 Complaints, 15:10 Constitutionality, 2:16, 15:10, 19:4 Evidence, 15:15, 19:4 Mandatory retirement, 2:16 Medical benefits, 15:15 Permits, 2:16, 15:10 Remedies, 2:16 Terms, 2:15, 2:16, 18:6, 19:4

TERMINATION

Burden of proof, 2:20, 21:3 Cause, 2:6, 2:11, 2:20, 7:13, 7:20, 10:11, 14:14, 15:4, 17:12, 17:14, 17:15, 21:3 Consideration, 7:13, 13:17, 14:13, 17:12 to 17:15 Conspiracy, 2:20, 5:13, 21:3

TERMINATION—Cont'd

Damages, 5:5, 7:31, 14:3 Employee Retirement Income Security Act, 17:12 to 17:15 Errors, 10:11, 17:14 Evidence, 2:20, 6:6, 7:20, 7:31, 10:11, 15:15, 17:12 to 17:14,

21:3 Fraud, 2:20, 14:14, 17:13, 17:15,

Internal Revenue Service, 17:15 Pension Benefit Guaranty Corporation, 14:3 Performance standards, 17:15

Privacy, 17:12

Promissory estoppel, 2:15 to 15:15

Reinstatement, 6:6, 7:8, 7:20 Remedies, 2:16, 17:12 to 17:14 Settlement, 2:11, 9:5, 10:11, 21:3 State law, 2:11, 2:16, 2:20, 13:17, 15:15, 17:12, 17:14, 21:3 Suspension, 2:16, 2:20, 17:12,

17:14, 21:3

Tax, 2:16, 2:20, 6:6, 9:9, 10:2, 13:17, 17:12, 17:15, 21:3 Timing, 7:13, 17:12, 17:15

TEXAS

Compensation, 1:8, 2:6, 2:7, 2:15, 2:16, 2:18, 3:12, 10:9, 12:6, 13:17

Conditions of employment, 12:6 Constitutionality, 1:17, 2:7, 2:16, 2:18, 10:9

Credits, 3:12

Evidence, 2:18, 3:12, 10:7, 12:6, 15:15, 17:13

Form of payment, 2:18

Health, 2:6, 2:16, 10:7, 15:7, 15:15

Investigations, 13:17

Mail, 17:13

Mandatory retirement, 2:16 Medical benefits, 15:15

| TEXAS—Cont'd Notice, 2:6, 3:12, 6:9, 12:6, | UNFAIR LABOR PRACTICES —Cont'd Classification, 3:5 Collective bargaining, 1:16, 3:5, 5:14 Collective bargaining agreements |
|---|--|
| Rule making, 12:6 Sanctions, 1:17 | Collective bargaining agreements, 1:16 |
| State statutes, 3:12 | Compensation, 1:16, 3:5, 5:14 |
| Termination of employment, 2:6 | Conditions, 3:5, 5:14 |
| Terms, 1:15, 1:17, 2:6, 2:15, 2:16, | Contributions, 1:16 |
| 2:18, 3:12, 6:9, 9:5, 10:7, | Conversion, 3:5 |
| 12:6, 13:17, 17:13, 22:2 | Courts, 1:16 , 3:5 |
| THEFT | Date, 1:16, 5:14 |
| Retirement plans, 11:5 | Distribution, 3:5 , 5:14 |
| Retirement plans, 11.5 | Effective date, 1:16 |
| TITLE VII | Election, 5:14 |
| Age Discrimination in Employ- | Elimination, 3:5, 5:14 |
| ment Act, 3:2 | Employees, 1:16, 3:5 |
| Damages, 3:2 | Employers, 3:5, 5:14 |
| Evidence, 3:2 | Evidence, 1:16 |
| Notice, 3:2 | Free speech, 3:5 |
| Public employers, 3:2 | Government, 1:16, 3:5 |
| Retaliation, 3:2 | Guarantee, 1:16 |
| Service, 3:2 | Hours, 3:5 , 5:14 |
| Terms, 3:2 | Impasse, 1:16 |
| Trial, 3:2 | Increases, 1:16 , 3:5 |
| TOOLS | Information, 5:14 |
| Dealers, 13:21 | Insurance, 3:5 |
| Dearers, 13.21 | Intent, 1:16 |
| TUBERCULOSIS | Jurisdiction, 1:16 |
| Exposure, 7:2, 7:4 | Justification, 3:5 |
| UNDERPAYMENTS | Mandatory subjects of bargaining, 3:5, 5:14 |
| Retirement plans, 3:12 | Nature, 3:5 |
| UNFAIR LABOR PRACTICES | Newly hired employees, 1:16 |
| Advice, 1:16 | Number, 5:14 |
| Agreements, 1:16 | Office, 3:5 |
| Appeals, 1:16 | • |
| | Officers, 1:16 |
| Approval, 3:5 | Officials, 3:5 |
| Bargaining, 1:16, 3:5, 5:14 | Option, 3:5, 5:14 |
| Bargaining unit, 3:5 | Parties, 1:16, 3:5, 5:14 |
| Belief, 3:5 | Pay, 1:16, 3:5 |
| Benefits, 1:16, 3:5, 5:14 | Pensions, 3:5, 5:14 |
| Claims, 1:16 | Performance, 1:16 |

| UNFAIR LABOR PRACTICES | USERRA |
|--------------------------------------|--|
| —Cont'd | Benefits, 16:3, 16:5 |
| Place, 1:16 , 3:5 | UTAH |
| Plans, 1:16, 3:5, 5:14 | Appeals, 2:16, 3:11, 9:4, 20:5 |
| Practices, 1:16, 3:5, 5:14 | Compensation, 2:15, 2:16, 3:11, |
| Proposals, 1:16 | 20:5 |
| Protection, 3:5 | Constitutionality, 2:16 |
| Reduction, 1:16, 3:5 | Evidence, 3:11, 15:15 |
| Refusal, 1:16 | Mandatory retirement, 2:16 |
| Rejection, 5:14 | Medical benefits, 15:15 |
| Resolution, 1:16 | Notice, 6:9 |
| Retirement, 1:16, 3:5, 5:14 | Permits, 2:16, 6:9 |
| Rights, 1:16 | Remedies, 2:16 |
| Rules, 5:14 | Retirement benefits, 2:15, 2:16, |
| Signatures, 1:16 | 3:11, 15:15 |
| Signs, 1:16 | Terms, 2:15, 2:16, 6:9, 6:12 |
| Speech, 3:5 | |
| State, 1:16, 3:5, 5:14 | VERMONT |
| Status, 5:14 | Compensation, 2:15, 2:16 |
| Studies, 1:16 | Constitutionality, 1:17, 2:16 |
| Subjects of bargaining, 3:5, 5:14 | Employee benefits, 2:15 to 15:15 |
| Systems, 5:14 | Evidence, 15:15 |
| Trustees, 1:16 | Mandatory retirement, 2:16 |
| Types, 1:16 | Medical benefits, 15:15 |
| Unions, 1:16 | Permits, 2:16 |
| Unit, 3:5 | Remedies, 2:16 |
| Use, 1:16, 5:14 | Sanctions, 1:17 |
| Wages, 1:16, 3:5 | Sick leave, 2:16 |
| Working conditions, 3:5, 5:14 | Terms, 1:17, 2:15, 2:16 |
| | VICARIOUS LIABILITY |
| UNION MEMBERS | Distribution, 10:7 |
| Appeal, 2:14 | Due process, 10:7 |
| Complaint, 2:14 | VIDCINIA |
| Contracts, 11:8 | VIRGINIA |
| Employee, 2:14, 11:8 | Compensation, 1:16, 2:14 to 2:16, |
| Employer, 11:8 | 3:11, 3:12 |
| Enforcement, 11:8 | Complaints, 3:12 |
| Officers, 2:14 | Credits, 3:12 |
| Plaintiffs, 2:14 | Evidence, 1:16, 2:14, 3:11, 3:12, |
| Relief, 2:14 | 6:6 to 10:7, 15:15 |
| | Findings, 1:16, 2:14, 3:12 |
| UNITED STATES | Health, 2:14, 2:16, 10:7, 15:15 |
| National Labor Relations Act, | Hearings, 3:12 |
| 15:5 | Marital status, 6:6 , 9:14 |

VIRGINIA—Cont'd WASHINGTON—Cont'd Medical benefits, 15:15 Terms, 2:6, 2:15, 2:16, 3:12, 7:16, 10:12, 18:8, 19:4 Notice, 3:12, 6:9, 9:14 Permits, 2:16, 6:9 WEST VIRGINIA Remedies, 1:16, 2:16, 3:12 Appeals, 1:16, 1:17, 2:14, 2:16, Sanctions, 1:17 3:11, 3:12, 6:6 to 10:8, State statutes, 3:12 13:12, 18:7, 22:3 Terms, 1:17, 2:15, 2:16, 3:12, 6:7, Compensation, 1:16, 2:14 to 2:16, 6:9, 10:7, 18:6 3:11, 3:12 Complaints, 3:12 WAGES Constitutionality, 1:17, 2:16 Defined, 1:15, 1:16, 2:12, 2:18, Credits, **3:12** 3:5, 3:11 to 10:12, 12:6 Evidence, 1:16, 2:14, 3:11, 3:12, 6:6 to 10:7, 15:15 WAIVER Future earnings, 3:12 Age Discrimination in Employ-Health, 2:14, 2:16, 10:7, 15:15 ment Act, 3:2 Hearings, 3:12 Generally, 14:1 Medical benefits, 15:15 Privilege, **17:13** Notice, 3:12 WASHINGTON Permits, 2:16 Appeals, 2:6, 2:10, 2:16, 3:12, Remedies, 1:16, 2:16, 3:12 7:7, 7:16, 10:12, 18:8, 19:4, Sanctions, 1:17 21:4 State statutes, 3:12 Arbitration, 3:12, 15:15 Suspension, 2:16 Compensation, 2:6, 2:10, 2:15, Terms, 1:17, 2:15, 2:16, 3:12, 6:7, 2:16, 3:12, 10:12, 18:8 10:7, 18:6 Complaints, 3:12 WISCONSIN Constitutionality, 2:16, 19:4 Collective bargaining agreement, Costs, 2:13, 3:12, 15:15 2:16, 10:12, 15:10, 15:15 Evidence, 3:12, 7:7, 15:15, 19:4 Compensation, 2:15, 2:16, 10:12 Garnishment, 21:4 Constitutionality, 2:16, 11:7, Health insurance, 2:6, 15:15 15:10 Hearings, 3:12 Disability benefits, 15:10 Mandatory retirement, 2:16 Evidence, 15:15 Medical benefits, 15:15 Health, 2:16, 15:10, 15:15, 20:4 Notice, 2:6, 3:12, 10:12 Insurance premiums, **15:10**, **15:15** Permits, 2:16, 7:7 Medical benefits, 15:15 Remedies, 2:16, 3:12 Notice, 10:12 Retirement benefits, 2:6, 2:10, Permits, 2:16, 15:10 2:13, 2:15, 2:16, 3:12, 7:16, Remedies, 2:16 15:15, 18:8, 19:4, 21:4 Retirement benefits, 2:15, 2:16, Sick leave, 2:6, 2:16, 7:16 15:10, 15:15 State statutes, 3:12 Sick leave, 2:16 Termination of employment, 2:6 Terms, 2:15, 2:16, 10:12

STATE AND LOCAL GOVERNMENT RETIREMENT LAW

WITHHOLDING

Disability benefits, **3:12** Sick leave, **2:8**

WITNESSES

Examination of witnesses, 7:15

WYOMING

Compensation, 1:16, 2:15, 2:16

WYOMING—Cont'd

Constitutionality, 2:16 Evidence, 1:16, 15:15 Mandatory retirement, 2:16 Medical benefits, 15:15

Permits, 2:16

Remedies, 1:16, 2:16

Terms, 2:15, 2:16