

Index

ABUSE

Abuse of discretion standard of review, **5:46**

ACCOUNTS

National Labor Relations Board, **3:64**

ACQUISITION

Amendments, **7:82**
Assets, **3:65**
Assumption, **7:63**
Disability, **7:82**
Due diligence, **6:30, 8:43**
Pension plan, **7:27, 8:31**
Successor liability, **3:65**
Termination, **6:21, 6:30, 6:120, 7:27, 7:63, 7:82, 7:110, 8:31, 8:43**

ADA AMENDMENTS ACT OF 2008

Americans with Disabilities Act, **7:81, 11:2, 11:60**

ADMINISTRATION

National Labor Relations Act, **2:4, 3:81, 4:20**
Railway Labor Act, **2:4, 5:2, 5:11**

ADMINISTRATIVE EXEMPTIONS

Title VII, **5:94**

ADMINISTRATIVE PROCEDURE ACT

Title VII, **2:3**

ADMINISTRATIVE PROCEEDINGS

Equal Access to Justice Act, **9:66**

ADMINISTRATORS

Retirement plans, **5:28**

ADVERSE EMPLOYMENT ACTION

Americans with Disabilities Act, **2:1, 7:25, 7:76, 7:81, 7:82, 11:2**

ADVISORY OPINIONS

Equal Employment Opportunity Commission, **6:48, 6:121**

AFFIRMATIVE ACTION

Classifications, **10:4, 10:6**
Compliance, **11:32**
Enforcement, **6:26, 11:32**
Evidence, **6:26**
Notice, **11:32**
Voluntary affirmative action plan, **6:26**

AFFIRMATIVE DEFENSES

National Labor Relations Board, **5:82, 7:46**

AGE

Group insurance, **8:36**
Labor-Management Reporting and Disclosure Act, **6:112**

AGE DISCRIMINATION

Accrual period, **6:18, 6:22, 8:15, 8:16, 8:29**
ADEA, **1:1, 1:4, 2:1 to 2:5, 3:1 to 3:95, 4:1 to 4:25, 4:27 to 4:38, 4:40 to 4:44, 5:1 to 5:38, 5:40 to 5:73, 5:75 to 5:82, 5:84, 5:86 to 5:88, 5:90 to 5:95, 6:1, 6:2, 6:4 to 6:12, 6:14 to 6:18, 6:20, 6:21, 6:23, 6:25 to 6:39, 6:41 to 6:50, 6:52 to 6:75, 6:77 to 6:84, 6:86 to 6:129, 7:1 to 7:15, 7:17, 7:19, 7:20, 7:22 to 7:34, 7:36, 7:37, 7:39, 7:40, 7:43 to 7:52, 7:54, 7:55, 7:57 to 7:59, 7:61 to 7:66, 7:68, 7:70 to 7:72, 7:74 to 7:90, 7:92 to 7:103, 7:105, 7:107 to 7:112, 7:114, 7:115, 7:117, 7:118, 7A:1 to 7A:18, 8:1, 8:2, 8:4 to 8:14, 8:16, 8:24, 8:26, 8:29 to 8:33, 8:35, 8:36, 8:38, 8:39, 8:43, 8:44, 8:47 to 8:49, 8:53 to 8:55, 8:57, 8:59, 8:60, 8:62, 8:64, 8:66, 8:67,**

AGE DISCRIMINATION—Cont'd

8:69 to 8:75, 8:77 to 8:91, 8:93 to 8:96, 8:98 to 8:115, 8:117, 8:120, 8:122 to 8:133, 8:135, 8:138 to 8:156, 8:158 to 8:161, 8:163 to 8:173, 8:175, 8:176, 9:1 to 9:3, 9:10, 9:13, 9:21, 9:28 to 9:30, 9:33, 9:36, 9:38 to 9:44, 9:46 to 9:60, 9:63 to 9:66, 10:1 to 10:3, 10:8 to 10:12, 10:15, 10:20, 10:22, 10:28, 10:30, 10:32 to 10:34, 10:36, 10:39, 11:1 to 11:4, 11:6, 11:9, 11:11, 11:23, 11:26, 11:28, 11:31, 11:40, 11:41, 11:43, 11:45, 11:55 to 11:57, 11:60, 11:62, 11:64, 11:66 to 11:71

Agencies, 1:4, 2:1, 2:3, 3:11, 3:12, 3:37, 3:46, 3:50, 3:51, 3:54, 3:67, 3:76, 3:79 to 3:81, 3:87 to 3:90, 4:1, 4:13, 4:14, 4:22, 4:26, 4:28, 4:29, 4:43, 4:44, 5:2, 5:10, 5:38, 5:39, 5:56, 5:58, 5:60, 5:65, 6:2, 6:15, 6:16, 6:31, 6:33, 6:36 to 6:40, 6:45, 6:56, 6:58, 6:110, 6:112, 6:114, 6:115, 6:117, 6:119, 6:127, 7:2, 7:81, 7:85, 7A:8, 8:7, 8:9, 8:129, 8:148, 8:160, 9:1, 9:5, 9:12, 9:63, 9:66, 10:14, 11:14, 11:24, 11:27, 11:28, 11:31, 11:42, 11:50, 11:57, 11:59, 11:63, 11:64

Agency interpretations, 2:3, 4:29, 5:4, 5:8

Backpay, 4:1, 5:40, 6:112, 6:113, 7:3, 7:26, 7A:8, 8:5, 8:6, 8:13, 8:14, 8:21, 8:26, 8:30, 8:44, 8:53, 8:112, 8:114, 8:115, 8:122, 8:125, 8:151, 8:175, 9:41, 9:59

Benefits, 1:1 to 1:3, 2:1 to 3:2, 3:7, 3:10, 3:12, 3:16 to 3:18, 3:33, 3:35, 3:36, 3:47, 3:51, 3:56, 3:66, 3:71, 3:76, 3:85, 4:5, 4:6, 4:9 to 4:12, 4:14, 4:17, 4:18, 4:23, 4:27, 4:30 to 4:33, 4:36, 4:38, 4:40, 4:41, 5:1, 5:14, 5:15, 5:17, 5:18, 5:20 to 5:53, 5:55, 5:63, 5:64, 5:68, 5:70, 5:72, 5:76, 5:77, 5:80 to 5:82, 5:84, 5:86, 5:87, 5:89, 5:90,

AGE DISCRIMINATION—Cont'd

5:95, 6:7, 6:14, 6:18, 6:22, 6:23, 6:25, 6:29, 6:35, 6:71, 6:73, 6:75, 6:81, 6:84, 6:94, 6:95, 6:107 to 6:109, 6:112, 6:113, 6:117, 7:7, 7:22, 7:25, 7:26, 7:32, 7:39, 7:40, 7:44, 7:46, 7:50, 7:55, 7:58, 7:62, 7:65, 7:74, 7:75, 7:90, 7:106, 7:109, 7A:6, 7A:10, 7A:18, 8:6, 8:9, 8:10, 8:12, 8:13, 8:27, 8:29, 8:31 to 8:39, 8:47, 8:51 to 8:56, 8:62, 8:64, 8:67, 8:69 to 8:71, 8:75, 8:85, 8:98, 8:104 to 8:106, 8:117, 8:121, 8:122, 8:124, 8:129, 8:133, 8:135, 8:148, 8:159, 9:21, 9:32, 9:35, 9:66, 10:2, 10:26, 10:28, 10:38, 11:26, 11:29, 11:33, 11:40, 11:43, 11:45, 11:60, 11:63

Bona fide benefit plan, 2:2, 5:21, 5:28, 5:31, 7:88

Bona fide occupational qualifications, 5:4, 5:6, 5:14, 5:15, 5:19, 11:23

Business necessity, 4:42, 5:1, 5:15, 5:16, 5:20, 5:52, 6:26, 7:87 to 7:90, 9:58

Causation, 2:1, 3:91, 4:1, 4:22, 5:52, 7:3, 7:4, 7:24, 7:27, 7:59, 7:62, 7:75, 7:79, 7:81 to 7:83, 7:86, 7:87, 7:91, 7:93, 7:95, 7:99, 7:102, 7:107, 7:114, 9:2, 9:41, 10:34, 10:39, 11:40, 11:66

Circumstantial case, 7:66, 7:86, 7:110

Class actions, 5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:10, 7A:14, 8:2, 9:53

Comparators, 6:62, 7:15, 7:23, 7:108, 8:29

Compensation, 2:1, 3:10, 3:18, 3:20, 3:36, 3:47, 3:56, 3:66, 3:87, 3:88, 4:1, 4:3, 4:5, 4:6, 4:9, 4:10, 4:28, 4:41, 4:44, 5:8, 5:16, 5:18, 5:20 to 5:22, 5:24, 5:26, 5:27, 5:31, 5:56, 5:77, 5:80, 6:7, 6:14, 6:21 to 6:23, 6:31, 6:55, 6:71, 6:94, 6:117, 7:6, 7:22, 7:26, 7:30, 7:46, 7:62, 7:65, 7:70, 7:83, 7:90, 7:96, 7:118, 7A:6, 7A:15, 8:1,

INDEX

AGE DISCRIMINATION—Cont'd

8:13, 8:25, 8:26, 8:29, 8:31,
8:33, 8:43, 8:47 to 8:51, 8:55 to
8:57, 8:60, 8:70 to 8:72, 8:108,
8:110, 8:113, 8:120, 8:121,
8:144, 8:157, 8:162, 8:168,
8:171, 8:172, 9:1, 10:2, 10:34
to 10:36, 11:43, 11:44, 11:60
Complaint, 3:29, 3:37, 3:45, 3:49,
3:71, 3:77, 3:81, 3:84, 3:86,
4:7, 4:8, 4:14, 4:16, 4:22 to
4:24, 5:12, 5:16, 5:20, 5:31,
5:51, 5:58, 5:65, 5:75, 5:82,
6:1, 6:3 to 6:10, 6:12, 6:15,
6:22, 6:31, 6:33, 6:35 to 6:37,
6:41 to 6:43, 6:45, 6:52, 6:54 to
6:56, 6:58 to 6:62, 6:65, 6:66,
6:77, 6:80, 6:82 to 6:84, 6:86,
6:88, 6:89, 6:91, 6:92, 6:95,
6:98, 6:103, 6:104, 6:107,
6:108, 6:112, 6:113, 6:115 to
6:117, 6:119 to 6:121, 7:20,
7:25 to 7:30, 7:46, 7:64, 7:78,
7:102, 7A:8, 8:63, 8:95, 8:127,
9:1, 9:2, 9:4, 9:6, 9:7, 9:10 to
9:29, 9:31, 9:32, 9:37, 9:39,
9:40, 9:42 to 9:44, 9:46, 9:48,
9:53, 9:58, 10:3, 11:6 to 11:8,
11:11, 11:13, 11:14, 11:16 to
11:22, 11:24, 11:28, 11:66,
11:68
Computation, 5:40, 6:54, 8:10, 8:16,
8:17, 8:20, 8:23, 8:29, 8:31,
8:33, 8:39, 8:49, 8:51, 8:57,
8:62, 8:65, 8:67, 8:70, 8:104,
8:121, 8:122, 8:160, 9:31
Conciliation efforts, 4:14, 4:15, 6:9,
6:36, 6:47, 6:49, 6:54, 6:58,
6:60, 6:89, 6:90, 6:99, 6:102 to
6:104, 6:106, 6:126
Constitutional requirements, 10:9
Constructive discharge, 4:7, 4:11,
4:12, 5:51, 6:6, 6:7, 6:22, 6:62,
7:17, 7:26, 7:44 to 7:46, 7:112,
8:67, 8:92
Continuing violations, 6:22, 8:29,
9:44
Damages, 2:1, 2:4, 2:5, 3:76, 3:78,
3:86, 3:91, 3:94, 3:95, 4:11, 5:1,
5:3, 5:31, 5:61, 5:80, 5:82,
5:86, 5:87, 5:91, 6:26, 6:48,

AGE DISCRIMINATION—Cont'd

6:62, 6:69, 6:71, 6:73 to 6:75,
6:94, 6:95, 6:107, 6:109, 6:112,
6:113, 6:121, 6:128, 6:129, 7:3,
7:26, 7:27, 7:64, 7:77, 7:90,
7:118, 7A:5, 7A:8, 7A:9, 7A:11,
7A:14, 8:1 to 8:4, 8:6, 8:7, 8:9
to 8:21, 8:23 to 8:26, 8:29, 8:31
to 8:36, 8:38 to 8:44, 8:46 to
8:48, 8:53 to 8:55, 8:57 to
8:117, 8:119 to 8:121, 8:124,
8:126 to 8:128, 8:131, 8:132,
8:136, 8:140, 8:142 to 8:145,
8:147, 8:148, 8:161, 8:165,
8:168, 8:171, 8:173, 8:175,
8:176, 9:11, 9:13, 9:31 to 9:33,
9:41, 9:57, 9:60, 9:61, 9:63,
10:3, 10:19, 10:32, 10:34,
10:38, 11:2, 11:6, 11:8, 11:34,
11:37, 11:43, 11:52, 11:60,
11:63, 11:66, 11:68, 11:69
Decisionmakers, 6:120, 6:123, 6:125,
7:86
Defenses, 2:1, 2:2, 3:35, 3:73, 5:1 to
5:95, 6:51, 6:78, 6:82, 6:84,
6:102, 7:46, 7:64, 7:77, 7:84,
7:88, 7:94, 9:28, 9:56, 9:58,
11:41
Determinative factor, 3:19, 4:4, 4:34,
7:10, 7:50, 7:55, 7:65, 7:71,
7:76, 7:97, 7:101, 7:107, 7:110,
7:112, 7:114, 8:82, 8:85, 8:94,
8:170, 11:40
Direct evidence case, 7:83, 7:84,
7:86
Discipline, 3:66, 3:91, 4:8, 5:56,
5:57, 5:71, 6:123, 7:2, 7:23,
7:32, 7:74, 7:83, 7:108, 7A:1,
7A:2, 10:11
Disparate impact, 2:1, 3:7, 3:11,
3:91, 4:3 to 4:5, 4:35, 4:37,
4:42, 5:1, 5:14 to 5:20, 5:42,
5:43, 5:52, 5:56, 6:8, 6:62,
6:83, 6:84, 7:11, 7:50, 7:59,
7:61, 7:62, 7:87 to 7:93, 7:95,
8:9, 8:94 to 8:96, 8:98, 9:55,
10:3, 11:39, 11:41
Disparate treatment, 2:2, 3:11, 3:71,
4:4 to 4:6, 4:36, 4:40 to 4:42,
5:16 to 5:18, 5:20, 5:32 to 5:34,
5:41, 5:52, 6:7, 6:22, 6:23,

AGE DISCRIMINATION—Cont'd

6:62, 6:120, 6:128, 7:6, 7:7,
7:9, 7:50, 7:54, 7:59, 7:62,
7:63, 7:74, 7:76 to 7:79, 7:81,
7:83, 7:87, 7:89, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:29,
8:92 to 8:96, 8:98, 9:1, 11:62,
11:69

EEOC enforcement actions, 6:108

Elected officials, 3:8, 3:22 to 3:24,
3:27, 3:73, 8:7, 11:4

Employees, 1:3, 1:4, 2:1, 2:2, 2:4,
3:1 to 3:3, 3:6, 3:7, 3:9 to 3:12,
3:14, 3:15, 3:17, 3:19 to 3:31,
3:33 to 3:36, 3:38, 3:39, 3:42,
3:44, 3:45, 3:47 to 3:53, 3:56,
3:60 to 3:72, 3:76, 3:78 to 3:83,
3:85 to 3:95, 4:1 to 4:7, 4:9,
4:11 to 4:14, 4:16, 4:17, 4:21 to
4:28, 4:30 to 4:32, 4:34, 4:36 to
4:38, 4:40 to 4:42, 5:1 to 5:5,
5:7 to 5:14, 5:16 to 5:36, 5:40
to 5:46, 5:48 to 5:56, 5:58,
5:59, 5:61, 5:63 to 5:65, 5:68,
5:70 to 5:72, 5:76 to 5:82, 5:84,
5:86 to 5:88, 5:91, 5:94, 6:1,
6:2, 6:5 to 6:8, 6:14, 6:15, 6:19,
6:23, 6:24, 6:27, 6:31 to 6:33,
6:35, 6:36, 6:45, 6:54, 6:55,
6:58, 6:62, 6:64, 6:66 to 6:68,
6:78, 6:79, 6:81, 6:82, 6:84,
6:85, 6:88, 6:89, 6:91 to 6:98,
6:100, 6:103, 6:104, 6:107 to
6:109, 6:111 to 6:113, 6:117,
6:120, 6:123, 6:125, 6:128,
6:129, 7:2, 7:3, 7:6, 7:7, 7:10 to
7:13, 7:15, 7:17, 7:19, 7:20,
7:22 to 7:28, 7:30 to 7:34, 7:37,
7:40 to 7:43, 7:45 to 7:50, 7:52,
7:55, 7:57 to 7:66, 7:68 to 7:70,
7:74, 7:76 to 7:79, 7:81 to 7:83,
7:85 to 7:93, 7:95, 7:96, 7:103
to 7:106, 7:108 to 7:112, 7:117,
7:118, 7A:4 to 7A:9, 7A:11,
7A:12, 7A:15, 7A:17, 8:1, 8:2,
8:6, 8:9, 8:10, 8:17, 8:25, 8:29
to 8:32, 8:34 to 8:36, 8:38,
8:39, 8:44, 8:50, 8:53, 8:56,
8:66, 8:67, 8:69, 8:84, 8:93,
8:95, 8:100, 8:102, 8:103,
8:108, 8:122, 8:127, 8:129,
8:130, 8:136, 8:138 to 8:142,

AGE DISCRIMINATION—Cont'd

8:144, 8:148, 8:154, 8:156,
8:160, 8:172, 8:175, 9:1 to
9:66, 10:1 to 10:3, 10:5, 10:10
to 10:12, 10:17, 10:19, 10:20,
10:22 to 10:24, 10:26, 10:28,
10:32 to 10:34, 10:38, 10:39,
11:1 to 11:12, 11:23, 11:24,
11:26 to 11:28, 11:56, 11:57,
11:60, 11:61, 11:64, 11:66 to
11:69

Employers, 1:3, 1:4, 2:1, 2:2, 2:4,
3:1, 3:12, 3:15, 3:19, 3:21,
3:29, 3:31, 3:33, 3:35, 3:36,
3:42, 3:45, 3:46, 3:51, 3:56,
3:59, 3:64, 3:66 to 3:68, 3:71,
3:72, 3:74, 3:76, 3:79, 3:81,
3:85, 3:87 to 3:91, 3:95, 4:1,
4:3 to 4:6, 4:8, 4:10, 4:12 to
4:14, 4:16, 4:20, 4:25, 4:28,
4:29, 4:31, 4:41 to 4:44, 5:3,
5:5 to 5:7, 5:9 to 5:12, 5:15,
5:18, 5:19, 5:21, 5:26 to 5:34,
5:36 to 5:38, 5:40, 5:41, 5:43 to
5:47, 5:50 to 5:52, 5:55, 5:56,
5:59 to 5:61, 5:63, 5:66, 5:68,
5:72, 5:76, 5:79 to 5:82, 5:87,
5:90, 5:95, 6:1, 6:5, 6:6, 6:21,
6:31, 6:35, 6:38, 6:47, 6:55,
6:64, 6:89, 6:95, 6:98, 6:100,
6:101, 6:106, 6:112, 6:121,
6:124, 6:126, 6:128, 7:2, 7:6,
7:13, 7:20, 7:26 to 7:28, 7:33,
7:36, 7:37, 7:40, 7:43, 7:46,
7:50, 7:52, 7:59, 7:62, 7:65,
7:68 to 7:71, 7:73 to 7:78, 7:81,
7:86, 7:87, 7:89, 7:90, 7:92,
7:96, 7:97, 7:109, 7:111, 7A:1,
7A:2, 7A:14, 7A:16, 7A:17,
8:1, 8:9, 8:13, 8:29, 8:30, 8:57,
8:62, 8:69, 8:72, 8:74, 8:78,
8:81, 8:85, 8:86, 8:100, 8:103,
8:108, 8:110, 8:130, 8:140,
8:142 to 8:144, 8:150, 8:151,
9:2, 9:3, 9:28, 9:41, 9:49, 9:58,
9:63, 10:2, 10:3, 10:10, 10:19,
10:20, 10:22, 10:28, 10:32 to
10:34, 10:38, 10:39, 11:1,
11:23, 11:26, 11:28, 11:57,
11:60, 11:66, 11:67, 11:69

Equal Employment Opportunity
Commission, 2:1, 2:3, 2:5, 3:5

INDEX

AGE DISCRIMINATION—Cont'd

to 3:7, 3:10, 3:13, 3:20, 3:31, 3:34 to 3:38, 3:44, 3:46, 3:47, 3:52, 3:63, 3:65, 3:71, 3:78, 3:86 to 3:89, 4:1, 4:4, 4:6, 4:7, 4:10, 4:14, 4:15, 4:19, 4:21, 4:22, 4:24, 4:25, 4:27 to 4:33, 4:36, 4:43, 4:44, 5:1, 5:2, 5:4, 5:8, 5:11, 5:19, 5:30, 5:32, 5:36, 5:37, 5:39, 5:42, 5:43, 5:46, 5:48, 5:55, 5:60, 5:62, 5:64 to 5:67, 5:69 to 5:76, 5:79, 5:80, 5:82, 5:85, 5:91, 5:94, 5:95, 6:1 to 6:6, 6:8, 6:9, 6:12, 6:14 to 6:18, 6:21, 6:27, 6:31, 6:33, 6:35 to 6:38, 6:42 to 6:49, 6:52 to 6:54, 6:58 to 6:62, 6:64, 6:66, 6:80, 6:84, 6:87 to 6:89, 6:91 to 6:93, 6:95, 6:97 to 6:116, 6:120, 6:121, 6:124 to 6:129, 7:64, 7:84, 7:85, 7:96, 7:118, 7A:8, 7A:9, 7A:16, 8:1, 8:3, 8:6, 8:13, 8:23, 8:30, 8:46, 8:50, 8:55, 8:57, 8:60, 8:63, 8:75, 8:96, 8:102, 8:109, 8:111, 8:119, 8:126, 8:129, 8:131, 8:145, 8:146, 8:152, 8:155, 8:161, 8:171, 8:175, 9:1, 9:3, 9:4, 9:6, 9:7, 9:9, 9:10, 9:12, 9:13, 9:15, 9:17 to 9:22, 9:25 to 9:30, 9:32, 9:33, 9:36 to 9:40, 9:43 to 9:46, 9:49, 9:53, 9:55, 9:59, 9:66, 11:6 to 11:8, 11:12 to 11:14, 11:16, 11:18, 11:19, 11:21, 11:28, 11:60, 11:67

Exhaustion of remedies, 6:2, 6:18, 6:41, 9:21, 9:39

Failure to post notices, 6:31

Federal employers, 8:1, 8:108, 9:28, 9:63, 11:67

Federal law, 2:4, 2:5, 3:2, 3:31, 3:78, 3:80, 3:84, 3:86, 4:27, 5:16, 5:18, 5:19, 5:56, 5:59, 5:63, 5:81, 5:90, 6:62, 6:74, 6:121, 7:58, 7A:9, 8:9, 8:77, 8:84, 8:112, 8:117, 10:34, 11:33, 11:36, 11:48, 11:51, 11:70

Firefighters, 1:1, 3:2, 3:31, 4:12, 5:3, 5:6 to 5:8, 5:10, 5:11, 5:31, 7:60, 7:95, 8:126, 8:127, 10:11, 10:20, 10:22

Foreign employers, 3:87 to 3:90

AGE DISCRIMINATION—Cont'd

Fringe benefits, 5:27, 5:31, 5:43, 6:25, 7:40, 8:10, 8:31, 8:36, 8:38, 8:71

Front pay, 4:11, 6:75, 7A:14, 8:1 to 8:3, 8:5, 8:10, 8:12, 8:13, 8:19, 8:20, 8:25, 8:28, 8:29, 8:31, 8:33, 8:38, 8:39, 8:44, 8:53, 8:57 to 8:71, 8:104, 8:124, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 8:160, 8:161, 9:32, 9:61

Good cause, 5:1, 5:56, 5:57, 6:48, 6:115, 6:116, 6:121, 7:65, 9:19, 9:29, 10:38, 11:21

Government contractors, 11:55 to 11:58

Government employers, 2:2, 5:3, 5:31, 9:28

Harassment, 3:81, 3:94, 3:95, 4:3, 4:7, 4:11, 4:13, 4:23, 4:24, 5:58, 6:5, 6:7, 6:103, 6:104, 7:6, 7:25 to 7:27, 7:29, 7:30, 7:45, 7:46, 7:64, 7:74, 7:81, 7A:7, 8:101, 9:10, 11:8

Hostile environment, 4:7, 4:23, 6:22, 7:29, 9:44

Inferential proof, 7:86

Injunctions, 5:60, 8:1, 8:125 to 8:127, 8:129

Jurisdiction, 2:4, 2:5, 3:1, 3:45, 3:56, 3:68, 3:70, 3:73, 3:76, 3:77, 3:81, 3:83, 3:85, 3:89, 3:91, 5:11, 5:58, 5:59, 5:75, 5:79, 5:82, 5:91, 6:2, 6:4, 6:6, 6:7, 6:11, 6:12, 6:33, 6:52, 6:54, 6:58, 6:60 to 6:78, 6:90, 6:100, 6:103, 6:107, 6:110, 6:111, 6:113, 6:117, 6:119, 6:121, 7:64, 7A:2, 7A:5, 7A:15, 7A:17, 8:1, 8:7, 8:9, 8:110, 8:130, 8:131, 8:140, 8:154, 8:161, 8:176, 9:17, 9:23, 9:28, 9:39, 9:43, 9:44, 9:52, 9:66, 10:3, 10:36, 11:14, 11:24, 11:34, 11:65, 11:67

Jury trials, 2:2, 6:26, 6:73, 6:75, 6:111, 7:112, 8:13, 8:72, 8:142, 9:2, 9:43, 9:54

Knowing and voluntary, 4:12, 5:22, 5:24, 5:63 to 5:65, 5:67 to 5:69,

AGE DISCRIMINATION—Cont'd

5:71, 5:73, 5:74, 5:78 to 5:82,
5:90, 5:93, 6:15, 6:73, 7A:11,
11:26

Law enforcement officers, 3:2, 3:31,
3:80, 5:3, 5:6 to 5:8, 5:10, 5:11,
5:31, 10:22

Liquidated damages, 2:5, 3:94, 5:61,
5:86, 6:62, 6:69, 6:71, 6:75,
6:94, 6:95, 6:109, 6:112, 6:113,
6:121, 6:128, 7A:5, 7A:14, 8:1,
8:3, 8:6, 8:10, 8:11, 8:13, 8:29,
8:33, 8:60, 8:62, 8:67, 8:69,
8:72 to 8:108, 8:110, 8:112 to
8:117, 8:119 to 8:121, 8:124,
8:144, 8:161, 8:175, 8:176,
9:32, 9:63, 11:6

Local government employers, 2:2,
5:3

Membership, 2:1, 3:3, 3:11, 3:54,
3:87, 3:91, 4:7, 4:13, 4:14,
4:20, 4:27, 4:44, 5:5, 5:17,
5:70, 6:80, 7:29, 7:47, 7:57,
7:58, 7:87, 7:88, 7:91, 8:139,
9:1, 10:20, 11:4, 11:10, 11:45

Notice, 3:16, 3:35, 3:65, 3:76, 3:86,
4:11, 4:14, 4:29, 4:43, 5:17,
5:36, 5:37, 5:39, 5:41, 5:59,
5:81, 5:83, 6:1 to 6:11, 6:13,
6:15 to 6:19, 6:21, 6:22, 6:24,
6:27, 6:29, 6:31 to 6:36, 6:38,
6:43, 6:50, 6:52 to 6:56, 6:58,
6:59, 6:62, 6:79 to 6:86, 6:88 to
6:92, 6:102, 6:103, 6:106,
6:107, 6:120, 6:128, 7:17, 7:20,
7:26, 7:29, 7:39, 7:86, 7:118,
7A:4, 7A:9, 7A:11, 8:15, 8:82,
8:85, 8:95, 8:135, 9:1, 9:2,
9:10, 9:11, 9:13, 9:16 to 9:18,
9:20, 9:21, 9:24, 9:28, 9:29,
9:35 to 9:37, 9:39, 9:40, 9:43 to
9:46, 9:48, 9:49, 10:2, 10:32,
11:6, 11:14, 11:20, 11:28, 11:32,
11:56

Notices, 4:29, 4:43, 6:19, 6:21, 6:31,
6:54, 6:81 to 6:83, 6:85, 6:88,
7:23, 9:2, 9:39

Officials, 3:8, 3:22 to 3:31, 3:73,
3:78, 4:7, 4:12, 4:27, 5:7, 5:31,
5:36, 6:36, 6:43, 6:62, 7:65,
7:74, 7:75, 8:7, 8:9, 8:79, 8:90,

AGE DISCRIMINATION—Cont'd

8:100, 8:103, 9:7, 9:57, 10:3,
10:17, 11:3, 11:4, 11:12, 11:27,
11:65, 11:68

Opt-in requirement, 6:82

Overseas employees, 3:69, 3:89

Parties, 2:1, 3:10, 3:12, 3:14, 3:16,
3:18 to 3:20, 3:45, 3:51, 3:60,
3:84, 3:86, 3:87, 4:7, 4:12,
4:19, 5:10, 5:59, 5:63, 5:71,
5:72, 5:76, 5:80, 5:82, 5:85,
5:90, 5:91, 6:4 to 6:6, 6:9, 6:10,
6:18, 6:21, 6:27, 6:29, 6:30,
6:33, 6:36, 6:37, 6:44, 6:46,
6:47, 6:49, 6:51, 6:54, 6:56,
6:59, 6:67, 6:68, 6:71, 6:72,
6:78, 6:79, 6:83, 6:84, 6:86,
6:87, 6:92 to 6:95, 6:98, 6:104,
6:106, 6:109, 6:112 to 6:115,
6:117, 6:120 to 6:122, 6:125,
6:126, 6:128, 7:6, 7:10, 7:13,
7:19, 7:27, 7:33, 7:37, 7:46,
7:49, 7:65, 7:81, 7:83, 7:84,
7:86, 7:87, 7:98, 7:105, 7:117,
7:118, 7A:1, 7A:2, 7A:5, 7A:6,
7A:8 to 7A:10, 7A:12, 7A:14 to
7A:17, 8:8, 8:13, 8:21, 8:25,
8:28, 8:29, 8:57, 8:62, 8:67,
8:68, 8:71, 8:79, 8:104, 8:121,
8:122, 8:124 to 8:127, 8:132,
8:139, 8:151, 8:152, 8:155,
8:160, 8:161, 8:169, 8:170,
8:172, 8:176, 9:9, 9:13, 9:14,
9:16, 9:18, 9:19, 9:21, 9:28,
9:29, 9:39, 9:51, 9:54, 9:61,
10:11, 10:12, 10:36, 10:38,
10:39, 11:13, 11:17, 11:20,
11:21, 11:67

Pendent jurisdiction, 2:5, 6:67 to
6:71

Pensions, 1:1, 1:3, 2:1, 2:2, 3:36,
3:71, 3:72, 3:80, 4:1, 4:36,
4:38, 5:17, 5:40, 8:34, 10:28

Pleading, 4:7, 5:34, 6:6, 6:33, 6:62,
6:63, 6:76, 6:92, 6:120, 7:20,
7:29, 7:102, 9:48, 9:52, 9:57,
11:4

Pretext, 2:1, 3:81, 3:82, 4:4, 4:41,
5:20, 5:56, 5:58, 6:18, 6:77,
6:125, 6:129, 7:5 to 7:7, 7:9,
7:10, 7:13, 7:14, 7:17, 7:18,

INDEX

AGE DISCRIMINATION—Cont'd

7:20, 7:27, 7:30, 7:31, 7:34,
7:36, 7:37, 7:40, 7:41, 7:43,
7:50, 7:52, 7:55, 7:57, 7:59,
7:62, 7:65, 7:68, 7:71 to 7:76,
7:79, 7:81, 7:83, 7:86, 7:97,
7:98, 7:101, 7:102, 7:105 to
7:108, 7:110 to 7:112, 7:114,
7:116, 8:23, 8:85, 8:94, 9:41,
10:33, 11:40, 11:67, 11:69

Prima facie case, 2:1, 3:2, 3:3, 3:7,
3:78, 3:88, 3:89, 4:4, 4:6 to 4:8,
4:11, 4:13, 4:22, 4:31, 4:36,
4:41, 5:14, 5:16, 5:19, 5:32,
5:42, 5:51, 5:52, 6:5, 6:8, 6:21,
6:62, 6:77, 6:84, 6:118, 6:120,
6:124, 7:4, 7:6 to 7:15, 7:17 to
7:27, 7:29 to 7:39, 7:41 to 7:43,
7:45 to 7:57, 7:59, 7:61 to 7:66,
7:68, 7:71, 7:73 to 7:77, 7:79,
7:81, 7:84, 7:86, 7:87, 7:90 to
7:93, 7:95, 7:97 to 7:99, 7:101
to 7:108, 7:110 to 7:112, 7:114,
8:94, 9:1, 9:28, 9:41, 9:55,
10:22, 11:39, 11:41, 11:67,
11:69

Private actions, 6:95, 7:118, 8:144,
11:33

Prohibited practices, 4:1 to 4:42,
8:143, 8:150

Qualifications, 2:1, 5:2, 5:4 to 5:7,
5:10, 5:11, 5:13 to 5:15, 5:19,
5:63, 5:90, 6:74, 6:116, 6:120,
7:7, 7:11 to 7:13, 7:15, 7:20,
7:22, 7:32, 7:34 to 7:38, 7:41,
7:43, 7:48 to 7:52, 7:55, 7:57,
7:59, 7:62, 7:65, 7:68, 7:85,
7:88, 7:90, 7:97, 7:108, 7:111,
8:20, 8:40, 8:43, 11:4, 11:23,
11:67

Rebuttal, 5:57, 7:9, 7:37, 7:43, 7:50,
7:57, 7:63 to 7:70, 7:72 to 7:74,
7:77, 7:106, 7:114, 8:57, 8:95,
11:39, 11:40

Reduction in force, 3:64, 4:11, 4:34,
5:19, 5:45, 5:77, 5:80, 6:19,
6:84, 6:93, 6:120, 7:4, 7:12,
7:20, 7:32, 7:42, 7:46, 7:49 to
7:57, 7:61 to 7:63, 7:65, 7:75 to
7:78, 7:81, 7:85, 7:86, 7:90,
7:95, 7:102 to 7:105, 7:107,
7:110 to 7:112, 7:117, 8:5, 8:20,

AGE DISCRIMINATION—Cont'd

8:62, 8:67, 8:68, 8:87, 8:103,
8:135

Reinstatement, 3:12, 4:1, 4:13, 5:13,
5:60, 6:15, 6:74, 6:75, 6:94,
6:107, 6:112, 6:113, 7:3, 7:26,
7:105, 7:108, 7A:5, 7A:8,
7A:14, 8:1, 8:2, 8:5, 8:6, 8:11,
8:13, 8:23 to 8:28, 8:32 to 8:34,
8:44, 8:52, 8:53, 8:57 to 8:59,
8:62 to 8:64, 8:66, 8:67, 8:70,
8:125, 8:126, 8:131 to 8:142,
8:151, 8:175, 8:176, 9:1, 9:31,
9:41, 9:44, 9:59, 9:61, 9:62,
9:66, 11:43

Release agreements, 5:22

Remedies, 2:1, 2:4, 2:5, 3:13, 3:16,
3:48, 3:76, 3:84, 4:1, 4:15, 6:1,
6:2, 6:4 to 6:8, 6:13, 6:15, 6:18,
6:28, 6:29, 6:33, 6:35, 6:37,
6:41, 6:43, 6:49, 6:53, 6:56,
6:58, 6:61, 6:68, 6:71, 6:78,
6:89, 6:91, 6:93, 6:99, 6:105 to
6:107, 6:109, 6:113, 6:117,
7:27, 7:77, 7:80, 7A:1, 7A:4,
7A:5, 7A:8, 7A:11, 7A:15 to
7A:17, 8:1 to 8:176, 9:1, 9:10,
9:13, 9:20, 9:21, 9:29, 9:30,
9:36, 9:38 to 9:43, 9:48, 9:50,
9:58, 9:59, 9:63, 9:66, 10:3,
10:5, 10:19, 10:26, 10:34,
10:38, 10:39, 11:6, 11:8, 11:9,
11:30, 11:35, 11:37, 11:49,
11:52, 11:63, 11:64, 11:66

Replacement requirement, 7:49

Retaliation, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 10:35, 11:6, 11:28,
11:66, 11:68

Scope of coverage, 7:89

Sick leave, 3:63, 5:28, 5:29, 5:43,
5:51, 5:52, 8:38, 8:47 to 8:52

AGE DISCRIMINATION—Cont'd

State remedies, 6:37, 6:41, 6:43, 6:105, 6:117, 9:50
 Tax, 3:10, 3:18, 3:64, 5:46, 7:65, 8:10 to 8:12, 8:29, 8:104, 10:2, 11:63
 Tenure, 2:3, 3:15, 3:30, 4:3, 4:5, 4:9, 4:38, 5:4, 5:17 to 5:19, 5:42, 5:53, 6:7, 6:17, 6:121, 7:2, 7:15, 7:33, 7:34, 7:40, 7:41, 7:43, 7:50, 7:62, 7:70, 7:83, 7:96, 7:102, 7:106, 7:108, 7:111, 8:67, 9:35, 10:26, 10:36, 10:38
 Termination of employment, 7:26, 7:46, 7:75, 7A:5, 7A:12, 10:38
 Vacations, 5:29, 5:43, 8:50
 Waivers, 4:12, 5:1 to 5:95, 6:98, 6:128, 7A:6, 7A:11, 8:100, 8:175, 9:2, 9:48, 9:59, 11:6
 Willfulness, 3:94, 5:2, 5:60, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:127, 8:161

AGE DISCRIMINATION IN EMPLOYMENT ACT

Administrative exemptions, 5:1, 5:94, 5:95
 Alternative dispute resolution, 1:4, 7A:2, 9:5, 9:11, 9:12
 Arbitration agreements, 3:78, 5:24, 5:82, 6:107, 6:111, 6:113, 7:118, 7A:1, 7A:2, 7A:5, 7A:7, 7A:8, 7A:11, 7A:12, 7A:14 to 7A:16, 7A:18, 8:129
 Attorneys, 2:3, 3:23, 3:26, 4:25, 5:68, 5:80, 6:1, 6:14, 6:29, 6:31, 6:113, 6:114, 6:121, 6:128, 7:6, 8:1, 8:79, 8:103, 8:151, 8:152, 8:158, 8:160, 8:161, 8:163, 8:165, 8:166, 8:168, 8:170 to 8:172, 9:30
 Benefit plan exception, 2:2, 4:5, 4:12, 5:27, 5:32, 5:36, 5:42, 5:48 to 5:50
 Bonuses, 5:26, 5:56, 7:40, 7:46, 7:106, 8:29, 8:48 to 8:52, 8:54, 8:70, 8:71, 8:121
 Business judgment, 7:50, 7:65, 7:74, 7:105, 7:114

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

Civil actions, 6:66, 6:95, 6:110, 8:129, 9:39, 9:44, 9:46
 Class actions, 5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:10, 7A:14, 8:2, 9:53
 Complaints, 3:7, 3:73, 4:6, 4:23, 4:26, 4:31, 5:21, 5:65, 6:3 to 6:5, 6:12, 6:37, 6:45, 6:62, 6:84, 6:89, 6:120, 6:125, 6:126, 7:3, 7:15, 7:25 to 7:27, 7:30, 7:49, 7:74, 7:76, 7:83, 7:97, 7:108, 9:5, 9:9, 9:14 to 9:16, 9:18, 9:19, 9:21, 9:22, 9:24, 9:26, 9:28, 9:29, 9:37, 9:39
 Conciliation, 4:14, 4:15, 6:2, 6:5 to 6:7, 6:9 to 6:11, 6:15, 6:36, 6:45, 6:47 to 6:50, 6:54, 6:58 to 6:60, 6:71, 6:89 to 6:91, 6:99, 6:102 to 6:104, 6:106, 6:121, 6:126, 6:127, 7A:2, 7A:5, 7A:13, 8:108, 8:110, 8:142, 9:1, 9:39, 9:45, 9:63, 11:66
 Conference, 3:33 to 3:35, 3:83, 4:25, 5:53, 5:71, 6:47, 6:49, 6:75, 6:102, 6:106, 6:121, 6:126, 6:128, 7A:5, 8:13, 8:31, 8:110, 9:45, 11:31, 11:45, 11:66
 Constitutionality, 3:74, 10:20
 Continuing violations, 6:22, 8:29, 9:44
 Counsel, 2:1, 3:35, 3:42, 4:22, 5:36, 5:61, 5:64, 5:73, 5:80, 5:82, 6:5 to 6:7, 6:9, 6:10, 6:12, 6:29, 6:31, 6:35, 6:36, 6:47, 6:54, 6:55, 6:58, 6:72, 6:79, 6:83, 6:84, 6:86, 6:96, 6:108, 6:113, 6:120, 6:123, 6:127, 6:128, 7:13, 7:30, 7:75, 7:97, 7:114, 7A:15, 7A:17, 8:12, 8:79, 8:90, 8:103, 8:154, 8:158, 8:160 to 8:163, 8:166 to 8:168, 8:170, 8:171, 8:176, 9:10, 9:36, 9:48, 11:64
 Counseling, 9:6, 9:10 to 9:12, 9:21, 9:22, 11:11
 Date, 1:1, 3:31, 3:36, 3:51, 3:60, 4:4, 4:6, 4:9, 4:12, 4:36, 4:44, 5:3, 5:10, 5:17, 5:20, 5:28, 5:31, 5:32, 5:36, 5:38, 5:40, 5:43,

INDEX

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

5:46, 5:51, 5:53, 5:54, 5:63,
5:64, 5:66, 5:69, 5:71, 5:72,
5:78, 5:80, 6:5 to 6:7, 6:12,
6:15 to 6:24, 6:26, 6:29, 6:30,
6:34 to 6:36, 6:50, 6:52 to 6:54,
6:56, 6:80, 6:84, 6:87, 6:88,
6:90 to 6:92, 6:95, 6:104,
6:106, 6:116, 7:10, 7:26, 7:27,
7:39, 7:65, 7:110, 7:112, 7A:17,
8:5, 8:14 to 8:20, 8:23, 8:24,
8:29 to 8:31, 8:33, 8:34, 8:39,
8:43, 8:44, 8:48, 8:52, 8:62,
8:66, 8:67, 8:69, 8:71, 8:74,
8:113, 8:120 to 8:122, 8:124,
8:148, 9:10, 9:13, 9:14, 9:16,
9:19, 9:21, 9:28, 9:29, 9:31,
9:32, 9:34, 9:35, 9:39, 9:44,
9:46, 9:47, 9:58, 10:22, 10:28
Defenses, 2:1, 2:2, 3:35, 3:73, 5:1 to
5:95, 6:51, 6:78, 6:82, 6:84,
6:102, 7:46, 7:64, 7:77, 7:84,
7:88, 7:94, 9:28, 9:56, 9:58
Disclosures, 4:12, 5:72, 5:80, 6:29
Elected officials, 3:8, 3:22 to 3:24,
3:27, 3:73, 8:7, 11:4
Election of remedies, 7A:4
Employment agencies, 1:4, 2:1, 3:11,
3:12, 3:46, 3:50, 3:51, 3:54,
3:87, 3:88, 4:1, 4:13, 4:14,
4:28, 4:29, 4:43, 4:44, 5:38,
5:56, 5:60, 6:31, 7:2, 7:85,
8:148
Equal Employment Opportunity
Commission, 2:1, 2:3, 2:5, 3:5
to 3:7, 3:10, 3:13, 3:20, 3:31,
3:34 to 3:38, 3:44, 3:46, 3:47,
3:52, 3:63, 3:65, 3:71, 3:78,
3:86 to 3:89, 4:1, 4:4, 4:6, 4:7,
4:10, 4:14, 4:15, 4:19, 4:21,
4:22, 4:24, 4:25, 4:27 to 4:33,
4:36, 4:43, 4:44, 5:1, 5:2, 5:4,
5:8, 5:11, 5:19, 5:30, 5:32, 5:36,
5:37, 5:39, 5:42, 5:43, 5:46,
5:48, 5:55, 5:60, 5:62, 5:64 to
5:67, 5:69 to 5:76, 5:79, 5:80,
5:82, 5:85, 5:91, 5:94, 5:95, 6:1
to 6:6, 6:8, 6:9, 6:12, 6:14 to
6:18, 6:21, 6:27, 6:31, 6:33,
6:35 to 6:38, 6:42 to 6:49, 6:52
to 6:54, 6:58 to 6:62, 6:64,

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

6:66, 6:80, 6:84, 6:87 to 6:89,
6:91 to 6:93, 6:95, 6:97 to
6:116, 6:120, 6:121, 6:124 to
6:129, 7:64, 7:84, 7:85, 7:96,
7:118, 7A:8, 7A:9, 7A:16, 8:1,
8:3, 8:6, 8:13, 8:23, 8:30, 8:46,
8:50, 8:55, 8:57, 8:60, 8:63,
8:75, 8:96, 8:102, 8:109, 8:111,
8:119, 8:126, 8:129, 8:131,
8:145, 8:146, 8:152, 8:155,
8:161, 8:171, 8:175, 9:1, 9:3,
9:4, 9:6, 9:7, 9:9, 9:10, 9:12,
9:13, 9:15, 9:17 to 9:22, 9:25 to
9:30, 9:32, 9:33, 9:36 to 9:40,
9:43 to 9:46, 9:49, 9:53, 9:55,
9:59, 9:66, 11:28, 11:60, 11:67
Estoppel, 5:51, 6:1, 6:9, 6:15, 6:21,
6:27 to 6:31, 6:33 to 6:36, 6:50,
6:52, 6:55, 6:56, 6:71, 6:74,
6:95, 6:114 to 6:118, 7:39, 9:8,
9:10, 9:44, 9:48, 9:51, 10:39
Evidence, 2:1, 2:2, 2:4, 3:13, 3:17,
3:18, 3:29, 3:35, 3:37, 3:45,
3:49, 3:56, 3:60, 3:64, 3:70,
3:71, 3:78, 3:89, 3:91, 3:94,
4:1, 4:4, 4:6 to 4:9, 4:11, 4:12,
4:16, 4:17, 4:22, 4:24, 4:25,
4:29, 4:30, 4:34, 4:36, 4:41,
4:42, 5:2, 5:5, 5:7 to 5:20, 5:31,
5:32, 5:40 to 5:42, 5:51, 5:56,
5:57, 5:62, 5:77 to 5:79, 5:82,
5:83, 5:86, 5:91, 6:5, 6:7, 6:16,
6:18 to 6:21, 6:26, 6:29, 6:33 to
6:35, 6:43, 6:45 to 6:48, 6:51,
6:54, 6:56, 6:62, 6:72, 6:77,
6:78, 6:82, 6:84, 6:93, 6:98,
6:101, 6:120 to 6:129, 7:2 to
7:4, 7:6 to 7:93, 7:95, 7:97 to
7:103, 7:105 to 7:117, 7A:4,
7A:5, 7A:10, 7A:15, 7A:17, 8:4
to 8:6, 8:8, 8:9, 8:13, 8:14,
8:19, 8:20, 8:23, 8:29, 8:31,
8:33, 8:38 to 8:40, 8:42 to 8:44,
8:46, 8:53, 8:57 to 8:59, 8:62,
8:64, 8:66, 8:67, 8:70, 8:72,
8:79, 8:81, 8:84, 8:85, 8:87 to
8:92, 8:94 to 8:96, 8:98 to
8:102, 8:117, 8:120, 8:124,
8:127, 8:129, 8:131, 8:132,
8:136, 8:139, 8:140, 8:160,

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

8:161, 8:166, 8:167, 8:176, 9:1,
9:2, 9:15, 9:16, 9:19, 9:21,
9:27, 9:29, 9:31, 9:32, 9:35,
9:36, 9:41, 10:2, 10:3, 10:12,
10:22, 10:39, 11:2, 11:28,
11:40, 11:66, 11:67, 11:69

Exhaustion of administrative remedies, 6:6, 6:91, 9:21, 9:39

Federal charge, 6:37

Firefighters, 1:1, 3:2, 3:31, 4:12, 5:3,
5:6 to 5:8, 5:10, 5:11, 5:31,
7:60, 7:95, 8:126, 8:127, 10:11,
10:20, 10:22

Fringe benefits, 5:27, 5:31, 5:43,
6:25, 7:40, 8:10, 8:31, 8:36,
8:38, 8:71

Intent, 2:2, 2:4, 3:7, 3:37, 3:71, 3:73
to 3:76, 3:78, 3:84, 3:89 to
3:91, 3:94, 4:6, 4:8, 4:10, 4:12,
4:21, 4:25, 4:31, 4:37, 4:41,
5:1, 5:8, 5:9, 5:17 to 5:19, 5:25,
5:26, 5:31, 5:37, 5:52, 5:56,
5:59, 5:69, 5:76, 5:82, 5:87,
5:94, 5:95, 6:4, 6:5, 6:14, 6:22
to 6:24, 6:26, 6:31, 6:35, 6:43,
6:47, 6:53, 6:54, 6:56, 6:65,
6:82, 6:84, 6:88, 6:89, 6:94,
6:106, 6:123, 6:125, 6:128,
6:129, 7:2 to 7:7, 7:9, 7:12,
7:22, 7:27, 7:42, 7:44, 7:46,
7:47, 7:54 to 7:57, 7:59, 7:62,
7:64 to 7:66, 7:72 to 7:76, 7:81
to 7:83, 7:85 to 7:87, 7:89,
7:93, 7:97, 7:98, 7:101, 7:105,
7:106, 7:110 to 7:112, 7:114,
7:117, 7A:5, 7A:6, 7A:8, 8:8,
8:9, 8:57, 8:74, 8:78, 8:82,
8:87, 8:90, 8:95 to 8:97, 8:99,
8:101, 8:103, 8:108, 8:110,
8:144, 9:1, 9:2, 9:13, 9:16,
9:36, 9:39, 9:40, 9:43, 9:44,
9:46, 9:49, 9:58, 9:63, 9:65,
10:2, 10:3, 10:22, 10:39, 11:2,
11:28, 11:31, 11:60, 11:66,
11:68

Intervention, 2:1, 3:25, 6:67, 6:97,
6:112, 6:113, 7:118, 7A:17,
8:138, 8:171

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

Investigations, 3:5, 3:58, 3:95, 6:98,
9:53

Jurisdiction, 2:4, 2:5, 3:1, 3:45, 3:56,
3:68, 3:70, 3:73, 3:76, 3:77,
3:81, 3:83, 3:85, 3:89, 3:91,
5:11, 5:58, 5:59, 5:75, 5:79,
5:82, 5:91, 6:2, 6:4, 6:6, 6:7,
6:11, 6:12, 6:33, 6:52, 6:54,
6:58, 6:60 to 6:78, 6:90, 6:100,
6:103, 6:107, 6:110, 6:111,
6:113, 6:117, 6:119, 6:121,
7:64, 7A:2, 7A:5, 7A:15,
7A:17, 8:1, 8:7, 8:9, 8:110,
8:130, 8:131, 8:140, 8:154,
8:161, 8:176, 9:17, 9:23, 9:28,
9:39, 9:43, 9:44, 9:52, 9:66,
10:3, 11:67

Labor organizations, 1:4, 2:1, 3:12,
3:46, 3:51, 3:54, 3:56, 3:68,
3:85 to 3:87, 4:1, 4:13, 4:20,
4:27, 4:29, 4:43, 4:44, 5:38,
5:56, 5:60, 6:31, 7:2, 7:58,
7A:14, 8:143, 8:144, 8:146,
10:1

Law enforcement officers, 3:2, 3:31,
3:80, 5:3, 5:6 to 5:8, 5:10, 5:11,
5:31, 10:22

Letters of determination, 6:45

Notice, 3:16, 3:35, 3:65, 3:76, 3:86,
4:11, 4:14, 4:29, 4:43, 5:17,
5:36, 5:37, 5:39, 5:41, 5:59,
5:81, 5:83, 6:1 to 6:11, 6:13,
6:15 to 6:19, 6:21, 6:22, 6:24,
6:27, 6:29, 6:31 to 6:36, 6:38,
6:43, 6:50, 6:52 to 6:56, 6:58,
6:59, 6:62, 6:79 to 6:86, 6:88 to
6:92, 6:102, 6:103, 6:106,
6:107, 6:120, 6:128, 7:17, 7:20,
7:26, 7:29, 7:39, 7:86, 7:118,
7A:4, 7A:9, 7A:11, 8:15, 8:82,
8:85, 8:95, 8:135, 9:1, 9:2,
9:10, 9:11, 9:13, 9:16 to 9:18,
9:20, 9:21, 9:24, 9:28, 9:29,
9:35 to 9:37, 9:39, 9:40, 9:43 to
9:46, 9:48, 9:49, 10:2, 10:32,
11:28

Older Workers Benefit Protection
Act, 2:2, 4:12, 4:17, 4:23, 5:21
to 5:30, 5:32, 5:34, 5:35, 5:44
to 5:47, 5:50, 5:52, 5:54, 5:56,

INDEX

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

5:63 to 5:67, 5:71, 5:76, 5:77,
5:79, 5:80, 5:82, 5:84, 5:87,
5:90, 6:98, 7A:11
Oral charges, 6:15
Parties, 2:1, 3:10, 3:12, 3:14, 3:16,
3:18 to 3:20, 3:45, 3:51, 3:60,
3:84, 3:86, 3:87, 4:7, 4:12,
4:19, 5:10, 5:59, 5:63, 5:71,
5:72, 5:76, 5:80, 5:82, 5:85,
5:90, 5:91, 6:4 to 6:6, 6:9, 6:10,
6:18, 6:21, 6:27, 6:29, 6:30,
6:33, 6:36, 6:37, 6:44, 6:46,
6:47, 6:49, 6:51, 6:54, 6:56,
6:59, 6:67, 6:68, 6:71, 6:72,
6:78, 6:79, 6:83, 6:84, 6:86,
6:87, 6:92 to 6:95, 6:98, 6:104,
6:106, 6:109, 6:112 to 6:115,
6:117, 6:120 to 6:122, 6:125,
6:126, 6:128, 7:6, 7:10, 7:13,
7:19, 7:27, 7:33, 7:37, 7:46,
7:49, 7:65, 7:81, 7:83, 7:84,
7:86, 7:87, 7:98, 7:105, 7:117,
7:118, 7A:1, 7A:2, 7A:5, 7A:6,
7A:8 to 7A:10, 7A:12, 7A:14 to
7A:17, 8:8, 8:13, 8:21, 8:25,
8:28, 8:29, 8:57, 8:62, 8:67,
8:68, 8:71, 8:79, 8:104, 8:121,
8:122, 8:124 to 8:127, 8:132,
8:139, 8:151, 8:152, 8:155,
8:160, 8:161, 8:169, 8:170,
8:172, 8:176, 9:9, 9:13, 9:14,
9:16, 9:18, 9:19, 9:21, 9:28,
9:29, 9:39, 9:51, 9:54, 9:61,
10:11, 10:12, 10:39, 11:67
Pretext, 2:1, 3:81, 3:82, 4:4, 4:41,
5:20, 5:56, 5:58, 6:18, 6:77,
6:125, 6:129, 7:5 to 7:7, 7:9,
7:10, 7:13, 7:14, 7:17, 7:18,
7:20, 7:27, 7:30, 7:31, 7:34,
7:36, 7:37, 7:40, 7:41, 7:43,
7:50, 7:52, 7:55, 7:57, 7:59,
7:62, 7:65, 7:68, 7:71 to 7:76,
7:79, 7:81, 7:83, 7:86, 7:97,
7:98, 7:101, 7:102, 7:105 to
7:108, 7:110 to 7:112, 7:114,
7:116, 8:23, 8:85, 8:94, 9:41,
11:40, 11:67, 11:69
Private actions, 6:95, 7:118, 8:144
Private employers, 2:4, 3:71, 5:3,
6:55, 8:108, 8:151, 9:28, 9:41,

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

9:49, 9:63, 11:66
Profit-sharing, 3:36, 5:27, 5:31, 8:38
Public employers, 8:110
Referral agency, 6:12
Reports, 2:1, 3:18 to 3:20, 3:26,
3:87, 3:91, 4:23, 4:44, 5:16,
6:26, 6:82, 6:121, 7:46, 7:59,
7:74, 7:83, 7:105, 7:111, 9:1,
9:2
Retaliation, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 11:28, 11:66, 11:68
Retiree benefits, 3:12, 4:10, 5:37,
5:42, 5:44, 5:95
Seniority systems, 2:2, 4:44, 5:12,
5:54 to 5:56, 6:26
Service, 3:14, 3:17, 3:23, 3:28, 3:29,
3:36, 3:47, 3:69, 3:71, 3:73,
3:77, 3:86, 3:91, 4:5 to 4:7,
4:12, 4:14, 4:16, 4:29, 4:30,
4:36, 4:40 to 4:42, 5:3, 5:7, 5:8,
5:12, 5:17 to 5:20, 5:26, 5:28,
5:31, 5:32, 5:34, 5:35, 5:38 to
5:43, 5:51 to 5:53, 5:55, 5:56,
5:59, 6:6, 6:18, 6:23, 6:25,
6:27, 6:35, 6:47, 6:55, 6:62,
6:71, 6:76, 6:94, 6:113, 6:115,
6:118, 7:7, 7:23, 7:26, 7:28,
7:39, 7:46, 7:47, 7:49, 7:57,
7:70, 7:74, 7:76, 7:85, 7:86,
7:90, 7:96, 7:105, 7:106, 7:108,
7:112, 7A:6, 7A:9, 7A:13, 8:9,
8:12, 8:31, 8:35, 8:36, 8:67,
8:122, 8:127, 8:151, 8:160,
8:161, 8:163, 9:1 to 9:3, 9:6,
9:10, 9:27 to 9:29, 9:31, 9:35,
9:44, 9:54, 9:57, 10:2, 10:3,
10:11, 10:20, 10:22, 10:39,
11:11, 11:28, 11:64

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

Statistical evidence, 5:42, 6:84,
6:120, 6:122, 6:123, 7:11, 7:49,
7:50, 7:55, 7:57, 7:59 to 7:63,
7:65, 7:77, 7:87, 7:88, 7:90 to
7:93, 7:95, 7:102, 7:110, 7:111

Statutes of limitation, 6:53

Subpoenas, 6:45, 6:100

Terms, 2:1, 2:3, 3:10, 3:23, 3:24,
3:28, 3:31, 3:36, 3:45, 3:54,
3:56, 3:64, 3:66, 3:73, 3:78,
3:81, 3:85 to 3:87, 3:91, 4:1,
4:3, 4:5 to 4:7, 4:9, 4:10, 4:12,
4:14, 4:16, 4:17, 4:20, 4:25,
4:29, 4:30, 4:33, 4:35, 4:36,
4:38, 4:40, 5:2, 5:5, 5:7, 5:8,
5:11, 5:16, 5:18, 5:19, 5:21,
5:22, 5:24 to 5:29, 5:31, 5:32,
5:40, 5:41, 5:44, 5:46, 5:49 to
5:51, 5:54 to 5:56, 5:59, 5:60,
5:63 to 5:65, 5:68, 5:71, 5:72,
5:76 to 5:78, 5:80, 5:81, 5:84,
5:87, 5:88, 5:90, 6:5, 6:7, 6:16,
6:17, 6:21, 6:33, 6:35, 6:38,
6:41, 6:43, 6:47, 6:62, 6:74,
6:79, 6:82, 6:84, 6:91, 6:107,
6:111, 6:113, 6:115, 6:128, 7:3,
7:6, 7:10, 7:15, 7:26, 7:28 to
7:30, 7:33, 7:43 to 7:47, 7:63,
7:65, 7:68, 7:76, 7:86, 7:88 to
7:90, 7:93, 7:96, 7:102, 7:108,
7:110, 7:118, 7A:1, 7A:2, 7A:5,
7A:6, 7A:9 to 7A:12, 7A:14,
7A:17, 8:1, 8:9, 8:24, 8:44,
8:48, 8:78, 8:79, 8:81, 8:82,
8:92, 8:96, 8:110, 8:136, 8:142,
8:152, 8:155, 8:161, 8:164,
8:170, 9:1 to 9:3, 9:8, 9:10,
9:21, 9:36, 9:65, 10:10, 10:12,
10:20, 10:26, 10:28, 11:4,
11:26, 11:31, 11:43, 11:60,
11:64, 11:66, 11:69

Tolling, 6:1, 6:5, 6:9, 6:12, 6:15,
6:18, 6:21, 6:27 to 6:36, 6:50,
6:52, 6:54 to 6:57, 6:62, 6:74,
6:80, 6:91, 6:94, 6:106, 8:24,
8:44, 9:8, 9:10, 9:44, 9:48,
11:28

Training, 3:38, 3:64, 4:3, 4:8, 4:9,
4:11, 4:24, 4:44, 5:12, 5:16,
5:58, 5:94, 6:18, 6:29, 6:31,

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

6:103, 6:104, 6:124, 7:3, 7:26,
7:30, 7:50, 7:63, 7:67, 7:68,
7:86, 7:110, 8:43, 8:140, 9:32,
11:60, 11:64

Venue, 6:66, 6:113, 7:58, 7A:8, 9:52

Willfulness, 3:94, 5:2, 5:60, 5:61,
5:86, 6:62, 6:121, 6:128, 8:3,
8:13, 8:72, 8:73, 8:76 to 8:78,
8:80 to 8:87, 8:89 to 8:104,
8:106, 8:117, 8:127, 8:161

AGENCIES

Labor relations, 3:81, 3:89, 3:90

AGENTS

Termination of employment, 7:46

AGGRIEVED INDIVIDUALS

Parties, 2:1, 6:106

AIR TRAFFIC CONTROLLERS

Mandatory retirement, 9:3, 10:15,
10:20

AIRCRAFT

Aliens, 3:45

ALABAMA

Age discrimination, 6:15, 6:29, 6:39,
7A:5, 7A:15, 8:9, 8:25, 8:67,
8:134, 10:3, 10:19, 10:20,
10:39, 11:70, 11:71

Assignments, 10:39

Compensation, 7A:15, 8:25

Conditions, 8:9, 10:19

Constitutionality, 10:13, 10:20

Employment practices, 6:15

Life insurance, 10:39

Permits, 10:20

Remedies, 6:15, 6:29, 7A:5, 7A:15,
8:9, 8:25, 8:67, 8:134, 10:3,
10:19, 10:39

State statutes, 11:70, 11:71

ALASKA

Age Discrimination in Employment
Act, 2:5, 8:29

Age discrimination, 2:5, 8:29, 11:8,
11:71

Compensation, 8:29

INDEX

ALASKA—Cont'd

Complaints, 11:8
Costs, 8:29
Employment practices, 2:5
Enforcement, 11:8
Harassment, 11:8
Remedies, 2:5, 8:29, 11:8
State statutes, 2:5, 11:8, 11:71

ALIENS

Aircraft, 3:45
Appeals, 8:30, 9:3
Discrimination, 3:45, 8:30, 9:1, 9:3
Evidence, 3:45, 9:1
National Labor Relations Act, 8:30
Notice, 9:1
Review, 8:30

ALLOWANCES

Collective bargaining agreements,
9:65

AMERICANS WITH DISABILITIES ACT

Acceptance, 6:35, 8:7, 8:29
Accommodations, 8:9, 10:19, 11:60
ADD, 2:1, 7:81, 7:82, 11:2
Adverse employment action, 2:1,
7:25, 7:76, 7:81, 7:82, 11:2
Arbitration agreements, 3:78, 6:107,
6:113, 7:118, 7A:8
Arthritis, 11:60
Attendance, 8:62
Attorneys, 6:14, 6:113, 8:152
Backpay, 6:113, 7A:8, 8:30
Bankruptcy, 6:109
Burden of proof, 5:31, 6:14, 7:81,
8:66
Cancer, 8:7, 8:9, 10:19
Categories, 7:118
Compensatory damages, 6:107,
6:113, 7A:8, 9:33, 11:2, 11:60
Complaints, 7:25, 7:76
Damages, 2:1, 3:78, 5:31, 6:107,
6:109, 6:113, 7:118, 7A:8, 8:7,
8:9, 8:29, 8:60, 8:62, 8:66,
9:33, 10:3, 10:19, 11:2, 11:60
Defenses, 2:1, 5:31, 5:81, 6:102
Depression, 6:35

AMERICANS WITH DISABILITIES ACT—Cont'd

Determination, 3:14, 3:18, 3:19,
3:89, 6:113, 6:115, 6:117, 7:118,
8:60, 8:62, 11:60
Disability, 2:1, 3:78, 5:81, 6:35,
6:77, 6:99, 6:107, 6:109, 6:113,
7:25, 7:39, 7:76, 7:82, 7:118,
7A:6, 7A:8, 8:9, 8:62, 10:19,
11:2, 11:60
Disability benefits, 7:25, 7:39
Discovery, 6:113
Discrimination, 2:1, 3:14, 3:18, 3:19,
3:60, 3:78, 3:81, 3:89, 5:31,
5:81, 6:14, 6:15, 6:23, 6:35,
6:77, 6:99, 6:102, 6:107, 6:109,
6:113, 6:115, 6:117, 7:25, 7:39,
7:58, 7:76, 7:81, 7:82, 7:118,
7A:4, 7A:6, 7A:8, 8:7, 8:9,
8:29, 8:30, 8:60, 8:62, 8:66,
8:152, 9:33, 10:3, 10:19, 11:2,
11:60
Disparate impact, 2:1, 8:9, 10:3
Documentation, 3:89
Employee Retirement Income Secu-
rity Act, 3:14, 3:18, 7:25
Employers, 2:1, 3:19, 3:81, 3:89,
5:31, 5:81, 6:35, 7:76, 7:81,
8:9, 8:29, 8:30, 8:62, 10:3,
10:19, 11:60
Employment agencies, 2:1
Employment discrimination, 2:1,
3:81, 3:89, 6:99, 6:102, 6:107,
6:109, 6:113, 7:58, 7:76, 7:81,
7:82, 7A:4, 7A:6, 7A:8, 8:7,
8:9, 8:29, 8:62, 10:3, 10:19,
11:60
Employment relationships, 3:60
Enforcement, 2:1, 5:31, 6:14, 6:15,
6:23, 6:35, 6:77, 6:99, 6:102,
6:107, 6:109, 6:113, 6:115,
6:117, 7:25, 7:118, 7A:8, 8:9,
8:152, 10:3, 11:60
Epilepsy, 7:39
Equal Employment Opportunity
Commission, 2:1, 3:78, 3:89,
6:14, 6:15, 6:35, 6:99, 6:102,
6:107, 6:109, 6:113, 6:115,
7:118, 7A:8, 8:30, 8:60, 8:152,
9:33, 11:60

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

Estoppel, 6:15, 6:35, 6:115, 6:117, 7:39
 Evidence, 2:1, 3:18, 3:60, 3:78, 3:89, 5:31, 6:35, 6:77, 7:25, 7:39, 7:58, 7:76, 7:81, 7:82, 7A:4, 8:9, 8:29, 8:62, 8:66, 10:3, 10:19, 11:2
 Exclusions, 2:1
 Failure to state a claim, 10:3
 Fringe benefits, 5:31
 Guidelines, 11:60
 Hearing loss, 11:60
 Hostile work environment, 8:30
 Insurance, 2:1, 3:14, 3:18, 3:19, 5:81, 6:15, 6:35, 8:29
 Job applicants, 9:33, 11:2, 11:60
 Jury instructions, 8:29
 Law enforcement personnel, 5:31
 Leave policies, 3:18
 Local governments, 2:1, 3:78, 5:31, 8:9, 10:3
 Major life activities, 11:60
 Mental illness, 11:60
 Mental impairment, 11:60
 Misconduct, 6:35, 6:115, 6:117, 8:9, 8:29
 National Labor Relations Board, 6:113
 Notice, 5:81, 6:15, 6:35, 6:102, 6:107, 7:39, 7:118, 7A:4
 Parties, 2:1, 3:14, 3:18, 3:19, 3:60, 6:109, 6:113, 6:115, 6:117, 7:81, 7:118, 7A:6, 7A:8, 8:29, 8:62, 8:152
 Pregnancy, 7:76
 Proceedings, 6:15, 6:23, 6:113, 6:115, 6:117, 7:81
 Punitive damages, 6:107, 6:113, 7A:8, 11:2
 Reasonable accommodation, 7:39, 8:9, 10:19, 11:60
 Rehabilitation act, 6:14, 6:23, 9:33, 11:60
 Releases, 5:81
 Religion, 2:1, 3:81, 7:58, 7:81, 11:2
 Remedies, 2:1, 6:15, 6:35, 6:99, 6:107, 6:109, 6:113, 6:117,

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

7A:4, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 8:152, 10:3, 10:19
 Request, 6:107, 6:113
 Retaliation, 2:1, 3:81, 5:81, 6:115, 6:117, 7:25, 7:81, 7:82, 8:30, 9:33
 Risk, 3:81, 6:15, 6:77, 7:81, 7:118, 10:3
 Stress, 6:35
 Substance abuse, 6:117
 Substantially limits, 11:60
 Subterfuge, 3:81, 5:31
 Summary judgment, 2:1, 3:14, 3:18, 3:78, 5:31, 5:81, 6:15, 6:35, 6:77, 6:109, 6:115, 7:25, 7:39, 7:58, 7:81, 7:82, 8:9, 10:19
 Treatment, 2:1, 3:14, 3:18, 5:31, 6:15, 6:23, 6:115, 6:117, 7:25, 7:39, 7:58, 7:76, 7:81, 7:82, 8:7, 8:9, 8:29, 8:62, 10:19
 Undue hardship, 8:9, 10:19, 11:60
 Unions, 3:81, 7:58
 Venue, 6:113, 7:58, 7A:8
 Waivers, 5:31, 5:81, 7A:6

ANNUITIES

Distributions, 5:41

ANSWERS

Retaliation, 6:8, 7:65, 7:97

ANTAGONISM

Front pay, 8:25, 8:28, 8:57, 8:67, 8:139

APPLICANTS FOR JOBS

Retaliation, 3:11

APPOINTMENT

Federal employment, 3:80

APPRAISAL

Performance appraisal, 7:40

ARBITRATION

Age Discrimination in Employment Act, 2:4, 3:78, 3:86, 4:12, 4:17, 4:21, 4:27, 5:24, 5:82, 6:35, 6:53, 6:73, 6:95, 6:106, 6:107, 6:109, 6:111, 6:113, 6:115,

INDEX

ARBITRATION—Cont'd

6:121, 7:118, 7A:1 to 7A:18,
8:13, 8:105, 8:129, 8:131,
8:151, 8:176
Age discrimination claims, 2:4, 3:86,
6:53, 6:95, 7A:5, 7A:9
Agreements, 2:4, 3:78, 3:86, 4:12,
5:24, 5:82, 6:107, 6:111, 6:113,
7:118, 7A:1, 7A:2, 7A:5, 7A:7,
7A:8, 7A:11 to 7A:16, 7A:18,
8:129
Alternative dispute resolution, 7A:2
Americans with Disabilities Act,
3:78, 6:35, 6:107, 6:109, 6:113,
6:115, 7:118, 7A:4, 7A:6, 7A:8
Appeal, 3:86, 6:109, 6:113, 6:121,
7:118, 8:176
Arbitration provisions, 5:82, 7A:5,
7A:6
Awards, 7:118, 7A:5, 7A:14, 7A:17,
7A:18, 8:13, 8:151, 8:176
Backpay, 6:113, 7A:8, 8:13, 8:151
Bias, 2:4, 4:12, 4:27
Binding arbitration, 3:78, 3:86,
6:107, 6:113, 7:118, 7A:7 to
7A:9
Class actions, 6:113, 7A:10, 7A:14
Collateral estoppel, 6:95, 6:115
Collective bargaining agreements,
2:4, 7A:11, 7A:13, 7A:15
Consideration, 7A:1, 7A:4, 7A:12,
7A:17
Contracts, 5:24, 5:82, 7A:1, 7A:2,
7A:5, 7A:7, 7A:10 to 7A:12,
7A:14, 7A:17
Costs, 4:12, 4:17, 7A:2, 7A:10,
7A:15, 8:13, 8:105, 8:129,
8:131, 8:151, 8:176
Defenses, 5:24, 5:82
Disclosure, 6:121
Discovery, 6:113, 6:121, 7A:5
Double recovery, 7A:18
Evidence, 2:4, 3:78, 4:12, 4:17, 5:82,
6:35, 6:121, 7A:4, 7A:5, 7A:10,
7A:15, 7A:17, 8:13, 8:129,
8:131, 8:176
Federal Arbitration Act, 5:82, 6:107,
6:113, 7:118, 7A:1, 7A:4, 7A:5,
7A:12, 7A:14, 7A:17, 8:176
Hearings, 6:113

ARBITRATION—Cont'd

Judicial review, 7A:14, 7A:17, 8:176
Jurisdiction, 2:4, 5:82, 6:73, 6:107,
6:111, 6:113, 6:121, 7A:2, 7A:5,
7A:15, 7A:17, 8:131, 8:176
Liquidated damages, 6:95, 6:109,
6:113, 6:121, 7A:5, 7A:14,
8:13, 8:105, 8:176
Litigation, 3:86, 6:95, 6:106, 6:107,
6:113, 6:115, 6:121, 7:118,
7A:2, 7A:3, 7A:9, 7A:15,
7A:17, 8:105, 8:151
Motion to compel, 3:86, 6:121, 7A:5,
7A:10, 7A:12
Process, 4:27, 5:82, 6:35, 6:73, 6:95,
6:107, 6:109, 6:113, 6:115,
6:121, 7:118, 7A:1, 7A:2, 7A:4,
7A:10, 7A:13 to 7A:15, 7A:18,
8:176
Qualification, 3:86, 4:12, 4:17, 7A:9
Reasonableness, 7:118
Remedies, 2:4, 6:35, 6:53, 6:106,
6:107, 6:109, 6:113, 7A:1,
7A:4, 7A:5, 7A:8, 7A:11,
7A:15 to 7A:17, 8:13, 8:105,
8:129, 8:131, 8:151, 8:176
Res judicata, 6:95, 6:109, 6:115,
7:118, 8:129
Res judicata and collateral estoppel,
6:95
Standard of review, 8:176
Subject matter jurisdiction, 2:4,
6:113
Title VII, 4:17, 4:27, 5:82, 6:95,
6:107, 6:109, 6:111, 6:113,
6:115, 6:121, 7:118, 7A:1,
7A:2, 7A:4, 7A:5, 7A:8, 7A:11,
7A:12, 7A:16 to 7A:18, 8:129,
8:151
Voluntariness, 7A:11
Waiver, 4:12, 4:17, 5:24, 5:82, 6:73,
6:111, 7A:1, 7A:4 to 7A:7,
7A:11, 7A:12

ARIZONA

Age Discrimination in Employment
Act, 6:103, 7:65, 10:12, 11:70
Age discrimination, 6:103, 7:65,
10:12, 11:70, 11:71
Compensation, 7:65

ARIZONA—Cont'd

Conciliation, **6:103**
 Evidence, **7:65, 10:12**
 Harassment, **6:103**
 Mandatory retirement, **10:12**
 Notice, **6:103**
 Reasonable cause determination,
6:103
 State statutes, **11:70, 11:71**
 Terms, **7:65, 10:12**

ARKANSAS

Age Discrimination in Employment
 Act, **7:110, 7A:4, 7A:5, 8:139**
 Age discrimination, **7:110, 7A:4,**
7A:5, 8:139, 11:71
 At-will employment, **10:37**
 Employment practices, **7:110**
 Judicial remedies, **7A:4, 7A:5**
 Notice, **7A:4**
 Race discrimination, **7A:4**
 Railroad employees, **7A:5**
 Remedies, **7A:4, 7A:5, 8:139**
 State statutes, **11:71**
 Termination of employment, **7A:5**
 Terms, **7:110, 7A:5**

ASSISTANCE

National Labor Relations Board, **5:82**

ASSOCIATIONS

Unions, **3:81, 3:85, 5:58**

AT-WILL EMPLOYMENT

Breach of contract, **10:32, 10:37,**
10:38
 Defined, **10:33, 10:38**
 Fair dealing, **10:38**
 Good faith, **10:38**
 Perjury, **10:32**
 Public policy exception, **10:32, 10:33**
 Sexual advances, **10:38**

ATTITUDE

Discipline, **7:83**
 Termination of employment, **7:26**

ATTORNEYS

Discovery, **4:25, 6:113, 6:121, 8:163,**
8:171

BACKPAY

Americans with Disabilities Act,
6:113, 7A:8, 8:30
 Class actions, **6:113**
 Computation, **5:40, 8:122**
 Defenses, **5:40**
 Front pay, **8:5, 8:13, 8:44, 8:53**
 Interest, **5:40, 6:112, 6:113, 7A:8,**
8:6, 8:112, 8:114, 8:115, 8:122,
8:175, 9:59
 Liquidated damages, **6:112, 6:113,**
8:6, 8:13, 8:112, 8:114, 8:115,
8:175
 Prejudgment interest, **8:6, 8:112,**
8:114, 8:115, 8:122, 8:175
 Reasonable diligence, **8:44, 8:53**
 Termination of employment, **7:26**
 Title VII, **4:1, 6:112, 6:113, 7:3,**
7:26, 7A:8, 8:5, 8:21, 8:26,
8:30, 8:44, 8:112, 8:122, 8:151,
8:175, 9:41, 9:59

BANKRUPTCY

Arbitration, **6:109**
 Automatic stay, **6:109**
 Back pay, **6:109**
 Resources, **6:109**
 Simplified employee pensions, **3:36**

BAR

National Labor Relations Board,
6:113, 7:46

BENEFICIARIES

Employee Retirement Income Secu-
 rity Act, **7:90**

BENEFITS

Computers, **7:55**
 Transportation, **3:51, 3:76, 7:106,**
7:109, 7A:10, 8:12, 11:29
 Uniforms, **8:31**

**BONA FIDE EMPLOYEE BENEFIT
 PLANS**

Seniority systems, **2:2, 5:54**

**BONA FIDE OCCUPATIONAL
 QUALIFICATIONS**

Agency interpretations, **5:4**
 Business Necessity, **5:15**
 Evidence, **5:14, 5:15, 5:19**

INDEX

BONA FIDE OCCUPATIONAL QUALIFICATIONS—Cont'd

National origin, **5:14**
Race, **5:14**
Religion, **5:14**
Title VII, **5:14**

BUSINESS JUDGMENT

Age Discrimination in Employment
Act, **7:50, 7:65, 7:74, 7:105,**
7:114

BUSINESS NECESSITY

Evidence, **4:42, 5:15, 5:16, 5:20,**
6:26, 7:87 to 7:90
Retirement plans, **5:1, 5:52**
Summary judgment, **5:16, 5:20, 7:87,**
7:90

BUYERS

Compensation, **8:29**

CALIFORNIA

Age Discrimination in Employment
Act, **2:1, 2:5, 3:28, 3:72, 5:18,**
5:20, 5:40, 5:47, 5:52, 5:55,
5:61, 6:5, 6:53, 6:89, 6:125,
7:13, 7:20, 7:87, 7:88, 7:92,
7A:10, 8:55, 8:87, 8:104, 8:122,
8:124, 10:22, 10:39, 11:26,
11:69
Age discrimination, **2:1, 2:5, 3:28,**
3:72, 5:18, 5:20, 5:40, 5:47,
5:52, 5:55, 5:61, 6:5, 6:53,
6:89, 6:125, 7:13, 7:20, 7:87,
7:88, 7:92, 7A:10, 8:55, 8:87,
8:104, 8:122, 8:124, 10:22,
10:34, 10:36, 10:38, 10:39,
11:26, 11:34, 11:69, 11:71
Assignments, **6:125, 8:104, 10:39**
At-will employment, **10:38**
Compensation, **2:1, 5:18, 5:20, 8:55,**
10:34, 10:36
Complaints, **6:5, 6:89, 6:125**
Conciliation, **6:5, 6:89**
Conditions, **2:1, 5:18**
Contractors, **7A:10, 11:69**
Credits, **11:26**
Dispute, **5:47, 5:52, 6:5, 6:89,**
7A:10, 10:22, 10:39
Employment agencies, **2:1**

CALIFORNIA—Cont'd

Employment practices, **2:1, 2:5, 6:5,**
6:89, 7:87, 11:69
Equal pay, **2:1**
Equipment, **7:88**
Evidence, **2:1, 5:18, 5:20, 5:40, 6:5,**
6:125, 7:13, 7:20, 7:87, 7:88,
7:92, 7A:10, 8:87, 8:124, 10:22,
10:34, 10:39, 11:69
Exemptions, **2:1, 5:18, 5:20, 5:40,**
5:47, 5:52, 5:55, 5:61
Family leave, **10:34**
Harassment, **6:5**
Health, **2:1, 5:18, 5:20, 6:125, 7:13,**
8:104
Hearings, **10:36**
Hiring practices, **2:1**
Insurance premiums, **8:104**
Layoffs, **2:1, 5:52**
Life insurance, **6:89, 8:104, 10:39**
Mandatory retirement, **7:88, 10:36**
Medical benefits, **5:20**
Notice, **6:5, 6:53, 6:89, 7:20**
Penalties, **5:18**
Permits, **3:72, 5:47, 6:89, 7:92, 8:87,**
10:22
Privileges of employment, **2:1**
Remedies, **2:1, 2:5, 6:5, 6:53, 6:89,**
8:55, 8:87, 8:104, 8:122, 8:124,
10:34, 10:38, 10:39
Sex discrimination, **10:22**
Sick leave, **5:52**
State statutes, **2:5, 11:26, 11:34,**
11:69, 11:71
Termination of employment, **10:38**
Terms, **2:1, 3:28, 5:18, 5:40, 5:55,**
6:5, 7:88, 7A:10, 10:36, 11:26,
11:69
Transfers, **2:1**
Unemployment compensation, **8:55**

CAPACITY

National Labor Relations Board, **3:64**

CAUSATION

Retaliation, **2:1, 3:91, 4:1, 4:22, 7:3,**
7:24, 7:27, 7:81 to 7:83, 7:107,
9:2, 11:66
Statistics, **2:1, 7:59, 7:62, 7:87, 7:91,**
7:95, 7:114

CAUSATION—Cont'd

Title VI, **11:40**

Title VII cases, **2:1, 3:91, 4:1, 7:3, 7:79, 7:81, 7:87, 7:91, 7:107, 7:114, 9:41, 11:40**

CHARGES

Collective bargaining agreements, **6:45**

CHILD LABOR

Defense, **5:12**

Evidence, **5:12**

First Amendment, **10:25**

Goods, **10:25**

Manufacturing, **10:25**

Performing, **10:24**

Remedies, **10:26**

Service, **5:12**

Shipment of goods, **10:25**

Waivers, **5:12**

CHURCHES

National Labor Relations Act, **3:81**

CIRCUMSTANTIAL EVIDENCE

Discipline, **5:57, 6:123, 7:2, 7:23, 7:32, 7:74, 7:83**

Evidence, **4:41, 5:20, 5:57, 6:62, 6:123, 6:124, 7:2, 7:3, 7:6 to 7:77, 7:79, 7:81, 7:83 to 7:86, 7:97, 7:101, 7:105, 7:107, 7:114, 7:115, 8:87, 8:102, 9:1, 9:41**

National Labor Relations Board, **7:46**

Termination of employment, **7:26, 7:46, 7:75**

CIVIL ACTIONS

Age Discrimination in Employment Act, **6:66, 6:95, 6:110, 8:129, 9:39, 9:44, 9:46**

CIVIL RIGHTS

National Labor Relations Board, **5:82, 6:113, 7:46, 8:122**

Railway Labor Act, **5:2**

Unions, **3:81, 4:26, 6:112, 7:2, 7:58, 7A:1, 7A:2, 7A:5, 8:130**

CIVIL RIGHTS ACT

Arbitration agreements, **5:82, 6:107, 6:111, 6:113, 7A:1, 7A:2, 7A:5, 7A:8, 7A:11, 7A:12**

Employment agencies, **2:1, 3:12, 3:88, 4:13, 7:2**

Employment practices, **2:1, 4:23, 5:16, 6:14, 6:15, 6:23, 6:107, 6:113, 6:126, 7:62, 7:89, 7:91, 7A:8, 7A:17, 11:43, 11:64, 11:69**

CLAIMS

Labor-Management Reporting and Disclosure Act, **6:112**

National Labor Relations Act, **2:4, 3:81, 3:85, 3:86, 3:90, 5:82, 7:58, 7A:9, 8:30, 10:2**

CLASS ACTIONS

ADEA actions, **6:84**

Adequacy of representation, **6:84**

Administrative charge, **6:89**

Age Discrimination in Employment Act, **5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:10, 7A:14, 8:2, 9:53**

Age discrimination, **5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:10, 7A:14, 8:2, 9:53**

Appeal, **5:81, 6:84, 6:113, 9:53**

Arbitration, **6:113, 7A:10, 7A:14**

Attorneys, **6:113**

Burden of proof, **6:84, 7:77**

Certification, **6:78, 6:80, 6:81, 6:84, 9:53**

Commonality, **6:84**

Discovery, **6:78, 6:79, 6:84, 6:113, 7:77**

Disparate treatment, **7:77, 7:78**

Evidence, **6:78, 6:84, 7:77, 7:78, 7A:10**

Hearings, **6:113**

Intervention, **6:113**

Jurisdiction, **6:78, 6:113**

Membership, **6:80**

Motion for certification, **6:84**

Notice, **5:81, 6:79 to 6:81, 6:84, 6:89**

Numerosity, **6:84**

Potential class members, **6:81, 6:84**

INDEX

CLASS ACTIONS—Cont'd

Putative class members, **6:78, 6:80, 6:84**
Representation, **6:79, 6:84, 6:89, 6:113**
Requirements, **6:78, 6:79, 6:81, 6:84, 6:113, 7A:10, 7A:14, 9:53**
Review, **7A:10, 7A:14**
Settlement, **5:81, 6:79, 6:113**
Structure, **6:80, 7A:10**
Supreme Court Decisions, **7:78, 7A:14**
Title VII, **5:81, 6:89, 6:113, 7:77, 7:78**
Typicality, **6:84**

COERCION

Discrimination, **5:51, 5:67, 5:80, 6:35, 7A:8**

COLLECTIVE BARGAINING

Agreement, **2:1, 2:4, 3:2, 3:7, 3:86, 3:91, 4:6, 4:12, 4:17, 4:21, 4:22, 4:27, 4:30, 4:31, 5:28, 5:31, 5:40, 5:43, 5:52, 5:56, 5:59, 5:82, 6:35, 7:58, 7:66, 7A:1, 7A:2, 7A:4, 7A:6, 7A:9, 7A:11, 7A:12, 7A:15, 7A:17, 8:79, 8:127, 9:22, 9:65, 10:11, 10:27**
Americans with Disabilities Act, **2:1, 5:31, 6:35, 7:58, 7A:4, 7A:6**
Bankruptcy, **5:40**
Bargaining unit, **3:86, 7:58, 7A:4, 7A:9**
Disabilities, **2:1, 5:31, 6:35, 7:58, 7A:4, 7A:6**
Fair representation, **3:85, 3:86, 7:58**
Good faith, **4:17, 4:21, 4:22, 7:66, 8:79**
Negotiations, **6:35**
Remedies, **2:1, 2:4, 6:35, 7A:1, 7A:4, 7A:11, 7A:15, 7A:17, 8:79, 8:127**
Waiver, **4:12, 4:17, 5:82, 7A:1, 7A:4, 7A:6, 7A:11, 7A:12, 9:65**

COLLECTIVE BARGAINING AGREEMENTS

Access, **6:45, 7A:15**
Allowances, **9:65**

COLLECTIVE BARGAINING AGREEMENTS—Cont'd

Amendment, **2:4, 3:31**
American Arbitration Association, **7A:13**
Arbitration, **2:4, 7A:11, 7A:13, 7A:15**
Awards, **9:65**
Benefits, **5:38**
Business, **2:4, 5:59**
Changes, **3:31, 5:38**
Committees, **3:31**
Compensation, **7A:15**
Damages, **2:4, 7A:11**
Date, **3:31, 5:38**
Description, **3:31, 6:45**
Determinations, **7A:11**
Duties, **6:45**
Evidence, **2:4, 6:45, 7:19, 7A:15**
Federal Mediation and Conciliation Service, **7A:13**

COLORADO

Age Discrimination in Employment Act, **5:80, 6:79, 6:84, 7A:15, 10:39**
Age discrimination, **5:80, 6:79, 6:84, 7A:15, 10:39, 11:39, 11:71**
Appeals, **5:80, 6:79, 6:84, 10:39, 11:39**
Assignments, **10:39**
Compensation, **5:80, 7A:15**
Conditions, **5:80**
Disclosures, **5:80**
Dispute, **5:80, 6:84, 7A:15, 10:39**
Evidence, **6:84, 7A:15, 10:39, 11:39**
Exemptions, **5:80**
Insurance, **6:84, 10:39**
Life insurance, **6:84, 10:39**
Mediation, **7A:15**
Negligence, **10:39**
Notice, **6:79, 6:84**
Remedies, **7A:15, 10:39**
State statutes, **11:39, 11:71**
Terms, **5:80, 6:79, 6:84**

COMBINATION

Unions, **3:72, 4:6**

COMMENCEMENT

National Labor Relations Board,
6:113

COMMITTEES

Collective bargaining agreements,
3:31

COMMON LAW

Social security, 3:16, 8:39, 10:34

COMPENSATION

ADEA, 2:1, 3:10, 3:18, 3:20, 3:36,
3:47, 3:56, 3:66, 3:87, 3:88,
4:1, 4:3, 4:5, 4:6, 4:9, 4:10,
4:28, 4:41, 4:44, 5:8, 5:16,
5:18, 5:20 to 5:22, 5:24, 5:26,
5:27, 5:31, 5:56, 5:77, 5:80,
6:7, 6:14, 6:21, 6:23, 6:31,
6:55, 6:71, 6:94, 6:117, 7:6,
7:22, 7:26, 7:30, 7:46, 7:62,
7:65, 7:70, 7:83, 7:90, 7:96,
7:118, 7A:6, 7A:15, 8:1, 8:13,
8:26, 8:29, 8:31, 8:33, 8:43,
8:47 to 8:49, 8:55, 8:57, 8:60,
8:70 to 8:72, 8:108, 8:110,
8:113, 8:120, 8:144, 8:168,
8:171, 8:172, 9:1, 10:2, 10:34,
10:36, 11:43, 11:60
Americans With Disabilities Act, 2:1,
3:18, 5:31, 6:14, 6:23, 6:117,
7:118, 7A:6, 8:29, 8:60, 11:60
Buyers, 8:29
Defenses, 2:1, 5:8, 5:16, 5:18, 5:20
to 5:22, 5:24, 5:26, 5:27, 5:31,
5:56, 5:77, 5:80, 7:46
Discrimination, 2:1, 3:10, 3:18, 3:20,
3:36, 3:47, 3:56, 3:66, 3:87,
3:88, 4:1, 4:3, 4:5, 4:6, 4:9,
4:10, 4:28, 4:41, 4:44, 5:8,
5:16, 5:18, 5:20 to 5:22, 5:24,
5:26, 5:27, 5:31, 5:56, 5:77,
5:80, 6:7, 6:14, 6:21 to 6:23,
6:31, 6:55, 6:71, 6:94, 6:117,
7:6, 7:22, 7:26, 7:30, 7:46,
7:62, 7:65, 7:70, 7:83, 7:90,
7:96, 7:118, 7A:6, 7A:15, 8:1,
8:13, 8:25, 8:26, 8:29, 8:31,
8:33, 8:43, 8:47 to 8:51, 8:55 to
8:57, 8:60, 8:70 to 8:72, 8:108,
8:110, 8:113, 8:120, 8:121,
8:144, 8:157, 8:162, 8:168,

COMPENSATION—Cont'd

8:171, 8:172, 9:1, 10:2, 10:34
to 10:36, 11:43, 11:44, 11:60
Drivers, 3:18
ERISA, 3:10, 3:18, 4:41, 5:20, 5:21,
5:27, 7:90
Establishment, 6:22, 7:26, 9:1, 10:2
Family and Medical Leave Act,
6:117, 8:43
FMLA, 6:117, 8:43, 10:34
Grandfathering, 10:34
Inspectors, 5:77
Intent to discriminate, 4:41, 5:26,
5:31
Longevity, 4:3, 5:27, 8:70
Managers, 4:3, 5:16, 5:77, 5:80,
6:31, 7:62, 7:65, 7:83, 7:90
OWBPA, 5:21, 5:22, 5:24, 5:26,
5:27, 5:31, 5:56, 5:77, 5:80
Pharmacists, 7:30
Seniority system, 5:24, 5:56, 6:21
Service, 3:36, 3:47, 4:5, 4:6, 4:41,
5:8, 5:18, 5:20, 5:26, 5:31,
5:56, 6:23, 6:55, 6:71, 6:94,
7:26, 7:46, 7:70, 7:90, 7:96,
7A:6, 8:31, 9:1, 10:2, 10:35,
11:44
Sex discrimination, 5:56
State laws, 10:34
Supervisors, 4:3, 5:16, 6:22, 7:26,
7:30, 7:46, 7:118
Teachers, 4:5, 4:6, 4:9, 5:26, 5:31
Title VII, 2:1, 3:18, 3:56, 3:87, 3:88,
4:1, 4:28, 5:16, 5:20, 5:56,
5:80, 6:22, 6:23, 6:55, 6:117,
7:6, 7:26, 7:30, 7:46, 7:62,
7:65, 7:83, 7:90, 7:118, 8:1,
8:26, 8:29, 8:57, 8:120, 8:162,
9:1, 10:34, 11:60
COMPLAINTS
Americans with Disabilities Act,
7:25, 7:76
Parties, 6:4, 6:5, 6:37, 6:84, 6:120,
6:125, 6:126, 7:27, 7:49, 7:83,
9:9, 9:14, 9:16, 9:18, 9:19,
9:21, 9:28, 9:29, 9:39, 11:13
Relief, 6:37, 6:62, 6:84, 7:3, 9:18,
9:19, 9:21, 9:29, 9:39, 11:6,
11:57

INDEX

COMPLAINTS—Cont'd

Retaliation, 4:23, 4:26, 6:5, 6:37,
7:3, 7:25 to 7:27, 7:30, 7:83,
7:97, 9:21, 9:28, 11:6
Right-to-sue letter, 6:5
Subject matter jurisdiction, 9:28,
9:39
Title VII cases, 6:5, 6:37, 6:126, 7:3,
7:26, 9:28

COMPLIANCE

Labor Management Relations Act,
5:59
Unions, 4:6, 5:59

COMPUTERS

Benefits, 7:55

CONCILIATION

Enforcement, 4:14, 6:2, 6:5 to 6:7,
6:9 to 6:11, 6:15, 6:36, 6:45,
6:47 to 6:50, 6:54, 6:58 to 6:60,
6:71, 6:89 to 6:91, 6:99, 6:102
to 6:104, 6:106, 6:121, 6:126,
6:127, 7A:2, 7A:5, 8:108,
8:110, 9:1, 9:39, 9:63, 11:66
Equal Employment Opportunity
Commission, 4:14, 4:15, 6:2,
6:5, 6:6, 6:9, 6:15, 6:36, 6:45,
6:47 to 6:49, 6:54, 6:58 to 6:60,
6:89, 6:91, 6:99, 6:102 to
6:104, 6:106, 6:121, 6:126,
6:127, 9:1, 9:39, 9:45

CONFIDENTIALITY

Age Discrimination in Employment
Act, 4:22, 6:48, 6:121, 7:74,
9:11
Equal Employment Opportunity
Commission, 4:22, 6:48, 6:121

CONGRESS

Fair Labor Standards Act, 2:3, 3:26,
3:74, 3:81, 3:89, 5:3, 5:59,
6:31, 6:53, 6:64, 6:84, 6:106,
6:112, 6:113, 7:78, 7A:1, 8:30,
8:74, 8:78, 8:81, 8:108, 8:144,
8:155, 8:173, 9:2, 9:46, 9:54,
9:63, 9:66, 10:22, 10:25

CONNECTICUT

Administrators, 7:27

CONNECTICUT—Cont'd

Age Discrimination in Employment
Act, 3:84, 5:19, 6:120, 7:27,
7:87, 7:91
Age discrimination, 3:84, 5:19,
6:120, 7:27, 7:87, 7:91, 10:38,
11:71
Appeals, 5:19, 6:120, 7:27, 10:38
At-will employment, 10:38
Bona fide occupational qualifications,
5:19
Complaints, 6:120, 7:27
Conditions, 6:120
Employment practices, 7:87, 7:91
Evidence, 5:19, 6:120, 7:27, 7:87,
7:91
Executives, 5:19, 7:27
Exemptions, 5:19
Harassment, 7:27
Health, 5:19
Health insurance, 5:19
Judicial remedies, 3:84
Mandatory retirement, 3:84
Notice, 6:120
Remedies, 3:84, 7:27, 10:38
State statutes, 11:71
Termination of employment, 10:38
Terms, 5:19

CONSIDERATION

Settlements, 2:1, 5:76, 6:128
Termination of employment, 7A:12

CONSPIRACY

Section 1985, 11:68

CONSTRUCTIVE DISCHARGE

Resignation, 4:11, 5:51, 7:26, 7:44 to
7:46

CONTINUING VIOLATIONS

Age Discrimination in Employment
Act, 6:22, 8:29, 9:44
Jurisdiction, 9:44

CONTRACTORS

California, 7A:10, 11:69

CORRELATION

Statistics, 7:59, 7:91

COSTS AND EXPENSES

Benefits, 5:68

COURTS

Collective bargaining agreements,
2:4, 3:31, 5:59, 7A:11, 7A:15
Labor relations, 2:4, 3:56, 3:64, 3:66,
3:81, 3:86, 3:89, 3:90, 5:82,
6:113, 7:33, 7:46, 7:102, 7A:9,
8:30, 8:122, 10:2

COVERAGE

Medical benefits, 4:41, 5:20, 5:45

COWORKERS

Retaliation, 7:26, 7:30, 7:40, 7:65,
7:83

CRIMINAL PENALTIES

Age Discrimination in Employment
Act, 8:78

DAMAGES

Accommodation, 8:9, 10:19, 11:60
Accrual period, 8:15, 8:16, 8:29
Age discrimination, 2:1, 2:4, 2:5,
3:76, 3:78, 3:86, 3:91, 3:94,
3:95, 4:11, 5:1, 5:3, 5:31, 5:61,
5:80, 5:82, 5:86, 5:87, 5:91,
6:26, 6:48, 6:62, 6:69, 6:71,
6:73 to 6:75, 6:94, 6:95, 6:107,
6:109, 6:112, 6:113, 6:121,
6:128, 6:129, 7:3, 7:26, 7:27,
7:64, 7:77, 7:90, 7:118, 7A:5,
7A:8, 7A:9, 7A:11, 7A:14, 8:1
to 8:4, 8:6, 8:7, 8:9 to 8:21,
8:23 to 8:26, 8:29, 8:31 to 8:36,
8:38 to 8:44, 8:46 to 8:48, 8:53
to 8:55, 8:57 to 8:117, 8:119 to
8:121, 8:124, 8:126 to 8:128,
8:131, 8:132, 8:136, 8:140,
8:142 to 8:145, 8:147, 8:148,
8:161, 8:165, 8:168, 8:171,
8:173, 8:175, 8:176, 9:11, 9:13,
9:31 to 9:33, 9:41, 9:57, 9:60,
9:61, 9:63, 10:3, 10:19, 10:32,
10:34, 10:38, 11:2, 11:6, 11:8,
11:34, 11:37, 11:43, 11:52,
11:60, 11:63, 11:66, 11:68,
11:69

Agency principles, 3:91

Americans with Disabilities Act, 2:1,
3:78, 5:31, 6:107, 6:109, 6:113,

DAMAGES—Cont'd

7:118, 7A:8, 8:7, 8:9, 8:29,
8:60, 8:62, 8:66, 9:33, 10:3,
10:19, 11:2, 11:60

Arbitration awards, 7A:5, 7A:14,
8:176

Backpay, 6:112, 6:113, 7:3, 7:26,
7A:8, 8:6, 8:13, 8:14, 8:21,
8:26, 8:44, 8:53, 8:112, 8:114,
8:115, 8:175, 9:41

Benefits, 2:1, 3:76, 4:11, 5:1, 5:31,
5:80, 5:82, 5:86, 5:87, 6:71,
6:73, 6:75, 6:94, 6:95, 6:107,
6:109, 6:112, 6:113, 7:26, 7:90,
8:6, 8:9, 8:10, 8:12, 8:13, 8:29,
8:31 to 8:36, 8:38, 8:39, 8:47,
8:53 to 8:55, 8:62, 8:64, 8:67,
8:69 to 8:71, 8:75, 8:85, 8:98,
8:104 to 8:106, 8:117, 8:121,
8:124, 8:148, 9:32, 10:38,
11:43, 11:60, 11:63

Compensation, 2:1, 5:31, 5:80, 6:71,
6:94, 7:26, 7:90, 7:118, 8:1,
8:13, 8:25, 8:26, 8:29, 8:31,
8:33, 8:43, 8:47, 8:48, 8:55,
8:57, 8:60, 8:70 to 8:72, 8:108,
8:110, 8:113, 8:120, 8:121,
8:144, 8:168, 8:171, 10:34,
11:43, 11:60

Computation, 8:10, 8:16, 8:17, 8:20,
8:23, 8:29, 8:31, 8:33, 8:39,
8:57, 8:62, 8:65, 8:67, 8:70,
8:104, 8:121, 9:31

Defined, 3:94, 4:11, 5:31, 5:80, 5:82,
6:75, 6:128, 7:26, 8:62, 8:73,
8:77, 8:90, 8:93, 8:98, 8:148,
8:176, 10:38, 11:60, 11:63,
11:68, 11:69

Disability discrimination, 2:1, 7:26,
8:9, 10:19

Emotional distress, 6:69, 6:71, 6:129,
8:1, 8:11, 8:41, 8:86, 8:108,
8:109, 8:111, 9:63, 10:38

Employment discrimination, 2:1,
3:86, 4:11, 5:82, 6:62, 6:94,
6:95, 6:107, 6:109, 6:112,
6:113, 6:121, 6:128, 7:26, 7:77,
7A:5, 7A:8, 7A:9, 7A:14, 8:1,
8:7, 8:9, 8:12, 8:13, 8:24, 8:25,
8:29, 8:39, 8:40, 8:44, 8:46,
8:57, 8:61, 8:62, 8:112, 8:126,

INDEX

DAMAGES—Cont'd

8:127, 8:136, 8:140, 8:142,
10:3, 10:19, 10:25, 10:32,
10:34, 10:38, 11:8, 11:34,
11:43, 11:60, 11:63, 11:66,
11:68, 11:69
Expert witnesses, 8:173
Family and Medical Leave Act, 8:9,
8:35, 8:43, 8:106
Federal government, 2:5, 3:78, 7:3,
7:90, 8:1, 8:7, 8:9, 8:13 to 8:21,
8:23 to 8:26, 8:29, 8:31 to 8:36,
8:38 to 8:44, 8:46 to 8:48, 8:53
to 8:55, 8:57 to 8:117, 8:119 to
8:121, 8:124, 8:126 to 8:128,
8:131, 8:132, 8:136, 8:140,
8:161, 8:165, 8:168, 8:171,
8:173, 8:175, 9:31, 9:33, 9:41,
9:57, 11:6, 11:34, 11:63
Fringe benefits, 5:31, 8:10, 8:31,
8:36, 8:38, 8:71
Front pay, 4:11, 6:75, 7A:14, 8:1 to
8:3, 8:10, 8:12, 8:13, 8:19,
8:20, 8:25, 8:29, 8:31, 8:33,
8:38, 8:39, 8:44, 8:53, 8:57 to
8:71, 8:104, 8:124, 8:131,
8:132, 8:136, 8:140, 8:161,
9:32, 9:61
Government employers, 5:3, 5:31
Intentional discrimination, 6:107,
7:77, 8:89, 8:93, 8:98, 11:43
Labor-Management Reporting and
Disclosure Act, 6:112
Liquidated damages, 2:5, 3:94, 5:61,
5:86, 6:62, 6:69, 6:71, 6:75,
6:94, 6:95, 6:109, 6:112, 6:113,
6:121, 6:128, 7A:5, 7A:14, 8:1,
8:3, 8:6, 8:10, 8:11, 8:13, 8:29,
8:33, 8:60, 8:62, 8:67, 8:69,
8:72 to 8:108, 8:110, 8:112 to
8:117, 8:119 to 8:121, 8:124,
8:144, 8:161, 8:175, 8:176,
9:32, 9:63, 11:6
Medical expenses, 8:36, 8:104, 8:121
Mitigation obligation, 8:39, 8:40,
8:44, 8:46, 8:66
National Labor Relations Board,
3:86, 5:82, 6:113
Pensions, 2:1, 8:34
Period, 2:1, 2:5, 5:31, 5:80, 5:82,
6:26, 6:48, 6:62, 6:94, 6:107,

DAMAGES—Cont'd

6:129, 7:26, 7:27, 7:77, 8:13 to
8:16, 8:18, 8:20, 8:23, 8:24,
8:26, 8:29, 8:32, 8:33, 8:35,
8:36, 8:38, 8:39, 8:41 to 8:44,
8:48, 8:53 to 8:55, 8:57, 8:60,
8:62, 8:66 to 8:71, 8:80, 8:101,
8:107, 8:115, 8:121, 8:140,
8:148, 9:13, 9:31 to 10:32,
10:38, 11:2, 11:6, 11:63, 11:69
Post judgment, 8:124
Prejudgment interest, 8:1, 8:6, 8:10,
8:29, 8:112 to 8:117, 8:119 to
8:121, 8:124, 8:175, 9:31, 11:6
Punitive damages, 2:5, 6:71, 6:107,
6:113, 7:26, 7A:8, 8:11, 8:74,
8:78, 8:85, 8:89, 8:99, 8:108 to
8:111, 8:115, 8:119, 8:120, 9:32,
9:63, 10:34, 10:38, 11:2, 11:6,
11:68
Railway Labor Act, 2:4
Rehabilitation Act, 9:33, 11:34, 11:60
Reinstatement, 6:74, 6:75, 6:94,
6:107, 6:112, 6:113, 7:3, 7:26,
7A:5, 7A:8, 7A:14, 8:1, 8:2,
8:6, 8:11, 8:13, 8:23 to 8:26,
8:32 to 8:34, 8:44, 8:53, 8:57 to
8:59, 8:62 to 8:64, 8:66, 8:67,
8:70, 8:126, 8:131, 8:132,
8:136, 8:140, 8:142, 8:175,
8:176, 9:31, 9:41, 9:61, 11:43
Remedies, 2:1, 2:4, 2:5, 3:76, 6:71,
6:107, 6:109, 6:113, 7:27, 7:77,
7A:5, 7A:8, 7A:11, 8:1 to 8:4,
8:6, 8:7, 8:9 to 8:21, 8:23 to
8:26, 8:29, 8:31 to 8:36, 8:38 to
8:44, 8:46 to 8:48, 8:53 to 8:55,
8:57 to 8:117, 8:119 to 8:121,
8:124, 8:126 to 8:128, 8:131,
8:132, 8:136, 8:140, 8:142 to
8:145, 8:147, 8:148, 8:161,
8:165, 8:168, 8:171, 8:173,
8:175, 8:176, 9:13, 9:41, 9:63,
10:3, 10:19, 10:34, 10:38, 11:6,
11:8, 11:37, 11:52, 11:63, 11:66
Restrictions, 5:3, 8:38
Salary loss, 8:104
Tax, 8:10 to 8:12, 8:29, 8:104,
10:25, 11:63
Title VII, 2:1, 3:91, 3:94, 3:95, 5:80,
5:82, 6:26, 6:74, 6:95, 6:107,

DAMAGES—Cont'd

6:109, 6:112, 6:113, 6:121, 7:3,
7:26, 7:27, 7:77, 7:90, 7:118,
7A:5, 7A:8, 7A:11, 8:1, 8:4,
8:21, 8:26, 8:29, 8:36, 8:38,
8:39, 8:42, 8:44, 8:57, 8:62,
8:66 to 8:68, 8:112, 8:120,
8:127, 8:142, 8:147, 8:148,
8:175, 9:13, 9:33, 9:41, 9:57,
10:3, 10:34, 11:2, 11:60, 11:66,
11:68

Tolling, 6:62, 6:74, 6:94, 8:24, 8:44

Total, 2:1, 5:61, 8:9, 8:29, 8:33,
8:48, 8:69 to 8:71, 8:85, 8:104,
8:105, 8:117, 8:161, 8:168,
11:63

Willfulness, 3:94, 5:61, 5:86, 6:62,
6:121, 6:128, 8:3, 8:13, 8:72,
8:73, 8:76 to 8:78, 8:80 to 8:87,
8:89 to 8:104, 8:106, 8:117,
8:127, 8:161

DEDUCTIONS

Social security, 5:44

DEFENSES

Age Discrimination in Employment
Act, 2:1, 2:2, 3:35, 3:73, 5:1 to
5:95, 6:51, 6:78, 6:82, 6:84,
6:102, 7:46, 7:64, 7:77, 7:84,
7:88, 7:94, 9:28, 9:56, 9:58

Age discrimination, 2:1, 2:2, 3:35,
3:73, 5:1 to 5:95, 6:51, 6:78,
6:82, 6:84, 6:102, 7:46, 7:64,
7:77, 7:84, 7:88, 7:94, 9:28,
9:56, 9:58, 11:41

Bona Fide Occupational Qualifica-
tions, 5:4, 5:6, 5:14, 5:15, 5:19

Bona fide occupational qualifications,
5:4, 5:6, 5:14, 5:15, 5:19

Business Necessity, 5:1, 5:15, 5:16,
5:20, 5:52, 7:88, 9:58

Compensation, 2:1, 5:8, 5:16, 5:18,
5:20 to 5:22, 5:24, 5:26, 5:27,
5:31, 5:56, 5:77, 5:80, 7:46

Disability discrimination, 2:1

Disparate treatment, 2:2, 5:16 to
5:18, 5:20, 5:32 to 5:34, 5:41,
5:52, 7:77

Equal Pay Act, 2:1

Harassment, 5:58, 7:46, 7:64

DEFENSES—Cont'd

Insurance plans, 5:44

Legitimate nondiscriminatory reason,
5:57

Qualifications, 2:1, 5:2, 5:4 to 5:7,
5:10, 5:11, 5:13 to 5:15, 5:19,
5:63, 5:90, 7:88

Reduction in force, 5:19, 5:45, 5:77,
5:80, 6:84, 7:46, 7:77

Reinstatement, 5:13, 5:60

Retaliation, 2:1, 5:58, 5:81, 5:91,
7:46, 9:28, 9:58

DEFINED BENEFIT PLANS

Retirement benefits, 5:32, 5:35, 5:39,
5:41

**DEFINED CONTRIBUTION
PLANS**

Retirement benefits, 5:39, 5:41

DEGREE

Violation, 3:64, 3:76, 4:7, 4:8, 4:29,
5:16, 5:47, 5:51, 5:58, 6:18,
6:84, 7:37, 7:50, 7:76, 7A:17,
8:94, 10:3

DELAWARE

Administrative process, 9:44

Age Discrimination in Employment
Act, 3:65, 6:17, 6:21, 6:24,
8:58, 8:67, 8:162, 8:168, 8:170,
9:44

Age discrimination, 3:65, 6:17, 6:21,
6:24, 8:58, 8:67, 8:162, 8:168,
8:170, 9:44, 10:38, 11:71

At-will employment, 10:38

Civil actions, 9:44

Compensation, 6:21, 8:162, 8:168

Dispute, 6:21

Health, 8:67

Notice, 3:65, 6:17, 6:21, 6:24, 9:44

Remedies, 8:58, 8:67, 8:162, 8:168,
8:170, 10:38

Retaliation, 8:67

State statutes, 11:71

Termination of employment, 10:38

Terms, 6:17, 6:21, 8:170

DEPARTMENT OF LABOR

Exemptions, 5:4, 5:7, 5:19, 5:36,
5:38, 5:60 to 5:62, 6:46, 6:82

INDEX

DEPARTMENT OF LABOR

—Cont'd

Freedom of Information Act, **6:46**

Secretary of Labor, **5:7, 6:12**

DESIGNATION

Unions, **3:81, 5:58**

DIRECTED VERDICTS

Motions, **7:97 to 7:101, 7:112**

DISABILITIES

Accommodations, **8:9, 10:19, 11:60**

Age, **2:1, 3:14, 3:18, 3:19, 3:60, 3:78, 3:81, 3:87, 3:89, 4:41, 5:31, 5:81, 6:14, 6:15, 6:23, 6:35, 6:77, 6:98, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:30, 7:39, 7:58, 7:76, 7:81, 7:82, 7:118, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 8:152, 9:33, 10:3, 10:6, 10:13, 10:14, 10:18, 10:19, 11:2, 11:60**

Americans with Disabilities Act, **2:1, 3:14, 3:18, 3:19, 3:60, 3:78, 3:81, 3:89, 5:31, 5:81, 6:14, 6:15, 6:23, 6:35, 6:77, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:39, 7:58, 7:76, 7:81, 7:82, 7:118, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 8:152, 9:33, 10:3, 10:19, 11:2, 11:60**

Arbitration, **3:78, 6:35, 6:107, 6:109, 6:113, 6:115, 7:118, 7A:4, 7A:6, 7A:8**

Assessment, **6:98, 7:76**

Attendance, **8:62**

Awards, **6:77, 7:118, 8:29, 8:30, 8:62, 8:152, 9:33, 11:2, 11:60**

Back pay, **5:81, 6:14, 6:23, 6:107, 6:109, 6:113, 7A:8, 8:29, 8:30, 8:60, 8:62, 8:66**

Benefits, **2:1, 3:18, 4:41, 5:31, 5:81, 6:14, 6:23, 6:35, 6:107, 6:109, 6:113, 6:117, 7:25, 7:39, 7:58, 7A:6, 8:9, 8:29, 8:62, 11:60**

Burden of proof, **5:31, 6:14, 7:81, 8:66**

Causation, **2:1, 7:81, 7:82**

DISABILITIES—Cont'd

Choosing, **4:41**

Claim preclusion, **6:117**

Class actions, **5:81, 6:113**

Compensatory damages, **6:107, 6:113, 7A:8, 9:33, 11:2, 11:60**

Continuing violations, **8:29**

Costs, **3:18, 4:41, 5:31, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 8:152, 9:33, 10:3**

Defenses, **2:1, 5:31, 5:81, 6:102**

Eleventh amendment, **3:78, 8:7, 8:9, 10:3, 10:19**

Equitable tolling, **6:15, 6:35**

Estoppel, **6:15, 6:35, 6:115, 6:117, 7:39**

Evidence, **2:1, 3:18, 3:60, 3:78, 3:89, 4:41, 5:31, 6:35, 6:77, 6:98, 7:25, 7:30, 7:39, 7:58, 7:76, 7:81, 7:82, 7A:4, 8:9, 8:29, 8:62, 8:66, 10:3, 10:19, 11:2**

Exclusions, **2:1**

Fair representation, **7:58**

Family and Medical Leave Act, **6:117, 7:82, 8:9**

Front pay, **8:29, 8:60, 8:62, 8:66**

Harassment, **3:81, 7:25, 7:30, 7:81**

Health insurance, **2:1, 4:41, 8:29**

Hearings, **6:113**

Immunity, **2:1, 3:78, 3:89, 6:107, 6:109, 7:118, 8:7, 8:9, 9:33, 10:3, 10:19**

Impairment, **11:60**

Individual defendants, **3:78**

Injunctive relief, **5:31, 6:107, 6:109, 6:113, 7:58, 7A:8, 8:7**

Insurance, **2:1, 3:14, 3:18, 3:19, 4:41, 5:81, 6:15, 6:35, 8:29**

Interest, **3:19, 3:78, 5:81, 6:15, 6:107, 6:109, 6:113, 7:58, 7:118, 7A:8, 8:9, 8:29, 10:3, 10:6, 10:14, 10:18**

Interference, **3:81**

Investigations, **6:98**

Issue preclusion, **6:117**

Judicial estoppel, **7:39**

Learning disabilities, **11:60**

Major life activity, **11:60**

DISABILITIES—Cont'd

National Labor Relations Act, 3:81, 3:89, 7:58, 8:30
 Perceived disability, 7:82
 Procedure, 6:35, 7:76, 7A:4, 7A:6, 8:29
 Prohibited practices, 4:41
 Punitive damages, 6:107, 6:113, 7A:8, 11:2
 Reasonable accommodation, 7:39, 8:9, 10:19, 11:60
 Rehabilitation Act, 6:14, 6:23, 9:33, 11:60
 Reinstatement, 6:15, 6:107, 6:113, 7A:8, 8:62, 8:66
 Remedies, 2:1, 6:15, 6:35, 6:99, 6:107, 6:109, 6:113, 6:117, 7A:4, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 8:152, 10:3, 10:19
 Retaliation, 2:1, 3:81, 5:81, 6:115, 6:117, 7:25, 7:30, 7:81, 7:82, 8:30, 9:33
 Seniority, 4:41, 7:76, 8:29
 Statute of limitations, 6:14, 6:15, 6:23, 6:35, 6:107, 8:30
 Substantially limits, 11:60
 Undue hardship, 8:9, 10:19, 11:60
 Waiver, 5:81, 6:15, 6:77, 6:98, 7A:4, 7A:6, 8:152, 9:33

DISABILITY BENEFITS

Americans with Disabilities Act, 7:25, 7:39
 Compensation, 3:56, 4:6
 Eligibility for benefits, 5:52
 Employee Retirement Income Security Act, 7:25
 Offsets, 5:46
 Retirement plans, 5:28, 5:52

DISCIPLINE

Burden of proof, 5:56, 5:57, 7:74
 Compensation, 3:66, 5:56, 7:83
 Customers, 7:74
 Evidence, 3:91, 4:8, 5:56, 5:57, 6:123, 7:2, 7:23, 7:32, 7:74, 7:83, 7:108
 Forum, 7:2, 7A:1, 7A:2
 Harassment, 7:74

DISCIPLINE—Cont'd

Insubordination, 7:74, 7:108
 Intent to discriminate, 6:123
 Prima facie case, 4:8, 7:23, 7:32, 7:74, 7:108
 Remedies, 7A:1
 Retaliation, 3:91, 4:8, 7:83
 Uniformed Services Employment and Reemployment Rights Act, 3:91
 Unworthy of belief, 7:74, 7:83

DISCLOSURES

Age Discrimination in Employment Act, 4:12, 5:72, 5:80, 6:29
 Title VII, 5:80, 6:29

DISCOVERY

Admissibility, 6:129
 Attorney-client privilege, 6:121
 Burdensome, 6:120
 Class action, 4:25, 6:78, 6:79, 6:82, 6:84, 7:77, 7A:5, 9:21
 Class actions, 6:78, 6:79, 6:84, 6:113, 7:77
 Defenses, 5:56, 5:72, 6:78, 6:82, 6:84, 7:46, 7:77, 10:25
 Depositions, 6:84, 6:113, 6:120, 9:19
 Discharge cases, 7:46
 Ethical concerns, 6:83
 Ex parte communications, 11:19
 Harassment, 7:46
 Interrogatories, 6:120
 Managerial employees, 6:82, 6:84, 7:46
 Medical peer review privilege, 6:121
 Names, 6:44, 6:120, 6:121
 Potential class members, 6:82, 6:84
 Privacy, 4:25, 6:44
 Privilege, 6:121
 Production of documents, 9:19
 Protective orders, 9:19
 Putative class members, 6:78, 6:84
 Relevance, 4:25, 6:120
 Relief, 4:22, 6:34, 6:55, 6:62, 6:84, 6:113, 7:77, 7A:5, 8:5, 8:171, 9:19, 9:21
 Sanctions, 6:44, 9:19
 Scope of discovery, 5:72, 6:120, 7:77

INDEX

DISCOVERY—Cont'd

Summary judgment, 5:56, 6:21, 6:34,
6:62, 6:68, 6:84, 6:120, 7:46,
7:77, 7:105

DISCRIMINATION

Alabama, 6:15, 6:29, 6:39, 7A:5,
7A:15, 8:9, 8:25, 8:67, 8:134,
10:3, 10:13, 10:19, 10:20,
10:39, 11:70, 11:71
Alaska, 2:5, 8:29, 11:8, 11:71
Arizona, 6:103, 7:65, 10:12, 11:70,
11:71
Arkansas, 7:110, 7A:4, 7A:5, 8:139,
10:37, 11:71
California, 2:1, 2:5, 3:28, 3:72, 5:18,
5:20, 5:40, 5:47, 5:52, 5:55,
5:61, 6:5, 6:53, 6:89, 6:125,
7:13, 7:20, 7:87, 7:88, 7:92,
7A:10, 8:55, 8:87, 8:104, 8:122,
8:124, 10:22, 10:34, 10:36,
10:38, 10:39, 11:26, 11:34,
11:69, 11:71
Colorado, 5:80, 6:79, 6:84, 7A:15,
10:39, 11:39, 11:71
Connecticut, 3:84, 5:19, 6:120, 7:27,
7:87, 7:91, 10:7, 10:38, 11:71
Delaware, 3:65, 6:17, 6:21, 6:24,
8:58, 8:67, 8:162, 8:168, 8:170,
9:44, 10:38, 11:71
District of Columbia, 3:12, 3:36,
3:51, 3:76, 3:83, 4:19, 5:36,
6:6, 6:54, 6:66, 6:89, 7:7, 7:26,
7:34, 7:41, 7:72, 7A:12, 8:48,
8:156, 9:1 to 9:3, 9:10, 9:52,
9:57, 10:38, 11:22, 11:42,
11:65, 11:66
Florida, 2:1, 2:4, 3:58, 3:75, 3:76,
3:93, 4:9, 4:41, 5:52, 6:15,
6:55, 6:84, 7:47, 7:57, 7:86,
7:89, 7:97, 8:7 to 8:9, 8:39,
10:2, 10:3, 10:5, 10:13, 10:14,
10:17, 10:20, 10:22, 11:69 to
11:71
Georgia, 3:73, 6:15, 7:46, 7:85, 7:99,
7:112, 8:7, 8:9, 8:71, 8:134,
8:160, 8:161, 10:3, 11:39, 11:71
Hawaii, 11:71
Idaho, 11:71
Illinois, 2:5, 3:42, 3:52, 3:91, 4:5,
6:6, 6:8, 6:18, 6:62, 6:78, 6:84,

DISCRIMINATION—Cont'd

6:129, 7:10, 7:50, 7:86, 7:114,
8:25, 8:62, 8:89, 9:57, 10:2,
10:12, 10:22, 10:32, 11:66,
11:69, 11:71
Indiana, 3:78, 4:9, 5:18, 5:19, 6:39,
7:26, 7:97, 7:105, 10:27, 10:39,
11:71
Iowa, 6:117, 7:81, 7:115, 7A:11,
10:33, 11:70, 11:71
Kansas, 4:24, 6:71, 7:30, 10:30,
10:38, 11:71
Kentucky, 2:1, 3:71, 4:6, 4:14, 4:36,
5:28, 5:32, 5:34, 5:40, 6:31,
7:97, 8:56, 8:115, 8:123, 10:38,
11:2, 11:60, 11:71
Louisiana, 3:73, 3:78, 6:18, 6:95,
6:113, 7:118, 8:7, 10:3, 11:58,
11:71
Maine, 3:79, 3:90, 11:69, 11:71
Maryland, 4:7, 7:26, 7:29, 8:9,
8:122, 11:71
Massachusetts, 3:53, 3:76, 4:17, 5:7,
5:27, 5:40, 5:80, 5:87, 6:21,
6:58, 6:121, 7:24, 7:27, 8:9,
10:2, 10:3, 10:5, 10:7, 10:10,
10:13 to 10:15, 10:17, 10:18,
10:20, 10:23 to 10:25, 10:38,
11:71
Michigan, 5:2, 5:42, 6:93, 7:13,
7A:11, 8:6, 8:35, 8:41, 10:5,
10:32, 11:69, 11:71
Minnesota, 3:76, 5:26, 5:31, 5:34,
5:51, 7:12, 7:55, 7:99, 7A:17,
8:144, 8:145, 9:64, 10:14, 11:71
Mississippi, 3:78, 3:87, 4:30, 5:14,
5:16, 5:17, 5:20, 5:21, 6:15,
6:117, 6:120, 7:59, 7:62, 7:88,
7:112, 8:54, 10:2
Missouri, 3:25, 4:18, 5:11 to 7:13,
7:34, 7:82, 7:98, 8:55, 8:154,
8:163, 10:17, 10:20, 10:32,
11:69, 11:71
Montana, 7:57, 11:71
Nebraska, 3:64, 7:50, 8:90, 11:71
Nevada, 5:2, 5:56, 7A:14, 8:9, 10:2,
10:33, 11:66, 11:71
New Hampshire, 10:35, 11:71
New Jersey, 3:64, 5:11, 5:86, 6:68,
8:9, 10:5, 10:28, 10:37, 11:71

DISCRIMINATION—Cont'd

New Mexico, 10:37, 11:71
 New York, 3:18, 3:64, 3:69, 3:76, 3:86, 3:95, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94, 6:4, 6:6, 6:15, 6:38, 6:39, 6:43, 6:70, 6:83, 6:89, 6:115, 6:117, 6:119, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 7A:9, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:2, 10:3, 10:5, 10:10, 10:22, 10:25, 10:32, 10:35 to 11:39, 11:69, 11:71
 North Carolina, 3:89, 4:29, 10:26, 11:71
 North Dakota, 11:71
 Ohio, 2:5, 3:64, 3:76, 4:12, 4:41, 5:1, 5:22, 5:52, 5:62, 6:69, 6:70, 6:123, 7:15, 7:32, 7:74, 7:81, 7:88, 10:5, 10:7, 10:34, 11:69, 11:71
 Oklahoma, 5:28, 5:31, 5:63, 5:87, 7:31, 7:74, 7:101, 7:107, 8:20, 10:26, 11:71
 Oregon, 7:46, 8:8, 10:34, 11:71
 Pennsylvania, 3:66, 3:73, 3:75, 3:81, 3:86, 5:11, 5:25, 5:37, 5:58, 6:27, 6:68, 6:121, 6:123, 7:25, 7:46, 7:107, 7:118, 7A:12, 8:8, 8:162, 8:168, 8:170, 10:8, 11:69, 11:71
 Rhode Island, 10:36, 11:71
 South Carolina, 3:79, 11:71
 Tennessee, 4:23, 6:15, 6:66, 6:114, 6:117, 7:26, 7:75, 7:83, 7:91, 8:9, 8:43, 8:62, 8:170, 9:33, 9:49, 11:69, 11:71
 Texas, 2:1, 3:76, 5:9, 5:12, 5:44, 5:57, 6:53 to 6:55, 6:116, 7:2, 7:6, 7:8, 7:13, 7:46, 7:57, 7:65, 7:72, 7:76, 7:77, 7:79, 7:81, 7:83, 7:86, 7:105, 7:106, 7:112, 7:114, 8:7, 8:67, 8:117, 8:120, 8:130, 8:160, 10:13, 10:39, 11:40, 11:69, 11:71
 Utah, 6:54, 6:72, 6:80, 6:117, 11:71
 Vermont, 10:33, 11:71

DISCRIMINATION—Cont'd

Virginia, 2:1, 6:66, 6:98, 7:13, 7:46, 7:80, 7:110, 8:74, 8:152, 8:164, 8:173, 10:24, 11:71
 Washington, 3:76, 5:58, 5:78, 6:12, 7:7, 9:29, 11:42, 11:71
 West Virginia, 6:98, 8:152, 8:164, 8:173, 11:71
 Wisconsin, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 8:161, 11:58, 11:71
 Wyoming, 3:73, 3:74, 3:76, 5:3, 5:8, 7:37, 10:22, 11:71

DISCRIMINATORY DISCHARGE

Arbitration, 8:13
 Deferral, 6:15
 Grievances, 6:15
 Intent, 7:106, 10:39
 Remedies, 2:1, 6:15, 8:5, 8:13, 8:22, 8:32, 8:36, 8:62, 10:39
 Retaliation, 2:1

DISMISSAL

Labor-Management Reporting and Disclosure Act, 6:112

DISPARATE IMPACT

Adverse employment action, 2:1, 3:7, 3:91, 4:3, 4:5, 5:56, 6:8, 6:62, 7:50, 7:59, 7:91
 Age discrimination claims, 2:1, 5:20, 6:84
 Civil Rights Act, 2:1, 4:4, 5:14, 5:16, 7:62, 7:89, 7:91, 11:39
 Comparators, 6:62
 Congressional intent, 3:7, 5:1, 7:62, 7:87
 Disability discrimination, 2:1, 8:9
 Harassment, 4:3
 Insurance, 2:1, 3:7, 5:16 to 5:20, 5:42, 5:52, 6:8, 6:83, 6:84, 7:90, 7:93
 Performance, 4:3, 4:5, 5:16, 5:18, 6:62, 7:59, 7:89, 7:90
 Pretext, 2:1, 4:4, 5:20, 5:56, 7:50, 7:59, 7:62, 8:94
 Recruiting, 4:4
 Rehabilitation Act, 11:39
 Remedies, 2:1, 6:8, 8:9, 8:94 to 8:96, 8:98, 10:3

INDEX

DISPARATE IMPACT—Cont'd

Retaliation, 2:1, 3:11, 3:91, 4:3, 6:8, 8:95, 8:96, 9:55
Statistical evidence, 5:42, 6:84, 7:11, 7:50, 7:59, 7:61, 7:62, 7:87, 7:88, 7:90 to 7:93, 7:95
Subjective criteria, 7:11
Tenure, 4:3, 4:5, 5:17 to 5:19, 5:42, 7:50, 7:62
Tests, 5:16, 7:90

DISPARATE TREATMENT

Age discrimination, 2:2, 3:11, 3:71, 4:4 to 4:6, 4:36, 4:40 to 4:42, 5:16 to 5:18, 5:20, 5:32 to 5:34, 5:41, 5:52, 6:7, 6:22, 6:23, 6:62, 6:120, 6:128, 7:6, 7:7, 7:9, 7:50, 7:54, 7:59, 7:62, 7:63, 7:74, 7:76 to 7:79, 7:81, 7:83, 7:87, 7:89, 7:90, 7:93, 7:97, 7:105, 7:108, 7:111, 8:29, 8:92 to 8:96, 8:98, 9:1, 11:62, 11:69
Civil Rights Act, 2:2, 4:4, 5:16, 6:23, 7:6, 7:7, 7:62, 7:79, 7:81, 7:89, 11:62, 11:69
Class actions, 7:77, 7:78
Comparators, 6:62, 7:108, 8:29
Congressional intent, 4:6, 7:62, 7:87
Damages, 6:62, 6:128, 7:77, 7:90, 8:29, 8:92 to 8:96, 8:98, 11:69
Decisionmakers, 6:120
Defenses, 2:2, 5:16 to 5:18, 5:20, 5:32 to 5:34, 5:41, 5:52, 7:77
Direct evidence of discrimination, 4:41, 6:120, 7:6, 7:7, 7:79, 7:81, 7:83
Discriminatory animus, 5:17, 6:62, 7:6, 7:9, 7:59, 7:63, 7:74, 7:76, 7:81, 7:83, 7:97, 7:108
Harassment, 6:7, 7:6, 7:74, 7:81
Hiring, 2:2, 3:11, 4:4, 4:36, 4:41, 5:17, 6:23, 7:50, 7:54, 7:59, 7:63, 7:74, 7:76, 7:77, 7:90, 7:93, 8:98, 9:1
Intentional discrimination, 5:16, 7:7, 7:9, 7:50, 7:54, 7:62, 7:74, 7:76, 7:77, 7:81, 7:83, 7:89, 7:111, 8:93, 8:98
Mixed motives, 7:77, 7:79, 7:81, 7:83

DISPARATE TREATMENT

—Cont'd

National origin discrimination, 7:81
Older employees, 4:5, 4:6, 4:41, 5:17, 5:18, 5:32 to 5:34, 5:41, 5:52, 7:50, 7:59, 7:62, 7:76 to 7:78, 7:87, 7:90, 7:93, 7:111, 8:93
Presumptions, 7:50
Pretext, 4:4, 4:41, 5:20, 7:6, 7:7, 7:9, 7:50, 7:59, 7:62, 7:74, 7:76, 7:79, 7:81, 7:83, 7:97, 7:105, 7:108, 7:111, 8:94, 11:69
Prima facie case, 4:4, 4:6, 4:36, 4:41, 5:16, 5:32, 5:52, 6:62, 6:120, 7:6, 7:7, 7:9, 7:50, 7:54, 7:59, 7:62, 7:63, 7:74, 7:76, 7:77, 7:79, 7:81, 7:87, 7:90, 7:93, 7:97, 7:105, 7:108, 7:111, 8:94, 9:1, 11:69
Proof requirements, 2:2
Protected class, 4:6, 4:42, 5:16, 5:20, 5:33, 7:7, 7:50, 7:63, 7:74, 7:76, 7:79, 7:83, 7:90, 7:108, 7:111, 9:1
Public policy, 7:81
Recruiting, 4:4
Rehabilitation Act, 6:23
Religious discrimination, 7:76
Remedies, 6:7, 7:77, 8:29, 8:92 to 8:96, 8:98, 9:1
Retaliation, 3:11, 6:7, 7:6, 7:9, 7:81, 7:83, 7:97, 8:95, 8:96, 9:1
Statistical evidence, 6:120, 7:50, 7:59, 7:62, 7:63, 7:77, 7:87, 7:90, 7:93, 7:111
Strength, 7:74, 7:108
Systemic age discrimination, 6:7
Willfulness, 6:62, 6:128, 8:92 to 8:96, 8:98

DISSOLUTION

National Labor Relations Board, 5:82

DISTRICT OF COLUMBIA

Age Discrimination in Employment Act, 3:12, 3:36, 3:51, 3:76, 3:83, 4:19, 5:36, 6:6, 6:54, 6:66, 6:89, 7:7, 7:26, 7:34, 7:41, 7:72, 7A:12, 8:48, 8:156,

DISTRICT OF COLUMBIA

—Cont'd

9:1 to 9:3, 9:10, 9:52, 9:57,
11:66
Age discrimination, 3:12, 3:36, 3:51,
3:76, 3:83, 4:19, 5:36, 6:6,
6:54, 6:66, 6:89, 7:7, 7:26,
7:34, 7:41, 7:72, 7A:12, 8:48,
8:156, 9:1 to 9:3, 9:10, 9:52,
9:57, 10:38, 11:22, 11:42,
11:65, 11:66
Assignments, 7:26
At-will employment, 10:38
Compensation, 3:36, 7:26, 8:48, 9:1
Conciliation, 6:6, 6:54, 6:89, 9:1,
11:66
Conditions of employment, 7:26,
7A:12
Credits, 5:36
Employment agencies, 3:12, 3:51
Employment practices, 6:89, 7:26
Evidence, 6:54, 7:7, 7:26, 7:34, 7:41,
7:72, 9:1, 9:2, 11:66
Exemptions, 3:36, 5:36, 9:1
Harassment, 7:26, 9:10
Health, 3:12, 3:36, 3:76, 6:6
Health insurance, 3:36
Life insurance, 6:89, 7:26
Mandatory retirement, 9:2, 9:3
Notice, 3:76, 5:36, 6:6, 6:54, 6:89,
7:26, 9:1, 9:2, 9:10
Overtime pay, 8:48
Permits, 3:36, 6:89
Privileges of employment, 7:26, 9:1
Race discrimination, 7:7
Reasonable cause determination, 6:6
Remedies, 3:76, 6:6, 6:89, 8:48,
8:156, 9:1, 9:10, 10:38, 11:66
Retaliation, 3:12, 3:76, 4:19, 6:6,
7:26, 7:34, 9:1, 9:2, 11:66
Sex discrimination, 6:6, 9:2, 9:57,
11:66
Sick leave, 8:48
Termination of employment, 7:26,
7A:12, 10:38
Terms, 3:36, 7:26, 7A:12, 8:48, 9:1
to 9:3, 9:10, 11:66

DOMESTIC EMPLOYEES

North Carolina, 3:89

DUE PROCESS

Punitive damages, 6:107, 6:113

EARLY RETIREMENT

Age discrimination, 1:3, 3:2, 4:3,
4:6, 4:12, 4:30, 4:36, 4:41, 5:3,
5:8, 5:11, 5:17, 5:20, 5:24, 5:26,
5:28, 5:29, 5:31 to 5:35, 5:40,
5:41, 5:43, 5:49 to 5:53, 5:63,
5:70, 5:77, 5:80, 5:81, 5:87,
5:89, 6:7, 6:35, 6:56, 7:17,
7:19, 7:44 to 7:46, 7:55, 7:86 to
7:88, 7:92, 7:95, 7:111, 8:33,
8:38, 8:53, 8:54, 8:69, 8:70,
8:127, 9:28, 10:17

Bargain, 5:51

Benefits, 1:3, 3:2, 4:6, 4:12, 4:30,
4:36, 4:41, 5:17, 5:20, 5:24,
5:26, 5:28, 5:29, 5:31 to 5:35,
5:40, 5:41, 5:43, 5:49 to 5:53,
5:63, 5:70, 5:77, 5:80, 5:81,
5:87, 5:89, 6:7, 6:35, 7:44,
7:46, 7:55, 8:33, 8:38, 8:53,
8:54, 8:69, 8:70

Caselaw, 4:6

Discrimination, 1:3, 3:2, 4:3, 4:6,
4:12, 4:30, 4:36, 4:41, 5:3, 5:8,
5:11, 5:17, 5:20, 5:24, 5:26,
5:28, 5:29, 5:31 to 5:35, 5:40,
5:41, 5:43, 5:49 to 5:53, 5:63,
5:70, 5:77, 5:80, 5:81, 5:87,
5:89, 6:7, 6:35, 6:56, 7:17,
7:19, 7:44 to 7:46, 7:55, 7:86 to
7:88, 7:92, 7:95, 7:111, 8:33,
8:38, 8:53, 8:54, 8:69, 8:70,
8:127, 9:28, 10:17

Employee Retirement Income Secu-
rity Act, 4:41, 5:20, 5:35, 5:40

Equitable estoppel, 5:51, 6:35, 6:56
ERISA, 4:41, 5:17, 5:20, 5:28, 5:34,
5:35, 5:40, 5:41, 5:63, 5:87

Incentives, 4:12, 5:26, 5:28, 5:32,
5:34, 5:43, 5:50 to 5:53, 7:88,
8:38

Internal Revenue Code, 5:40

Older Workers Benefit Protection
Act, 4:12, 5:24, 5:26, 5:28,
5:29, 5:32, 5:34, 5:35, 5:50,

INDEX

EARLY RETIREMENT—Cont'd

- 5:52, 5:63, 5:77, 5:80, 5:87
- Policies, 1:3, 4:6, 4:12, 5:8, 5:11, 5:17, 5:20, 7:45, 7:46, 7:111, 8:53, 8:127
- Qualification, 4:12, 4:41, 5:3, 5:8, 5:11, 5:63, 7:86
- Release, 4:3, 4:12, 5:51, 5:63, 5:80, 5:81, 5:87, 6:35
- Requirements, 3:2, 4:3, 4:6, 4:12, 4:30, 4:36, 4:41, 5:3, 5:8, 5:11, 5:20, 5:26, 5:28, 5:31, 5:35, 5:41, 5:52, 5:53, 5:63, 5:77, 5:80, 5:87, 6:35, 7:86, 7:87, 8:33
- Separation, 5:24, 5:80, 7:46
- Waiver, 4:12, 5:24, 5:63, 5:70, 5:77, 5:80, 5:81, 5:87

ELECTIONS

- Age Discrimination in Employment Act, 3:25, 6:112, 11:4
- Complaint, 6:112
- Constitution, 3:25
- Interference, 3:25
- Litigation, 6:112
- Membership, 11:4
- Office holding, 3:25
- Officers, 6:112, 10:17
- Parties, 6:112
- Relief, 3:25, 6:112
- Secretary of labor, 6:112

EMPLOYEE BENEFITS

- Deferral, 5:40
- Income, 3:10, 3:18, 5:21, 5:27, 5:28, 5:32, 5:35, 5:38, 5:40, 5:46, 5:47, 11:26
- Limitations, 5:30
- Social security, 5:35, 5:44, 5:48
- Tax, 3:10, 3:18, 5:46
- Withholding, 3:12, 5:28, 5:32

EMPLOYEE RETIREMENT INCOME SECURITY ACT

- Amendment, 4:41, 5:40, 6:92
- Beneficiaries, 7:90
- Damages under, 8:6
- Defined benefit plans, 5:27, 5:35

EMPLOYEE RETIREMENT INCOME SECURITY ACT —Cont'd

- Discrimination, 3:10, 3:14, 3:18, 4:38, 4:41, 5:20, 5:21, 5:27, 5:35, 5:38, 5:40, 5:72, 5:82, 6:92, 7:25, 7:90, 8:6, 8:122, 11:26
- Employee benefit plan, 5:21, 5:27, 5:72
- Employees, 3:10, 3:14, 4:38, 4:41, 5:20, 5:21, 5:27, 5:35, 5:40, 5:72, 5:82, 6:92, 7:25, 7:90, 8:6, 8:122, 11:26
- Employment relationship, 3:10, 3:18, 5:21
- Exceptions, 5:38
- Fiduciary, 5:82
- Holidays, 5:27
- Independent contractors, 3:14, 3:18
- Jury trial, 7:90
- Limitation, 5:82
- Management, 5:82, 7:25, 7:90
- Medical benefits, 4:41, 5:20
- National Labor Relations Board, 5:82, 8:122
- Pension plans, 5:21, 5:35, 5:40, 11:26
- Plan, 4:41, 5:20, 5:21, 5:27, 5:35, 5:38, 5:40, 5:72, 5:82, 6:92, 7:90, 11:26
- Remedies, 8:6, 8:122
- Removal, 5:82
- Requirements, 3:10, 3:14, 3:18, 4:38, 4:41, 5:20, 5:27, 5:35, 5:72, 5:82, 7:25, 7:90, 11:26
- Retaliation, 7:25
- Severance pay, 5:27
- Termination, 4:41, 5:20, 5:72, 5:82, 7:90
- Welfare benefit, 7:90
- Welfare benefit plans, 7:90

EMPLOYMENT AGENCIES

- Age Discrimination in Employment Act, 1:4, 2:1, 3:11, 3:12, 3:46, 3:50, 3:51, 3:54, 3:87, 3:88, 4:1, 4:13, 4:14, 4:28, 4:29, 4:43, 4:44, 5:38, 5:56, 5:60, 6:31, 7:2, 7:85, 8:148

EMPLOYMENT AGENCIES**—Cont'd**

Americans with Disabilities Act, 2:1
 Employer, 1:4, 2:1, 3:11, 3:12, 3:50,
 3:51, 3:54, 3:87, 3:88, 4:1,
 4:13, 4:14, 4:28, 5:38, 5:56,
 5:60, 6:31, 7:2, 7:85, 8:148
 Equal Employment Opportunity
 Commission, 2:1, 3:46, 3:87,
 3:88, 4:1, 4:14, 4:28, 4:29,
 4:43, 4:44, 5:60, 6:31, 7:85
 Genetic Information Nondiscrimina-
 tion Act, 2:1
 Hiring, 1:4, 2:1, 3:11, 3:88, 4:1,
 4:28, 7:2, 7:85
 Title VII, 2:1, 3:12, 3:51, 3:87, 3:88,
 4:1, 4:13, 4:14, 4:28, 5:56, 7:2,
 7:85, 8:148

EMPLOYMENT**DISCRIMINATION**

Affirmative defense, 5:2, 5:14, 5:24,
 5:26, 6:62, 7:1, 7:30, 7:44,
 7:46, 7:80, 7:81, 8:39, 8:40,
 8:46, 9:28, 10:3, 11:60
 Age, 2:1, 2:2, 3:37, 3:45, 3:56, 3:64,
 3:77, 3:81, 3:84, 3:86, 3:89,
 3:90, 4:11, 4:23, 5:2, 5:14, 5:24,
 5:26, 5:58, 5:82, 5:84, 6:6, 6:7,
 6:16, 6:18, 6:21, 6:29, 6:30,
 6:33, 6:44, 6:55, 6:62, 6:65,
 6:94 to 6:96, 6:98, 6:99, 6:102,
 6:103, 6:106 to 6:109, 6:112,
 6:113, 6:120 to 6:122, 6:126,
 6:128, 7:1, 7:2, 7:6, 7:7, 7:13,
 7:15, 7:17, 7:19, 7:24, 7:26,
 7:30, 7:37, 7:43, 7:44, 7:46,
 7:51, 7:54, 7:57 to 7:59, 7:65,
 7:74 to 7:77, 7:80 to 7:82, 7:91,
 7:95, 7:98, 7:99, 7:102, 7:106
 to 7:108, 7:116, 7:117, 7A:1,
 7A:2, 7A:4 to 7A:9, 7A:12,
 7A:14, 7A:16, 8:1, 8:7, 8:9,
 8:12, 8:13, 8:24, 8:25, 8:28,
 8:29, 8:39, 8:40, 8:44, 8:46,
 8:56, 8:57, 8:61, 8:62, 8:112,
 8:125 to 8:127, 8:136, 8:140,
 8:142, 8:154, 9:1, 9:15, 9:23,
 9:28, 9:29, 9:66, 10:1 to 10:39,
 11:1, 11:8, 11:27, 11:29 to
 11:31, 11:34, 11:36, 11:43,

EMPLOYMENT**DISCRIMINATION—Cont'd****11:51, 11:59 to 11:69**

Age discrimination in Employment
 Act, 2:1, 2:2, 3:37, 3:45, 3:56,
 3:64, 3:77, 3:81, 3:84, 3:86,
 3:89, 3:90, 4:11, 4:23, 5:2, 5:14,
 5:24, 5:26, 5:58, 5:82, 5:84,
 6:6, 6:7, 6:16, 6:18, 6:21, 6:29,
 6:30, 6:33, 6:44, 6:55, 6:62,
 6:65, 6:94 to 6:96, 6:98, 6:99,
 6:102, 6:103, 6:106 to 6:109,
 6:112, 6:113, 6:120 to 6:122,
 6:126, 6:128, 7:1, 7:2, 7:6, 7:7,
 7:13, 7:15, 7:17, 7:19, 7:24,
 7:26, 7:30, 7:37, 7:43, 7:44,
 7:46, 7:51, 7:54, 7:57 to 7:59,
 7:65, 7:74 to 7:77, 7:80 to 7:82,
 7:91, 7:95, 7:98, 7:99, 7:102,
 7:106 to 7:108, 7:116, 7:117,
 7A:1, 7A:2, 7A:4 to 7A:9,
 7A:12, 7A:14, 7A:16, 8:1, 8:7,
 8:9, 8:12, 8:13, 8:24, 8:25,
 8:28, 8:29, 8:39, 8:40, 8:44,
 8:46, 8:56, 8:57, 8:61, 8:62,
 8:112, 8:125 to 8:127, 8:136,
 8:140, 8:142, 8:154, 9:1, 9:15,
 9:23, 9:28, 9:29, 9:66, 10:1 to
 10:3, 10:8 to 10:12, 10:15,
 10:20, 10:22, 10:26, 10:28,
 10:30, 10:32, 10:39, 11:1,
 11:31, 11:43, 11:60, 11:62,
 11:64, 11:66 to 11:69
 Americans with Disabilities Act, 2:1,
 3:81, 3:89, 6:99, 6:102, 6:107,
 6:109, 6:113, 7:58, 7:76, 7:81,
 7:82, 7A:4, 7A:6, 7A:8, 8:7,
 8:9, 8:29, 8:62, 10:3, 10:19,
 11:60
 Arbitration, 3:86, 5:24, 5:82, 6:95,
 6:106, 6:107, 6:109, 6:113,
 6:121, 7A:1, 7A:2, 7A:4 to
 7A:9, 7A:12, 7A:14, 7A:16,
 8:13
 Back pay, 6:95, 6:107, 6:109, 6:112,
 6:113, 7A:8, 7A:14, 8:1, 8:12,
 8:13, 8:24, 8:25, 8:28, 8:29,
 8:39, 8:44, 8:46, 8:56, 8:57,
 8:61, 8:62, 9:1, 9:66, 11:43
 Bona fide occupational qualification
 defense, 5:2

INDEX

EMPLOYMENT

DISCRIMINATION—Cont'd

Burden of proof, 2:2, 7:7, 7:26, 7:37, 7:74, 7:77, 7:81, 8:24, 8:46, 10:5, 10:23, 10:37, 11:66, 11:69

Causation, 2:1, 7:24, 7:59, 7:75, 7:81, 7:82, 7:91, 7:95, 7:99, 7:102, 7:107, 10:34, 10:39, 11:66

Civil Rights Act, 2:1, 2:2, 3:37, 3:81, 3:89, 4:23, 5:2, 5:14, 5:82, 6:29, 6:55, 6:106 to 6:108, 6:112, 6:113, 6:121, 6:126, 7:2, 7:6, 7:7, 7:15, 7:46, 7:58, 7:65, 7:80 to 7:82, 7:91, 7A:1, 7A:2, 7A:5, 7A:8, 7A:12, 8:1, 8:44, 8:57, 8:127, 8:142, 9:66, 11:1, 11:43, 11:60, 11:62 to 11:64, 11:67 to 11:69

Collective bargaining agreement, 3:86, 7:58, 7A:1, 7A:4, 7A:6, 7A:9, 7A:12, 8:127, 10:11, 10:27

Compensatory damages, 6:107, 6:113, 7:26, 7A:8, 8:1, 8:57, 11:60, 11:68, 11:69

Computation, 8:29, 8:39, 8:57, 8:62

Contract claims, 8:142

Current employees, 5:82, 8:127

Direct evidence, 2:2, 6:62, 6:120, 7:2, 7:6, 7:7, 7:24, 7:57, 7:74, 7:76, 7:77, 7:81, 7:99, 7:106, 7:107, 9:1, 11:67

Direct method, 6:62, 7:24, 7:57

Disability, 2:1, 3:56, 6:6, 6:98, 6:99, 6:107, 6:109, 6:113, 7:2, 7:26, 7:30, 7:76, 7:82, 7A:6, 7A:8, 7A:16, 8:9, 8:62, 10:18, 10:19, 10:23, 11:60, 11:67

Disparate impact, 2:1, 5:14, 6:62, 7:59, 7:91, 7:95, 8:9, 10:3

Disparate treatment, 2:2, 6:7, 6:62, 6:120, 6:128, 7:6, 7:7, 7:54, 7:59, 7:74, 7:76, 7:77, 7:81, 7:108, 8:29, 9:1, 11:62, 11:69

Equal Pay Act, 2:1, 7:58, 7:108

Equitable estoppel, 6:21, 6:29, 6:30, 6:33, 6:55

Equitable tolling, 6:21, 6:29, 6:30, 6:33, 6:55

EMPLOYMENT

DISCRIMINATION—Cont'd

ERISA, 5:82, 6:18

Evidence, 2:1, 2:2, 3:37, 3:45, 3:56, 3:64, 3:89, 4:11, 5:2, 5:14, 5:82, 6:7, 6:16, 6:18, 6:21, 6:29, 6:33, 6:62, 6:98, 6:120 to 6:122, 6:126, 6:128, 7:2, 7:6, 7:7, 7:13, 7:15, 7:17, 7:19, 7:24, 7:26, 7:30, 7:37, 7:43, 7:44, 7:46, 7:51, 7:54, 7:57 to 7:59, 7:65, 7:74 to 7:77, 7:80 to 7:82, 7:91, 7:95, 7:98, 7:99, 7:102, 7:106 to 7:108, 7:116, 7:117, 7A:4, 7A:5, 8:9, 8:13, 8:29, 8:39, 8:40, 8:44, 8:46, 8:57, 8:62, 8:127, 8:136, 8:140, 9:1, 9:15, 9:29, 10:2, 10:3, 10:12, 10:19, 10:22, 10:23, 10:34, 10:39, 11:66, 11:67, 11:69

Executive, 6:112, 6:121, 7:17, 7:106, 9:1, 10:3, 10:27, 10:39, 11:1, 11:8, 11:27, 11:29 to 11:31, 11:34, 11:36, 11:43, 11:51, 11:59 to 11:69

Exhaustion of administrative remedies, 6:6

Former employees, 6:120, 7:19, 8:44, 8:136

Forum, 3:86, 5:82, 6:29, 6:33, 6:65, 7:1, 7:2, 7:58, 7A:1, 7A:2, 7A:4 to 7A:9, 7A:12, 7A:14, 7A:16, 9:28, 10:3

Front pay, 4:11, 7A:14, 8:1, 8:12, 8:13, 8:25, 8:28, 8:29, 8:39, 8:44, 8:57, 8:61, 8:62, 8:136, 8:140

Grievance procedures, 9:15

Harassment, 3:81, 4:11, 4:23, 5:58, 6:7, 6:103, 7:6, 7:26, 7:30, 7:46, 7:74, 7:81, 7A:7, 11:8

Hostile work environment, 4:11, 7:6, 7:30, 7:46

Immigration Reform and Control Act, 8:13, 10:34

Indirect method, 6:62, 7:24, 7:76

Injunctive relief, 6:95, 6:96, 6:106, 6:107, 6:109, 6:113, 7:58, 7A:8, 7A:14, 8:7, 8:13, 8:125 to 8:127, 8:140, 11:34, 11:43

EMPLOYMENT**DISCRIMINATION—Cont'd**

Liability, 2:2, 3:64, 3:86, 4:23, 5:2, 5:14, 5:24, 5:26, 5:58, 5:82, 5:84, 6:33, 6:62, 6:107, 6:112, 6:113, 6:128, 7:1, 7:2, 7:17, 7:30, 7:46, 7:65, 7:74 to 7:77, 7:80, 7:81, 7:91, 7:107, 8:1, 8:12, 8:13, 8:24, 8:25, 8:29, 8:44, 8:57, 8:136, 10:3, 10:28, 10:30, 10:39, 11:30, 11:43, 11:60, 11:61, 11:67, 11:68

Liquidated damages, 6:62, 6:94, 6:95, 6:109, 6:112, 6:113, 6:121, 6:128, 7A:5, 7A:14, 8:1, 8:13, 8:29, 8:62, 8:112

Mitigation of damages, 8:39

Mixed motive, 7:82, 8:13

National origin, 2:1, 2:2, 3:81, 5:2, 5:14, 6:6, 6:7, 7:2, 7:26, 7:30, 7:58, 7:81, 10:6, 10:14, 11:64

Older Workers Benefit Protection Act, 2:2, 4:23, 5:24, 5:26, 5:82, 5:84, 6:98

Pattern or practice, 4:11, 6:7, 6:102, 6:103, 6:120, 6:121, 7:2, 7:77, 8:127

Preemption, 6:65

Pregnancy, 7:76, 10:12

Pretext, 2:1, 3:81, 5:58, 6:18, 7:6, 7:7, 7:13, 7:17, 7:30, 7:37, 7:43, 7:57, 7:59, 7:65, 7:74 to 7:76, 7:81, 7:98, 7:102, 7:106 to 7:108, 7:116, 10:33, 11:67, 11:69

Procedure, 3:56, 6:18, 6:30, 6:44, 6:120, 7:6, 7:17, 7:26, 7:76, 7:77, 7A:4, 7A:6, 7A:12, 7A:14, 8:1, 8:29, 8:136, 9:15, 9:29

Protected activity, 4:23, 7:24, 7:26, 10:33, 10:34

Punitive damages, 6:107, 6:113, 7:26, 7A:8, 10:34, 10:38, 11:68

Race, 2:1, 2:2, 3:81, 5:2, 5:14, 6:6, 6:7, 6:120, 7:2, 7:7, 7:26, 7:30, 7:44, 7:58, 7:80, 7:81, 7:91, 7A:4, 7A:12, 8:126, 10:4, 10:6, 10:12, 10:14, 10:17, 10:18, 10:20, 10:34, 11:29, 11:64, 11:67, 11:68

EMPLOYMENT**DISCRIMINATION—Cont'd**

Reasonable accommodation, 8:9, 10:19, 11:60

Reasonable belief, 7:37

Rehabilitation Act, 11:34, 11:60, 11:64

Relief, 2:1, 3:45, 3:56, 3:84, 3:86, 5:82, 6:16, 6:29, 6:33, 6:55, 6:62, 6:65, 6:94 to 6:96, 6:102, 6:103, 6:106 to 6:109, 6:112, 6:113, 6:128, 7:58, 7:77, 7:80, 7:82, 7:102, 7A:4, 7A:5, 7A:8, 7A:9, 7A:14, 7A:16, 8:1, 8:7, 8:9, 8:13, 8:24, 8:25, 8:28, 8:29, 8:39, 8:40, 8:44, 8:46, 8:56, 8:57, 8:61, 8:62, 8:112, 8:125 to 8:127, 8:136, 8:140, 8:142, 8:154, 9:1, 9:29, 9:66, 10:3, 10:34, 11:34, 11:43, 11:59, 11:64, 11:68

Religion, 2:1, 2:2, 3:81, 3:84, 5:2, 5:14, 5:58, 6:7, 7:26, 7:30, 7:58, 7:81, 10:6, 10:25, 11:67

Retaliation, 2:1, 3:81, 4:23, 5:58, 6:6 to 7:6, 7:24, 7:26, 7:30, 7:46, 7:65, 7:81, 7:82, 7:107, 8:127, 9:1, 9:28, 10:35, 11:66, 11:68

Retirement, 2:1, 2:2, 3:56, 3:84, 5:2, 5:24, 5:26, 5:82, 6:7, 6:18, 6:62, 6:95, 6:109, 7:2, 7:7, 7:17, 7:19, 7:44, 7:46, 7:59, 7:76, 7:77, 7:82, 7:95, 8:9, 8:40, 8:56, 8:57, 8:62, 8:126, 8:127, 9:28, 10:2, 10:3, 10:5, 10:7, 10:10 to 10:18, 10:20, 10:21, 10:23, 10:24, 10:26, 10:27, 10:31, 10:36

Seniority systems, 2:2

Sex, 2:1, 2:2, 3:81, 5:2, 5:14, 6:6, 6:62, 7:2, 7:26, 7:30, 7:58, 7:74, 7:81, 7:91, 8:9, 9:28, 10:22, 11:8, 11:62, 11:64, 11:66

Statistics, 2:1, 7:59, 7:77, 7:91, 7:95

Statute of limitations, 2:2, 4:11, 6:18, 6:21, 6:30, 6:33, 6:55, 6:106, 6:107, 7:74

Stereotyping, 10:8

Tangible employment action, 7:26, 7:30, 7:46

INDEX

EMPLOYMENT

DISCRIMINATION—Cont'd

Tax, 3:64, 7:65, 8:12, 8:29, 10:2,
10:25, 11:63
Temporal proximity, 7:24
Torts, 3:64
Wage discrimination, 7:74
Waiver, 3:90, 5:24, 5:82, 5:84, 6:29,
6:98, 6:128, 7A:1, 7A:4 to
7A:7, 7A:12, 8:142, 9:66, 11:34

EMPLOYMENT PRACTICES

Business necessity, 5:16, 7:87, 7:89
Commerce, 2:1
Compensatory damages, 6:107,
6:113, 7:26, 7A:8, 11:69
Equitable estoppel, 6:15
Exceptions, 2:1, 5:56, 11:31
Federal constitution, 2:5
Federal contractors, 11:55, 11:57
Federal employment, 11:69
Foreign countries, 5:59
Former employees, 8:129
Intentional discrimination, 5:16,
5:56, 6:107, 7:62, 7:89, 7:110,
11:43
Interest, 4:25, 5:59, 6:15, 6:107,
6:113, 7:87, 7:89, 7A:8, 7A:17,
8:129
Number of employees, 2:1, 6:5
Person, 2:1, 4:23, 5:59, 6:5, 6:14,
6:15, 6:22, 6:23, 6:89, 6:113,
7:26, 7:48, 7:110, 7A:17, 11:13,
11:64
Remedies, 2:1, 2:5, 6:5, 6:15, 6:89,
6:107, 6:113, 7A:8, 7A:17,
8:129, 11:64
Settlement agreement, 6:113
Subordinates, 7:110
Supervisors, 4:23, 5:16, 6:22, 7:26,
7:48
Whole, 6:5, 6:22, 6:107, 6:113, 7:25,
7:93, 7:110, 11:43

EMPLOYMENT RELATIONSHIP

Retaliation, 3:12, 3:81, 3:82, 4:14,
7:46

ENFORCEMENT

Access to information, 6:121

ENFORCEMENT—Cont'd

Arbitration, 2:4, 3:86, 4:17, 5:24,
5:82, 6:35, 6:53, 6:73, 6:95,
6:106, 6:107, 6:109, 6:111,
6:113, 6:115, 6:121, 7:118,
7A:1, 7A:2, 7A:5, 7A:7 to
7A:9, 7A:14, 7A:16, 7A:17,
8:13, 8:129
Attorney-client privilege, 6:121
Cause of action, 3:5, 4:7, 4:14, 5:31,
5:63, 5:82, 5:87, 6:15, 6:18,
6:20 to 6:22, 6:28 to 6:31, 6:33,
6:34, 6:52, 6:62, 6:65, 6:71,
6:78, 6:79, 6:86, 6:94, 6:107,
6:113, 6:114, 6:119, 8:9, 8:130,
9:2, 9:55, 11:24, 11:33, 11:37,
11:48, 11:52, 11:66, 11:68
De novo review, 6:118
Equitable estoppel, 5:51, 6:1, 6:15,
6:21, 6:27 to 6:31, 6:33 to 6:36,
6:50, 6:52, 6:55, 6:56
ERISA, 3:10, 4:17, 5:28, 5:34, 5:63,
5:82, 5:87, 6:18, 6:92, 7:25
Exhaustion of administrative reme-
dies, 6:6, 6:91, 9:39, 11:35,
11:49
Fiduciary, 5:82
Injunction, 6:95, 6:96, 6:108, 6:109,
6:112, 8:127, 8:129, 8:161
Internal Revenue Service, 9:10
Maryland, 4:7, 7:26, 8:9
Settlement, 3:76, 3:90, 5:63, 5:69,
5:82, 6:6, 6:35, 6:36, 6:47,
6:56, 6:69, 6:79, 6:104, 6:109,
6:113, 6:126, 6:128, 7:118,
8:152, 8:161, 9:37, 9:66
Standard of review, 6:19, 6:103,
6:104, 8:1, 10:20, 10:22
Statute of limitations, 2:2, 6:5, 6:9,
6:14, 6:15, 6:17 to 6:19, 6:21,
6:23, 6:24, 6:26, 6:27, 6:30,
6:31, 6:33, 6:35, 6:36, 6:50 to
6:60, 6:74, 6:80, 6:87, 6:91,
6:100, 6:106, 6:107, 9:10
Venue, 6:66, 6:113, 7A:8

ENTITIES

National Labor Relations Board,
3:64, 3:86
Railway Labor Act, 3:85

EQUAL ACCESS TO JUSTICE ACT

Administrative proceedings, 9:66
 Judicial proceedings, 9:66
 Judicial review, 9:66
 Parties, 8:155
 Title VII, 8:155, 9:66

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMISSION**

ADA enforcement, 6:107
 ADEA enforcement, 2:1, 4:33, 5:1,
 5:36, 6:2, 6:5, 8:1
 Administrative processes, 9:15, 9:30,
 11:28
 Admissibility, 6:124 to 6:129
 Adverse employment action, 2:1, 3:7,
 4:1, 4:21, 6:8, 6:17, 6:18, 6:21,
 6:62, 6:125, 6:128, 7:84, 7:85,
 8:23, 9:1, 9:44
 Adverse impact, 5:19, 5:43, 6:98
 Advisory opinions, 6:48, 6:121
 Age discrimination claims, 2:1, 3:65,
 3:86, 4:22, 5:71, 5:73, 6:45,
 6:53, 6:84, 6:95, 7A:9, 9:1,
 11:67
 Americans with Disabilities Act, 2:1,
 3:78, 3:89, 6:14, 6:15, 6:35,
 6:99, 6:102, 6:107, 6:109,
 6:113, 6:115, 7:118, 7A:8, 8:30,
 8:60, 8:152, 9:33, 11:60
 Appeals, 2:1, 2:3, 2:5, 3:7, 3:36,
 3:52, 3:89, 4:4, 4:6, 4:7, 4:14,
 4:19, 4:21, 4:25, 4:27, 4:29 to
 4:32, 4:36, 4:44, 5:8, 5:11, 5:19,
 5:36, 5:37, 5:42, 5:43, 5:46,
 5:62, 5:79, 5:80, 5:82, 5:94,
 6:5, 6:14, 6:18, 6:21, 6:27,
 6:36, 6:53, 6:54, 6:62, 6:84,
 6:91, 6:100, 6:109, 6:111,
 6:120, 6:125, 7:118, 7A:16, 8:6,
 8:13, 8:30, 8:46, 8:50, 8:55,
 8:57, 8:60, 8:63, 8:96, 8:102,
 8:119, 8:126, 8:129, 8:131,
 8:145, 8:161, 9:3, 9:10, 9:20,
 9:22, 9:27 to 9:30, 9:32, 9:33,
 9:39, 9:40, 9:46, 9:66, 11:6,
 11:21, 11:28, 11:60, 11:67
 Arbitration provisions, 5:82
 Burdensome, 5:19, 6:100, 6:101,
 6:120

EQUAL EMPLOYMENT**OPPORTUNITY****COMMISSION—Cont'd**

Causation, 2:1, 4:1, 4:22
 Charges of discrimination, 3:65,
 5:73, 6:6, 6:12, 6:98, 6:103,
 6:107, 6:124
 Class actions, 6:80, 6:84, 6:89,
 6:113, 9:53
 Commencement, 2:5, 5:64, 5:80, 6:6,
 6:16, 6:18, 6:21, 6:31, 6:35,
 6:42, 6:58, 6:80, 6:88, 6:95,
 6:102, 6:111 to 6:113, 8:6,
 8:171, 9:29, 9:46, 11:13
 Commissioners, 5:36, 5:94, 6:59
 Complaints, 3:7, 4:6, 4:31, 5:65, 6:3
 to 6:5, 6:12, 6:37, 6:45, 6:62,
 6:84, 6:89, 6:120, 6:125, 6:126,
 9:9, 9:15, 9:18, 9:19, 9:21,
 9:22, 9:26, 9:28, 9:29, 9:37,
 9:39, 11:6, 11:8, 11:13, 11:14
 Compliance Manual, 3:5, 3:52, 4:6,
 4:14, 4:36, 5:32, 6:5
 Conciliation, 4:14, 4:15, 6:2, 6:5,
 6:6, 6:9, 6:15, 6:36, 6:45, 6:47
 to 6:49, 6:54, 6:58 to 6:60,
 6:89, 6:91, 6:99, 6:102 to
 6:104, 6:106, 6:121, 6:126,
 6:127, 9:1, 9:39, 9:45
 Conciliation agreements, 6:45
 Conciliation efforts, 4:14, 4:15, 6:9,
 6:36, 6:47, 6:49, 6:54, 6:58,
 6:60, 6:89, 6:99, 6:102 to
 6:104, 6:106, 6:126
 Confidentiality, 4:22, 6:48, 6:121
 Coverage, 2:5, 3:7, 3:46, 3:63, 3:87,
 3:89, 4:1, 4:6, 4:10, 4:31, 4:36,
 5:19, 5:30, 5:36, 5:42, 5:46,
 5:48, 5:62, 5:94, 6:1, 6:60,
 6:62, 6:64, 6:100, 9:1, 9:3, 11:6,
 11:60
 Delays, 6:18, 6:36
 Disability discrimination, 2:1, 6:4,
 6:6
 Discovery, 4:22, 4:25, 5:72, 6:17,
 6:18, 6:21, 6:44, 6:54, 6:62,
 6:84, 6:113, 6:120, 6:121,
 6:129, 8:171, 9:19, 9:21, 11:19
 District, 2:1, 2:5, 3:6, 3:20, 3:35,
 3:36, 3:63, 3:71, 3:86, 3:87,

INDEX

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

3:89, 4:4, 4:6, 4:7, 4:14, 4:19,
4:22, 4:28, 4:29, 4:32, 5:2, 5:8,
5:11, 5:19, 5:32, 5:36, 5:37,
5:43, 5:46, 5:55, 5:60, 5:67,
5:71, 5:80, 5:82, 5:91, 6:4 to
6:6, 6:12, 6:14, 6:15, 6:18,
6:21, 6:27, 6:35, 6:36, 6:46,
6:49, 6:53, 6:54, 6:58, 6:60,
6:62, 6:64, 6:66, 6:80, 6:84,
6:87 to 6:89, 6:91, 6:95, 6:98,
6:100, 6:104 to 6:107, 6:109,
6:111, 6:113, 6:114, 6:116,
6:120, 6:121, 6:124 to 6:126,
6:128, 6:129, 7:85, 7:118, 7A:8,
7A:9, 8:1, 8:13, 8:23, 8:46,
8:55, 8:57, 8:60, 8:63, 8:96,
8:119, 8:126, 8:129, 8:131,
8:145, 8:152, 8:155, 8:161,
8:171, 9:1, 9:3, 9:10, 9:17,
9:20, 9:28, 9:33, 9:38 to 9:40,
9:44, 9:46, 9:49, 9:53, 11:28,
11:67

Employers, 2:1, 3:31, 3:35, 3:36,
3:46, 3:71, 3:87 to 3:89, 4:1,
4:4, 4:6, 4:10, 4:14, 4:25, 4:28,
4:29, 4:31, 4:43, 4:44, 5:11,
5:19, 5:30, 5:32, 5:36, 5:37,
5:43, 5:46, 5:55, 5:60, 5:66,
5:72, 5:76, 5:79, 5:80, 5:82,
5:95, 6:1, 6:5, 6:6, 6:21, 6:31,
6:35, 6:38, 6:47, 6:64, 6:89,
6:95, 6:98, 6:100, 6:101, 6:106,
6:112, 6:121, 6:124, 6:126,
6:128, 7:96, 7A:16, 8:1, 8:13,
8:30, 8:57, 9:3, 9:28, 9:49,
11:28, 11:60, 11:67

Employment agencies, 2:1, 3:46,
3:87, 3:88, 4:1, 4:14, 4:28,
4:29, 4:43, 4:44, 5:60, 6:31,
7:85

Enforcement guidance, 9:3

Equal Pay Act, 2:1, 4:25, 6:45,
6:116, 8:145

Evidence, 2:1, 3:13, 3:35, 3:37, 3:71,
3:78, 3:89, 4:1, 4:4, 4:6, 4:7,
4:22, 4:24, 4:25, 4:29, 4:30,
4:36, 5:2, 5:8, 5:11, 5:19, 5:32,
5:42, 5:62, 5:79, 5:82, 5:91,
6:5, 6:16, 6:18, 6:21, 6:33,

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

6:35, 6:43, 6:45 to 6:48, 6:54,
6:62, 6:84, 6:93, 6:98, 6:101,
6:120, 6:121, 6:124 to 6:129,
7:64, 7:84, 7:85, 8:6, 8:13,
8:23, 8:46, 8:57, 8:96, 8:102,
8:129, 8:131, 8:161, 9:1, 9:15,
9:19, 9:21, 9:27, 9:29, 9:32,
9:36, 11:18, 11:19, 11:21, 11:28,
11:67

Exemptions, 2:1, 3:35, 3:36, 4:10,
5:1, 5:2, 5:4, 5:8, 5:11, 5:19,
5:30, 5:32, 5:36, 5:37, 5:39,
5:42, 5:43, 5:46, 5:48, 5:55,
5:60, 5:62, 5:64 to 5:67, 5:69 to
5:76, 5:79, 5:80, 5:82, 5:85,
5:91, 5:94, 5:95, 6:46, 6:62, 9:1

Filing charges, 4:22, 5:91, 6:16,
6:36, 9:44

Freedom of Information Act, 6:44 to
6:46

General counsel, 3:35, 5:36, 6:127

Investigation, 2:1, 3:5, 4:14, 4:22,
4:24, 5:62, 5:71, 5:75, 5:80,
5:82, 6:4 to 6:6, 6:8, 6:9, 6:45,
6:47 to 6:49, 6:59, 6:62, 6:98 to
6:101, 6:103, 6:104, 6:106,
6:121, 6:126 to 6:128, 8:23,
9:10, 9:12, 9:13, 9:17, 9:19,
9:29, 9:37, 9:43, 11:18

Jurisdiction, 2:5, 3:89, 5:11, 5:75,
5:79, 5:82, 5:91, 6:2, 6:4, 6:6,
6:12, 6:33, 6:52, 6:54, 6:58,
6:60 to 6:62, 6:64, 6:66, 6:100,
6:103, 6:107, 6:110, 6:111,
6:113, 6:121, 7:64, 8:1, 8:131,
8:161, 9:17, 9:28, 9:39, 9:43,
9:44, 9:66, 11:14, 11:67

Jury trials, 6:111, 8:13, 9:43

Motion to dismiss, 3:52, 6:12, 6:15,
6:21, 6:59, 6:60, 6:62, 8:171

National Labor Relations Board,
3:86, 5:82, 6:113

Negotiated grievance procedures,
9:22

Notice requirements, 4:43, 6:31

Objections, 6:4, 6:100

Office of Federal Operations, 9:13,
9:27, 9:29, 9:36, 11:19, 11:21

**EQUAL EMPLOYMENT
OPPORTUNITY**

COMMISSION—Cont'd

Opposition Clause, 4:22, 4:24

Participation Clause, 4:22

Parties, 2:1, 3:10, 3:20, 3:86, 3:87,
4:7, 4:19, 5:71, 5:72, 5:76,
5:80, 5:82, 5:85, 5:91, 6:4 to
6:6, 6:9, 6:18, 6:21, 6:27, 6:33,
6:36, 6:37, 6:44, 6:46, 6:47,
6:49, 6:54, 6:59, 6:84, 6:87,
6:92, 6:93, 6:95, 6:98, 6:104,
6:106, 6:109, 6:112 to 6:115,
6:120, 6:121, 6:125, 6:126,
6:128, 7:84, 7:118, 7A:8, 7A:9,
7A:16, 8:13, 8:57, 8:126, 8:152,
8:155, 8:161, 9:9, 9:13, 9:18,
9:19, 9:21, 9:28, 9:29, 9:39,
11:13, 11:21, 11:67

Preliminary relief, 2:1, 8:126

Privacy Act, 6:45

Private actions, 6:95, 7:118

Questioning, 4:24, 6:59, 6:91

Reasonable accommodation, 11:60

Recordkeeping requirements, 4:43,
4:44

Records, 4:28, 4:44, 6:16, 6:44 to
6:46, 6:101, 6:120, 6:121, 7:85,
8:161, 9:32, 11:19

Remedies, 2:1, 2:5, 3:13, 4:1, 4:15,
6:1, 6:2, 6:4 to 6:6, 6:8, 6:15,
6:18, 6:33, 6:35, 6:37, 6:43,
6:49, 6:53, 6:58, 6:61, 6:89,
6:91, 6:93, 6:99, 6:105 to
6:107, 6:109, 6:113, 7A:8,
7A:16, 8:1, 8:3, 8:6, 8:13, 8:23,
8:30, 8:46, 8:50, 8:55, 8:57,
8:60, 8:63, 8:75, 8:96, 8:102,
8:109, 8:111, 8:119, 8:126,
8:129, 8:131, 8:145, 8:146,
8:152, 8:155, 8:161, 8:171,
8:175, 9:1, 9:10, 9:13, 9:20,
9:21, 9:29, 9:30, 9:36, 9:38 to
9:40, 9:43, 9:59, 9:66, 11:6,
11:8

Retaliation, 2:1, 3:5, 3:6, 4:1, 4:14,
4:15, 4:19, 4:21, 4:22, 4:24,
4:25, 5:91, 6:5, 6:6, 6:8, 6:37,
6:115, 8:23, 8:30, 8:96, 8:102,
8:109, 8:111, 8:129, 8:161, 9:1,

**EQUAL EMPLOYMENT
OPPORTUNITY**

COMMISSION—Cont'd

9:21, 9:28, 9:33, 9:43, 9:55,
11:6, 11:28

Settlements, 2:1, 5:65, 5:76, 6:47,
6:113, 6:128, 7:118

Sexual harassment, 4:7, 6:103,
6:104, 7:64

Statutes of limitation, 6:53

Strike, 3:86, 4:7, 6:126, 7A:9, 9:10

Subpoena powers, 6:100

Subpoenas, 6:45, 6:100, 11:18, 11:19

Time-barred, 6:18, 6:33, 6:53, 6:60,
6:84, 6:92, 6:95, 6:106, 6:107,
6:124, 8:30, 8:129

Tolling, 6:1, 6:5, 6:9, 6:12, 6:15,
6:18, 6:21, 6:27, 6:31, 6:33,
6:35, 6:36, 6:52, 6:54, 6:62,
6:80, 6:91, 6:106, 9:10, 9:44,
11:28

Undue hardship, 11:60

Unions, 4:6, 4:31, 6:112

EQUAL PAY ACT

Compensation, 2:1, 4:5, 8:120

Defenses, 2:1

Differentials, 4:5

Enforcement, 2:1, 6:45, 6:74, 6:116,
8:145, 8:147

Evidence, 2:1, 4:25, 6:45, 7:58,
7:108, 8:120

Experience, 2:1, 4:5

Intervention, 2:1

Jurisdiction, 6:74

Parties, 2:1, 3:19

Prima facie case, 2:1, 7:108

Prohibition, 2:1, 8:147

Remedies, 2:1, 8:120, 8:145, 8:147

Retaliation, 2:1, 4:25

Subpoenas, 6:45

Venue, 7:58

EQUITABLE ESTOPPEL

Employment practices, 6:15

ERISA

Enforcement, 3:10, 4:17, 5:28, 5:34,
5:63, 5:82, 5:87, 6:18, 6:92,
7:25

INDEX

EVIDENCE

Admissibility, 6:77, 6:122 to 6:129,
7:59, 7:97, 7:111, 7:117
Affidavits, 4:7, 6:35, 6:82, 6:84,
6:123, 7:57, 7:68, 8:160
Age claims, 3:49
Aliens, 3:45, 9:1
Arbitration decisions, 7A:17
Burden of establishing, 3:35, 5:10,
5:12, 5:31, 5:79, 7:4, 7:31,
7:44, 7:97, 8:46, 11:40
Burden of Proof, 2:2, 3:13, 5:8, 5:10,
5:31, 5:51, 5:56, 5:57, 5:79,
6:51, 6:54, 6:84, 7:3, 7:4, 7:7,
7:26, 7:37, 7:74, 7:77, 7:79,
7:81, 7:87, 7:90, 7:97, 7A:15,
8:5, 8:19, 8:46, 8:58, 8:66,
8:81, 9:41, 10:23, 11:66, 11:69
Business necessity, 4:42, 5:15, 5:16,
5:20, 6:26, 7:87 to 7:90
Child labor, 5:12
Class actions, 6:78, 6:84, 7:77, 7:78,
7A:10
Comparators, 6:62, 7:15, 7:23,
7:108, 8:29
Compromise, 5:51, 6:26, 6:47,
6:126, 6:128, 8:44
Cross-examination, 7:9, 7:72, 7:77,
7:98
Damages, 2:1, 2:4, 3:78, 3:91, 3:94,
4:11, 5:31, 5:82, 5:86, 5:91,
6:26, 6:48, 6:62, 6:121, 6:128,
6:129, 7:3, 7:26, 7:27, 7:64,
7:77, 7:90, 7A:5, 8:4, 8:6, 8:9,
8:13, 8:14, 8:19, 8:20, 8:23,
8:29, 8:31, 8:33, 8:38 to 8:40,
8:42 to 8:44, 8:46, 8:53, 8:57 to
8:59, 8:62, 8:64, 8:66, 8:67,
8:70, 8:72, 8:79, 8:81, 8:84,
8:85, 8:87 to 8:92, 8:94 to 8:96,
8:98 to 8:102, 8:117, 8:120,
8:124, 8:127, 8:131, 8:132,
8:136, 8:140, 8:161, 8:176,
9:31, 9:32, 9:41, 10:3, 10:19,
10:34, 11:2, 11:66, 11:69
Defenses, 2:1, 2:2, 3:35, 5:2, 5:5, 5:7
to 5:20, 5:31, 5:32, 5:40 to
5:42, 5:51, 5:56, 5:57, 5:62,
5:77 to 5:79, 5:82, 5:83, 5:86,
5:91, 6:51, 6:78, 6:82, 6:84,

EVIDENCE—Cont'd

7:46, 7:64, 7:77, 7:84, 7:88
Direct evidence, 2:2, 3:29, 4:4, 4:12,
4:16, 4:41, 5:16, 5:57, 6:62,
6:120, 6:125, 7:2, 7:6, 7:7, 7:10
to 7:12, 7:24, 7:28, 7:32, 7:48,
7:50, 7:57, 7:66, 7:71, 7:73,
7:74, 7:76, 7:77, 7:79, 7:81,
7:83 to 7:86, 7:99, 7:101,
7:103, 7:106, 7:107, 7:110,
7:112, 7:114, 7:115, 8:89, 8:90,
8:94, 9:1, 9:2, 9:41, 11:2, 11:67
Disciplinary proceedings, 7:74
Discovery, 4:22, 4:25, 5:56, 6:18,
6:21, 6:34, 6:54, 6:62, 6:78,
6:82, 6:84, 6:120, 6:121, 6:129,
7:46, 7:73, 7:77, 7:105, 7A:5,
8:5, 9:19, 9:21, 11:19
Disparate treatment, 2:2, 3:71, 4:4,
4:6, 4:36, 4:41, 4:42, 5:16 to
5:18, 5:20, 5:32, 5:41, 6:7,
6:62, 6:120, 6:128, 7:6, 7:7,
7:9, 7:50, 7:54, 7:59, 7:62,
7:63, 7:74, 7:76 to 7:79, 7:81,
7:83, 7:87, 7:89, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:29,
8:92, 8:94 to 8:96, 8:98, 9:1,
11:69
Disparate treatment and disparate
impact, 5:16, 5:18
Documentary evidence, 6:45, 7:85
Education, 2:2, 3:64, 4:4, 4:9, 4:16,
4:41, 5:11, 5:31, 6:7, 6:18, 7:15,
7:20, 7:28, 7:36, 7:37, 7:57,
7:59, 7:68, 7:75, 7:86, 7:106,
7:108, 7:111, 7:114, 8:40, 8:43,
8:57, 8:132, 8:139, 9:2, 10:2,
10:3, 10:12, 10:23, 10:39, 11:66
Employee Retirement Income Secu-
rity Act, 3:18, 4:41, 5:20, 5:40,
5:82, 7:25, 7:90, 8:6
Employment agency, 4:1, 4:12, 4:17,
4:29, 5:2, 5:14, 5:56, 5:57,
6:33, 6:62, 7:9, 7:59, 11:66
Executive Orders, 11:2, 11:18, 11:19,
11:21, 11:28, 11:39, 11:40,
11:66, 11:67, 11:69
Exhibits, 7A:17, 8:9
Expert testimony, 5:11, 7:59, 7:111,
8:33, 8:58
Expert witnesses, 5:10, 5:12

EVIDENCE—Cont'd

Findings of fact, 5:10, 6:78, 6:126,
7:10, 7:117

Legitimate, 2:1, 3:71, 4:8, 4:17,
4:24, 4:25, 4:41, 4:42, 5:2, 5:5,
5:16, 5:17, 5:31, 5:56, 5:57,
6:21, 6:26, 6:34, 6:125, 7:2,
7:3, 7:6 to 7:8, 7:10, 7:13 to
7:15, 7:26, 7:27, 7:31, 7:32,
7:34 to 7:40, 7:42, 7:43, 7:46,
7:49 to 7:52, 7:55, 7:57 to 7:59,
7:62, 7:65, 7:66, 7:68 to 7:71,
7:73, 7:74, 7:76, 7:77, 7:79 to
7:81, 7:83, 7:84, 7:86 to 7:88,
7:90, 7:91, 7:97, 7:98, 7:101,
7:102, 7:105 to 7:108, 7:112,
7:114, 7:117, 7A:15, 8:4, 8:5,
8:9, 8:19, 8:64, 8:67, 8:81,
10:3, 10:12, 10:19, 10:23,
10:34, 11:40, 11:67, 11:69

Mixed motive cases, 8:4

Mixed motives, 7:2, 7:3, 7:77, 7:79
to 7:84, 9:41

Multiple regression analysis, 7:59

Objections, 5:51, 7:27, 7:81

Personal knowledge, 3:70, 6:18,
6:123, 7:27

Plaintiff, 2:1, 2:2, 2:4, 3:13, 3:17,
3:18, 3:35, 3:45, 3:49, 3:56,
3:64, 3:70, 3:71, 3:78, 3:89,
3:91, 3:94, 4:1, 4:4, 4:6 to 4:9,
4:11, 4:12, 4:17, 4:22, 4:24,
4:25, 4:29, 4:30, 4:36, 4:41,
5:2, 5:5, 5:8, 5:10 to 5:20, 5:31,
5:32, 5:40, 5:51, 5:56, 5:57,
5:78, 5:79, 5:82, 5:83, 5:86,
5:91, 6:5, 6:7, 6:16, 6:18 to
6:21, 6:26, 6:29, 6:33 to 6:35,
6:43, 6:46, 6:51, 6:54, 6:56,
6:62, 6:72, 6:77, 6:78, 6:82,
6:84, 6:93, 6:98, 6:120, 6:121,
6:123 to 6:129, 7:2 to 7:4, 7:6
to 7:20, 7:22 to 7:27, 7:29 to
7:87, 7:89 to 7:93, 7:95, 7:97 to
7:103, 7:105 to 7:112, 7:114 to
7:117, 7A:5, 7A:15, 7A:17, 8:4
to 8:6, 8:9, 8:13, 8:14, 8:19,
8:20, 8:23, 8:29, 8:31, 8:33,
8:38 to 8:40, 8:42 to 8:44, 8:46,
8:53, 8:57 to 8:59, 8:62, 8:64,
8:66, 8:67, 8:70, 8:72, 8:81,

EVIDENCE—Cont'd

8:84, 8:85, 8:87 to 8:90, 8:92,
8:94 to 8:96, 8:99, 8:101,
8:102, 8:117, 8:120, 8:124,
8:127, 8:129, 8:131, 8:132,
8:136, 8:139, 8:140, 8:160,
8:161, 8:166, 8:176, 9:1, 9:2,
9:21, 9:29, 9:41, 10:2, 10:3,
10:12, 10:22, 10:23, 10:34,
10:39, 11:2, 11:39, 11:40, 11:66,
11:67, 11:69

Pretext, 2:1, 4:4, 4:41, 5:20, 5:56,
6:18, 6:77, 6:125, 6:129, 7:6,
7:7, 7:9, 7:10, 7:13, 7:14, 7:17,
7:18, 7:20, 7:27, 7:30, 7:31,
7:34, 7:36, 7:37, 7:40, 7:41,
7:43, 7:50, 7:52, 7:55, 7:57,
7:59, 7:62, 7:65, 7:68, 7:71 to
7:76, 7:79, 7:81, 7:83, 7:86,
7:97, 7:98, 7:101, 7:102, 7:105
to 7:108, 7:110 to 7:112, 7:114,
7:116, 8:23, 8:85, 8:94, 9:41,
11:40, 11:67, 11:69

Prima facie case, 2:1, 3:78, 3:89, 4:4,
4:6 to 4:8, 4:11, 4:22, 4:36,
4:41, 5:14, 5:16, 5:19, 5:32,
5:42, 5:51, 6:5, 6:21, 6:62,
6:77, 6:84, 6:120, 6:124, 7:4,
7:6 to 7:15, 7:17 to 7:27, 7:29
to 7:39, 7:41 to 7:43, 7:45 to
7:57, 7:59, 7:61 to 7:66, 7:68,
7:71, 7:73 to 7:77, 7:79, 7:81,
7:84, 7:86, 7:87, 7:90 to 7:93,
7:95, 7:97 to 7:99, 7:101 to
7:103, 7:105 to 7:108, 7:110 to
7:112, 7:114, 8:94, 9:1, 9:41,
10:22, 11:39, 11:67, 11:69

Privileges, 2:1, 3:17, 3:18, 3:56, 4:1,
4:7, 4:9, 5:56, 6:121, 7:6, 7:26,
7:30, 7A:17, 8:9, 9:1, 10:19

Proffer, 5:41, 6:84, 7:74, 7:81, 7:114,
8:19

Railway Labor Act, 2:4, 5:2, 5:11

Remarks, 6:62, 6:125, 6:128, 7:10,
7:25, 7:27, 7:30, 7:55, 7:57,
7:59, 7:75, 7:76, 7:83, 7:86,
7:99, 7:106, 7:107, 7:110 to
7:112, 7:117, 8:99

Retaliation, 2:1, 3:29, 3:91, 4:1, 4:8,
4:16, 4:17, 4:22, 4:24, 4:25,
5:91, 6:5, 6:7, 7:3, 7:6, 7:9,

INDEX

EVIDENCE—Cont'd

7:16, 7:20, 7:24 to 7:30, 7:34,
7:40, 7:46, 7:65, 7:66, 7:81 to
7:83, 7:97, 7:107, 7:112, 8:23,
8:67, 8:95, 8:96, 8:102, 8:127,
8:129, 8:161, 8:176, 9:1, 9:2,
9:21, 11:28, 11:66
Sanctions, 9:19, 9:29
Similarly situated employees, 6:82,
6:98, 6:120, 7:15, 7:20, 7:22,
7:23, 7:27, 7:32, 7:46, 7:49,
7:50, 7:74, 7:76, 7:83, 7:103,
7:108, 7:111, 7A:15
Spoliation, 7:85
State law, 2:4, 3:45, 4:22, 5:91, 7:24,
7A:15, 8:9, 8:89, 8:117, 8:120,
8:161, 10:2, 10:3, 10:12, 10:22,
10:34, 10:39, 11:69
Statistical evidence, 5:42, 6:84,
6:120, 6:122, 6:123, 7:11, 7:49,
7:50, 7:55, 7:57, 7:59 to 7:63,
7:65, 7:77, 7:87, 7:88, 7:90 to
7:93, 7:95, 7:102, 7:110, 7:111
Stereotyping, 5:7, 5:17
Stray remarks, 6:125, 7:76, 7:86,
7:99, 7:106, 7:110, 7:112
Summary judgment, 2:1, 3:18, 3:29,
3:49, 3:64, 3:70, 3:71, 3:78,
3:91, 3:94, 4:4, 4:6 to 4:8, 4:11,
4:16, 4:24, 4:29, 4:41, 5:11,
5:16, 5:17, 5:19, 5:20, 5:31,
5:40, 5:41, 5:51, 5:56, 6:19,
6:21, 6:33 to 6:35, 6:56, 6:62,
6:77, 6:84, 6:120, 6:124, 6:125,
7:6, 7:7, 7:10 to 7:13, 7:17,
7:20, 7:21, 7:25 to 7:28, 7:30,
7:34, 7:35, 7:37, 7:39, 7:40,
7:43, 7:46 to 7:50, 7:52, 7:55,
7:57 to 7:59, 7:61, 7:63, 7:65,
7:74, 7:75, 7:77, 7:78, 7:81 to
7:83, 7:85 to 7:87, 7:90, 7:97 to
7:103, 7:105 to 7:112, 7:117,
8:9, 9:2, 10:19, 10:22, 10:34,
10:39, 11:66, 11:69
Title VII, 2:1, 2:2, 3:18, 3:37, 3:45,
3:49, 3:56, 3:64, 3:89, 3:91,
3:94, 4:1, 4:4, 4:7, 4:8, 4:17,
4:22, 4:24, 4:25, 4:42, 5:2, 5:7,
5:10, 5:12, 5:14, 5:16, 5:17,
5:20, 5:42, 5:56, 5:57, 5:82,
6:5, 6:16, 6:26, 6:29, 6:46,

EVIDENCE—Cont'd

6:47, 6:54, 6:72, 6:101, 6:120,
6:121, 6:123, 6:125 to 6:127,
7:2, 7:3, 7:6 to 7:8, 7:13, 7:15,
7:19, 7:25 to 7:27, 7:30, 7:33,
7:43, 7:46, 7:57, 7:58, 7:61,
7:62, 7:65, 7:72 to 7:91, 7:97,
7:101, 7:102, 7:107, 7:112,
7:114, 7:115, 7A:4, 7A:5,
7A:17, 8:4, 8:5, 8:29, 8:38,
8:39, 8:42, 8:44, 8:57, 8:62,
8:66, 8:67, 8:120, 8:127, 8:129,
9:1, 9:2, 9:21, 9:41, 10:3,
10:22, 10:34, 11:2, 11:40,
11:66, 11:67
Types of evidence, 6:122, 7:83
USERRA cases, 3:91
Weight, 5:8, 5:91, 6:123, 7:13, 7:35,
7:40, 7:49, 7:59, 7:61, 7:74 to
7:76, 7:85, 7:86, 7:97, 7:108 to
7:110, 7A:4, 8:13, 10:22
Witnesses, 2:2, 5:10, 5:12, 6:45,
6:121, 6:123, 6:125, 7:74, 7:77,
7:97, 7:98, 7:105, 7:112, 9:19,
11:18
Work history, 8:62

EXAMINATION

Federal employment, 2:4

EXCLUSIVITY

Railway Labor Act, 2:4
Unions, 6:112

EXECUTIVE ORDERS

Federal employment, 11:69

EXPERT

Costs, 4:5, 5:12, 5:19, 7:77, 7A:10,
8:29, 8:33, 8:53, 8:58, 8:65,
8:69, 8:71, 8:92, 8:105, 8:161,
8:164, 8:172, 8:173
Discovery, 6:62, 7:77
Fair Labor Standards Act, 3:89, 5:59,
8:164, 8:172, 8:173
Selection, 5:10, 7:59, 7:63, 7:95
Witness, 6:125, 7:59, 7:62, 7:63,
7:95, 8:29, 8:164, 8:173

EXTENT

Federal employment, 6:78, 9:52

EXTENT—Cont'd

Labor Management Relations Act, 5:59
Unions, 1:4, 5:59, 7:58, 7A:1

FACTORS

Federal employment, 3:77, 6:78, 9:10

FAILURE TO FILE

Federal employment, 6:52, 9:44
National Labor Relations Board, 6:113

FAIR DEALING

At-will employment, 10:38

FAIR LABOR STANDARDS ACT

Affirmative defenses, 3:35, 5:3, 5:59, 5:62
Airlines, 6:82, 6:113, 8:81, 8:103, 8:104, 8:110, 8:112, 8:114, 8:130, 8:144, 8:145, 8:147
Appeals, 2:3, 3:81, 3:89, 5:3, 5:59, 5:62, 6:53, 6:79, 6:82, 6:84, 6:100, 8:30, 8:35, 8:39, 8:48, 8:74, 8:81, 8:103, 8:104, 8:106, 8:108, 8:110, 8:112, 8:114, 8:129, 8:144, 8:145, 8:156, 8:172, 9:2, 9:46, 9:66, 10:22
Approval, 6:83, 8:103
Arbitration agreements, 6:107, 6:113, 7A:1, 8:129
Assignments, 8:104
Back wages, 6:95, 8:112, 9:54
Bad faith, 8:86, 8:155
Burden of proof, 6:68, 6:84, 8:48, 8:81, 8:86, 8:173
Collateral estoppel, 6:95
Collective bargaining agreements, 5:59
Commerce, 3:74, 3:89, 6:64, 10:25
Common law, 3:14, 3:16, 3:26, 3:81, 8:1, 8:39, 8:74, 8:147, 8:155
Common ownership, 3:89
Complaints, 6:84
Conformity, 6:84
Congress, 2:3, 3:26, 3:74, 3:81, 3:89, 5:3, 5:59, 6:31, 6:53, 6:64, 6:84, 6:106, 6:112, 6:113, 7:78, 7A:1, 8:30, 8:74, 8:78, 8:81,

**FAIR LABOR STANDARDS ACT
—Cont'd**

8:108, 8:144, 8:155, 8:173, 9:2, 9:46, 9:54, 9:63, 9:66, 10:22, 10:25
Consent decrees, 6:113, 8:151
Constitutionality, 3:74, 10:25
Costs, 6:81, 6:84, 8:1, 8:30, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:104, 8:106, 8:108 to 8:114, 8:129, 8:130, 8:144, 8:145, 8:147, 8:150 to 8:152, 8:155, 8:156, 8:164, 8:172, 8:173, 9:66
Coverage, 3:26, 3:74, 3:81, 3:89, 5:59, 5:62, 6:64, 6:100, 8:35, 9:2, 10:25
Credit, 6:84, 8:1
Damages, 5:3, 6:95, 6:107, 6:112, 6:113, 8:1, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:104, 8:106, 8:108 to 8:114, 8:144, 8:145, 8:147, 8:173, 9:63, 10:25
Date, 5:3, 6:53, 6:80, 6:84, 6:95, 6:106, 8:30, 8:39, 8:48, 8:74, 8:113, 9:46, 10:22
Defenses, 3:35, 5:3, 5:59, 5:62, 6:78, 6:82, 6:84, 10:25
Department of Labor, 2:3, 5:62, 6:82, 8:30, 8:103
Depositions, 6:84, 6:113, 8:172
Discovery, 6:68, 6:78, 6:79, 6:82 to 6:84, 6:113, 10:25
Discrimination, 2:3, 3:14, 3:16, 3:26, 3:34, 3:35, 3:74, 3:81, 3:89, 5:3, 5:59, 5:62, 6:31, 6:53, 6:61, 6:64, 6:68, 6:78 to 6:84, 6:86, 6:95, 6:99 to 6:101, 6:105 to 6:107, 6:112, 6:113, 7:78, 7A:1, 8:1, 8:30, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:104, 8:106, 8:108 to 8:114, 8:129, 8:130, 8:144, 8:145, 8:147, 8:150 to 8:152, 8:155, 8:156, 8:164, 8:172, 8:173, 9:2, 9:46, 9:53, 9:54, 9:63, 9:66, 10:22, 10:25
Emotional distress, 8:1, 8:86, 8:108, 8:109, 8:111, 9:63

INDEX

FAIR LABOR STANDARDS ACT

—Cont'd

Employ, 2:3, 3:81, 5:59, 6:84, 8:1, 8:104
Employee, 2:3, 3:14, 3:16, 3:26, 3:34, 3:35, 3:81, 3:89, 5:59, 5:62, 6:31, 6:78, 6:84, 6:95, 6:99, 6:106, 6:107, 6:112, 6:113, 7A:1, 8:35, 8:39, 8:48, 8:81, 8:86, 8:87, 8:103, 8:104, 8:113, 8:129, 8:144, 8:156, 9:2, 9:46, 9:63, 9:66, 10:22
Employer, 3:14, 3:16, 3:35, 3:81, 3:89, 5:3, 5:59, 5:62, 6:31, 6:68, 6:78, 6:81, 6:82, 6:84, 6:95, 6:100, 6:101, 6:106, 6:107, 6:112, 6:113, 7:78, 8:30, 8:35, 8:39, 8:72, 8:74, 8:78, 8:81, 8:86, 8:87, 8:103, 8:104, 8:106, 8:108, 8:112, 8:113, 8:129, 8:144, 8:147, 8:151, 8:152, 9:2, 9:54, 9:63, 10:22
Employer-employee relationship, 3:14
Employment contracts, 5:59
Enforcement, 2:3, 5:3, 6:31, 6:53, 6:61, 6:64, 6:68, 6:78 to 6:84, 6:86, 6:95, 6:99 to 6:101, 6:105 to 6:107, 6:112, 6:113, 7A:1, 8:1, 8:75, 8:108, 8:110, 8:129, 8:130, 8:144, 8:145, 8:147, 8:152, 8:156, 8:172, 9:2, 9:54, 9:63, 9:66, 10:22
Enterprise, 6:84
Estoppel, 6:31, 6:95
Evidence, 3:35, 3:89, 5:62, 6:78, 6:82, 6:84, 6:101, 7:78, 8:39, 8:72, 8:81, 8:87, 8:129, 9:2, 10:22
Exceptions, 2:3, 3:26, 3:34, 3:35, 3:81, 6:95, 8:81, 8:130
Exemptions, 3:26, 3:35, 3:81, 5:3, 5:59, 5:62, 6:82
Expert witness testimony, 8:173
Federal employment, 3:81, 6:78, 9:2, 9:53, 9:54, 9:63
Federal law, 5:59, 8:112
Findings of fact, 6:78, 8:152
Fine, 3:89
Foreign country, 3:89, 5:59

FAIR LABOR STANDARDS ACT

—Cont'd

Gender, 3:81, 9:66
Good faith, 5:62, 6:99, 8:39, 8:81, 8:87, 8:103, 8:106, 8:129
Goods, 8:150, 10:25
Independent contractors, 3:14
Individual employment contracts, 5:59
Injunctions, 8:1, 8:129
Judgment notwithstanding the verdict, 8:86
Jurisdiction, 3:81, 3:89, 5:59, 6:61, 6:64, 6:68, 6:78, 6:100, 6:107, 6:113, 8:1, 8:110, 8:130, 9:66
Jury trial, 6:61, 8:72, 8:110, 9:54, 9:66
Knowledge, 5:62, 6:31, 8:86
Labor organizations, 6:31, 8:144
Legislative history, 3:35, 3:74, 3:89, 5:59, 6:53, 6:68, 6:79, 6:112, 8:108, 8:110, 8:144, 9:2, 10:22
Liquidated damages, 6:95, 6:112, 6:113, 8:1, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:104, 8:106, 8:108, 8:110, 8:112 to 8:114, 8:144, 9:63
Minimum wage, 3:74, 3:81, 6:79, 8:113
National Labor Relations Board, 6:113
Notice, 3:16, 3:35, 5:59, 6:31, 6:53, 6:79 to 6:84, 6:86, 6:106, 6:107, 9:2, 9:46
Overtime, 6:31, 6:79, 6:84, 8:1, 8:39, 8:48, 8:72, 8:108, 8:110, 8:144
Parts, 9:2
Place of work, 3:16
Pleadings, 6:61, 6:82 to 6:84, 6:113
Police, 5:3, 6:31, 8:39, 10:22, 10:25
Prejudgment interest, 8:1, 8:112 to 8:114
Prima facie case, 3:89, 6:84, 10:22
Public employees, 5:3
Punitive damages, 6:107, 6:113, 8:74, 8:78, 8:108 to 8:111, 9:63
Questions of law and fact, 6:78
Regulations, 2:3, 3:34, 3:35, 5:3, 5:59, 6:31, 8:1, 8:103, 8:108, 9:2, 9:46, 9:66

**FAIR LABOR STANDARDS ACT
—Cont'd**

Remedies, 3:16, 6:53, 6:61, 6:68,
6:78, 6:99, 6:105 to 6:107,
6:113, 7A:1, 8:1, 8:30, 8:35,
8:39, 8:48, 8:72, 8:74, 8:75,
8:78, 8:81, 8:86, 8:87, 8:103,
8:104, 8:106, 8:108 to 8:114,
8:129, 8:130, 8:144, 8:145,
8:147, 8:150 to 8:152, 8:155,
8:156, 8:164, 8:172, 8:173,
9:63, 9:66

Reports, 3:26, 6:82, 9:2

Retaliation, 3:81, 8:30, 8:104, 8:109,
8:111, 8:129, 9:2

Schools, 3:81

Seamen, 3:89

Secretary of Labor, 6:105, 6:112,
8:113, 8:129

Settlement, 6:79, 6:113, 8:48, 8:152,
9:66

Settlements, 6:113

Sex, 2:3, 3:81, 9:2, 10:22

Similarly situated plaintiffs, 6:84

Standard of proof, 6:82

Statute of limitations, 6:31, 6:53,
6:80, 6:100, 6:106, 6:107, 8:30,
9:46

Students, 3:81

Summary judgment, 3:14, 6:68, 6:84,
7:78, 8:103, 9:2, 10:22

Trainees, 8:129

Trial, 5:62, 6:61, 6:68, 6:78, 6:81 to
6:84, 6:113, 7:78, 8:72, 8:81,
8:86, 8:87, 8:104, 8:106, 8:110,
8:114, 8:129, 8:151, 8:152,
8:156, 8:164, 8:172, 9:54, 9:66

United States, 3:81, 3:89, 5:59, 6:83,
6:95, 6:106, 6:112, 7A:1, 8:30,
8:151, 8:155, 9:2, 9:46, 9:54,
9:63, 9:66, 10:25

Venue, 6:113

Volume of business, 3:34

Waiting, 6:61, 6:83, 6:105

Willful violations, 8:1, 8:72, 8:74,
8:78, 8:87

FAIR REPRESENTATION

Choice of forum, 7:58

FAIR REPRESENTATION—Cont'd

Claims, 3:85, 3:86, 5:2, 5:11, 6:116,
7:58

Disabilities, 7:58

Hiring hall, 3:85

Relief, 3:86, 7:58

Standard, 3:85, 5:2

**FAMILY AND MEDICAL LEAVE
ACT**

Benefits, 6:117, 8:9, 8:35, 8:106,
8:122

Compensation, 6:117, 8:43

Coverage, 8:9, 8:35

Damages, 8:9, 8:35, 8:43, 8:106

Disability, 7:82, 8:9, 8:122

Discrimination, 6:117, 7:82, 8:9,
8:35, 8:43, 8:106, 8:122

Employees, 6:117, 7:82, 8:9, 8:35,
8:122

Employers, 8:9

Enactment, 8:9

Enforcement, 6:117, 8:9

Evidence, 7:82, 8:9, 8:43

Federal government, 8:9, 8:35, 8:43,
8:106, 8:122

Immunity, 8:9

Litigation, 7:82, 8:9, 8:122

Local governments, 8:9

Purpose, 8:35

Remedies, 6:117, 8:9, 8:35, 8:43,
8:106, 8:122

Requirements, 8:9, 8:43

Retaliation, 6:117, 7:82

Schools, 7:82

State laws, 8:9

Substance abuse, 6:117

Universities, 8:9

FEDERAL ARBITRATION ACT

National Labor Relations Board,
5:82, 6:113

FEDERAL CONTRACTORS

Employment practices, 11:55, 11:57

FEDERAL DISTRICT COURTS

Unions, 8:130

FEDERAL EMPLOYMENT

Agencies, 3:80, 3:81, 9:1, 9:63

INDEX

FEDERAL EMPLOYMENT

—Cont'd

Agency actions, 9:2
Amendment, 2:4, 3:77, 3:80, 3:81, 9:2, 9:54
Applicability, 3:81
Arbitration, 2:4, 7A:6
Charges, 3:77, 9:10, 9:44
Choice, 3:81
Collective bargaining, 2:4, 7A:6
Collective bargaining agreements, 2:4
Conflict, 3:80
Costs, 3:77, 8:175
Courts, 2:4, 3:77, 3:81, 6:52, 7A:6, 8:175, 9:2, 9:10, 9:43, 9:44, 9:52, 9:54, 9:55, 9:59, 9:63, 11:69
Date, 6:52, 9:10, 9:44
Decisions, 2:4, 3:29, 3:81, 4:16, 7:28, 8:175, 9:1, 9:2, 9:10, 9:52, 9:55, 9:59, 11:69
Determinations, 6:78
Discovery, 6:78
Discrimination, 2:4, 3:29, 3:77, 3:80, 3:81, 4:16, 5:23, 6:52, 6:78, 7:28, 7A:6, 8:175, 9:1 to 9:3, 9:10, 9:43, 9:44, 9:50, 9:52 to 9:55, 9:59, 9:63, 11:69
Duties, 9:10, 9:52, 9:55
Enforcement, 2:4, 3:80, 6:52, 6:78, 8:175, 9:1 to 9:3, 9:10, 9:54, 9:55, 9:59, 9:63
Equal Employment Opportunity Commission, 6:52, 8:175, 9:1, 9:3, 9:10, 9:43, 9:44, 9:53, 9:55, 9:59
Equitable grounds, 9:44
Evidence, 2:4, 3:29, 4:16, 6:78, 7:28, 9:1, 9:2, 11:69
Exceptions, 3:81, 9:3, 9:10
Executive Orders, 11:69
Factors, 3:77, 6:78, 9:10
Fair Labor Standards Act, 3:81, 6:78, 9:2, 9:53, 9:54, 9:63
Fees, 8:175, 9:59
Filing, 3:29, 3:77, 4:16, 6:52, 7:28, 9:1, 9:2, 9:10, 9:43, 9:44, 9:50, 9:53, 11:69

FEDERAL EMPLOYMENT

—Cont'd

Findings, 6:78
Findings of fact, 6:78
Grievances, 9:10
Guidance, 8:175, 9:3, 9:10, 9:54, 9:59, 11:69
Investigations, 9:53
Issuance, 9:1
Issues, 2:4, 3:81, 6:78, 9:2, 9:10, 11:69
Jurisdiction, 2:4, 3:77, 3:81, 6:52, 6:78, 9:43, 9:44, 9:52
Labor relations, 2:4, 3:81
Members, 2:4, 3:77, 3:81, 6:78, 9:3
National Labor Relations Act, 2:4, 3:81
Nature, 8:175, 9:2, 9:10, 9:44, 9:59
Notice, 6:52, 9:1, 9:2, 9:10, 9:43, 9:44
Objections, 9:52
Officials, 3:29
Orders, 2:4, 3:81, 9:1, 11:69
Parties, 6:78, 7A:6, 9:54
Power, 2:4, 3:81
Private parties, 9:54
Proceedings, 9:53
Prohibition, 2:4, 3:29, 4:16, 7:28, 9:1, 9:2
Proof, 9:1, 11:69
Protection, 2:4, 3:29, 3:77, 5:23, 9:1, 9:3, 9:59
Railway Labor Act, 2:4
Record, 9:10
Regulation, 2:4, 5:23, 8:175, 9:10, 9:55, 9:59
Regulations, 2:4, 3:29, 4:16, 7:28, 9:1, 9:2, 9:10, 9:59, 11:69
Remedies, 2:4, 6:78, 8:175, 9:1, 9:10, 9:43, 9:50, 9:59, 9:63
Representatives, 6:78, 9:3
Retaliation, 3:29, 3:80, 3:81, 4:16, 7:28, 9:1, 9:2, 9:43, 9:55
Review, 2:4, 3:29, 3:81, 4:16, 7:28, 9:2, 9:52
Rights, 2:4, 3:80, 3:81, 6:52, 7A:6, 8:175, 9:2, 9:3, 9:10, 9:43, 9:44, 9:52, 9:54, 9:59, 11:69
Role, 4:16, 6:78, 7:28, 9:2

FEDERAL EMPLOYMENT

—Cont'd

Rules, 3:80, 3:81, 9:1, 9:52, 9:53, 9:55
 Scope, 9:2, 9:43, 9:53
 Selection, 3:81, 9:10
 Service, 3:29, 3:77, 4:16, 7:28, 7A:6, 9:1 to 9:3, 9:10, 9:44, 9:54
 Standards, 2:4, 3:81, 6:78, 9:1, 9:2, 9:53 to 9:55, 9:63, 11:69
 Statute of limitations, 6:52, 9:10, 9:44
 Unions, 3:81
 Violations, 2:4, 7A:6, 9:44, 11:69

FEDERAL QUESTION

Jurisdiction, 6:65, 6:67

FEDERAL STATUTES

Affirmative defenses, 5:21
 Americans with Disabilities Act, 6:109
 Arbitration, 2:4, 6:109
 Collective bargaining agreement, 2:4, 3:7, 4:6, 4:31
 Color of state law, 2:4, 11:37, 11:52
 Due process, 11:1
 Equal protection, 2:4, 3:76, 11:1
 Parties, 6:109
 Prohibited practices, 4:6, 4:31
 Remedies, 2:4, 3:76, 6:109, 8:6, 8:108, 8:120, 8:154, 11:37, 11:52

FEES

Collective bargaining agreements, 7A:15, 9:65

FILING

National Labor Relations Act, 5:82, 8:30

FINDINGS

Railway Labor Act, 5:2

FIRST AMENDMENT

Child labor, 10:25
 Retaliation claims, 3:81, 5:58, 11:66
 Section 1983, 11:66

FITNESS

Wellness programs, 3:31

FLIGHT ENGINEERS

Mandatory retirement, 4:9, 5:8

FLORIDA

Age Discrimination in Employment Act, 2:1, 2:4, 3:58, 3:75, 3:76, 3:93, 4:9, 4:41, 5:52, 6:15, 6:55, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:7 to 8:9, 8:39, 10:2, 10:3, 10:20, 10:22, 11:69, 11:70
 Age discrimination, 2:1, 2:4, 3:58, 3:75, 3:76, 3:93, 4:9, 4:41, 5:52, 6:15, 6:55, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:7 to 8:9, 8:39, 10:2, 10:3, 10:5, 10:14, 10:17, 10:20, 10:22, 11:69 to 11:71
 Assignments, 4:9
 Compensation, 2:1, 4:9, 4:41, 6:55, 10:2
 Complaints, 6:84, 7:97
 Conciliation, 6:15, 10:5
 Constitutionality, 10:13, 10:17, 10:20
 Employment agencies, 2:1
 Employment practices, 2:1, 6:15, 7:89, 11:69
 Evidence, 2:1, 2:4, 4:9, 4:41, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:8, 8:9, 8:39, 10:2, 10:3, 10:22, 11:69
 Exemptions, 2:1, 5:52
 Family leave, 8:9
 Health, 2:1, 3:76, 4:41, 7:47, 7:57, 7:86, 7:97, 8:7, 10:2
 Hiring practices, 2:1
 Investigations, 3:58
 Life insurance, 6:84, 10:2
 Mandatory retirement, 2:4, 4:9, 4:41, 10:5, 10:13, 10:14, 10:17, 10:20
 Medical benefits, 4:41
 Notice, 3:76, 6:15, 6:55, 6:84, 7:86, 10:2
 Physical fitness, 10:14
 Privileges of employment, 2:1, 4:9, 8:9
 Remedies, 2:1, 2:4, 3:76, 6:15, 8:7 to 8:9, 8:39, 10:3, 10:5
 Sex discrimination, 8:9, 10:22

INDEX

FLORIDA—Cont'd

State statutes, **2:4, 3:76, 11:69 to 11:71**
Technical assistance, **7:86**
Terminated employee, **6:84, 7:47, 7:57, 8:39**
Terms, **2:1, 4:9, 6:84, 7:47, 7:86, 7:89, 8:9, 10:17, 10:20, 11:69**
Training programs, **4:9**

FOREIGN CORPORATIONS

National Labor Relations Act, **3:89**

FOREIGN COUNTRIES

Employment practices, **5:59**

FOREIGN EMPLOYERS

National Labor Relations Act, **3:89, 3:90**

FORMER EMPLOYEES

Employment practices, **8:129**
Retaliation, **3:12, 3:29, 4:1, 4:13, 4:14, 4:17, 5:81, 5:91, 6:8, 8:129, 9:21**

FORMS

Unions, **1:4, 7:2, 7A:2**

FRINGE BENEFITS

Age Discrimination in Employment Act, **5:27, 5:31, 5:43, 6:25, 7:40, 8:10, 8:31, 8:36, 8:38, 8:71**
Americans with Disabilities Act, **5:31**
Title VII, **6:25, 8:36, 8:38**

FRONT PAY

Antagonism, **8:25, 8:28, 8:57, 8:67, 8:139**
Backpay, **8:5, 8:13, 8:44, 8:53**
Compensatory damages, **8:1, 8:57, 9:32**
Liquidated damages, **6:75, 7A:14, 8:1, 8:3, 8:10, 8:13, 8:29, 8:33, 8:60, 8:62, 8:67, 8:69, 8:104, 8:124, 8:161, 9:32**
Reinstatement, **6:75, 7A:14, 8:1, 8:2, 8:5, 8:13, 8:25, 8:28, 8:33, 8:44, 8:53, 8:57 to 8:59, 8:62 to 8:64, 8:66, 8:67, 8:70, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 9:61**

FRONT PAY—Cont'd

Tax consequences, **8:10, 8:29**

FUTILITY

Labor Management Relations Act, **5:59**

GENDER DISCRIMINATION

Discharge, **5:2, 6:128, 7:19, 7:65, 11:66**
Evidence, **3:49, 5:2, 6:128, 7:19, 7:29, 7:65, 11:66**
Harassment, **3:81, 5:58, 7:29**
Remedies, **6:4, 11:66**
Retaliation, **3:81, 4:18, 5:58, 7:29, 7:65, 11:66**
Sex plus, **3:49**
Statistical evidence, **7:65**
Stereotyping, **10:8**

GEORGIA

Age Discrimination in Employment Act, **3:73, 6:15, 7:46, 7:85, 7:99, 7:112, 8:7, 8:9, 8:71, 8:134, 8:160, 8:161, 10:3**
Age discrimination, **3:73, 6:15, 7:46, 7:85, 7:99, 7:112, 8:7, 8:9, 8:71, 8:134, 8:160, 8:161, 10:3, 11:39, 11:71**
Compensation, **7:46, 8:71**
Conditions of employment, **7:46**
Employment practices, **6:15**
Health, **8:7**
Hiring practices, **7:85**
Notice, **6:15**
Privileges of employment, **8:9**
Records, **7:85, 8:160, 8:161**
Remedies, **6:15, 8:7, 8:9, 8:71, 8:134, 8:160, 8:161, 10:3**
State statutes, **11:39, 11:71**
Terms, **3:73, 7:46, 8:9, 8:161**

GOOD CAUSE

Discipline, **5:56, 5:57**

GOOD FAITH

At-will employment, **10:38**
Retaliation, **3:82, 4:17, 4:21 to 4:23, 5:91, 7:66, 7:112, 8:67, 8:129**

GOVERNMENT CONTRACTORS

Age discrimination, **11:55 to 11:58**

GOVERNMENT EMPLOYMENT

Age discrimination, **5:28, 5:31, 9:1**
 Appeals, **5:28, 5:31**
 Damages, **5:31**
 Equal protection, **10:7**
 Federal, **5:31, 9:1, 10:7**
 Regulations, **5:31, 9:1**
 Remedies, **9:1**
 State, **5:28, 5:31, 9:1, 10:7**

GRANDFATHERING

Compensation, **10:34**

GRIEVANCE PROCEDURES

Harassment, **9:10**
 Jurisdiction, **9:17**
 Terms, **4:17, 6:35, 9:8, 9:10, 9:21**
 Title VII, **4:17, 9:13, 9:21**

GRIEVANCES

National Labor Relations Act, **3:85, 3:86, 7A:9**
 National Labor Relations Board, **3:86**
 Railway Labor Act, **3:85**

GROUP INSURANCE

Age, **8:36**
 Coverage, **8:36**
 Health insurance, **8:36**
 Premiums, **8:36**

GUIDANCE

Federal employment, **8:175, 9:3, 9:10, 9:54, 9:59, 11:69**

HAWAII

Age discrimination, **11:71**
 State statutes, **11:71**

HEALTH AND PHYSICAL FITNESS

Bona fide occupational qualification, **5:11**

HEALTH CARE

Industry, **7:83**

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT

Discrimination, **7:74**
 Privacy, **7:74**

HEARINGS

Class actions, **6:113**

HIRING

Advertising, **2:1, 3:17, 7:46, 7:106, 7:114**

Age discrimination, **1:1, 1:4, 2:1 to 3:2, 3:10, 3:11, 3:15, 3:17, 3:18, 3:20, 3:31, 3:85, 3:88, 3:91, 4:1, 4:3, 4:4, 4:11, 4:27, 4:28, 4:30, 4:33, 4:36, 4:41, 5:2, 5:3, 5:6 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:22, 5:28, 5:31, 5:49, 5:59, 6:16, 6:21, 6:23, 6:24, 6:30, 6:34, 6:75, 6:84, 6:95, 6:98, 6:112, 6:123, 6:129, 7:2, 7:10 to 7:13, 7:16, 7:17, 7:26, 7:31, 7:42, 7:46 to 7:48, 7:50, 7:54, 7:55, 7:59, 7:63, 7:65, 7:68, 7:72, 7:74 to 7:77, 7:85, 7:86, 7:88, 7:90, 7:92, 7:93, 7:95, 7:96, 7:104, 7:106, 7:107, 7:109, 7:110, 7:114, 8:9, 8:16, 8:17, 8:32, 8:43, 8:44, 8:48, 8:98, 8:129, 8:131, 8:135, 8:140, 8:141, 8:175, 9:1, 9:3, 9:10, 9:41, 9:61, 9:62, 10:9, 10:19, 10:22, 11:23, 11:41, 11:60, 11:67**

Agencies, **1:4, 2:1, 3:11, 3:88, 4:1, 4:28, 5:2, 5:10, 6:16, 6:112, 7:2, 7:85, 8:9, 8:129, 9:1**

Aliens, **9:1, 9:3**

Business necessity, **5:15, 7:88, 7:90**

Defenses, **2:1 to 5:3, 5:6 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:22, 5:28, 5:31, 5:49, 5:59, 6:84, 7:46, 7:77, 7:88, 11:41**

Employment agencies, **1:4, 2:1, 3:11, 3:88, 4:1, 4:28, 7:2, 7:85**

Employment agency, **3:10, 3:11, 3:88, 4:1, 4:28, 5:2, 5:59, 7:59**

Evidence, **2:1, 2:2, 3:17, 3:18, 3:91, 4:1, 4:4, 4:11, 4:30, 4:36, 4:41, 5:2, 5:7 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:31, 6:16, 6:21, 6:34, 6:84, 6:98, 6:123, 6:129, 7:2, 7:10 to 7:13, 7:16, 7:17, 7:26, 7:31, 7:42, 7:46 to 7:48, 7:50, 7:54, 7:55, 7:59, 7:63, 7:65, 7:68, 7:72, 7:74 to 7:77,**

INDEX

HIRING—Cont'd

7:85, 7:86, 7:88, 7:90, 7:92,
7:93, 7:95, 7:106, 7:107, 7:109,
7:110, 7:114, 8:9, 8:43, 8:44,
8:98, 8:129, 8:131, 8:140, 9:1,
9:41, 10:19, 10:22, 11:67
Genetic Information Nondiscrimina-
tion Act, 2:1
Impairments, 11:60
Insurance, 1:1, 2:1, 2:2, 3:10, 3:18,
3:85, 4:41, 5:17, 5:19, 5:28,
6:21, 6:84, 7:12, 7:26, 7:65,
7:68, 7:74, 7:90, 7:93, 7:106,
7:107, 8:48
Interviews, 7:74, 7:106
Prima facie case, 2:1, 3:2, 3:88, 4:4,
4:11, 4:36, 4:41, 5:19, 6:21,
6:84, 7:10 to 7:13, 7:17, 7:26,
7:31, 7:42, 7:46 to 7:48, 7:50,
7:54, 7:55, 7:59, 7:63, 7:65,
7:68, 7:74 to 7:77, 7:86, 7:90,
7:92, 7:93, 7:95, 7:104, 7:106,
7:107, 7:110, 7:114, 9:1, 9:41,
10:22, 11:41, 11:67
Reasonable accommodation, 8:9,
10:19, 11:60
Recruitment, 4:4, 4:28, 6:95
Reinstatement, 4:1, 6:75, 6:112,
7:26, 8:32, 8:44, 8:131, 8:135,
8:140, 8:141, 8:175, 9:1, 9:41,
9:61, 9:62
Remedies, 2:1, 4:1, 7:77, 8:9, 8:16,
8:17, 8:32, 8:43, 8:44, 8:48,
8:98, 8:129, 8:131, 8:135,
8:140, 8:141, 8:175, 9:1, 9:10,
9:41, 10:19
Scope of protection, 11:60
Sex discrimination, 7:74, 8:9, 10:22
Standing, 5:31, 5:59, 7:26, 7:46 to
7:48, 7:55, 7:59, 7:68, 7:86,
7:90, 7:106, 7:107, 7:110, 8:9
Statistical evidence, 6:84, 6:123,
7:11, 7:50, 7:55, 7:59, 7:63,
7:65, 7:77, 7:88, 7:90, 7:92,
7:93, 7:95, 7:110
Statistics, 1:1, 2:1, 3:15, 6:123, 7:11,
7:12, 7:55, 7:59, 7:63, 7:77,
7:95, 7:104, 7:114
Subjective criteria, 7:11, 7:13, 7:65,
7:74

HIRING—Cont'd

Tenure, 3:15, 4:3, 5:17, 5:19, 7:2,
7:50, 7:96, 7:106
Testimony, 3:91, 5:8, 5:12, 6:123,
6:129, 7:10, 7:11, 7:13, 7:26,
7:46, 7:59, 7:63, 7:68, 7:72,
7:74, 7:76, 7:77, 7:86, 7:90,
7:95, 7:107, 7:110
Title VII, 2:1, 2:2, 3:15, 3:18, 3:85,
3:88, 3:91, 4:1, 4:4, 4:27, 4:28,
5:2, 5:7, 5:10, 5:12, 5:17, 5:59,
6:16, 6:23, 6:95, 6:112, 6:123,
7:2, 7:13, 7:26, 7:46, 7:65,
7:72, 7:74 to 7:77, 7:85, 7:86,
7:88, 7:90, 7:104, 7:107, 7:114,
8:44, 8:129, 8:135, 8:175, 9:1,
9:41, 10:22, 11:41, 11:60, 11:67

HOLIDAYS

Employee Retirement Income Secu-
rity Act, 5:27

HOSPITALS

National Labor Relations Act, 3:81

HOSTILE WORK ENVIRONMENT

Harassment, 4:7, 4:11, 6:5, 7:6, 7:29,
7:30, 7:45, 7:46

HOURS

Unions, 3:81, 3:85

IDAHO

Age discrimination, 11:71
State statutes, 11:71

IDENTIFICATION

Collective bargaining agreements,
3:31

ILLINOIS

Age Discrimination in Employment
Act, 2:5, 3:42, 3:52, 3:91, 4:5,
6:6, 6:8, 6:18, 6:62, 6:78, 6:84,
6:129, 7:10, 7:50, 7:86, 7:114,
8:25, 8:62, 8:89, 9:57, 10:2,
10:12, 10:22, 10:32, 11:66,
11:69
Age discrimination, 2:5, 3:42, 3:52,
3:91, 4:5, 6:6, 6:8, 6:18, 6:62,
6:78, 6:84, 6:129, 7:10, 7:50,
7:86, 7:114, 8:25, 8:62, 8:89,
9:57, 10:2, 10:12, 10:22, 10:32,

ILLINOIS—Cont'd

11:66, 11:69, 11:71
 At-will employment, 10:32
 Certificates, 10:2
 Compensation, 4:5, 8:25, 10:2
 Conciliation, 6:6, 11:66
 Conditions of employment, 6:62
 Employment practices, 2:5, 11:69
 Equal pay, 4:5
 Executives, 6:62, 6:129, 7:86
 Exemptions, 6:62
 Health, 6:6, 7:86, 8:62, 10:2, 10:12
 Layoffs, 3:91
 Life insurance, 6:8, 6:84, 10:2
 Mandatory retirement, 10:12
 Mediation, 6:6, 10:22, 11:66
 Notice, 6:6, 6:8, 6:18, 6:62, 6:84, 7:86, 10:2, 10:32
 Permits, 10:22
 Pleadings, 6:62, 6:84
 Remedies, 2:5, 6:6, 6:8, 6:18, 6:78, 8:25, 8:62, 8:89, 11:66
 Reports, 3:91
 Retaliation, 3:91, 6:6, 6:8, 11:66
 Savings, 7:86, 7:114, 8:25
 Settlement, 6:6
 Sex discrimination, 6:6, 6:62, 9:57, 10:22, 11:66
 State statutes, 2:5, 11:66, 11:69, 11:71
 Technical assistance, 7:86
 Terms, 3:91, 4:5, 6:62, 6:84, 7:10, 7:86, 10:12, 11:66, 11:69

INDEPENDENT CONTRACTORS

Employee Retirement Income Security Act, 3:14, 3:18

INDIANA

Age Discrimination in Employment Act, 3:78, 4:9, 5:18, 5:19, 6:39, 7:26, 7:97, 7:105, 10:39
 Age discrimination, 3:78, 4:9, 5:18, 5:19, 6:39, 7:26, 7:97, 7:105, 10:39, 11:71
 Assignments, 4:9, 7:26, 10:39
 Compensation, 4:9, 5:18, 7:26
 Conditions of employment, 7:26
 Employment practices, 7:26

INDIANA—Cont'd

Evidence, 3:78, 4:9, 5:18, 5:19, 7:26, 7:97, 7:105, 10:39
 Exemptions, 5:18, 5:19
 Harassment, 7:26
 Health, 5:18, 5:19, 7:97, 10:27
 Life insurance, 7:26, 10:39
 Mandatory retirement, 4:9, 10:27
 Notice, 7:26
 Privileges of employment, 4:9, 7:26
 Promotions, 7:26
 Remedies, 10:39
 Retaliation, 7:26, 7:97
 State statutes, 10:27, 11:71
 Termination of employment, 7:26
 Terms, 3:78, 4:9, 5:18, 5:19, 7:26, 10:27
 Training programs, 4:9, 7:26

INJUNCTIONS

Irreparable harm, 8:126, 8:129
 Irreparable injury, 8:126, 8:129
 Preliminary injunctions, 8:126, 8:127

INSUBORDINATION

Discipline, 7:74, 7:108

INSURANCE

Discrimination claims, 2:1, 2:2, 2:4, 3:64, 4:22, 4:25, 5:20, 5:21, 5:81, 6:84, 7:26, 7:74
 National Labor Relations Board, 3:64
 Notice requirements, 6:31
 Public policy, 3:64, 5:91
 Reasonable expectations, 7:74
 Unions, 3:51, 3:85, 4:6, 4:31

INTENT

Age Discrimination in Employment Act, 2:2, 2:4, 3:7, 3:37, 3:71, 3:73 to 3:76, 3:78, 3:84, 3:89 to 3:91, 3:94, 4:6, 4:8, 4:10, 4:12, 4:21, 4:25, 4:31, 4:37, 4:41, 5:1, 5:8, 5:9, 5:17 to 5:19, 5:25, 5:26, 5:31, 5:37, 5:52, 5:56, 5:59, 5:69, 5:76, 5:82, 5:87, 5:94, 5:95, 6:4, 6:5, 6:14, 6:22 to 6:24, 6:26, 6:31, 6:35, 6:43, 6:47, 6:53, 6:54, 6:56, 6:65, 6:82, 6:84, 6:88, 6:89, 6:94, 6:106, 6:123, 6:125, 6:128,

INDEX

INTENT—Cont'd

6:129, 7:2 to 7:7, 7:9, 7:12,
7:22, 7:27, 7:42, 7:44, 7:46,
7:47, 7:54 to 7:57, 7:59, 7:62,
7:64 to 7:66, 7:72 to 7:76, 7:81
to 7:83, 7:85 to 7:87, 7:89,
7:93, 7:97, 7:98, 7:101, 7:105,
7:106, 7:110 to 7:112, 7:114,
7:117, 7A:5, 7A:6, 7A:8, 8:8,
8:9, 8:57, 8:74, 8:78, 8:82,
8:87, 8:90, 8:95 to 8:97, 8:99,
8:101, 8:103, 8:108, 8:110,
8:144, 9:1, 9:2, 9:13, 9:16,
9:36, 9:39, 9:40, 9:43, 9:44,
9:46, 9:49, 9:58, 9:63, 9:65,
10:2, 10:3, 10:22, 10:39, 11:2,
11:28, 11:31, 11:60, 11:66,
11:68

Harassment, 3:94, 6:5, 7:6, 7:27,
7:46, 7:64, 7:74, 7:81, 8:101,
11:8

Rehabilitation Act, 6:14, 6:23, 11:34,
11:39, 11:60

Section 1985, 11:68

Summary judgment, 3:71, 3:78, 3:91,
3:94, 4:6, 4:8, 4:41, 5:17, 5:19,
5:31, 5:37, 5:56, 6:35, 6:56,
6:84, 6:125, 7:6, 7:7, 7:12,
7:27, 7:46, 7:47, 7:55, 7:57,
7:59, 7:65, 7:74, 7:75, 7:81 to
7:83, 7:85 to 7:87, 7:97, 7:98,
7:101, 7:105, 7:106, 7:110 to
7:112, 7:117, 8:9, 8:103, 9:2,
10:22, 10:39, 11:66

Title VI, 11:33, 11:39, 11:48, 11:63

Title VII, 2:2, 3:37, 3:74, 3:84, 3:89,
3:91, 3:94, 4:8, 4:25, 5:17,
5:56, 5:59, 5:82, 5:94, 6:4, 6:5,
6:22, 6:23, 6:26, 6:47, 6:54,
6:89, 6:123, 6:125, 7:2, 7:3,
7:6, 7:7, 7:27, 7:46, 7:57, 7:62,
7:65, 7:72 to 7:76, 7:81 to 7:83,
7:85 to 7:87, 7:89, 7:97, 7:101,
7:112, 7:114, 7A:5, 7A:8, 8:57,
9:1, 9:2, 9:13, 9:40, 9:43, 9:44,
9:46, 9:49, 9:58, 9:65, 10:3,
10:22, 11:2, 11:60, 11:66, 11:68

INTEREST

Employment practices, 4:25, 5:59,
6:15, 6:107, 6:113, 7:87, 7:89,
7A:8, 7A:17, 8:129

INTERFERENCE

Federal employment, 3:81
National Labor Relations Act, 3:81
National Labor Relations Board, 3:64

INTERVENTION

Class actions, 6:113
Labor-Management Reporting and
Disclosure Act, 6:112

INVESTIGATIONS

Federal employment, 9:53
Retaliation, 3:5

IOWA

Administrative decisions, 6:117
Age Discrimination in Employment
Act, 6:117, 7:81, 7:115, 7A:11,
11:70
Age discrimination, 6:117, 7:81,
7:115, 7A:11, 10:33, 11:70,
11:71
At-will employment, 10:33
Compensation, 6:117
Dispute, 7A:11
Evidence, 7:81, 7:115
Harassment, 7:81
Health, 6:117, 7A:11, 10:33
National origin discrimination, 7:81
Notice, 7A:11
Remedies, 6:117, 7A:11
Retaliation, 6:117, 7:81
State statutes, 7:81, 11:70, 11:71
Terms, 7A:11
Unemployment compensation, 6:117

JUDGMENT AS MATTER OF LAW

Motions, 7:90

JURISDICTION

Age discrimination claims, 2:4, 3:73,
6:68, 6:117, 6:119, 7A:5, 11:67
Arbitration, 2:4, 5:82, 6:73, 6:107,
6:111, 6:113, 6:121, 7A:2, 7A:5,
7A:15, 7A:17, 8:131, 8:176
Collateral estoppel, 6:74, 6:117
Complaints, 3:73, 6:4, 6:12, 6:62,
9:28, 9:39, 11:14
Consent decrees, 6:113
Continuing violation theory, 6:62
Due process, 6:107, 6:113, 10:36

JURISDICTION—Cont'd

Federal question, 6:65, 6:67
Investigation, 3:91, 5:75, 5:82, 6:4,
6:6, 6:7, 6:11, 6:62, 6:100,
6:103, 6:121, 9:17, 9:43
Mootness, 9:39
National Labor Relations Act, 2:4,
3:81, 3:85, 3:89, 5:82
Removal to federal court, 10:3
Res judicata, 2:5, 6:74, 6:117
Retaliation claims, 3:81, 5:58, 8:176
Settlements, 6:113, 7A:5
Subject matter jurisdiction, 2:4, 3:45,
3:77, 3:81, 6:2, 6:65, 6:67,
6:113, 8:9, 9:28, 9:39, 9:52,
10:3

KANSAS

Age discrimination, 4:24, 6:71, 7:30,
10:30, 10:38, 11:71
At-will employment, 10:38
Compensation, 6:71, 7:30
Conciliation, 6:71
Dispute, 6:71
Evidence, 4:24, 7:30
Harassment, 4:24, 7:30
Health, 7:30
Life insurance, 10:30
National origin discrimination, 7:30
Privileges of employment, 7:30
Remedies, 6:71, 10:38
Retaliation, 4:24, 7:30
State statutes, 11:71
Termination of employment, 10:38
Terms, 7:30

KENTUCKY

Age Discrimination in Employment
Act, 2:1, 3:71, 4:6, 4:14, 4:36,
5:28, 5:32, 5:34, 5:40, 6:31,
7:97, 8:56, 8:115, 8:123, 11:2,
11:60
Age discrimination, 2:1, 3:71, 4:6,
4:14, 4:36, 5:28, 5:32, 5:34,
5:40, 6:31, 7:97, 8:56, 8:115,
8:123, 10:38, 11:2, 11:60, 11:71
Appeals, 2:1, 4:6, 4:14, 4:36, 5:28,
5:34, 5:40, 7:97, 8:115, 10:38,
11:60
At-will employment, 10:38

KENTUCKY—Cont'd

Compensation, 2:1, 4:6, 6:31, 8:56,
11:60
Conciliation, 4:14
Employment agencies, 2:1, 4:14,
6:31
Employment practices, 2:1
Equal pay, 2:1
Evidence, 2:1, 3:71, 4:6, 4:36, 5:32,
5:40, 7:97, 11:2
Exemptions, 2:1, 5:28, 5:32, 5:34,
5:40
Health, 2:1, 4:6, 7:97, 8:56
Hiring practices, 2:1
Layoffs, 2:1, 4:36
Notice, 4:14, 6:31
Permits, 3:71, 5:28
Privileges of employment, 2:1, 11:60
Promotions, 4:6, 5:40
Remedies, 2:1, 8:56, 8:115, 8:123,
10:38
Reports, 2:1
State statutes, 5:28, 11:2, 11:60,
11:71
Termination of employment, 10:38
Terms, 2:1, 4:6, 4:14, 4:36, 5:28,
5:32, 5:40, 11:60
Unemployment compensation, 8:56

**LABOR MANAGEMENT
RELATIONS ACT**

Agreements, 5:59
Antidiscrimination, 5:59
Authority, 5:59
Business, 5:59
Cause, 5:59, 6:116
Claims, 5:59, 6:116
Collateral estoppel, 6:116
Collective bargaining, 5:59
Collective bargaining agreements,
5:59
Coverage, 5:59
Date, 6:116
Decisions, 5:59, 6:116
Defenses, 5:59
Determinations, 6:116
Employers, 5:59
Enforcement, 6:116
Facts, 5:59, 6:116

INDEX

LABOR MANAGEMENT RELATIONS ACT—Cont'd

Futility, **5:59**
Issuance, **6:116**
Jurisdiction, **5:59**
Liability, **5:59**
Members, **5:59**
Notice, **5:59**
Parties, **5:59**
Policy, **5:59**
Prohibition, **5:59**
Purpose, **5:59**
Representation, **6:116**
Res judicata, **6:116**
Resolution, **6:116**
Service, **5:59**
Standards, **5:59**
Standing, **5:59**
Summary judgment, **6:116**
Types, **6:116**
Unions, **5:59**
Value, **5:59**

LABOR RELATIONS

Contracts, **3:89, 5:82, 7:33**
Coverage, **2:4, 3:64, 3:81, 3:85, 3:89, 10:2**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT

Age, **6:112**
Agencies, **6:112**
Benefits, **6:112**
Damages, **6:112**
Discrimination, **6:112**
Duties, **6:112**
Elections, **6:112**
Employees, **6:112**
Employers, **6:112**
Enforcement, **6:112**
Filing, **6:112**
Individuals, **6:112**
Intervention, **6:112**
Liability, **6:112**
Limitations, **6:112**
Litigation, **6:112**
Opportunity, **6:112**
Parties, **6:112**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT—Cont'd

Powers, **6:112**
Regulation, **6:112**
Rights, **6:112**
Secretary of Labor, **6:112**
States, **6:112**
Unions, **6:112**

LANGUAGE

National Labor Relations Board,
3:64, 5:82, 6:113, 8:122

LEADERS

Unions, **4:26, 5:58**

LEGISLATIVE HISTORY

Fair Labor Standards Act, **3:35, 3:74, 3:89, 5:59, 6:53, 6:68, 6:79, 6:112, 8:108, 8:110, 8:144, 9:2, 10:22**

LETTERS

National Labor Relations Board, **7:46**

LETTERS OF DETERMINATION

Age Discrimination in Employment Act, **6:45**

LIABILITY

Labor-Management Reporting and Disclosure Act, **6:112**
Railway Labor Act, **2:4, 5:2, 5:11**

LIFE INSURANCE

Backpay, **7:26**
Beneficiaries, **7:90**
Employee Retirement Income Security Act, **7:90**
Fringe benefits, **8:31**
Interest, **8:33, 10:2, 10:26**
Oklahoma, **7:101, 10:26**
Payments, **8:33**
Premiums, **8:35, 8:104**
Term life insurance, **5:30, 5:42**

LIQUIDATED DAMAGES

Arbitration awards, **7A:5, 7A:14, 8:176**
Backpay, **6:112, 6:113, 8:6, 8:13, 8:112, 8:114, 8:115, 8:175**

LIQUIDATED DAMAGES—Cont'd

Calculation, 8:29, 8:33, 8:62, 8:161, 8:176
 Front pay, 6:75, 7A:14, 8:1, 8:3, 8:10, 8:13, 8:29, 8:33, 8:60, 8:62, 8:67, 8:69, 8:104, 8:124, 8:161, 9:32
 Retaliation, 8:67, 8:95, 8:96, 8:102, 8:104, 8:161, 8:176, 11:6
 Tax consequences, 8:10, 8:29
 Willfulness, 3:94, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:161

LITIGATION

Appellate review, 7:5, 7:7, 7:10, 7:113, 8:152, 8:160
 Deposition, 6:120, 7:27, 7:46, 7:68, 7:86, 7:98, 7:110
 Discovery, 4:25, 5:56, 5:72, 6:44, 6:54, 6:62, 6:68, 6:79, 6:83, 6:84, 6:113, 6:120, 6:121, 7:46, 7:73, 7:77, 7:105, 8:163, 8:171, 10:36
 Engineer, 6:113, 7:34, 7:61, 7:105, 7A:17
 Limitations period, 6:29, 6:31, 6:33, 6:54, 6:106, 6:107, 7:100, 9:39
 Physician, 7:27
 Plaintiff, 2:1, 3:4, 3:56, 3:64, 3:76, 3:82, 3:91, 4:5, 4:6, 4:13, 4:25, 5:1, 5:2, 5:51, 5:56, 5:72, 5:80, 5:81, 6:7, 6:29, 6:31, 6:33, 6:41, 6:44, 6:46, 6:54, 6:58, 6:61, 6:62, 6:68, 6:79, 6:83, 6:84, 6:86, 6:87, 6:89, 6:92, 6:93, 6:95, 6:96, 6:106, 6:107, 6:112, 6:113, 6:115, 6:116, 6:120, 6:121, 6:124, 6:126, 6:128, 7:2 to 7:4, 7:6 to 7:20, 7:22 to 7:27, 7:29 to 7:87, 7:89 to 7:112, 7:114 to 7:118, 7A:15, 7A:17, 8:6, 8:9, 8:62, 8:67, 8:68, 8:105, 8:110, 8:122, 8:126, 8:136, 8:139, 8:151 to 8:153, 8:155, 8:158, 8:160, 8:161, 8:163, 8:168, 8:171 to 8:173, 9:39, 9:54, 10:5, 10:20, 10:36, 11:39, 11:40, 11:42

LITIGATION—Cont'd

Pleadings, 6:29, 6:61, 6:62, 6:83, 6:84, 6:113, 7:97, 8:163
 Remedies, 2:1, 3:76, 6:7, 6:29, 6:33, 6:41, 6:58, 6:61, 6:68, 6:89, 6:93, 6:106, 6:107, 6:113, 7:27, 7:77, 7:80, 7A:15, 7A:17, 8:6, 8:9, 8:62, 8:67, 8:68, 8:105, 8:110, 8:122, 8:126, 8:136, 8:139, 8:151 to 8:153, 8:155, 8:158, 8:160, 8:161, 8:163, 8:164, 8:168, 8:171 to 8:173, 9:39, 10:5, 10:19
 Settlements, 2:1, 6:47, 6:113, 6:128, 7:118
 Strategy, 7:73
 Supervisor, 3:91, 4:13, 4:25, 5:51, 6:62, 6:120, 6:124, 7:10, 7:13, 7:17, 7:23, 7:25 to 7:27, 7:30, 7:32, 7:39, 7:45, 7:46, 7:55, 7:57, 7:63, 7:65, 7:74 to 7:76, 7:81, 7:83, 7:86, 7:106 to 7:108, 7:110 to 7:112, 7:117
 Trial, 3:76, 3:82, 5:36, 5:51, 5:81, 6:7, 6:47, 6:54, 6:58, 6:61, 6:62, 6:68, 6:83, 6:84, 6:87, 6:93, 6:96, 6:113, 6:116, 6:120, 6:124, 6:126, 7:7, 7:10, 7:20, 7:21, 7:27, 7:43, 7:47, 7:49, 7:55, 7:61, 7:62, 7:65, 7:71, 7:73, 7:74, 7:76 to 7:78, 7:81, 7:83, 7:85, 7:86, 7:90, 7:95, 7:97 to 7:99, 7:110, 7:112, 7:114, 7:116 to 7:118, 8:6, 8:62, 8:67, 8:68, 8:110, 8:122, 8:126, 8:139, 8:151, 8:152, 8:158, 8:160, 8:161, 8:163, 8:164, 8:171, 8:172, 9:54

LOCAL GOVERNMENTS

Americans with Disabilities Act, 2:1, 3:78, 5:31, 8:9, 10:3
 Employment practices, 2:1
 Family and Medical Leave Act, 8:9
 Title VII, 2:1, 3:74, 5:7, 7:1, 9:58, 10:3, 10:22

LOSS

National Labor Relations Act, 3:85, 3:86, 7A:9

INDEX

LOUISIANA

Age discrimination, 3:73, 3:78, 6:18, 6:95, 6:113, 7:118, 8:7, 10:3, 11:58, 11:71
Compensation, 7:118
Complaints, 3:73
Employment practices, 6:113
Evidence, 3:78, 6:18, 10:3
Health, 8:7
Hearings, 6:113
Notice, 6:18, 7:118
Remedies, 6:18, 6:113, 8:7, 10:3
State statutes, 11:58, 11:71
Terms, 3:73, 3:78, 6:113, 7:118

LUMP SUM PAYMENTS

Retirement plans, 5:28

MAINE

Age Discrimination in Employment Act, 3:79, 3:90, 11:69
Age discrimination, 3:79, 3:90, 11:69, 11:71
Employment practices, 11:69
Evidence, 11:69
State statutes, 11:69, 11:71
Terms, 11:69

MANAGEMENT

Collective bargaining agreements, 3:31, 5:59, 7A:13, 7A:15
Federal employment, 3:81

MANAGERS

Compensation, 4:3, 5:16, 5:77, 5:80, 6:31, 7:62, 7:65, 7:83, 7:90

MANDATORY RETIREMENT

Air traffic controllers, 9:3, 10:15, 10:20
Bona fide executive, 3:32 to 3:35, 4:12
Cause, 1:2, 4:9, 5:31, 5:59, 7:110, 9:2, 10:11, 10:12
Collective bargaining agreements, 2:4, 3:31, 5:59
Early retirement, 3:2, 4:12, 4:41, 5:3, 5:8, 5:11, 5:28, 5:31, 7:88, 10:17
Fire fighters, 5:8
Flight engineers, 4:9, 5:8

MANDATORY RETIREMENT

—Cont'd

General discussion, 10:31
Law enforcement officers, 3:2, 3:31, 3:80, 5:3, 5:7, 5:8, 5:11, 5:31
Pilots, 2:4, 3:2, 4:9, 4:41, 5:2, 5:7, 5:8, 5:11, 5:60, 7:88
Tenured faculty, 5:31
Voluntary retirement, 4:12, 5:28, 10:17

MARYLAND

Age Discrimination in Employment Act, 4:7, 7:26, 7:29, 8:9, 8:122
Age discrimination, 4:7, 7:26, 7:29, 8:9, 8:122, 11:71
Assignments, 7:26
Compensation, 7:26
Conditions of employment, 4:7, 7:26, 7:29
Employment practices, 7:26
Evidence, 4:7, 7:26, 7:29, 8:9
Family leave, 8:9
Notice, 7:26, 7:29
Privileges of employment, 7:26, 8:9
Remedies, 8:9, 8:122
Sex discrimination, 8:9
State statutes, 11:71
Termination of employment, 7:26
Terms, 4:7, 7:26, 7:29, 8:9

MASSACHUSETTS

Administrators, 7:27
Age discrimination, 3:53, 3:76, 4:17, 5:7, 5:27, 5:40, 5:80, 5:87, 6:21, 6:58, 6:121, 7:24, 7:27, 8:9, 10:2, 10:3, 10:5, 10:10, 10:14, 10:15, 10:17, 10:20, 10:23, 10:24, 10:38, 11:71
Appeals, 3:76, 4:17, 5:27, 5:40, 5:80, 6:21, 7:27, 8:9, 10:3, 10:14, 10:20, 10:38
At-will employment, 10:38
Board, 3:76, 6:121, 7:27, 8:9, 10:2, 10:3, 10:5, 10:7, 10:10, 10:13, 10:14, 10:17, 10:18, 10:20, 10:23, 10:24
Certificates, 10:2
Child labor, 10:24, 10:25
Compensation, 5:27, 5:80, 6:21, 10:2

MASSACHUSETTS—Cont'd

Complaints, 7:27
 Conciliation, 6:58, 6:121, 10:5
 Constitutionality, 10:13, 10:17, 10:20, 10:25
 Disclosures, 5:80
 Evidence, 4:17, 5:7, 5:40, 6:21, 6:121, 7:24, 7:27, 8:9, 10:2, 10:3, 10:23
 Executives, 7:27
 Exemptions, 5:7, 5:27, 5:40, 5:80, 5:87
 Family leave, 8:9
 Fringe benefits, 5:27
 Harassment, 7:27
 Health, 3:76, 4:17, 5:7, 5:27, 6:121, 10:2, 10:10, 10:25
 Holidays, 5:27
 Insurance coverage, 10:2
 Life insurance, 10:2
 Mandatory retirement, 5:7, 10:5, 10:10, 10:13 to 10:15, 10:17, 10:20
 Minimum wages, 10:24
 Notice, 3:76, 6:21, 6:58, 10:2
 Permits, 5:7, 10:20
 Physical fitness, 10:14
 Privileges of employment, 5:27, 8:9
 Professionals, 10:18
 Remedies, 3:76, 6:58, 7:27, 8:9, 10:3, 10:5, 10:38
 Salaried employees, 5:80
 Sex discrimination, 8:9
 State statutes, 3:76, 6:58, 7:24, 11:71
 Students, 10:3
 Termination of employment, 10:38
 Terms, 4:17, 5:7, 5:27, 5:40, 5:80, 5:87, 6:21, 8:9, 10:10, 10:17, 10:18, 10:20, 10:23, 10:24
 Time off, 4:17

MEDICAL BENEFITS

Eligibility, 4:41, 5:20, 5:45
 Employee Retirement Income Security Act, 4:41, 5:20
 Plan, 4:41, 5:20, 5:45

MERGERS

Pension plan, 3:35

MICHIGAN

Age Discrimination in Employment Act, 5:2, 5:42, 6:93, 7:13, 7A:11, 8:6, 8:35, 8:41, 10:32, 11:69
 Age discrimination, 5:2, 5:42, 6:93, 7:13, 7A:11, 8:6, 8:35, 8:41, 10:5, 10:32, 11:69, 11:71
 Appeals, 5:42, 7:13, 7A:11, 8:6, 8:35, 11:69
 At-will employment, 10:32
 Employment practices, 11:69
 Exemptions, 5:2, 5:42
 Health, 5:2, 7:13, 7A:11, 8:35
 Insurance, 5:42, 8:35
 Life insurance, 5:42, 8:35
 Mandatory retirement, 5:2, 10:5
 Notice, 7A:11, 10:32
 Remedies, 6:93, 7A:11, 8:6, 8:35, 8:41, 10:5
 State statutes, 8:6, 11:69, 11:71
 Terms, 5:2, 7A:11, 11:69

MINIMUM WAGES

Age, 5:58, 8:1, 8:72, 8:108, 8:110, 8:144, 10:24
 Board, 8:144, 10:24
 Employment agreements, 5:58
 Jury trial, 8:72, 8:110
 Payment of minimum wages, 8:144
 Transportation, 8:144

MINNESOTA

Age Discrimination in Employment Act, 3:76, 5:26, 5:31, 5:34, 5:51, 7:12, 7:55, 7:99, 7A:17, 8:144, 8:145, 9:64
 Age discrimination, 3:76, 5:26, 5:31, 5:34, 5:51, 7:12, 7:55, 7:99, 7A:17, 8:144, 8:145, 9:64, 10:14, 11:71
 Appeals, 3:76, 5:31, 5:34, 5:51, 7A:17, 8:144, 8:145, 10:14
 Compensation, 5:26, 5:31, 8:144
 Conditions of employment, 5:31
 Costs, 5:31, 5:51, 8:144, 8:145
 Credits, 5:31
 Damages, 3:76, 5:31, 8:144, 8:145
 Employment practices, 7A:17
 Equal pay, 8:145

INDEX

MINNESOTA—Cont'd

Evidence, 5:31, 5:51, 7:12, 7:55,
7:99, 7A:17
Exemptions, 5:26, 5:31, 5:34, 5:51
Health, 3:76, 5:31, 5:51
Health insurance, 5:51
Hiring, 5:31, 7:12, 7:55
Life insurance, 7:12
Mandatory retirement, 5:31, 10:14
Minimum wages, 8:144
Notice, 3:76
Permits, 5:31
Physical fitness, 10:14
Preference, 7:55
Privileges of employment, 5:26,
7A:17
Remedies, 3:76, 7A:17, 8:144, 8:145
Retaliation, 3:76
Savings, 5:51, 7A:17
Severance pay, 5:51
Sick leave, 5:51
State statutes, 3:76, 11:71
Terminated employees, 5:31
Terms, 5:26, 5:31, 5:51, 7A:17
Union practices, 8:144

MISCONDUCT

Backpay, 8:5
Front pay, 8:5, 8:19, 8:29

MISSISSIPPI

Appeals, 4:30, 5:17, 5:20, 6:120,
7:59, 7:62, 7:112, 8:54
Compensation, 3:87, 5:16, 5:20,
5:21, 6:117, 7:62, 10:2
Employment practices, 5:16, 6:15,
7:59, 7:62
Exemptions, 5:14, 5:16, 5:17, 5:20,
5:21
Life insurance, 10:2
Medical benefits, 5:20
Notice, 5:17, 6:15, 6:120, 10:2
Remedies, 6:15, 6:117, 8:54
Terms, 3:78, 3:87, 4:30, 5:16, 5:21,
7:88
Unemployment compensation, 6:117

MISSOURI

Age Discrimination in Employment
Act, 3:25, 4:18, 5:11 to 7:13,

MISSOURI—Cont'd

7:34, 7:82, 7:98, 8:55, 8:154,
8:163, 10:20, 10:32, 11:69
Age discrimination, 3:25, 4:18, 5:11
to 7:13, 7:34, 7:82, 7:98, 8:55,
8:154, 8:163, 10:17, 10:20,
10:32, 11:69, 11:71
Assignments, 5:12
At-will employment, 10:32
Child labor, 5:12
Compensation, 8:55
Constitutionality, 10:17, 10:20
Employment practices, 11:69
Evidence, 5:11 to 7:13, 7:34, 7:82,
7:98, 11:69
Exemptions, 5:11, 5:12
Health, 5:11 to 7:13
Mandatory retirement, 3:25, 5:11,
10:17, 10:20
Notice, 10:32
Permits, 7:98, 10:20
Physical fitness, 5:11
Remedies, 8:55, 8:154, 8:163
Seniority systems, 5:12
State statutes, 7:82, 11:69, 11:71
Terms, 5:11, 10:17, 10:20, 11:69
Unemployment compensation, 8:55

MIXED MOTIVE CASES

Evidence, 8:4

MIXED MOTIVES

Disparate treatment, 7:77, 7:79, 7:81,
7:83

MONTANA

Age Discrimination in Employment
Act, 7:57
Age discrimination, 7:57, 11:71
Appeals, 7:57
Evidence, 7:57
State statutes, 11:71

MOOTNESS

Jurisdiction, 9:39

MOTIONS

Directed verdict, 7:97, 7:98, 7:112
Judgment as matter of law, 7:90
National Labor Relations Act, 7A:9
New trial, 7:74, 7:76, 7:81

MOTIVE

Summary judgment, 3:82, 4:6, 5:16,
5:31, 5:56, 6:34, 6:62, 7:13,
7:20, 7:26, 7:27, 7:50, 7:57,
7:74, 7:77, 7:78, 7:81 to 7:83,
7:85 to 7:87, 7:97, 7:98, 7:101,
7:106, 7:110, 7:117

Termination of employment, 7:26

MULTIPLE REGRESSION

ANALYSIS

Statistical evidence, 7:59

NATIONAL LABOR RELATIONS

ACT

Activities, 3:81, 3:85, 3:90, 5:82,
7:58, 10:2

Advisors, 5:82

Agencies, 3:81, 3:89, 3:90

Agreements, 2:4, 3:86, 5:82

Amendment, 2:4, 3:81, 3:89, 7:58,
10:2

Appeals, 2:4, 3:81, 3:89, 5:82, 8:30

Arbitration, 2:4, 3:86, 5:82, 7A:9

Authority, 2:4, 3:86, 3:90, 5:82,
7:58, 7A:9, 10:2

Children, 10:2

Collective bargaining, 2:4, 3:85,
3:86, 5:82, 7:58, 7A:9

Collective bargaining agreements,
2:4

Committees, 3:85

Compensation, 10:2

Contractors, 2:4, 3:86, 7A:9

Control, 3:86, 3:89, 7:58, 8:30

Corporations, 3:81, 3:89

Councils, 3:85

Courts, 2:4, 3:81, 3:86, 3:89, 3:90,
5:82, 7A:9, 8:30, 10:2

Coverage, 2:4, 3:81, 3:85, 3:89, 10:2

Decisions, 2:4, 3:81, 3:85, 3:89,
5:82, 7A:9, 10:2

Directors, 5:82

Education, 10:2

Enforcement, 2:4, 3:86, 3:90, 5:82,
7A:9, 10:2

Entities, 3:81, 3:85, 3:86, 3:89, 3:90

Exercise, 3:81, 10:2

Federal employment, 2:4, 3:81

Foreign corporations, 3:89

NATIONAL LABOR RELATIONS

ACT—Cont'd

Foreign employers, 3:89, 3:90

Forum, 3:86, 5:82, 7:58, 7A:9

Government, 2:4, 3:81, 3:90, 8:30,
10:2

Growers, 3:89

Guards, 3:86, 7A:9

Impact, 10:2

Independent contractors, 2:4

Industries, 3:85, 3:86, 7A:9

Insurance, 2:4, 3:85, 10:2

Intent, 2:4, 3:89, 3:90, 5:82, 10:2

Interference, 3:81

Interpretation, 3:86, 3:89, 7A:9

Issues, 2:4, 3:81, 3:90, 8:30

Jurisdiction, 2:4, 3:81, 3:85, 3:89,
5:82

Librarians, 2:4

Limitations, 5:82, 8:30

Members, 2:4, 3:81, 3:85, 3:86, 7:58,
7A:9

Minors, 10:2

Nature, 5:82, 8:30

Notification of employee rights, 10:2

Organizations, 3:81, 3:85, 3:86, 4:20,
7:58

Participation, 5:82, 7:58, 10:2

Personnel, 2:4

Physicians, 10:2

Pilots, 2:4

Precedent, 3:86, 5:82, 7A:9, 8:30

Preemption, 2:4

Private employers, 2:4

Purpose, 2:4, 3:81, 3:85, 3:86, 3:89,
5:82, 7A:9

Regulation, 2:4, 5:82, 10:2

Retirement, 2:4, 5:82, 10:2

Rights, 2:4, 3:81, 3:85, 3:86, 3:89,
3:90, 4:20, 5:82, 7:58, 7A:9,
10:2

Schools, 3:81

Services, 3:86, 3:89, 7A:9

States, 2:4, 3:81, 3:85, 3:89, 3:90,
8:30, 10:2

Stewards, 7:58

Students, 3:81

Successor, 3:85

INDEX

NATIONAL LABOR RELATIONS

ACT—Cont'd

Termination, 5:82, 8:30, 10:2
Trucking, 5:82
Trustees, 10:2
Unions, 3:81, 3:85, 4:20, 7:58
United States, 3:81, 3:85, 3:89, 3:90, 8:30
Violations, 2:4, 8:30
Wages, 3:85, 3:86, 7A:9, 8:30
Working conditions, 3:89, 5:82

NATIONAL LABOR RELATIONS

BOARD

Activities, 3:64, 5:82
Affirmative defenses, 5:82, 7:46
Agents, 7:46
Agreements, 3:86, 5:82, 6:113
Allegations, 7:46
Americans with Disabilities Act, 6:113
Amount, 6:113, 7:46, 8:122
Answers, 3:64
Applications, 7:46
Arbitration, 3:86, 5:82, 6:113
Argument, 3:64, 3:86, 5:82, 6:113, 8:122
Attorneys, 6:113
Awards, 8:122
Backpay, 6:113, 8:122
Bargaining, 3:86, 5:82
Benefits, 5:82, 6:113, 7:46, 8:122
Briefs, 6:113
Care, 6:113
Cause, 5:82, 6:113, 7:46
Change, 7:46
Charges, 5:82, 6:113
Choice, 7:46
Circumstantial evidence, 7:46
Civil rights laws, 5:82
Collective bargaining, 3:86, 5:82
Combination, 7:46
Compensation, 7:46
Conditions, 3:64, 3:86, 5:82, 7:46
Consent, 3:86, 6:113
Counsel, 5:82, 6:113
Courts, 3:64, 3:86, 5:82, 6:113, 7:46, 8:122

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Criteria, 3:64
Date, 8:122
Decisions, 3:64, 5:82, 6:113, 7:46, 8:122
Defenses, 5:82, 7:46
Depositions, 6:113
Designation, 6:113
Directors, 3:64, 5:82
Disagreement, 3:64
Discovery, 6:113, 7:46
Discrimination, 3:64, 3:86, 5:82, 6:113, 7:46, 8:122
Dismissal, 6:113
Disputes, 3:86, 5:82, 6:113
Duties, 5:82, 7:46
Employee Retirement Income Security Act, 5:82, 8:122
Employers, 3:64, 5:82, 7:46
Enforcement, 3:86, 5:82, 6:113
Entities, 3:64, 3:86
Equal Employment Opportunity Commission, 3:86, 5:82, 6:113
Evaluation, 7:46
Evidence, 3:64, 5:82, 7:46
Exemptions, 5:82
Exercise, 3:64, 6:113
Extent, 6:113
Factors, 3:64, 7:46
Facts, 3:64, 3:86, 6:113, 7:46
Failure to file, 6:113
Fair Labor Standards Act, 6:113
Federal Arbitration Act, 5:82, 6:113
Fees, 8:122
Filing, 5:82, 6:113, 7:46
Forms, 5:82
Fraud, 3:64
Grievances, 3:86
Health, 3:64
Hearings, 6:113
Individuals, 3:64, 5:82, 6:113
Industries, 3:64, 3:86
Information, 3:64
Interests, 3:86, 6:113
Intervention, 6:113
Issuance, 5:82
Issues, 3:64

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Jurisdiction, 5:82, 6:113
 Lack, 7:46
 Letters, 7:46
 Liability, 3:64, 3:86, 5:82, 6:113, 7:46
 Limitations, 5:82, 6:113, 7:46
 Members, 3:86
 Money, 5:82, 6:113
 Motions, 6:113
 Nature, 5:82, 7:46
 Necessity, 5:82
 Notice, 3:86
 Offer, 5:82, 7:46
 Officers, 3:64
 Operations, 3:64, 7:46
 Participation, 5:82, 6:113
 Parties, 3:86, 5:82, 6:113, 7:46, 8:122
 Payment, 3:64
 Place, 7:46
 Pleadings, 6:113
 Post-settlement conduct, 5:82
 Powers, 6:113
 Precedent, 3:64, 3:86, 5:82, 6:113
 Preparation, 6:113
 Process, 5:82, 6:113
 Production, 3:64
 Prohibition, 5:82
 Proof, 7:46
 Purpose, 3:64, 3:86, 5:82, 6:113
 Rate, 8:122
 Record, 6:113, 7:46
 Records, 3:64
 Reinstatement, 6:113
 Relief, 3:86, 5:82, 6:113, 8:122
 Representation, 3:86, 6:113
 Requests, 7:46
 Resignation, 7:46
 Response, 5:82, 6:113
 Responsibilities, 5:82, 7:46
 Review, 7:46
 Rights, 3:86, 5:82, 6:113, 7:46, 8:122
 Role, 3:64, 5:82, 6:113
 Rules, 6:113
 Scope, 3:86

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Security, 3:86, 5:82, 8:122
 Service, 3:86, 6:113, 7:46, 8:122
 Services, 3:64, 3:86
 Settlements, 6:113
 Severance, 7:46
 Specificity, 7:46
 Standards, 5:82, 6:113, 7:46
 State, 3:64, 7:46, 8:122
 Status, 3:64, 7:46
 Summary judgment, 3:64, 7:46
 Supervisors, 7:46
 Termination, 3:64, 5:82, 6:113, 7:46
 Transfer, 7:46
 Types, 5:82
 Use, 3:86, 7:46, 8:122
 Venue, 6:113
 Waiver, 5:82
 Work, 3:64, 7:46
 Written, 7:46

NATIONAL ORIGIN

DISCRIMINATION

Claims of discrimination, 7:81
 Discrimination, 7:30, 7:81
 Disparate treatment, 7:81
 Harassment, 7:30, 7:81
 Intent, 7:81
 Legal principles, 7:81
 Physical, 7:30
 Prohibited discrimination, 7:81
 Retaliation, 7:30, 7:81

NEBRASKA

Age discrimination, 3:64, 7:50, 8:90, 11:71
 Evidence, 3:64, 7:50, 8:90
 Health, 3:64
 Promotions, 3:64
 Remedies, 8:90
 State statutes, 11:71
 Terms, 3:64

NEVADA

Age Discrimination in Employment Act, 5:2, 5:56, 7A:14, 8:9, 10:2, 11:66

INDEX

NEVADA—Cont'd

Age discrimination, 5:2, 5:56, 7A:14, 8:9, 10:2, 10:33, 11:66, 11:71
Assignments, 5:56
At-will employment, 10:33
Certificates, 10:2
Compensation, 5:56, 10:2
Costs, 8:9
Employment agencies, 5:56
Employment practices, 5:56
Evidence, 5:2, 5:56, 8:9, 10:2, 11:66
Exemptions, 5:2, 5:56
Family leave, 8:9
Health, 5:2, 10:2, 10:33
Life insurance, 10:2
Mediation, 11:66
Notice, 10:2
Permits, 5:56
Privacy, 5:2
Privileges of employment, 8:9
Race discrimination, 5:56
Retirement benefits, 10:2
Seniority systems, 5:56
Sex discrimination, 5:56, 8:9, 11:66
State statutes, 11:66, 11:71
Terms, 5:2, 5:56, 7A:14, 8:9, 11:66

NEW HAMPSHIRE

Age discrimination, 10:35, 11:71
Compensation, 10:35
State statutes, 11:71

NEW JERSEY

Age Discrimination in Employment Act, 3:64, 5:11, 5:86, 6:68, 8:9, 10:28
Age discrimination, 3:64, 5:11, 5:86, 6:68, 8:9, 10:5, 10:28, 11:71
At-will employment, 10:37
Conciliation, 10:5
Dispute, 8:9
Evidence, 3:64, 5:11, 5:86, 8:9
Exemptions, 5:11, 5:86
Family leave, 8:9
Health, 3:64, 5:11
Interest, 8:9, 10:5, 10:28
Mandatory retirement, 5:11, 10:5
Physical fitness, 5:11
Privileges of employment, 8:9

NEW JERSEY—Cont'd

Promotions, 3:64
Remedies, 6:68, 8:9, 10:5
Sex discrimination, 8:9
State statutes, 11:71
Terms, 3:64, 5:11, 8:9, 10:28

NEW MEXICO

Age discrimination, 11:71
At-will employment, 10:37
State statutes, 11:71

NEW TRIAL

Motions, 7:74, 7:76, 7:81

NEW YORK

Age Discrimination in Employment Act, 3:18, 3:64, 3:69, 3:76, 3:86, 3:95, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94, 6:4, 6:6, 6:15, 6:38, 6:39, 6:43, 6:70, 6:83, 6:89, 6:115, 6:117, 6:119, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 7A:9, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:2, 10:3, 10:10, 10:22, 10:32, 11:69
Age discrimination, 3:18, 3:64, 3:69, 3:76, 3:86, 3:95, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94, 6:4, 6:6, 6:15, 6:38, 6:39, 6:43, 6:70, 6:83, 6:89, 6:115, 6:117, 6:119, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 7A:9, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:2, 10:3, 10:5, 10:10, 10:22, 10:32, 10:35, 10:36, 10:38, 11:39, 11:69, 11:71
Appeals, 3:76, 3:95, 4:7, 4:9, 4:41, 5:12, 5:15, 5:51, 5:80, 5:94, 7:7, 7:26, 7:27, 7:57, 7:62, 7:63, 7:74, 7:86, 7:101, 7:107, 7:114, 7A:5, 7A:11, 8:46, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:3, 10:22, 10:36,

NEW YORK—Cont'd

10:38, 11:39, 11:69
 Arbitration, 3:86, 6:115, 6:121, 7A:5, 7A:9, 7A:11
 Assignments, 4:9, 5:12, 7:26, 7:74
 At-will employment, 10:32, 10:37, 10:38
 Bona fide occupational qualifications, 5:15
 Certificates, 10:2
 Child labor, 5:12, 10:25
 Compensation, 3:18, 4:9, 4:41, 5:80, 6:117, 7:26, 7:62, 7:90, 8:71, 8:110, 10:2, 10:35, 10:36
 Conciliation, 6:6, 6:15, 6:89, 6:121, 7A:5, 8:110, 10:5
 Conditions of employment, 3:86, 4:7, 7:26, 7A:9
 Constitutionality, 10:25
 Disclosures, 5:80
 Employment practices, 6:15, 6:89, 6:119, 7:26, 7:62, 11:69
 Evidence, 3:18, 3:64, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:51, 5:78, 6:43, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 8:42, 8:46, 8:79, 8:84, 8:95, 8:140, 8:161, 10:2, 10:3, 10:22, 11:39, 11:69
 Exemptions, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94
 Form of payment, 3:18
 Fringe benefits, 8:71
 Harassment, 3:95, 4:7, 7:26, 7:27, 7:74
 Health, 3:64, 3:76, 4:41, 5:12, 5:44, 5:48, 5:51, 6:6, 6:117, 6:121, 7:57, 7:74, 7:86, 7A:11, 8:42, 10:2, 10:10, 10:25
 Health insurance, 3:64, 4:41, 5:44, 5:51, 7:74
 Hearings, 8:110, 10:36
 Investigations, 3:95
 Judicial remedies, 7A:5
 Life insurance, 6:83, 6:89, 7:26, 7:33, 7:90, 7:101, 10:2
 Losses, 3:18

NEW YORK—Cont'd

Mandatory retirement, 4:9, 4:41, 8:79, 10:5, 10:10, 10:36
 Medical benefits, 4:41
 Minimum wages, 8:110
 National origin, 6:4, 6:6, 7:26, 11:39
 Notice, 3:76, 3:86, 6:4, 6:6, 6:15, 6:38, 6:43, 6:83, 6:89, 7:26, 7:86, 7A:9, 7A:11, 8:95, 10:2, 10:32
 Permits, 6:89, 7:90, 10:22
 Privacy, 7:74, 10:10
 Privileges of employment, 4:9, 7:26
 Promotions, 3:64, 4:8, 6:15, 7:7, 7:26, 7:62, 7:74, 7:114, 8:140, 10:35
 Remedies, 3:76, 6:4, 6:6, 6:15, 6:43, 6:89, 6:117, 7:27, 7A:5, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 10:3, 10:5, 10:38
 Reports, 3:18, 6:121, 7:74
 Retaliation, 3:76, 4:8, 6:6, 6:115, 6:117, 7:26, 7:27, 7:107, 8:95, 8:161, 10:35
 Rule making, 6:4
 Severance pay, 5:51
 State statutes, 3:76, 11:39, 11:69, 11:71
 Technical assistance, 7:86
 Termination of employment, 7:26, 7A:5, 10:38
 Terms, 3:64, 3:86, 4:7, 4:9, 5:44, 5:51, 5:78, 5:80, 6:38, 6:43, 6:115, 7:26, 7:33, 7:63, 7:86, 7:90, 7A:5, 7A:9, 7A:11, 8:79, 8:110, 8:161, 10:10, 10:36, 11:69
 Training programs, 4:9, 7:26
 Unemployment compensation, 6:117

NORTH CAROLINA

Age Discrimination in Employment Act, 3:89, 4:29, 10:26
 Age discrimination, 3:89, 4:29, 10:26, 11:71
 Child labor, 10:26
 Health, 10:26
 Life insurance, 10:26
 Notice, 4:29

INDEX

NORTH CAROLINA—Cont'd

Remedies, **10:26**
Sex discrimination, **4:29**
State statutes, **11:71**
Students, **4:29**
Terms, **4:29, 10:26**

NORTH DAKOTA

Age discrimination, **11:71**
State statutes, **11:71**

NOTICE

Advance notice, **7:39**
Americans with Disabilities Act,
 5:81, 6:15, 6:35, 6:102, 6:107,
 7:39, 7:118, 7A:4
Labor Management Relations Act,
 5:59
Overtime, **6:31, 6:79, 6:84**
Title VI, **11:32**
Violation, **3:65, 3:76, 3:86, 4:11,**
 4:29, 5:41, 5:81, 6:2, 6:3, 6:7,
 6:8, 6:16, 6:18, 6:21, 6:22,
 6:24, 6:29, 6:56, 6:62, 6:82,
 6:84, 6:90, 6:102, 6:106, 6:107,
 6:128, 7:20, 7:26, 7:39, 7:86,
 7:118, 8:85, 8:95, 8:135, 9:2,
 9:10, 9:44, 10:32, 11:32

OBJECTIONS

Class actions, **7A:14**

OBLIGATIONS

Benefits, **2:2, 3:36, 5:27, 5:31, 5:40,**
 5:41, 5:45, 5:80, 5:84, 7:39,
 7:58, 8:129, 10:27, 10:28
Enforcement, **2:2, 5:31, 6:36, 6:48,**
 6:83, 6:101 to 6:104, 8:129
Tests, **3:20**

OFFSETS

Disability benefits, **5:46**

OHIO

Age Discrimination in Employment
Act, **2:5, 3:64, 3:76, 4:12, 4:41,**
 5:1, 5:22, 5:52, 5:62, 6:69,
 6:70, 6:123, 7:15, 7:32, 7:74,
 7:81, 7:88, 11:69
Age discrimination, **2:5, 3:64, 3:76,**
 4:12, 4:41, 5:1, 5:22, 5:52,
 5:62, 6:69, 6:70, 6:123, 7:15,

OHIO—Cont'd

7:32, 7:74, 7:81, 7:88, 10:5,
 10:34, 11:69, 11:71
Appeals, **2:5, 3:76, 4:12, 4:41, 5:52,**
 5:62, 7:74, 7:81, 11:69
Assignments, **7:74**
Compensation, **4:41, 5:22, 10:34**
Complaints, **7:15, 7:74**
Conciliation, **10:5**
Costs, **4:12, 4:41, 5:52**
Disclosures, **4:12**
Employment practices, **2:5, 11:69**
Evidence, **3:64, 4:12, 4:41, 5:62,**
 6:123, 7:15, 7:32, 7:74, 7:81,
 7:88, 10:34, 11:69
Exemptions, **4:12, 5:1, 5:22, 5:52,**
 5:62
Family leave, **10:34**
Harassment, **7:74, 7:81**
Health, **3:64, 3:76, 4:12, 4:41, 7:74**
Layoffs, **5:52, 6:123**
Machinery, **6:69**
Mandatory retirement, **4:12, 4:41,**
 7:88, 10:5
Medical benefits, **4:41**
National origin discrimination, **7:81**
Notice, **3:76**
Permits, **4:12**
Remedies, **2:5, 3:76, 10:5, 10:34**
Reports, **7:74**
Retirement benefits, **3:76, 4:41, 5:22,**
 5:52
Sex discrimination, **7:74**
State statutes, **2:5, 3:76, 7:81, 11:69,**
 11:71
Terms, **3:64, 4:12, 5:22, 7:15, 7:88,**
 11:69

OKLAHOMA

Age Discrimination in Employment
Act, **5:28, 5:31, 5:63, 5:87,**
 7:31, 7:74, 7:101, 7:107, 8:20,
 10:26
Age discrimination, **5:28, 5:31, 5:63,**
 5:87, 7:31, 7:74, 7:101, 7:107,
 8:20, 10:26, 11:71
Assignments, **7:74**
Child labor, **10:26**
Color discrimination, **7:107**

OKLAHOMA—Cont'd

Compensation, 5:31
 Conditions of employment, 5:31
 Costs, 5:28, 5:31, 5:87, 8:20
 Credits, 5:31
 Dispute, 7:74
 Evidence, 5:31, 7:31, 7:74, 7:101, 7:107, 8:20
 Exemptions, 5:28, 5:31, 5:63, 5:87
 Fringe benefits, 5:31
 Harassment, 7:74
 Health, 5:31, 7:74, 10:26
 Life insurance, 7:101, 10:26
 Mandatory retirement, 5:28, 5:31, 10:26
 Permits, 5:28, 5:31
 Remedies, 8:20, 10:26
 Reports, 7:74
 Retaliation, 7:107
 Sex discrimination, 7:74
 State statutes, 5:28, 11:71
 Terms, 5:28, 5:31, 5:63, 5:87, 10:26

OLDER WORKERS BENEFIT PROTECTION ACT

Age Discrimination in Employment Act, 2:2, 4:12, 4:17, 4:23, 5:21 to 5:30, 5:32, 5:34, 5:35, 5:44 to 5:47, 5:50, 5:52, 5:54, 5:56, 5:63 to 5:67, 5:71, 5:76, 5:77, 5:79, 5:80, 5:82, 5:84, 5:87, 5:90, 6:98, 7A:11
 Early retirement plans, 4:12, 5:26, 5:52
 Employee benefit plans, 2:2, 5:21 to 5:30, 5:32, 5:34, 5:35, 5:44 to 5:47, 5:50, 5:52, 5:54, 5:82
 Incentive plans, 4:12, 5:26, 5:28, 5:29, 5:50, 5:52, 5:63
 Incentives, 4:12, 5:26, 5:28, 5:32, 5:34, 5:50, 5:52
 Ratification of, 5:63, 5:90
 Regulations, 4:12, 5:24, 5:27, 5:29, 5:30, 5:46, 5:67, 5:80
 Releases, 2:2, 4:12, 5:22, 5:23, 5:63 to 5:67, 5:71, 5:76, 5:77, 5:79, 5:80, 5:82, 5:84, 5:87, 5:90, 7A:11
 Severance pay, 4:17, 5:27, 5:45, 5:84

ONE-TAILED

Statistics, 7:59

OPERATIONS

Labor Management Relations Act, 5:59
 National Labor Relations Act, 3:81, 3:89

OPINIONS

National Labor Relations Act, 8:30
 Unions, 7A:5

OREGON

Age Discrimination in Employment Act, 7:46, 8:8
 Age discrimination, 7:46, 8:8, 10:34, 11:71
 Assignments, 7:46
 Compensation, 7:46, 10:34
 Conditions of employment, 7:46
 Evidence, 7:46, 8:8, 10:34
 Family leave, 10:34
 Harassment, 7:46
 Remedies, 8:8, 10:34
 Reports, 7:46
 Retaliation, 7:46
 Retirement benefits, 7:46
 State statutes, 11:71
 Termination of employment, 7:46
 Terms, 7:46
 Transfers, 7:46

ORGANIZATIONS

Federal employment, 3:81, 9:1

OVERTIME PAY

Bonuses, 8:48
 Severance pay, 8:48
 Sick leave, 8:48
 Vacation, 8:48

PARTICIPATION

Collective bargaining agreements, 5:38, 7A:11
 Retaliation, 4:17, 4:21 to 4:23, 4:25, 6:8, 7:3, 7:66, 11:66

PARTIES

Age Discrimination in Employment Act, 2:1, 3:10, 3:12, 3:14, 3:16, 3:18 to 3:20, 3:45, 3:51, 3:60,

INDEX

PARTIES—Cont'd

3:84, 3:86, 3:87, 4:7, 4:12,
4:19, 5:10, 5:59, 5:63, 5:71,
5:72, 5:76, 5:80, 5:82, 5:85,
5:90, 5:91, 6:4 to 6:6, 6:9, 6:10,
6:18, 6:21, 6:27, 6:29, 6:30,
6:33, 6:36, 6:37, 6:44, 6:46,
6:47, 6:49, 6:51, 6:54, 6:56,
6:59, 6:67, 6:68, 6:71, 6:72,
6:78, 6:79, 6:83, 6:84, 6:86,
6:87, 6:92 to 6:95, 6:98, 6:104,
6:106, 6:109, 6:112 to 6:115,
6:117, 6:120 to 6:122, 6:125,
6:126, 6:128, 7:6, 7:10, 7:13,
7:19, 7:27, 7:33, 7:37, 7:46,
7:49, 7:65, 7:81, 7:83, 7:84,
7:86, 7:87, 7:98, 7:105, 7:117,
7:118, 7A:1, 7A:2, 7A:5, 7A:6,
7A:8 to 7A:10, 7A:12, 7A:14 to
7A:17, 8:8, 8:13, 8:21, 8:25,
8:28, 8:29, 8:57, 8:62, 8:67,
8:68, 8:71, 8:79, 8:104, 8:121,
8:122, 8:124 to 8:127, 8:132,
8:139, 8:151, 8:152, 8:155,
8:160, 8:161, 8:169, 8:170,
8:172, 8:176, 9:9, 9:13, 9:14,
9:16, 9:18, 9:19, 9:21, 9:28,
9:29, 9:39, 9:51, 9:54, 9:61,
10:11, 10:12, 10:39, 11:67
Aggrieved individuals, 2:1, 6:106
Complaints, 6:4, 6:5, 6:37, 6:84,
6:120, 6:125, 6:126, 7:27, 7:49,
7:83, 9:9, 9:14, 9:16, 9:18,
9:19, 9:21, 9:28, 9:29, 9:39,
11:13
Equal Access to Justice Act, 8:155
State court proceedings, 6:114

PAYROLL

National Labor Relations Board, 7:46

PENNSYLVANIA

Age Discrimination in Employment
Act, 3:66, 3:73, 3:75, 3:81,
3:86, 5:11, 5:25, 5:37, 5:58,
6:27, 6:68, 6:121, 6:123, 7:25,
7:46, 7:107, 7:118, 7A:12, 8:8,
8:162, 8:168, 8:170, 10:8, 11:69
Age discrimination, 3:66, 3:73, 3:75,
3:81, 3:86, 5:11, 5:25, 5:37,
5:58, 6:27, 6:68, 6:121, 6:123,
7:25, 7:46, 7:107, 7:118, 7A:12,

PENNSYLVANIA—Cont'd

8:8, 8:162, 8:168, 8:170, 10:8,
11:69, 11:71
Assignments, 3:66, 7:46
Benefit plans, 5:25, 5:37
Color discrimination, 7:107
Compensation, 3:66, 7:46, 7:118,
8:162, 8:168
Complaints, 3:73, 7:25
Conciliation, 6:121
Conditions of employment, 3:66,
3:86, 7:46, 7A:12
Employment practices, 7:25, 11:69
Evidence, 5:11, 6:121, 6:123, 7:25,
7:46, 7:107, 8:8, 11:69
Exemptions, 3:81, 5:11, 5:25, 5:37,
5:58
Harassment, 3:81, 5:58, 7:25, 7:46
Labor disputes, 3:86
Mandatory retirement, 5:11
Minimum wages, 5:58
Notice, 3:86, 5:37, 6:27, 7:118
Remedies, 6:68, 8:8, 8:162, 8:168,
8:170
Reports, 6:121, 7:46
Severance pay, 7:46
State statutes, 11:69, 11:71
Students, 3:81, 5:58
Termination of employment, 7:46,
7A:12
Terms, 3:66, 3:73, 3:81, 3:86, 5:11,
5:25, 7:46, 7:118, 7A:12, 8:170,
11:69

PENSIONS

Defined benefit plans, 3:36
Discrimination, 1:1, 1:3, 2:1, 2:2,
3:36, 3:71, 3:72, 3:80, 4:1,
4:36, 4:38, 5:17, 5:40, 8:34,
10:27, 10:28
Distributions, 5:40
Integration, 2:1
Jury trials, 2:2
Nondiscrimination, 2:1
Protections, 1:1, 2:2, 5:40
Remedies, 2:1, 4:1, 8:34
Retirement plans, 2:2
Subsidy, 5:17
Suspension of benefits, 3:36

PENSIONS—Cont'd

Terminations, **2:1**
Vesting, **4:38, 5:17, 8:34**

PERJURY

At-will employment, **10:32**

PERSONNEL MANUAL

Age, **10:37**
Agreements, **10:37**
Aid, **10:37**

PHARMACISTS

Compensation, **7:30**

PHILOSOPHY

Compensation, **8:57**

PILOTS

Mandatory retirement, **2:4, 3:2, 4:9, 4:41, 5:2, 5:7, 5:8, 5:11, 5:60, 7:88**
National Labor Relations Act, **2:4**

PLANS

Collective bargaining agreements, **5:38, 6:45**

PLANT CLOSINGS

Age Discrimination in Employment Act, **5:80**
Massachusetts, **5:80**
New York, **5:80**
Terms, **5:80**

PLEADINGS

Title VII, **6:5, 6:29, 6:113, 7:97**

POST-SETTLEMENT CONDUCT

National Labor Relations Board, **5:82**

POSTING

Unions, **4:26**

POWER

Statistics, **7:62, 7:112**

PREEMPTION

Antidiscrimination laws, **2:5**
National Labor Relations Act, **2:4**
Railway Labor Act, **2:4**
State law, **2:4, 2:5**

PREJUDGMENT INTEREST

Backpay, **8:6, 8:112, 8:114, 8:115, 8:122, 8:175**

PREJUDICE

Unions, **6:112**

PREMIUMS

Family and Medical Leave Act, **8:35**
Life insurance, **8:35, 8:104**

PRETEXT

Age Discrimination in Employment Act, **2:1, 3:81, 3:82, 4:4, 4:41, 5:20, 5:56, 5:58, 6:18, 6:77, 6:125, 6:129, 7:5 to 7:7, 7:9, 7:10, 7:13, 7:14, 7:17, 7:18, 7:20, 7:27, 7:30, 7:31, 7:34, 7:36, 7:37, 7:40, 7:41, 7:43, 7:50, 7:52, 7:55, 7:57, 7:59, 7:62, 7:65, 7:68, 7:71 to 7:76, 7:79, 7:81, 7:83, 7:86, 7:97, 7:98, 7:101, 7:102, 7:105 to 7:108, 7:110 to 7:112, 7:114, 7:116, 8:23, 8:85, 8:94, 9:41, 11:40, 11:67, 11:69**
Promotions, **5:56, 7:7, 7:17, 7:34, 7:40, 7:41, 7:62, 7:74, 7:112, 7:114**
Retaliation, **2:1, 3:81, 3:82, 5:58, 7:6, 7:9, 7:20, 7:27, 7:30, 7:34, 7:40, 7:65, 7:81, 7:83, 7:97, 7:107, 7:112, 8:23**

PRIMA FACIE CASE

Age discrimination, **2:1, 3:2, 3:3, 3:7, 3:78, 3:88, 3:89, 4:4, 4:6 to 4:8, 4:11, 4:13, 4:22, 4:31, 4:36, 4:41, 5:14, 5:16, 5:19, 5:32, 5:42, 5:51, 5:52, 6:5, 6:8, 6:21, 6:62, 6:77, 6:84, 6:118, 6:120, 6:124, 7:4, 7:6 to 7:15, 7:17 to 7:27, 7:29 to 7:39, 7:41 to 7:43, 7:45 to 7:57, 7:59, 7:61 to 7:66, 7:68, 7:71, 7:73 to 7:77, 7:79, 7:81, 7:84, 7:86, 7:87, 7:90 to 7:93, 7:95, 7:97 to 7:99, 7:101 to 7:108, 7:110 to 7:112, 7:114, 8:94, 9:1, 9:28, 9:41, 9:55, 10:22, 11:39, 11:41, 11:67, 11:69**
Circumstantial case, **7:66, 7:86, 7:110**

INDEX

PRIMA FACIE CASE—Cont'd

Direct evidence case, 7:84, 7:86
Disability discrimination, 2:1, 7:26, 7:39
Discipline, 4:8, 7:23, 7:32, 7:74, 7:108
Disparate treatment, 4:4, 4:6, 4:36, 4:41, 5:16, 5:32, 5:52, 6:62, 6:120, 7:6, 7:7, 7:9, 7:50, 7:54, 7:59, 7:62, 7:63, 7:74, 7:76, 7:77, 7:79, 7:81, 7:87, 7:90, 7:93, 7:97, 7:105, 7:108, 7:111, 8:94, 9:1, 11:69
Education, 4:4, 4:41, 5:52, 7:15, 7:20, 7:36, 7:37, 7:57, 7:59, 7:68, 7:75, 7:86, 7:106, 7:108, 7:111, 7:114
Equal Pay Act, 2:1, 7:108
Establishment, 5:51, 7:7, 7:11, 7:17, 7:20, 7:25, 7:26, 7:31, 7:43, 7:47, 7:49, 7:51, 7:55 to 7:57, 7:74, 7:76, 7:79, 7:95, 7:102, 7:105, 7:106, 9:1, 11:41
Hiring, 2:1, 3:2, 3:88, 4:4, 4:11, 4:36, 4:41, 5:19, 6:21, 6:84, 7:10 to 7:13, 7:17, 7:26, 7:31, 7:42, 7:46 to 7:48, 7:50, 7:54, 7:55, 7:59, 7:63, 7:65, 7:68, 7:74 to 7:77, 7:86, 7:90, 7:92, 7:93, 7:95, 7:104, 7:106, 7:107, 7:110, 7:114, 9:1, 9:41, 10:22, 11:41, 11:67
Hostile environment, 4:7, 7:29
Presumption, 6:62, 6:84, 7:6 to 7:10, 7:39, 7:50, 7:57, 7:63 to 7:65, 7:75 to 7:77, 7:95, 7:97, 7:98, 7:103, 7:110, 7:112
Rebuttal, 7:9, 7:37, 7:43, 7:50, 7:57, 7:63 to 7:66, 7:68, 7:73, 7:74, 7:77, 7:106, 7:114, 11:39
Rehabilitation Act, 11:39
Retaliation, 2:1, 4:8, 4:13, 4:22, 6:5, 6:8, 7:6, 7:9, 7:20, 7:24 to 7:27, 7:29, 7:30, 7:34, 7:46, 7:65, 7:66, 7:81, 7:97, 7:107, 7:112, 9:1, 9:28, 9:55
Section 1981, 11:67
Section 1983, 10:22
Summary judgment, 2:1, 3:78, 4:4, 4:6 to 4:8, 4:11, 4:41, 5:16,

PRIMA FACIE CASE—Cont'd

5:19, 5:51, 6:21, 6:62, 6:77, 6:84, 6:118, 6:120, 6:124, 7:6, 7:7, 7:10 to 7:13, 7:17, 7:20, 7:21, 7:25 to 7:27, 7:30, 7:34, 7:35, 7:37, 7:39, 7:43, 7:46 to 7:50, 7:52, 7:55, 7:57, 7:59, 7:61, 7:63, 7:65, 7:74, 7:75, 7:77, 7:81, 7:86, 7:87, 7:90, 7:97 to 7:99, 7:101 to 7:108, 7:110 to 7:112, 10:22, 11:69

Title VI, 11:39

PRIVACY ACT

Records, 6:45

PRIVATE ACTIONS

Title VI, 11:33

PRIVITY

Jurisdiction, 6:107

PROBABILITY

Statistics, 7:62

PROCESSING

Federal employment, 9:1

PRODUCTION OF DOCUMENTS

Discovery, 9:19

Title VII, 6:100

PROFIT-SHARING

Compensation, 3:36, 5:27, 5:31

Contributions, 3:36, 5:27, 5:31, 8:38

Health benefits, 5:31

PROMOTIONS

Pretext, 5:56, 7:7, 7:17, 7:34, 7:40, 7:41, 7:62, 7:74, 7:112, 7:114

Proving pretext, 7:114

Qualifications, 7:7, 7:11, 7:15, 7:34, 7:41, 7:62

Statistical disparities, 7:62

Superior qualifications, 7:41

Tenure, 6:7, 7:15, 7:34, 7:40, 7:41, 7:62

Title VII, 3:64, 4:8, 5:56, 6:15, 7:7, 7:15, 7:26, 7:61, 7:62, 7:74, 7:112, 7:114, 8:62, 9:44

PROTECTION

Labor-Management Reporting and Disclosure Act, **6:112**
 National Labor Relations Act, **2:4, 5:82, 7:58, 10:2**
 Unions, **3:51, 4:6, 4:26, 4:31, 5:59, 6:112, 7:58, 7A:1**

PUBLIC POLICY

National Labor Relations Board, **3:64, 5:82**

PUERTO RICO

Age Discrimination in Employment Act, **3:39, 3:65, 3:77, 4:7, 4:12, 5:3, 5:7, 5:31, 5:89, 6:5, 6:39, 7:25 to 7:27, 7:31, 7:40, 7:46, 7:97, 7:111, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3, 11:69**
 Age discrimination, **3:39, 3:65, 3:77, 4:7, 4:12, 5:3, 5:7, 5:31, 5:89, 6:5, 6:39, 7:25 to 7:27, 7:31, 7:40, 7:46, 7:97, 7:111, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3, 11:69, 11:71**
 Benefit plans, **5:31**
 Bonuses, **7:40, 7:46, 8:48**
 Clothing, **7:46, 8:38**
 Compensation, **5:31, 7:26, 7:46, 8:25, 8:48**
 Conditions of employment, **4:7, 5:31, 7:26, 7:46**
 Disclosures, **4:12**
 Employment practices, **6:5, 7:25, 7:26, 11:69**
 Exemptions, **4:12, 5:3, 5:7, 5:31, 5:89**
 Fair Labor Standards Act, **5:3, 8:48**
 Fringe benefits, **5:31, 7:40, 8:38**
 Harassment, **4:7, 6:5, 7:25 to 7:27, 7:46**
 Layoffs, **5:7**
 Life insurance, **7:26**
 Mandatory retirement, **4:12, 5:3, 5:7, 5:31**
 National origin, **7:26**
 Notice, **3:65, 6:5, 7:26**
 Overtime pay, **8:48**
 Permits, **4:12, 5:3, 5:7, 5:31**

PUERTO RICO—Cont'd

Privileges of employment, **7:26**
 Promotions, **7:26, 7:40**
 Provisions, **4:12, 5:7, 5:31, 7:26, 7:27, 8:48, 10:3, 11:69**
 Remedies, **6:5, 7:27, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3**
 Reports, **7:46, 7:111**
 Retaliation, **6:5, 7:25 to 7:27, 7:40, 7:46, 7:97, 8:102**
 Sick leave, **8:38, 8:48**
 Sick pay, **5:31**
 Termination of employment, **7:26, 7:46**
 Terms, **4:7, 4:12, 5:7, 5:31, 6:5, 7:26, 7:46, 8:44, 8:48, 8:136, 11:69**
 Tools, **7:97**
 Vacation pay, **8:38, 8:48**

PUNITIVE DAMAGES

Americans with Disabilities Act, **6:107, 6:113, 7A:8, 11:2**
 Termination of employment, **7:26, 10:38**
 Title VII, **6:107, 6:113, 7:26, 7A:8, 8:120, 10:34, 11:2, 11:68**

RACE

Affirmative action, **10:4, 10:6, 11:32**
 Bona fide occupational qualifications, **5:14**
 Business necessity, **5:20, 7:89, 7:90**
 Defenses, **2:1 to 5:2, 5:7, 5:14, 5:20, 5:55, 5:56, 5:68**
 Evidence, **2:1, 2:2, 4:7, 4:16, 5:2, 5:7, 5:14, 5:20, 5:56, 6:7, 6:120, 7:2, 7:3, 7:7, 7:26, 7:28, 7:30, 7:36, 7:44, 7:50, 7:58, 7:62, 7:80, 7:81, 7:89 to 7:91, 7:114, 7A:4, 8:66, 9:2, 10:12, 10:34, 11:2, 11:39, 11:67**
 Harassment, **3:81, 4:7, 6:7, 7:26, 7:30, 7:81**
 Hiring, **2:1 to 5:2, 5:7, 7:2, 7:26, 7:50, 7:90, 7:114, 8:17, 11:67**
 Insurance, **2:1, 2:2, 4:31, 5:20, 6:7, 6:120, 7:26, 7:90, 10:12**
 Layoffs, **2:1, 5:7**

INDEX

RACE—Cont'd

- National Origin discrimination, 7:30, 7:81
- Race discrimination, 4:31, 5:14, 5:56, 6:7, 7:7, 7A:4, 11:68
- Remedies, 2:1, 6:6, 6:7, 7:80, 7A:4, 8:17, 8:66, 8:126, 9:42, 10:34, 11:64
- Retaliation, 2:1, 3:81, 3:82, 4:14, 4:16, 4:20, 6:6, 6:7, 7:3, 7:26, 7:28, 7:30, 7:81, 9:2, 9:42, 9:55, 11:68
- Statistical evidence, 6:120, 7:50, 7:62, 7:90, 7:91
- Tenure, 2:3, 6:7, 7:2, 7:50, 7:62

RAILROAD EMPLOYEES

- Interstate transportation, 7A:7
- Railroad, 5:81, 7A:5, 7A:7

RAILWAY LABOR ACT

- Agreements, 2:4
- Arbitration, 2:4
- Boards, 3:85
- Breach of duty of fair representation, 5:2, 5:11
- Challenges, 2:4
- Claims, 2:4, 3:85, 5:2, 5:11
- Class, 3:85
- Collective bargaining, 2:4, 3:85
- Collective bargaining agreements, 2:4
- Conditions, 3:85
- Coverage, 2:4, 3:85
- Damages, 2:4
- Determinations, 5:2, 5:11
- Discrimination, 2:4, 3:85, 5:2, 5:11
- Duties, 5:2, 5:11
- Employees, 2:4, 3:85, 5:2, 5:11
- Enforcement, 2:4, 5:2, 5:11
- Entities, 3:85
- Evidence, 2:4, 5:2, 5:11
- Federal employment, 2:4
- Individuals, 2:4, 3:85, 5:2, 5:11
- Interests, 5:2
- Jurisdiction, 2:4, 3:85, 5:11
- Labor disputes, 3:85
- National Labor Relations Act, 2:4, 3:85

RAILWAY LABOR ACT—Cont'd

- Nature, 5:2, 5:11
- Organizations, 3:85
- Power, 2:4
- Protection, 2:4, 5:2, 5:11
- Remedies, 2:4
- Representation, 3:85, 5:2, 5:11
- Review, 2:4, 5:11
- Rights, 2:4, 3:85, 5:2
- Scope, 5:2
- Selection, 5:2
- Services, 5:2
- State, 2:4, 5:2, 5:11
- State laws, 2:4
- Status, 5:2
- System, 3:85
- Terms and conditions of employment, 3:85
- Time, 2:4, 3:85, 5:11
- Types, 3:85, 5:2
- Unions, 3:85
- Use, 5:11
- Validity, 5:2
- Violations, 2:4

REASONABLE

ACCOMMODATIONS

- Training, 11:60

REASONS

- Federal employment, 9:10
- National Labor Relations Board, 7:46

RECONSIDERATION

- Unions, 3:51

RECRUITING

- Advertising, 7A:1, 7A:2
- Age discrimination, 4:4, 5:59, 7:86, 7:112, 7A:1, 7A:2
- Remedies, 7A:1
- Standing, 5:59, 7:86, 7:112
- Testimony, 7:86, 7:112

REHABILITATION

- National Labor Relations Act, 2:4

REHABILITATION ACT

- Burden of proof, 6:14
- Damages, 9:33, 11:34, 11:60
- Disabilities, 6:14, 6:23, 9:33, 11:60

REHABILITATION ACT—Cont'd

Evidence, **11:39**
Hearing, **11:60**
Intent, **6:14, 6:23, 11:34, 11:39, 11:60**
Prima facie case, **11:39**
Regulations, **11:34, 11:39, 11:60, 11:64**
Retaliation, **9:33**
Section 504, **11:39**

REIMBURSEMENT

Benefits, **8:36, 11:63**

REINSTATEMENT

Discipline, **7:108**
Front pay, **6:75, 7A:14, 8:1, 8:2, 8:5, 8:13, 8:25, 8:28, 8:33, 8:44, 8:53, 8:57 to 8:59, 8:62 to 8:64, 8:66, 8:67, 8:70, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 9:61**
Termination of employment, **7:26, 7A:5**

RELATIONSHIPS

Retaliation, **4:14, 7:26, 7:83**

RELEVANCE

Common law, **10:33, 10:38**

RELIABILITY

Statistics, **7:59**

RELIANCE

Age Discrimination in Employment Act, **2:3, 2:4, 3:29, 3:82, 4:4, 4:9, 4:14, 4:16, 4:32, 4:36, 4:37, 4:40, 4:41, 5:1, 5:10, 5:12, 5:16, 5:17, 5:19, 5:27, 5:28, 5:32, 5:36, 5:54, 5:56, 5:60 to 5:62, 5:67, 6:29, 6:34 to 6:36, 6:52, 6:54, 6:56, 6:79, 6:80, 6:84, 6:89, 6:115, 6:126, 6:128, 7:13, 7:28, 7:35, 7:41, 7:42, 7:62, 7:64, 7:65, 7:70, 7:74, 7:75, 7:83, 7:93, 7:95, 7:97, 7:101, 7:105, 7:108, 7:109, 8:94, 8:100, 8:103, 8:129, 8:160, 9:2, 9:28, 10:11, 11:68**
Equal Pay Act, **7:108**
Railway Labor Act, **2:4**

RELIGION

Unions, **3:81, 5:58, 7:58**

RELIGIOUS DISCRIMINATION

Disparate treatment, **7:76**
Hiring, **7:76**
Insurance, **6:114**
Prima facie case, **7:76**

REMAND

National Labor Relations Board, **8:122**

REMEDIES

Age discrimination, **2:1, 2:4, 2:5, 3:13, 3:16, 3:48, 3:76, 3:84, 4:1, 4:15, 6:1, 6:2, 6:4 to 6:8, 6:13, 6:15, 6:18, 6:28, 6:29, 6:33, 6:35, 6:37, 6:41, 6:43, 6:49, 6:53, 6:56, 6:58, 6:61, 6:68, 6:71, 6:78, 6:89, 6:91, 6:93, 6:99, 6:105 to 6:107, 6:109, 6:113, 6:117, 7:27, 7:77, 7:80, 7A:1, 7A:4, 7A:5, 7A:8, 7A:11, 7A:15 to 7A:17, 8:1 to 8:176, 9:1, 9:10, 9:13, 9:20, 9:21, 9:29, 9:30, 9:36, 9:38 to 9:43, 9:48, 9:50, 9:58, 9:59, 9:63, 9:66, 10:3, 10:5, 10:19, 10:26, 10:34, 10:38, 10:39, 11:6, 11:8, 11:9, 11:30, 11:35, 11:37, 11:49, 11:52, 11:63, 11:64, 11:66**
Arbitration awards, **7A:5, 7A:17, 8:176**
Damages, **2:1, 2:4, 2:5, 3:76, 6:71, 6:107, 6:109, 6:113, 7:27, 7:77, 7A:5, 7A:8, 7A:11, 8:1 to 8:4, 8:6, 8:7, 8:9 to 8:21, 8:23 to 8:26, 8:29, 8:31 to 8:36, 8:38 to 8:44, 8:46 to 8:48, 8:53 to 8:55, 8:57 to 8:117, 8:119 to 8:121, 8:124, 8:126 to 8:128, 8:131, 8:132, 8:136, 8:140, 8:142 to 8:145, 8:147, 8:148, 8:161, 8:165, 8:168, 8:171, 8:173, 8:175, 8:176, 9:13, 9:41, 9:63, 10:3, 10:19, 10:34, 10:38, 11:6, 11:8, 11:37, 11:52, 11:63, 11:66**
Equal Pay Act, **2:1, 8:120, 8:145, 8:147**

INDEX

REMEDIES—Cont'd

Family and Medical Leave Act,
6:117, 8:9, 8:35, 8:43, 8:106,
8:122

Front pay, 8:1 to 8:3, 8:5, 8:10, 8:12,
8:13, 8:19, 8:20, 8:25, 8:28,
8:29, 8:31, 8:33, 8:38, 8:39,
8:44, 8:53, 8:57 to 8:71, 8:104,
8:124, 8:131, 8:132, 8:135,
8:136, 8:138 to 8:140, 8:160,
8:161

Genetic Information Nondiscrimina-
tion Act, 2:1

Injunctions, 8:1, 8:125 to 8:127,
8:129

Insurance, 2:1, 2:4, 3:13, 6:7, 6:8,
6:15, 6:29, 6:33, 6:35, 6:89,
7:27, 8:12, 8:28, 8:29, 8:31,
8:33, 8:35 to 8:38, 8:48, 8:49,
8:53, 8:54, 8:65, 8:104, 8:105,
8:110, 8:121, 10:26, 10:39,
11:63

Monetary, 2:1, 2:4, 3:76, 6:53, 6:56,
6:106, 6:107, 6:109, 8:1, 8:7,
8:9, 8:10, 8:13 to 8:124, 8:127,
8:129, 8:144, 8:148, 8:154,
8:165, 10:3, 11:63

Motions, 6:113, 8:94, 8:161, 11:66

National Labor Relations Act, 2:4,
8:30

Pleading, 6:6, 6:33, 9:48

Preliminary Relief, 2:1, 8:126, 8:127

Rehabilitation Act, 11:64

Reinstatement, 4:1, 6:15, 6:107,
6:113, 7A:5, 7A:8, 8:1, 8:2, 8:5,
8:6, 8:11, 8:13, 8:23 to 8:28,
8:32 to 8:34, 8:44, 8:52, 8:53,
8:57 to 8:59, 8:62 to 8:64, 8:66,
8:67, 8:70, 8:125, 8:126, 8:131
to 8:142, 8:151, 8:175, 8:176,
9:1, 9:41, 9:59, 9:66

Retroactive seniority, 8:26, 8:44,
8:141

Settlement, 3:76, 6:6, 6:35, 6:56,
6:109, 6:113, 7A:4, 7A:11, 8:6,
8:11, 8:12, 8:33, 8:36, 8:41,
8:44, 8:48, 8:65, 8:124, 8:136,
8:142, 8:152, 8:153, 8:159,
8:161, 8:163, 9:21, 9:29, 9:66

Tax, 8:10 to 8:12, 8:29, 8:104, 11:63

REMEDIES—Cont'd

Tenure, 6:7, 8:67, 10:26, 10:38

Unions, 7A:1, 7A:5, 8:130, 8:143,
8:144

REORGANIZATION

National Labor Relations Act, 3:81

REPRESENTATION

Labor-Management Reporting and
Disclosure Act, 6:112

REPRESENTATIVES

Labor relations, 3:56

RES JUDICATA AND

COLLATERAL ESTOPPEL

Administrative decisions, 6:117

Arbitration, 6:95

Court decision, 6:95, 6:114

RESEARCH

Alternative dispute resolution, 1:4

RESIGNATION

National Labor Relations Board, 7:46

RETALIATION

Administrative process, 2:1, 6:5,
6:37, 9:1, 9:21, 9:28, 9:33,
11:66, 11:68

Adverse action, 4:1, 4:22, 4:24, 6:8,
7:6, 7:24 to 7:27, 7:34, 7:65,
7:81 to 7:83, 7:107, 7:112, 9:1,
11:28

Adverse actions, 3:12, 4:14, 7:26

Age Discrimination in Employment
Act, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 11:28, 11:66, 11:68

Americans With Disabilities Act, 2:1,
3:81, 5:81, 6:115, 6:117, 7:25,
7:81, 7:82, 8:30, 9:33

RETALIATION—Cont'd

Americans with Disabilities Act, 2:1, 3:81, 5:81, 6:115, 6:117, 7:25, 7:81, 7:82, 8:30, 9:33

Applicants, 2:1, 3:11, 3:29, 3:80, 4:1, 4:3, 4:13, 4:14, 7:3, 7:26, 7:65, 9:1, 9:2, 9:21, 9:28, 9:33, 9:42, 9:43, 9:51, 9:55, 9:58, 11:6, 11:28

Arbitration, 4:17, 4:21, 6:115, 8:129, 8:176

Causation, 2:1, 3:91, 4:1, 4:22, 7:3, 7:24, 7:27, 7:81 to 7:83, 7:107, 9:2, 11:66

Constructive discharge, 6:6, 6:7, 7:26, 7:46, 7:112, 8:67

Disability discrimination, 2:1, 6:6, 7:26

Employees, 2:1, 3:6, 3:11, 3:12, 3:29, 3:76, 3:80 to 3:82, 3:91, 4:1, 4:3, 4:13, 4:14, 4:16, 4:17, 4:21 to 4:26, 5:58, 5:81, 5:91, 6:5 to 6:8, 6:117, 7:3, 7:6, 7:20, 7:24 to 7:28, 7:30, 7:34, 7:40, 7:46, 7:65, 7:66, 7:81 to 7:83, 7:112, 8:30, 8:67, 8:95, 8:102, 8:127, 8:129, 9:1, 9:2, 9:21, 9:28, 9:33, 9:42, 9:43, 9:51, 9:55, 9:58, 11:6, 11:28, 11:66, 11:68

Equal Pay Act, 2:1, 4:25

Evidence, 2:1, 3:29, 3:91, 4:1, 4:8, 4:16, 4:17, 4:22, 4:24, 4:25, 5:91, 6:5, 6:7, 7:3, 7:6, 7:9, 7:16, 7:20, 7:24 to 7:30, 7:34, 7:40, 7:46, 7:65, 7:66, 7:81 to 7:83, 7:97, 7:107, 7:112, 8:23, 8:67, 8:95, 8:96, 8:102, 8:127, 8:129, 8:161, 8:176, 9:1, 9:2, 9:21, 11:28, 11:66

Exhaustion of administrative remedies, 6:6, 9:21

Family and Medical Leave Act, 6:117, 7:82

Federal employment, 3:29, 3:80, 3:81, 4:16, 7:28, 9:1, 9:2, 9:43, 9:55

Former employees, 3:12, 3:29, 4:1, 4:13, 4:14, 4:17, 5:81, 5:91, 6:8, 8:129, 9:21

RETALIATION—Cont'd

Genetic Information Nondiscrimination Act, 2:1

Good faith, 3:82, 4:17, 4:21 to 4:23, 5:91, 7:66, 7:112, 8:67, 8:129

Harassment, 3:81, 4:3, 4:13, 4:23, 4:24, 5:58, 6:5, 6:7, 7:6, 7:25 to 7:27, 7:29, 7:30, 7:46, 7:81

Insurance, 2:1, 4:22, 4:25, 5:81, 5:91, 6:7, 6:8, 7:26, 7:27, 7:40, 7:65, 7:107, 8:104

Investigations, 3:5

Irreparable injury, 8:129

Jurisdiction, 3:76, 3:81, 3:91, 5:58, 5:91, 6:6, 6:7, 6:117, 8:161, 8:176, 9:28, 9:43

Liquidated damages, 8:67, 8:95, 8:96, 8:102, 8:104, 8:161, 8:176, 11:6

National origin discrimination, 7:30, 7:81

Opposition clause, 4:22 to 4:24, 7:26

Participation, 4:17, 4:21 to 4:23, 4:25, 6:8, 7:3, 7:66, 11:66

Participation Clause, 4:22, 4:23

Preliminary relief, 2:1, 8:127

Pretext, 2:1, 3:81, 3:82, 5:58, 7:6, 7:9, 7:20, 7:27, 7:30, 7:34, 7:40, 7:65, 7:81, 7:83, 7:97, 7:107, 7:112, 8:23

Prima facie case of retaliation, 4:13, 4:22, 7:24 to 7:27, 7:46, 7:66

Protected conduct, 4:14, 4:17, 4:23, 7:16, 7:24, 7:25, 7:27

Questions, 3:81, 3:82, 4:23, 4:24, 5:58, 6:5, 7:6, 7:26, 7:40, 7:65, 7:83, 8:127, 8:161

Rehabilitation Act, 9:33

Remedies, 2:1, 3:76, 4:1, 4:15, 6:5 to 6:8, 6:37, 6:117, 7:27, 8:23, 8:30, 8:67, 8:95, 8:96, 8:102, 8:104, 8:109, 8:111, 8:127, 8:129, 8:161, 8:176, 9:1, 9:21, 9:42, 9:43, 9:58, 11:6, 11:66

Settlements, 2:1

Statutory claims, 8:176

Summary judgment, 2:1, 3:29, 3:82, 3:91, 4:8, 4:14, 4:16, 4:18, 4:23, 4:24, 5:81, 6:115, 7:6, 7:20, 7:25 to 7:28, 7:30, 7:34,

INDEX

RETALIATION—Cont'd

7:40, 7:46, 7:65, 7:81 to 7:83,
7:97, 7:107, 7:112, 9:2, 11:66

Time frame, 7:27, 9:21, 9:42

Title IX, 4:16, 7:28, 9:2, 11:66

Title VII, 2:1, 3:5, 3:12, 3:81, 3:82,
3:91, 4:1, 4:8, 4:13 to 4:15,
4:17 to 4:20, 4:22 to 4:26, 5:58,
5:81, 6:5, 6:6, 6:37, 6:115,
6:117, 7:3, 7:6, 7:25 to 7:27,
7:30, 7:46, 7:65, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:30, 8:67,
8:127, 8:129, 9:1, 9:2, 9:21,
9:28, 9:33, 9:43, 9:55, 9:58,
11:66, 11:68

Uniformed Services Employment and
Reemployment Rights Act, 3:91

Union members, 3:5

Unlawful employment practices,
4:25, 6:5

REVOCATION

Age Discrimination in Employment
Act, 5:64, 5:71, 5:73, 5:80,
5:85, 7A:5, 7A:14

Compulsory arbitration, 7A:5

Title VII, 5:80, 7A:5

RHODE ISLAND

Age discrimination, 10:36, 11:71

Appeals, 10:36

Compensation, 10:36

Hearings, 10:36

Mandatory retirement, 10:36

State statutes, 11:71

Terms, 10:36

ROBUST

Statistics, 7:11

SAMPLE SIZE

Statistics, 7:59, 7:60, 7:63, 7:95

SCHEDULE

Collective bargaining agreements,
3:31

Evidence, 2:1, 3:17, 5:19, 7:26, 7:46,
7:65

National Labor Relations Board, 7:46

SEAMEN

Defined, 3:89

SEARCH

Equal Employment Opportunity com-
mission, 4:19, 5:8

SECRETARY OF LABOR

Department of Labor, 5:7, 6:12

SECTION 1981

Applicability, 11:67

Evidence, 11:67

Individuals, 11:67

Jurisdiction, 11:67

Parties, 11:67

Prima facie case, 11:67

States, 11:67

Title VII, 11:67

SECTION 1983

Evidence, 2:4, 10:22, 11:66

First Amendment claims, 11:66

Jurisdiction, 2:4

Prima facie case, 10:22

SECTION 1985

Class-based animus, 11:68

Conspiracy, 11:68

Intent, 11:68

SENIORITY SYSTEMS

Age Discrimination in Employment
Act, 2:2, 4:44, 5:12, 5:54 to
5:56, 6:26

Bona fide seniority system, 5:54 to
5:56

Collective bargaining agreement,
5:56

Compensation, 4:44, 5:56

Title VII, 2:2, 5:12, 5:55, 5:56, 6:26

SETTING ASIDE

Union election, 6:112

SETTLEMENT

Agreements, 5:63, 5:69, 5:71, 5:76,
5:80, 5:82, 6:113, 6:128, 7:118,
7A:11, 8:142, 9:37

Americans with Disabilities Act,
5:81, 6:35, 6:109, 6:113, 7:118,
7A:4, 8:152

Charges, 5:73, 5:76, 5:80 to 5:82,
5:91, 6:6, 6:36, 6:47, 6:56,
6:104, 6:113, 8:163, 9:28

SETTLEMENT—Cont'd

Coercion, 5:80, 6:35
 Collective bargaining agreements, 7A:11
 Consideration, 5:63, 5:64, 5:71, 5:73, 5:76, 5:80, 5:81, 6:6, 6:128, 7A:4, 8:44, 8:142, 9:28
 Costs, 5:76, 5:80, 5:91, 8:6, 8:11, 8:12, 8:33, 8:36, 8:41, 8:44, 8:48, 8:65, 8:124, 8:136, 8:142, 8:152, 8:153, 8:159, 8:161, 8:163, 9:18, 9:21, 9:29, 9:66
 Counsel, 5:64, 5:73, 5:80, 5:82, 6:6, 6:35, 6:36, 6:47, 6:79, 6:113, 6:128, 8:12, 8:161, 8:163
 Discipline, 5:71, 7:83
 Duress, 5:80, 7A:11
 Employment agencies, 1:4
 Employment practices, 6:113, 6:126
 Enforcement, 3:76, 3:90, 5:63, 5:69, 5:82, 6:6, 6:35, 6:36, 6:47, 6:56, 6:69, 6:79, 6:104, 6:109, 6:113, 6:126, 6:128, 7:118, 8:152, 8:161, 9:37, 9:66
 Evidence, 5:82, 5:83, 5:86, 5:91, 6:35, 6:47, 6:56, 6:126, 6:128, 7:52, 7:83, 7A:4, 8:6, 8:33, 8:44, 8:124, 8:136, 8:161, 9:21, 9:29
 Fraud, 5:71, 5:80, 6:35, 6:56, 7A:11
 Hiring, 1:4, 8:44, 8:48
 Knowing and voluntary releases, 5:80
 Retaliation, 3:76, 5:81, 5:91, 6:6, 7:83, 8:161, 9:21, 9:28, 9:51

SEVERANCE

Damages, 5:31, 5:80, 5:86, 5:87, 5:91, 6:128, 8:38, 8:47, 8:48, 8:69, 8:85, 8:100, 8:121

SEVERANCE PAY

Agreements, 5:84, 6:128, 8:100
 Amendment of, 5:51
 Cause, 5:81, 7:46
 Contingent event unrelated to age, 5:45
 Disclosure, 5:27
 Discrimination, 3:80, 4:5, 4:17, 4:32, 5:27, 5:45, 5:51, 5:81, 5:84, 5:85, 6:128, 7:46, 8:47 to 8:49,

SEVERANCE PAY—Cont'd

8:85, 8:100, 8:121
 ERISA, 4:17, 5:27
 Forms, 5:85
 Language, 5:27, 5:45, 5:51, 5:81, 5:84, 5:85, 6:128
 Massachusetts, 4:17, 5:27
 Notification, 5:27
 Offsets against, 5:45
 Older employees, 4:5, 4:32, 5:27, 5:45, 5:51
 Overtime pay, 8:48
 Pennsylvania, 7:46
 Pension plan, 4:5, 4:32, 5:27
 Plan, 4:5, 4:17, 4:32, 5:27, 5:45, 5:51, 5:81, 7:46, 8:121
 Regulations, 5:27
 Releases, 5:81, 5:84, 5:85, 6:128
 Termination of, 4:17, 7:46, 8:48, 8:85

SEX

Unions, 3:81, 7:2, 7:58

SEXUAL ADVANCES

At-will employment, 10:38
 Harassment, 3:94

SEXUAL ORIENTATION

Benefits, 5:68
 Sexual orientation, 5:68

SHIFTS

Hours of work, 3:61, 7:26

SICK LEAVE

Accrued sick leave, 5:28, 5:43
 Age discrimination, 3:63, 5:28, 5:29, 5:43, 5:51, 5:52, 8:38, 8:47 to 8:52
 Collective bargaining agreement, 5:28, 5:43, 5:52
 Overtime pay, 8:48
 State law, 5:28

SIMPLIFIED EMPLOYEE

PENSIONS

Contributions, 3:36
 Defined, 3:36
 Social security, 3:36

INDEX

SMOKING

Discrimination, 7:6, 7:46, 7:83, 7:85

SOCIAL SECURITY

Backpay, 8:13, 8:53

Common law, 3:16, 8:39, 10:34

Deductions, 5:44

Early retirement benefits, 8:38

Employer, 1:1, 3:16, 3:36, 3:71, 5:44, 5:48, 7:11, 7:39, 8:13, 8:38, 8:39, 8:53, 8:69, 10:34

Employment, 1:1 to 1:3, 3:16, 3:36, 3:71, 5:35, 5:44, 5:48, 6:118, 7:11, 7:39, 7A:6, 8:10, 8:13, 8:22, 8:38, 8:39, 8:53, 8:56, 8:69, 8:121, 9:66, 10:12, 10:34, 11:63

Simplified employee pensions, 3:36

Suspension of benefits, 3:36

Wages, 3:71, 8:13, 8:38, 8:39, 8:53, 8:121

SOUTH CAROLINA

Age Discrimination in Employment Act, 3:79

Age discrimination, 3:79, 11:71

State statutes, 11:71

STANDARD DEVIATIONS

Statistical evidence, 7:77, 7:87, 7:91, 7:92

STANDARDS

Labor-Management Reporting and Disclosure Act, 6:112

STATE GOVERNMENTS

Title VII, 3:74, 9:41

STATISTICAL EVIDENCE

Discipline, 6:123

Multiple regression analysis, 7:59

Relevant labor market, 7:61

Significant statistical disparity, 7:59, 7:91

Small sample size, 7:59, 7:60, 7:95

Standard deviations, 7:77, 7:87, 7:91, 7:92

Title VII cases, 7:65, 7:77, 7:87, 7:91

Weight of evidence, 7:49

STATISTICAL SIGNIFICANCE

Statistics, 7:111

STATISTICALLY SIGNIFICANT

Statistics, 7:11, 7:12, 7:59, 7:60, 7:63, 7:77, 7:87

STATISTICS

Regression, 7:59, 7:87, 7:95, 7:111

STOCK OPTIONS

Option, 8:38

Restricted stock, 8:121

Stock, 8:38, 8:70, 8:121

STUDENTS

Minimum wages, 5:58

National Labor Relations Act, 3:81

SUBJECT MATTER

JURISDICTION

Complaints, 9:28, 9:39

SUBMISSION

Collective bargaining agreements, 7A:15

Federal employment, 9:52

SUBORDINATES

Employment practices, 7:110

SUBPOENAS

Equal Pay Act, 6:45

SUGGESTIONS

Benefits, 9:21

SUMMARY JUDGMENT

Disputed facts, 5:81, 7:6

Intent, 3:71, 3:78, 3:91, 3:94, 4:6, 4:8, 4:41, 5:17, 5:19, 5:31, 5:37, 5:56, 6:35, 6:56, 6:84, 6:125, 7:6, 7:7, 7:12, 7:27, 7:46, 7:47, 7:55, 7:57, 7:59, 7:65, 7:74, 7:75, 7:81 to 7:83, 7:85 to 7:87, 7:97, 7:98, 7:101, 7:105, 7:106, 7:110 to 7:112, 7:117, 8:9, 8:103, 9:2, 10:22, 10:39, 11:66

Labor Management Relations Act, 6:116

Motive, 3:82, 4:6, 5:16, 5:31, 5:56, 6:34, 6:62, 7:13, 7:20, 7:26, 7:27, 7:50, 7:57, 7:74, 7:77,

SUMMARY JUDGMENT—Cont'd
 7:78, 7:81 to 7:83, 7:85 to 7:87,
 7:97, 7:98, 7:101, 7:106, 7:110,
 7:117
 National Labor Relations Board,
 3:64, 7:46
 Retaliation cases, 4:18, 4:23, 7:25 to
 7:27, 7:81

SUPREME COURT

Labor Management Relations Act,
 5:59
 National Labor Relations Act, 2:4,
 3:81, 3:85, 3:86, 3:89, 3:90,
 5:82, 7:58, 7A:9, 8:30, 10:2
 National Labor Relations Board,
 3:86, 5:82, 6:113, 7:46

SUSPENSION

Social security benefits, 3:36
 Unions, 4:20, 7:2

TEACHERS

Compensation, 4:5, 4:6, 4:9, 5:26,
 5:31

TELEPHONE

Companies, 5:42

TENNESSEE

Age Discrimination in Employment
 Act, 4:23, 6:15, 6:66, 6:114,
 6:117, 7:26, 7:75, 7:83, 7:91,
 8:9, 8:43, 8:62, 8:170, 9:33,
 9:49, 11:69
 Age discrimination, 4:23, 6:15, 6:66,
 6:114, 6:117, 7:26, 7:75, 7:83,
 7:91, 8:9, 8:43, 8:62, 8:170,
 9:33, 9:49, 11:69, 11:71
 Appeals, 4:23, 7:26, 7:83, 8:9, 8:43,
 8:62, 8:170, 9:33, 11:69
 Assignments, 4:23, 7:26
 Compensation, 6:117, 7:26, 7:83,
 8:43
 Complaints, 4:23, 7:26, 7:83
 Conciliation, 6:15
 Conditions of employment, 7:26
 Court proceedings, 6:114
 Employment practices, 4:23, 6:15,
 7:26, 7:91, 11:69
 Evidence, 7:26, 7:75, 7:83, 7:91, 8:9,
 8:43, 8:62, 11:69

TENNESSEE—Cont'd

Family leave, 8:9
 Harassment, 4:23, 7:26
 Life insurance, 7:26
 Notice, 6:15, 7:26, 9:49
 Privileges of employment, 7:26, 8:9
 Religious discrimination, 6:114
 Remedies, 6:15, 6:117, 8:9, 8:43,
 8:62, 8:170
 Sex discrimination, 8:9
 State statutes, 11:69, 11:71
 Termination of employment, 7:26,
 7:75
 Terms, 7:26, 8:9, 8:170, 11:69
 Unemployment compensation, 6:117

TERMINATION

Acquisitions, 7:27
 Age discrimination statutes, 7:81,
 7:82, 11:69
 Agents of employers, 3:91
 Audits, 7:74
 Backpay, 6:113, 7:26, 8:5, 8:14, 8:30
 Burden of proof, 5:10, 5:31, 5:51,
 5:79, 6:27, 6:68, 6:84, 7:7,
 7:26, 7:37, 7:74, 7:81, 7:90,
 8:5, 8:19, 8:24, 8:48, 10:37,
 11:69
 Cause, 3:91, 4:9, 4:11, 4:14, 4:22,
 4:24, 5:31, 5:59, 5:63, 5:80 to
 5:82, 6:15, 6:18, 6:20 to 6:22,
 6:29, 6:30, 6:34, 6:35, 6:62,
 6:113, 6:116, 7:13, 7:20, 7:26,
 7:27, 7:30, 7:32, 7:34, 7:46,
 7:50, 7:59, 7:65, 7:71, 7:74,
 7:75, 7:81 to 7:83, 7:86, 7:90,
 7:106, 7:107, 7:110, 7:114,
 8:11, 8:41, 8:62, 10:11, 10:12,
 10:32 to 10:35, 10:37 to 10:39,
 11:69
 Compensation terms, 5:77, 5:80
 Consideration, 3:51, 4:41, 5:19, 5:51,
 5:63, 5:64, 5:68, 5:71, 5:72,
 5:76, 5:79 to 5:81, 6:29, 6:74,
 6:84, 6:128, 7:7, 7:27, 7:63,
 7:65, 7:81, 7:82, 7:110, 7:112,
 7A:12, 8:5, 8:67, 9:28, 10:22,
 10:36, 11:69
 Conspiracy, 6:123, 10:39

INDEX

TERMINATION—Cont'd

Constructive discharge, 4:11, 4:12, 5:51, 6:7, 6:22, 6:62, 7:26, 7:46, 7:112, 8:67

Customers, 6:125, 7:26, 7:27, 7:40, 7:46, 7:74, 7:105, 7:106

Damages, 3:78, 3:91, 4:11, 5:3, 5:31, 5:80, 5:82, 5:86, 6:62, 6:74, 6:109, 6:113, 6:128, 6:129, 7:26, 7:27, 7:90, 7A:5, 8:11, 8:14, 8:15, 8:18 to 8:20, 8:24, 8:29, 8:31, 8:33, 8:34, 8:36, 8:38, 8:39, 8:41, 8:43, 8:48, 8:57, 8:62, 8:64, 8:67 to 8:69, 8:84, 8:85, 8:87, 8:100, 8:102, 8:120, 8:121, 10:32, 10:34, 10:38, 11:69

Defined benefit plans, 3:36

Disclaimers, 7:99

Employee Retirement Income Security Act, 4:41, 5:20, 5:72, 5:82, 7:90

Errors, 6:128, 7:26, 8:33

Evidence, 3:45, 3:64, 3:78, 3:91, 4:9, 4:11, 4:12, 4:17, 4:22, 4:24, 4:41, 5:7, 5:10, 5:13, 5:19, 5:20, 5:31, 5:51, 5:77 to 5:79, 5:82, 5:83, 5:86, 6:7, 6:16, 6:18 to 6:21, 6:29, 6:34, 6:35, 6:62, 6:84, 6:120, 6:123, 6:125, 6:127 to 6:129, 7:7, 7:10, 7:11, 7:13, 7:20, 7:26, 7:27, 7:30, 7:32, 7:34, 7:36 to 7:40, 7:46 to 7:50, 7:52, 7:55, 7:57, 7:59, 7:61 to 7:63, 7:65, 7:71, 7:72, 7:74, 7:75, 7:81 to 7:83, 7:86, 7:90, 7:99, 7:101, 7:102, 7:105 to 7:112, 7:114, 7:116, 7A:5, 8:5, 8:14, 8:19, 8:20, 8:29, 8:31, 8:33, 8:38, 8:39, 8:43, 8:57, 8:62, 8:64, 8:67, 8:84, 8:85, 8:87, 8:100, 8:102, 8:120, 8:129, 10:2, 10:12, 10:22, 10:34, 10:39, 11:69

Fair dealing, 10:38

Federal employment, 9:10, 11:69

Forum, 5:82, 6:29, 6:35, 6:68, 6:117, 7A:5, 7A:12, 9:28

Fraud, 3:64, 5:51, 5:71, 5:80, 6:17, 6:35, 7A:5

TERMINATION—Cont'd

Front pay, 4:11, 8:5, 8:19, 8:20, 8:29, 8:31, 8:33, 8:38, 8:39, 8:57, 8:62, 8:64, 8:67 to 8:69, 8:135

General discussion, 10:31

Good faith and fair dealing, 10:38

Insubordination, 4:24, 6:125, 7:74, 7:106, 7:108

Intent to discriminate, 4:41, 5:31, 6:123, 7:86, 7:111, 7:112

Intentional infliction of emotional distress, 10:39

Interference with contractual relations, 10:39

Internal Revenue Service, 9:10

Intolerable working conditions, 7:46

Labor Department, 8:129

Legitimate expectations, 7:7, 7:13, 7:27, 7:34, 7:36 to 7:40, 7:49, 7:52, 7:55, 7:57, 7:102, 10:37

Legitimate nondiscriminatory explanation, 7:74, 7:81

Length of service, 4:41, 5:51

Lost earnings, 8:29, 8:57, 8:62

Mitigation of damages, 8:39, 8:48

Motives, 5:31, 6:74, 7:13, 7:48, 7:50, 7:74, 7:81 to 7:83, 7:108, 7:112

Performance appraisals, 7:40, 7:106

Performance standards, 7:36

Permanent employment, 6:18, 6:29, 10:37

Pleadings, 6:29, 6:62, 6:84, 6:113

Prima facie case, 3:78, 4:11, 4:22, 4:41, 5:19, 5:51, 6:8, 6:21, 6:62, 6:84, 6:120, 7:7, 7:10, 7:11, 7:13, 7:20, 7:26, 7:27, 7:30, 7:32, 7:34, 7:36 to 7:39, 7:46 to 7:50, 7:52, 7:55, 7:57, 7:59, 7:61 to 7:63, 7:65, 7:71, 7:72, 7:74, 7:75, 7:81, 7:86, 7:90, 7:99, 7:101, 7:102, 7:105 to 7:108, 7:110 to 7:112, 7:114, 9:28, 10:22, 11:69

Privacy, 7:74

Promissory estoppel, 10:39

Punitive damages, 6:113, 7:26, 8:11, 8:85, 8:120, 10:34, 10:38

Reinstatement, 3:12, 5:13, 6:15, 6:74, 6:113, 7:26, 7:105, 7:108, 7A:5, 8:5, 8:11, 8:24, 8:33,

TERMINATION—Cont'd

8:34, 8:57, 8:62, 8:64, 8:67,
8:135, 8:141
Release of liability, 4:17, 5:63, 5:86,
8:100
Remedies, 6:7, 6:8, 6:15, 6:18, 6:29,
6:35, 6:68, 6:106, 6:109, 6:113,
6:117, 7:27, 7A:5, 8:5, 8:11,
8:14, 8:15, 8:18 to 8:20, 8:22,
8:24, 8:29 to 8:31, 8:33, 8:34,
8:36, 8:38, 8:39, 8:41, 8:43,
8:48, 8:51, 8:57, 8:62, 8:64,
8:67 to 8:69, 8:84, 8:85, 8:87,
8:100, 8:102, 8:120, 8:121,
8:129, 8:135, 8:141, 9:10,
10:34, 10:38, 10:39
Replacement requirement, 7:49
Settlement, 5:63, 5:64, 5:71, 5:76,
5:80 to 5:83, 5:86, 6:35, 6:109,
6:113, 6:128, 7:52, 7:83, 8:11,
8:33, 8:36, 8:41, 8:48, 9:28
State law, 3:45, 4:22, 5:3, 6:38, 6:39,
6:68, 6:117, 7A:12, 8:120, 10:2,
10:12, 10:22, 10:31, 10:33,
10:34, 10:36, 10:37, 10:39,
11:69
Suspension, 3:36, 4:22, 6:7, 6:57,
7:26, 7:27, 7:46, 7:112, 9:28,
10:12
Tax, 3:64, 5:46, 7:65, 8:11, 8:29,
10:2
Timing, 4:12, 4:22, 6:120, 6:125,
7:27, 7:40, 7:47, 7:48, 7:83,
8:24
Uniformed Services Employment and
Reemployment Rights Act, 3:91,
7:75
Unworthy of belief, 7:10, 7:74, 7:83
Wrongful termination, 6:7, 6:68,
7:83, 8:14, 8:19, 8:39, 8:57,
8:62, 10:33, 11:70

TESTS

Disparate impact, 5:16, 7:90

TEXAS

Age Discrimination in Employment
Act, 2:1, 3:76, 5:9, 5:12, 5:44,
5:57, 6:53 to 6:55, 6:116, 7:2,
7:6, 7:8, 7:13, 7:46, 7:57, 7:65,
7:72, 7:76, 7:77, 7:79, 7:81,

TEXAS—Cont'd

7:83, 7:86, 7:105, 7:106, 7:112,
7:114, 8:7, 8:67, 8:117, 8:120,
8:130, 8:160, 10:39, 11:40,
11:69
Age discrimination, 2:1, 3:76, 5:9,
5:12, 5:44, 5:57, 6:53 to 6:55,
6:116, 7:2, 7:6, 7:8, 7:13, 7:46,
7:57, 7:65, 7:72, 7:76, 7:77,
7:79, 7:81, 7:83, 7:86, 7:105,
7:106, 7:112, 7:114, 8:7, 8:67,
8:117, 8:120, 8:130, 8:160,
10:39, 11:40, 11:69, 11:71
Assignments, 5:12, 7:46, 10:39
Child labor, 5:12
Color discrimination, 7:106
Compensation, 2:1, 6:55, 7:6, 7:46,
7:65, 7:83, 8:120
Conditions of employment, 7:46
Constitutionality, 10:13
Employment agencies, 2:1, 7:2
Employment practices, 2:1, 11:69
Evidence, 2:1, 5:9, 5:12, 5:57, 6:54,
7:2, 7:6, 7:8, 7:13, 7:46, 7:57,
7:65, 7:72, 7:76, 7:77, 7:79,
7:81, 7:83, 7:86, 7:105, 7:106,
7:112, 7:114, 8:67, 8:117,
8:120, 8:160, 10:39, 11:40,
11:69
Exemptions, 2:1, 5:9, 5:12, 5:44,
5:57
Harassment, 7:6, 7:46, 7:81
Health, 2:1, 3:76, 5:9, 5:12, 5:44,
6:116, 7:13, 7:57, 7:77, 7:83,
7:86, 8:7, 8:67
Hiring practices, 2:1
Life insurance, 10:39
Mail, 6:54, 6:55, 7:83
Mandatory retirement, 5:9, 10:13
National origin discrimination, 7:81
Notice, 3:76, 6:53 to 6:55, 7:86
Pregnancy discrimination, 7:76
Privileges of employment, 2:1, 7:6
Religious discrimination, 7:76
Remedies, 2:1, 3:76, 6:53, 7:77, 8:7,
8:67, 8:117, 8:120, 8:130,
8:160, 10:39
Seniority systems, 5:12

INDEX

TEXAS—Cont'd

State statutes, 3:76, 7:81, 8:120,
11:40, 11:69, 11:71
Technical assistance, 7:86
Termination of employment, 7:46
Terms, 2:1, 5:44, 7:6, 7:46, 7:65,
7:76, 7:86, 11:69

THREATS

National Labor Relations Board, 7:46

TITLE VI

Attorney General, 11:32, 11:46
Causation, 11:40
Counsel, 11:64
Evidence, 11:39, 11:40
Intent, 11:33, 11:39, 11:48, 11:63
Notice, 11:32
Prima facie case, 11:39
Private actions, 11:33
Rehabilitation Act, 11:39, 11:64

TITLE VII

Administration, 2:3, 3:56, 3:81, 4:4,
4:8, 4:20, 5:2, 5:7, 5:10, 5:17,
5:94, 6:5, 6:54, 6:102, 6:126,
7:27, 7A:1, 8:44, 9:55, 11:2,
11:60
Administrative exemptions, 5:94
Age Discrimination in Employment
Act, 2:1 to 2:3, 3:5, 3:12, 3:14
to 3:16, 3:18, 3:19, 3:22, 3:23,
3:26, 3:37, 3:38, 3:40, 3:44,
3:45, 3:48, 3:49, 3:51 to 3:53,
3:56, 3:58, 3:61 to 3:65, 3:74,
3:81 to 3:85, 3:87 to 3:89, 3:91,
3:94, 3:95, 4:1, 4:4, 4:7, 4:8,
4:13 to 4:15, 4:17 to 4:20, 4:22
to 4:28, 4:42, 5:2, 5:7, 5:10,
5:12, 5:14, 5:16, 5:17, 5:20,
5:42, 5:55 to 5:59, 5:80 to 5:82,
5:88, 5:93, 5:94, 6:2, 6:4 to 6:6,
6:10, 6:11, 6:15 to 6:17, 6:22,
6:23, 6:25, 6:26, 6:29, 6:37,
6:41, 6:42, 6:46, 6:47, 6:49,
6:50, 6:52, 6:54, 6:55, 6:58,
6:72, 6:74, 6:89, 6:91, 6:95,
6:99 to 6:105, 6:107 to 6:109,
6:111 to 6:118, 6:120, 6:121,
6:123, 6:125 to 6:127, 7:1 to
7:3, 7:6 to 7:8, 7:13, 7:15, 7:19,

TITLE VII—Cont'd

7:25 to 7:27, 7:30, 7:33, 7:43,
7:46, 7:57, 7:58, 7:61, 7:62,
7:65, 7:72 to 7:91, 7:97, 7:101,
7:102, 7:104, 7:107, 7:112,
7:114, 7:115, 7:118, 7A:1, 7A:2,
7A:4, 7A:5, 7A:8, 7A:11,
7A:12, 7A:16 to 7A:18, 8:1,
8:4, 8:5, 8:21, 8:26, 8:29, 8:30,
8:36, 8:38, 8:39, 8:42, 8:44,
8:57, 8:62, 8:66 to 8:68, 8:112,
8:120, 8:122, 8:123, 8:127,
8:129, 8:130, 8:135, 8:142,
8:147, 8:148, 8:151, 8:155,
8:162, 8:175, 9:1, 9:2, 9:13,
9:21, 9:28, 9:33, 9:40, 9:41,
9:43, 9:44, 9:46, 9:48, 9:49,
9:52, 9:54, 9:55, 9:57 to 9:59,
9:65, 9:66, 10:3, 10:22, 11:1,
11:2, 11:4, 11:40, 11:60, 11:62,
11:66 to 11:68
Aggrieved individuals, 2:1, 3:23,
6:102, 6:107, 6:108
Alternative dispute resolution, 7A:2
Arbitration agreements, 5:82, 6:107,
6:111, 6:113, 7:118, 7A:1, 7A:2,
7A:5, 7A:8, 7A:11, 7A:12,
7A:16, 7A:18, 8:129
Arbitration proceedings, 7A:5
Attorneys, 2:3, 3:23, 3:26, 4:25,
5:80, 6:29, 6:113, 6:114, 6:121,
7:6, 8:1, 8:151
Backpay, 4:1, 6:112, 6:113, 7:3,
7:26, 7A:8, 8:5, 8:21, 8:26,
8:30, 8:44, 8:112, 8:122, 8:151,
8:175, 9:41, 9:59
Bona fide occupational qualifications,
5:14
Bonuses, 5:56, 7:46, 8:29
Class actions, 5:81, 6:89, 6:113,
7:77, 7:78
Complaints, 4:23, 4:26, 6:4, 6:5,
6:37, 6:89, 6:120, 6:125, 6:126,
7:3, 7:15, 7:25 to 7:27, 7:30,
7:74, 7:76, 7:83, 7:97, 9:21,
9:28
Conciliation, 4:14, 4:15, 6:2, 6:5,
6:6, 6:10, 6:11, 6:15, 6:47, 6:49,
6:50, 6:54, 6:58, 6:89, 6:91,
6:99, 6:102 to 6:104, 6:121,
6:126, 6:127, 7A:2, 7A:5,

TITLE VII—Cont'd

8:142, 9:1, 11:66
 Confidentiality, 4:22, 6:121, 7:74
 Continuing violations, 6:22, 8:29, 9:44
 Counsel, 2:1, 4:22, 5:80, 5:82, 6:5, 6:6, 6:10, 6:29, 6:47, 6:54, 6:55, 6:58, 6:72, 6:108, 6:113, 6:120, 6:123, 6:127, 7:13, 7:30, 7:75, 7:97, 7:114, 7A:17, 8:162, 9:48
 Damages, 2:1, 3:91, 3:94, 3:95, 5:80, 5:82, 6:26, 6:74, 6:95, 6:107, 6:109, 6:112, 6:113, 6:121, 7:3, 7:26, 7:27, 7:77, 7:90, 7:118, 7A:5, 7A:8, 7A:11, 8:1, 8:4, 8:21, 8:26, 8:29, 8:36, 8:38, 8:39, 8:42, 8:44, 8:57, 8:62, 8:66 to 8:68, 8:112, 8:120, 8:127, 8:142, 8:147, 8:148, 8:175, 9:13, 9:33, 9:41, 9:57, 10:3, 10:34, 11:2, 11:60, 11:66, 11:68
 Discharge cases, 6:15, 6:22, 7:46, 7:61, 7:75
 Disclosures, 5:80, 6:29
 Elected officials, 3:22, 3:23, 11:4
 Employment agencies, 2:1, 3:12, 3:51, 3:87, 3:88, 4:1, 4:13, 4:14, 4:28, 5:56, 7:2, 7:85, 8:148
 Equal Access to Justice Act, 8:155, 9:66
 Equal Employment Opportunity Commission, 2:1, 2:3, 3:5, 3:37, 3:38, 3:44, 3:52, 3:63, 3:65, 3:87 to 3:89, 4:1, 4:4, 4:7, 4:14, 4:15, 4:19, 4:22, 4:24, 4:25, 4:27, 4:28, 5:2, 5:42, 5:55, 5:80, 5:82, 5:94, 6:2, 6:4 to 6:6, 6:15 to 6:17, 6:37, 6:42, 6:46, 6:47, 6:49, 6:52, 6:54, 6:58, 6:89, 6:91, 6:95, 6:99 to 6:105, 6:107 to 6:109, 6:111 to 6:116, 6:120, 6:121, 6:125 to 6:127, 7:84, 7:85, 7:118, 7A:8, 7A:16, 8:1, 8:30, 8:57, 8:129, 8:155, 8:175, 9:1, 9:13, 9:21, 9:28, 9:33, 9:40, 9:43, 9:44, 9:46, 9:49, 9:55, 9:59, 9:66, 11:7, 11:60, 11:67

TITLE VII—Cont'd

Estoppel, 6:15, 6:29, 6:50, 6:52, 6:55, 6:74, 6:95, 6:114 to 6:118, 9:44, 9:48
 Evidence, 2:1, 2:2, 3:18, 3:37, 3:45, 3:49, 3:56, 3:64, 3:89, 3:91, 3:94, 4:1, 4:4, 4:7, 4:8, 4:17, 4:22, 4:24, 4:25, 4:42, 5:2, 5:7, 5:10, 5:12, 5:14, 5:16, 5:17, 5:20, 5:42, 5:56, 5:57, 5:82, 6:5, 6:16, 6:26, 6:29, 6:46, 6:47, 6:54, 6:72, 6:101, 6:120, 6:121, 6:123, 6:125 to 6:127, 7:2, 7:3, 7:6 to 7:8, 7:13, 7:15, 7:19, 7:25 to 7:27, 7:30, 7:33, 7:43, 7:46, 7:57, 7:58, 7:61, 7:62, 7:65, 7:72 to 7:91, 7:97, 7:101, 7:102, 7:107, 7:112, 7:114, 7:115, 7A:4, 7A:5, 7A:17, 8:4, 8:5, 8:29, 8:38, 8:39, 8:42, 8:44, 8:57, 8:62, 8:66, 8:67, 8:120, 8:127, 8:129, 9:1, 9:2, 9:21, 9:41, 10:3, 10:22, 10:34, 11:2, 11:40, 11:66, 11:67
 Exhaustion of remedies, 6:2, 6:41, 9:21
 Expenses, 3:18, 5:42, 7:107, 8:36, 8:38, 10:3
 Federal agency, 6:58, 6:112, 6:118, 7:57
 Federal employment, 3:81, 6:52, 8:175, 9:1, 9:2, 9:43, 9:44, 9:52, 9:54, 9:55, 9:59
 Filing of charges with state and local agencies, 4:22
 Fringe benefits, 6:25, 8:36, 8:38
 Hiring, 2:1, 2:2, 3:15, 3:18, 3:85, 3:88, 3:91, 4:1, 4:4, 4:27, 4:28, 5:2, 5:7, 5:10, 5:12, 5:17, 5:59, 6:16, 6:23, 6:95, 6:112, 6:123, 7:2, 7:13, 7:26, 7:46, 7:65, 7:72, 7:74 to 7:77, 7:85, 7:86, 7:88, 7:90, 7:104, 7:107, 7:114, 8:44, 8:129, 8:135, 8:175, 9:1, 9:41, 10:22, 11:41, 11:60, 11:67
 Intervention, 2:1, 6:112, 6:113, 7:118, 7A:17
 Investigations, 3:5, 3:58, 3:95
 Jurisdiction, 3:45, 3:56, 3:81, 3:83, 3:85, 3:89, 3:91, 5:58, 5:59,

INDEX

TITLE VII—Cont'd

5:82, 6:2, 6:4, 6:6, 6:11, 6:52,
6:54, 6:58, 6:72, 6:74, 6:100,
6:103, 6:107, 6:111, 6:113,
6:117, 6:121, 7A:2, 7A:5,
7A:17, 8:1, 8:130, 9:28, 9:43,
9:44, 9:52, 9:66, 10:3, 11:67
Local governments, 2:1, 3:74, 5:7,
7:1, 9:58, 10:3, 10:22
Mistakes, 7:74
Notice, 3:16, 3:65, 4:14, 5:17, 5:59,
5:81, 6:2, 6:4 to 6:6, 6:10, 6:11,
6:15 to 6:17, 6:22, 6:29, 6:50,
6:52, 6:54, 6:55, 6:58, 6:89,
6:91, 6:102, 6:103, 6:107,
6:120, 7:26, 7:86, 7:118, 7A:4,
7A:11, 8:135, 9:1, 9:2, 9:13,
9:21, 9:28, 9:40, 9:43, 9:44,
9:46, 9:48, 9:49
Parties, 2:1, 3:12, 3:14, 3:16, 3:18,
3:19, 3:45, 3:51, 3:84, 3:87,
4:7, 4:19, 5:10, 5:59, 5:80,
5:82, 6:4 to 6:6, 6:10, 6:29,
6:37, 6:46, 6:47, 6:49, 6:54,
6:72, 6:95, 6:104, 6:109, 6:112
to 6:115, 6:117, 6:120, 6:121,
6:125, 6:126, 7:6, 7:13, 7:19,
7:27, 7:33, 7:46, 7:65, 7:81,
7:83, 7:84, 7:86, 7:87, 7:118,
7A:1, 7A:2, 7A:5, 7A:8, 7A:12,
7A:16, 7A:17, 8:21, 8:29, 8:57,
8:62, 8:67, 8:68, 8:122, 8:127,
8:151, 8:155, 9:13, 9:21, 9:28,
9:54, 11:67
Pleadings, 6:5, 6:29, 6:113, 7:97
Private actions, 6:95, 7:118
Private employers, 6:55, 8:151, 9:28,
9:41, 9:49, 11:66
Production of documents, 6:100
Punitive damages, 6:107, 6:113,
7:26, 7A:8, 8:120, 10:34, 11:2,
11:68
Retaliation, 2:1, 3:5, 3:12, 3:81,
3:82, 3:91, 4:1, 4:8, 4:13 to
4:15, 4:17 to 4:20, 4:22 to 4:26,
5:58, 5:81, 6:5, 6:6, 6:37, 6:115,
6:117, 7:3, 7:6, 7:25 to 7:27,
7:30, 7:46, 7:65, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:30, 8:67,
8:127, 8:129, 9:1, 9:2, 9:21,

TITLE VII—Cont'd

9:28, 9:33, 9:43, 9:55, 9:58,
11:66, 11:68
Section 1981, 11:67
Seniority, 2:2, 3:15, 4:42, 5:12, 5:16,
5:17, 5:55, 5:56, 6:25, 6:26,
6:112, 7:7, 7:15, 7:62, 7:76,
7:88, 7:112, 7A:12, 8:26, 8:29,
8:38, 8:44, 8:135
Service, 3:14, 3:23, 3:91, 4:7, 4:14,
4:42, 5:7, 5:12, 5:17, 5:20,
5:42, 5:55, 5:56, 5:59, 6:6,
6:23, 6:25, 6:47, 6:55, 6:113,
6:115, 6:118, 7:7, 7:26, 7:46,
7:57, 7:74, 7:76, 7:85, 7:86,
7:90, 7:112, 8:36, 8:67, 8:122,
8:127, 8:151, 9:1, 9:2, 9:28,
9:44, 9:54, 9:57, 10:3, 10:22
Settlements, 2:1, 6:47, 6:113, 7:118,
7A:5
State governments, 3:74, 9:41
State laws, 5:94, 7A:2, 10:34
Statistical evidence, 5:42, 6:120,
6:123, 7:57, 7:61, 7:62, 7:65,
7:77, 7:87, 7:88, 7:90, 7:91,
7:102
Statutory exceptions, 7:65
Subpoenas, 6:100
Termination cases, 6:22, 8:129
Terms, 2:1, 2:3, 3:23, 3:45, 3:56,
3:64, 3:81, 3:85, 3:87, 3:91,
4:1, 4:7, 4:14, 4:17, 4:20, 4:25,
5:2, 5:7, 5:16, 5:55, 5:56, 5:59,
5:80, 5:81, 5:88, 6:5, 6:16,
6:17, 6:41, 6:47, 6:74, 6:91,
6:107, 6:111, 6:113, 6:115, 7:3,
7:6, 7:15, 7:26, 7:30, 7:33,
7:43, 7:46, 7:65, 7:76, 7:86,
7:88 to 7:90, 7:102, 7:118,
7A:1, 7A:2, 7A:5, 7A:11,
7A:12, 7A:17, 8:1, 8:44, 8:142,
8:155, 9:1, 9:2, 9:21, 9:65, 11:4,
11:41, 11:60, 11:66
Transfer cases, 7:7
Trial, 3:82, 4:7, 4:22, 4:24, 5:7, 5:12,
5:17, 5:81, 5:93, 6:42, 6:47,
6:50, 6:54, 6:58, 6:72, 6:74,
6:91, 6:111, 6:113, 6:116, 6:120,
6:123, 6:125 to 6:127, 7:7,
7:27, 7:43, 7:61, 7:62, 7:65,
7:73, 7:74, 7:76 to 7:78, 7:81,

TITLE VII—Cont'd

7:83, 7:85, 7:86, 7:90, 7:97,
7:112, 7:114, 7:118, 7A:4,
7A:12, 8:5, 8:26, 8:29, 8:36,
8:62, 8:67, 8:68, 8:122, 8:123,
8:129, 8:135, 8:142, 8:148,
8:151, 8:162, 9:41, 9:54, 9:66,
11:68

Unions, 3:51, 3:81, 3:85, 4:20, 4:26,
5:58, 5:59, 6:112, 7:2, 7:58,
7A:1, 7A:2, 7A:5, 8:130

Venue, 6:113, 7:58, 7A:8, 9:52

Worksharing agreements, 6:2, 6:15,
6:58

TRANSPORTATION

Child labor, 5:12

Drivers, 5:5, 5:10 to 5:12, 7A:10

Minimum wages, 8:144

TWO-TAILED

Statistics, 7:59

UNDERLYING DISCRIMINATION

Retaliation, 4:15, 6:6

**UNEMPLOYMENT
COMPENSATION**

Misconduct, 6:117

UNIFORMS

Benefits, 8:31

Fringe benefits, 8:31

UNION MEMBERS

Appeal, 3:86

Complaint, 3:86, 6:112

Contracts, 7A:12

Damages, 2:4, 3:86, 6:112, 7A:9

Employee, 1:4, 2:4, 3:85, 3:86, 4:12,
4:27, 6:112, 7:58, 7A:9, 7A:12

Employer, 1:4, 3:5, 3:85, 3:86, 4:12,
4:27, 6:112, 7:58, 7A:9, 7A:12

Enforcement, 2:4, 3:5, 3:86, 6:112,
7A:9

Equitable relief, 3:5, 6:112

Hearing, 3:86, 7:58, 7A:9

Jurisdiction, 2:4, 3:85

Labor organization, 3:85, 4:12, 4:27,
7:58

Litigation, 3:86, 6:112, 7:58, 7A:9

Notice, 3:86, 7A:9

UNION MEMBERS—Cont'd

Officers, 4:12, 6:112

Parties, 3:86, 4:12, 6:112, 7A:9,
7A:12

Plaintiffs, 1:4, 3:5, 4:12, 4:27

Procedure, 7A:12

Relief, 1:4, 2:4, 3:5, 3:86, 4:12,
6:112, 7:58, 7A:9

Remedies, 2:4

Union member, 6:112, 7:58

Venue, 7:58

Waiver, 4:12, 7A:12

UNITED STATES

National Labor Relations Act, 3:81,
3:85, 3:89, 3:90, 8:30

USERRA

Benefits, 7:75, 8:98, 8:124

Discipline, 3:91

Federal government, 8:83, 8:91,
8:98, 8:102, 8:124

Parties, 8:124

Retaliation, 3:91, 8:102

Termination of employment, 7:75

UTAH

Age Discrimination in Employment
Act, 6:54, 6:72, 6:80, 6:117

Age discrimination, 6:54, 6:72, 6:80,
6:117, 11:71

Appeals, 6:54

Compensation, 6:117

Conciliation, 6:54

Dispute, 6:54

Evidence, 6:54, 6:72

Notice, 6:54, 6:80

Remedies, 6:117

State statutes, 11:71

Unemployment compensation, 6:117

VACATIONS

Age discrimination, 5:29, 5:43, 8:50

VALIDITY

Statistics, 7:95

VENUE

ADA, 6:113, 7:58, 7A:8

INDEX

VENUE—Cont'd

Age Discrimination in Employment Act, **6:66, 6:113, 7:58, 7A:8, 9:52**
Equal Pay Act, **7:58**
National Labor Relations Board, **6:113**

VERIFICATION

Age Discrimination in Employment Act, **6:15, 7A:11**

VERMONT

Age discrimination, **10:33, 11:71**
At-will employment, **10:33**
State statutes, **11:71**

VESTING

Employee Retirement Income Security Act, **4:38, 4:41, 5:20**

VICARIOUS LIABILITY

Age discrimination, **3:91, 4:23**
Agency principles, **3:91**
Distribution, **4:23**
Harassment, **4:23**
Hostile environment, **4:23**
Individual liability, **3:91**
Supervisors, **3:91, 4:23**
Tangible employment action, **3:91**

VIOLATIONS

Federal employment, **2:4, 7A:6, 9:44, 11:69**

VIRGIN ISLANDS

Age discrimination, **11:71**

VIRGINIA

Age Discrimination in Employment Act, **2:1, 6:66, 6:98, 7:13, 7:46, 7:80, 7:110, 8:74, 8:152, 8:164, 8:173**
Age discrimination, **2:1, 6:66, 6:98, 7:13, 7:46, 7:80, 7:110, 8:74, 8:152, 8:164, 8:173, 10:24, 11:71**
Assignments, **7:46**
Child labor, **10:24**
Compensation, **2:1, 7:46**
Conditions of employment, **7:46**
Employment agencies, **2:1**

VIRGINIA—Cont'd

Employment practices, **2:1, 7:110**
Evidence, **2:1, 6:98, 7:13, 7:46, 7:80, 7:110**
Exemptions, **2:1**
Findings, **8:152**
Harassment, **7:46**
Health, **2:1, 7:13, 8:152**
Hiring practices, **2:1**
Investigations, **6:98**
Minimum wages, **10:24**
Privileges of employment, **2:1**
Remedies, **2:1, 7:80, 8:74, 8:152, 8:164, 8:173**
Reports, **2:1, 7:46**
State statutes, **11:71**
Subpoena, **2:1, 6:98**
Termination of employment, **7:46**
Terms, **2:1, 7:46, 7:110, 8:152, 8:164, 10:24**

WAGES

Defined, **3:85, 3:87, 4:5, 5:16, 5:27, 5:31, 6:75, 8:148**
National Labor Relations Act, **3:85, 3:86, 7A:9, 8:30**

WAITING PERIODS

Age Discrimination in Employment Act, **5:63, 5:90, 6:58**

WAIVER

Age Discrimination in Employment Act, **3:6, 3:29, 3:73, 3:90, 4:12, 4:16, 4:17, 5:22, 5:24, 5:63 to 5:65, 5:67 to 5:82, 5:84, 5:86, 5:87, 5:90, 5:92, 5:93, 6:9, 6:13, 6:15, 6:27, 6:29, 6:51, 6:52, 6:63, 6:73, 6:76, 6:77, 6:98, 6:111, 6:128, 7:28, 7A:1, 7A:4 to 7A:7, 7A:11, 7A:12, 8:100, 8:142, 8:152, 8:175, 9:2, 9:8, 9:10, 9:13, 9:33, 9:48, 9:58, 9:59, 9:65, 9:66, 11:26**
Compulsory arbitration, **6:111, 7A:5, 7A:11**
National Labor Relations Act, **3:90, 5:82**

WASHINGTON

Age Discrimination in Employment Act, **3:76, 5:58, 5:78, 6:12, 7:7, 9:29**

WASHINGTON—Cont'd

Age discrimination, 3:76, 5:58, 5:78, 6:12, 7:7, 9:29, 11:42, 11:71
 Appeals, 3:76, 5:58, 7:7, 9:29, 11:42
 Complaints, 6:12, 9:29
 Costs, 9:29
 Evidence, 5:78, 7:7, 9:29
 Exemptions, 5:58, 5:78
 Harassment, 5:58
 Minimum wages, 5:58
 Notice, 3:76, 9:29
 Race discrimination, 7:7
 Remedies, 3:76, 9:29
 Retirement benefits, 3:76
 Sanctions, 9:29
 State statutes, 3:76, 11:42, 11:71
 Terms, 5:78

WEST VIRGINIA

Age Discrimination in Employment Act, 6:98, 8:152, 8:164, 8:173
 Age discrimination, 6:98, 8:152, 8:164, 8:173, 11:71
 Evidence, 6:98
 Health, 8:152
 Investigations, 6:98
 Remedies, 8:152, 8:164, 8:173
 State statutes, 11:71
 Terms, 8:152, 8:164

WILLFULNESS

Age Discrimination in Employment Act, 3:94, 5:2, 5:60, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:127, 8:161
 Liquidated damages, 3:94, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:161

WISCONSIN

Age Discrimination in Employment Act, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 8:161
 Age discrimination, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 8:161, 11:58, 11:71

WISCONSIN—Cont'd

Compensation, 6:117, 7:118
 Conciliation, 6:36
 Discrimination, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 8:161, 11:58, 11:71
 Employment practices, 6:107, 6:113
 Evidence, 6:33, 7:47, 8:161
 Health, 6:117, 7:47
 Hearings, 6:113
 Judicial remedies, 6:33
 Notice, 6:33, 6:36, 6:107, 7:118
 Private actions, 7:118
 Remedies, 6:33, 6:107, 6:113, 6:117, 8:161
 Retaliation, 6:117, 8:161
 State statutes, 11:58, 11:71
 Terms, 6:33, 6:107, 6:113, 7:47, 7:118, 8:161
 Unemployment compensation, 6:117

WITHHOLDING

Disability benefits, 4:6, 4:36, 5:28, 5:32
 Retaliation, 3:12, 4:14, 4:19, 4:24, 8:129
 Sick leave, 5:28

WORK HOURS

National Labor Relations Board, 7:46

WORKING CONDITIONS

National Labor Relations Act, 3:89, 5:82
 National Labor Relations Board, 5:82, 7:46

WORKSHARING AGREEMENTS

Age Discrimination in Employment Act, 6:2, 6:15, 6:43, 6:58
 Title VII, 6:2, 6:15, 6:58

WRONGFUL DISCHARGE

National Labor Relations Act, 8:30
 Railway Labor Act, 5:2, 5:11

WYOMING

Age Discrimination in Employment Act, 3:73, 3:74, 3:76, 5:3, 5:8, 7:37, 10:22
 Age discrimination, 3:73, 3:74, 3:76, 5:3, 5:8, 7:37, 10:22, 11:71

INDEX

WYOMING—Cont'd

Compensation, **5:8**
Complaints, **3:73**
Constitutionality, **3:74**
Evidence, **5:8, 7:37, 10:22**
Exemptions, **5:3, 5:8**
Mandatory retirement, **5:3, 5:8**

WYOMING—Cont'd

Notice, **3:76**
Permits, **5:3, 10:22**
Remedies, **3:76**
Sex discrimination, **10:22**
State statutes, **3:76, 11:71**
Terms, **3:73, 5:8**