

Table of Contents

CHAPTER 1. OVERVIEW OF AN EMPLOYMENT DISPUTE

I. EMPLOYMENT LAW AND SOURCES OF CONFLICT

- § 1:1 “Employment-at-will” doctrine and bases of suit
- § 1:2 Burgeoning area of employment litigation
- § 1:3 Increase in discrimination cases
- § 1:4 Increase in wage and hour claims
- § 1:5 Misclassifications of workers and the gig economy
- § 1:6 Sources of employment law and doctrine of preemption
- § 1:7 Anti-discrimination statutes
- § 1:8 Administrative interpretations in discrimination matters
- § 1:9 Other aspects of employment governed by statute
- § 1:10 Differences between federal and state regulation of similar subjects
- § 1:11 Regulation of wages and benefits including leave laws
- § 1:12 Living and prevailing wages
- § 1:13 Health, safety, and fitness to work
- § 1:14 Worker privacy
- § 1:15 Internet, e-mail, and social media issues
- § 1:16 Public policy and whistleblowing laws
- § 1:17 Common law claims
- § 1:18 Contract claims
- § 1:19 Tort claims
- § 1:20 Public sector employees
- § 1:21 Traditional labor

II. GENERAL PROGRESSION OF EMPLOYMENT DISPUTES

- § 1:22 Avoiding litigation should be first priority
- § 1:23 Class and collective actions
- § 1:24 Alternative dispute resolution
- § 1:25 Mandatory arbitration clauses and class action waivers
- § 1:26 Initial considerations for counsel once dispute arises
- § 1:27 Settlement of discrimination and wage/hour cases can be difficult
- § 1:28 Choosing a forum

- § 1:29 EEOC and other federal agencies
- § 1:30 New York State Division of Human Rights and other state agencies
- § 1:31 Local enforcement agency: New York City Commission on Human Rights
- § 1:32 Bringing the suit in court
- § 1:33 Federal court

CHAPTER 2. EMPLOYMENT CONTRACTS, FORMS, POLICIES, AND DOCUMENTATION

I. INTRODUCTION

- § 2:1 Employer's right to discharge at-will employee

II. DEVELOPING EMPLOYMENT POLICIES

A. GENERALLY

- § 2:2 Anticipating and preventing disputes
- § 2:3 Nonrenewal of an employment contract as an adverse action in a discrimination case
- § 2:4 Preliminary agreement
- § 2:5 Application of traditional rules of contract formation
- § 2:6 Consideration
- § 2:7 Statute of frauds
- § 2:8 Oral contracts
- § 2:9 General statements insufficient to support contract
- § 2:10 Agreement related to future events not valid

B. WRITTEN CONTRACTS

- § 2:11 Effect of providing for annual salary
- § 2:12 Contractual restriction on termination
- § 2:13 Discharge claim
- § 2:14 Just cause for discharge
- § 2:15 Just cause for discharge or termination on notice
- § 2:16 Letters confirming employment
- § 2:17 Clear limitation of rights required
- § 2:18 Confirmatory memoranda
- § 2:19 —Duration terms create contract
- § 2:20 —Wage discussion alone not enough
- § 2:21 —Several documents combined can comprise agreement
- § 2:22 Written agreement to comply with policy can bind employer

TABLE OF CONTENTS

- § 2:23 Discharge by notice
- § 2:24 Third-party beneficiaries
- § 2:25 Defenses
- § 2:26 Damages for breach

C. MODIFYING, RENEWING, AND TERMINATING AN EXPRESS CONTRACT

- § 2:27 “No oral modification” clause
- § 2:28 Unilateral alteration of term of express contract
- § 2:29 Automatic renewal
- § 2:30 Implied renewal following expiration of contract

D. IMPLIED CONTRACT

1. General Principles

- § 2:31 Contract by implication
- § 2:32 Based on representations in manual
- § 2:33 Facts that establish reliance
- § 2:34 Explicit restrictions required
- § 2:35 General assurances are insufficient
- § 2:36 Statement of grounds for discharge
- § 2:37 Effect of establishment of disciplinary procedure
- § 2:38 Effect of invocation of grievance procedure
- § 2:39 Discretion to change policies
- § 2:40 Implied duty of good faith and fair dealing
- § 2:41 —Law firm exception
- § 2:42 — —“*Wieder*” rule
- § 2:43 Health care professional exception rejected
- § 2:44 Claim of unfair dismissal to achieve financial gain
rejected

2. Protections and Wage Claims

- § 2:45 Benefits by way of implied covenant
- § 2:46 Commissions
- § 2:47 Shareholder in close corporation
- § 2:48 Public policy limitation on at-will terminations

E. NEGOTIATING EXPRESS CONTRACT

- § 2:49 Elements of employment contracts
- § 2:50 Essential provisions
- § 2:51 Choice of law
- § 2:52 Tax planning
- § 2:53 Deferred compensation packages

- § 2:54 —Forfeiture
- § 2:55 —Alternatives to forfeiture
- § 2:56 Stock incentive plans
- § 2:57 Businesses and some executives must comply with IRC § 409A
- § 2:58 Disability provisions
- § 2:59 Fringe benefits
- § 2:60 Arbitration agreement
- § 2:61 —Contents

F. CREATING EMPLOYMENT MANUALS

- § 2:62 Generally
- § 2:63 Effect on at-will employment and other matters
- § 2:64 Work rules
- § 2:65 Clarity regarding benefits

G. TREATMENT OF EMPLOYEES

- § 2:66 Generally
- § 2:67 Protection from harassment of employees, contractors, interns, subcontractors and freelancers
- § 2:68 Protection from harassment—Harassment based on lawful activities

H. PERFORMANCE EVALUATIONS

- § 2:69 Generally
- § 2:70 Documenting performance
- § 2:71 Objective evaluation systems
- § 2:72 Self-evaluation
- § 2:73 Evaluations as instrument for discrimination
- § 2:74 Defamation claims based on evaluations
- § 2:75 Statutory period for retention of evaluations

I. EMPLOYEE DISCIPLINE

- § 2:76 Generally
- § 2:77 Employer approaches
- § 2:78 Presence of employee representatives
- § 2:79 Publication of work rules
- § 2:80 Progressive discipline policies
- § 2:81 —Increasing penalties for continuing infractions
- § 2:82 Progressive discipline as it relates to unemployment proceedings
- § 2:83 Suspension
- § 2:84 Monetary sanctions

TABLE OF CONTENTS

- § 2:85 —Fines and wages
- § 2:86 —Fines and worker's status
- § 2:87 Drawback of published rules
- § 2:88 Benefit of published rules

J. EMPLOYEE DISCHARGE

- § 2:89 Generally
- § 2:90 Constructive discharge
- § 2:91 Terminations should be documented
- § 2:92 Exit interviews
- § 2:93 —Employer's need for investigation
- § 2:94 —Rights of unionized private sector employees in
investigatory interviews
- § 2:95 —Completing documentation and employee notices.
- § 2:96 —Benefits to employee
- § 2:97 Communicating reasons for termination
- § 2:98 —Need for truthful communication
- § 2:99 — —Effect of employer's action upon administrative
proceeding

K. EMPLOYEE COMMUNICATIONS

1. Generally

- § 2:100 Need for objective criteria
- § 2:101 Effective channels of communication

2. Documentation Practices

- § 2:102 Generally
- § 2:103 Significant aspects of employment
- § 2:104 Employee self-documentation
- § 2:105 Discovery
- § 2:106 Internal investigations

L. EMPLOYMENT APPLICATIONS

- § 2:107 Generally
- § 2:108 Definition of applicant
- § 2:109 Application forms
- § 2:110 —Clarification of at-will status
- § 2:111 — —Clause barring contract suit
- § 2:112 — —Jeopardizing at-will status by requiring
employee agreement
- § 2:113 Background checks
- § 2:114 —Authorization to obtain references
- § 2:115 —Employers should document investigation

- § 2:116 Mandatory background checks
- § 2:117 Protections for employees against blanket denial of employment because of criminal convictions or arrests
- § 2:118 Required posting
- § 2:119 Conducting a background check
- § 2:120 Destroying credit reporting and background information when it is no longer used
- § 2:121 Avoiding discrimination in the application process
- § 2:122 —Preemployment assessment testing
- § 2:123 —Permissible questions
- § 2:124 —Questions about previous Workers' Compensation claims
- § 2:125 Retention of employment applications

M. RECRUITMENT AND INTERVIEW POLICIES

1. Introduction

- § 2:126 Generally

2. Specific Types of Questions

- § 2:127 Non-work-related
- § 2:128 Discriminatory
- § 2:129 Health-related
- § 2:130 —Spontaneous disclosure by applicant of disability or genetic information
- § 2:131 Nationality
- § 2:132 Citizenship
- § 2:133 Religion
- § 2:134 Age
- § 2:135 Marital or familial status
- § 2:136 Arrest history
- § 2:137 Criminal history
- § 2:138 Uniformed service status

3. Interviewing Policy

- § 2:139 Developing an interview policy
- § 2:140 Behavioral interviewing

4. Personnel Recruitment and Hiring

- § 2:141 Generally
- § 2:142 Periodic evaluation
- § 2:143 Procedures may perpetuate discrimination
- § 2:144 —Word-of-mouth recruitment
- § 2:145 Membership in protected category

TABLE OF CONTENTS

- § 2:146 Establishing and documenting policies, including policies concerning sexual harassment

5. Sexual Harassment

- § 2:147 Generally
- § 2:148 Sexual harassment training, policies and tools under New York State Law
- § 2:149 Sexual harassment training, policies and tools under New York City Law
- § 2:150 Need for employer intervention
- § 2:151 Need to handle accusation quickly and fairly.

6. Investigating a Sexual Harassment Complaint

- § 2:152 Generally
- § 2:153 Effect of employee's failure to follow procedure.
- § 2:154 Employer's duties regarding information acquired outside own procedures
- § 2:155 Direct involvement of counsel; privilege
- § 2:156 Use as a defense—No privilege
- § 2:157 Confidentiality
- § 2:158 —Actionability of breach of confidentiality
- § 2:159 Evidentiary privilege
- § 2:160 —Protection of internal investigations
- § 2:161 Defenses
- § 2:162 When affirmative defense is unavailable

N. DOCUMENTING EMPLOYMENT POLICIES

- § 2:163 Generally
- § 2:164 Required policies
- § 2:165 Matters requiring personal notice to employees
- § 2:166 Drug testing
- § 2:167 Health and medical leave
- § 2:168 Policies protecting employer's business interests.
- § 2:169 Electronic mail and Internet policy
- § 2:170 Social media policy
- § 2:171 Blogs
- § 2:172 Non solicitation
- § 2:173 —Banning solicitation
- § 2:174 "English-only"
- § 2:175 —Agency rulings
- § 2:176 —As basis for claim
- § 2:177 —Business necessity

O. NONCOMPETITION CLAUSES OR RESTRICTIVE COVENANTS

- § 2:178 Generally

- § 2:179 Enforceability in particular industries
- § 2:180 Employee choice doctrine
- § 2:181 Poaching claims against third parties
- § 2:182 Higher standard in employment contracts
- § 2:183 Factual disputes and injunctions
- § 2:184 Purpose and scope of restrictions
- § 2:185 Grounds for enforcing covenants
- § 2:186 Enforceability of non-solicitation clauses
- § 2:187 Unique services
- § 2:188 —High compensation or worth to employer
- § 2:189 Existence of “trade secrets”
- § 2:190 —Definition
- § 2:191 —Familiarity with business
- § 2:192 Customer information as confidential information
- § 2:193 Acts that violate covenant
- § 2:194 Restrictions on employment imposed by statute
- § 2:195 Other impediments to enforcement of covenants
- § 2:196 Statute of frauds
- § 2:197 Damages for violation of covenant
- § 2:198 Injunctive relief in aid of arbitration
- § 2:199 —Requirements
- § 2:200 —Need for compelling case
- § 2:201 Irreparable harm
- § 2:202 —Injunctive relief
- § 2:203 Enforcing out-of-state covenants in New York
- § 2:204 —Laws of other states
- § 2:205 Duty of confidentiality
- § 2:206 —Protecting trade secrets
- § 2:207 —Absconding with documents
- § 2:208 Duty of loyalty
- § 2:209 Forfeiture of wages for breach of duty of loyalty
- § 2:210 Duty of confidentiality—Protecting trade secrets—
Definition
- § 2:211 —Demonstrating secret or confidential nature
- § 2:212 —Damages

P. FORMS

- § 2:213 Ownership of intellectual property inventions
- § 2:214 Sample basic employment agreement
- § 2:215 Sample informal confidentiality agreement
- § 2:216 Confidentiality and noncompetition agreement
- § 2:217 Sample sexual harassment policy
- § 2:218 Sample e-mail policy
- § 2:219 Sample social media policy

TABLE OF CONTENTS

§ 2:220 Sample cellular phone and pager policy

**CHAPTER 3. CATEGORIES OF PERSONS
PROTECTED FROM DISCRIMINATION**

**I. PROTECTIONS AGAINST EMPLOYMENT
DISCRIMINATION**

- § 3:1 Generally
- § 3:2 Protected categories
- § 3:3 —Under New York State and New York City laws
- § 3:4 —Under New York State and New York City laws
only—Additional New York City categories

**II. PARTICULAR CATEGORIES PROTECTED
FROM DISCRIMINATION**

A. AGE

- § 3:5 Generally
- § 3:6 Sources of federal, state, and local law
- § 3:7 Circumstances giving rise to age discrimination claim.
- § 3:8 Situations where employers can properly consider age
- § 3:9 Waiver of age discrimination claims

B. GENDER

1. Introduction

- § 3:10 Generally

2. Unequal Treatment Based on Gender

- § 3:11 Generally
- § 3:12 Gender bias suits as class actions
- § 3:13 Grooming policies
- § 3:14 Gender as bona fide occupational qualification
- § 3:15 Prohibition against unequal treatment
- § 3:16 Job classification—Federal prohibitions
- § 3:17 —New York
- § 3:18 —Local law prohibitions
- § 3:19 Gender in relation to benefit or pension contributions.

3. Sexual Harassment

- § 3:20 Generally
- § 3:21 Hostile environment sexual harassment
- § 3:22 “Tangible job action” sexual harassment

- § 3:23 Federal law
- § 3:24 New York State law
- § 3:25 New York City law

4. Sexual Orientation and Gender Identity

a. Introduction

- § 3:26 Generally

b. New York State

- § 3:27 Generally

c. Local laws

- § 3:28 Local laws

d. Other applicable laws and issues

- § 3:29 State agency requirement
- § 3:30 Lawful Activities Law
- § 3:31 Use of restrooms as related to gender identity

e. Federal

- § 3:32 Generally
- § 3:33 Transsexuals and transgendered workers
- § 3:34 Military personnel
- § 3:35 Domestic violence

C. PREGNANT WOMEN AND PERSONS ON MATERNITY LEAVE

1. Introduction

- § 3:36 Generally

2. Federal

- § 3:37 Generally
- § 3:38 Treatment of pregnancy leave for benefits purposes
- § 3:39 Employers need to make accommodations.
- § 3:40 Breast feeding and nursing mothers.
- § 3:41 Fetal protection policies and Pregnancy Discrimination Act
- § 3:42 —Infertility coverage
- § 3:43 Contraceptives
- § 3:44 Family and Medical Leave Act, Paid Family Leave Act and reemployment

3. New York State

- § 3:45 Generally

TABLE OF CONTENTS

- § 3:46 Pregnancy and birth control
- § 3:47 Paid maternity leave under Workers' Compensation Law, New York's Paid leave laws and paid leave under New York's Paid Family leave laws
- § 3:48 Forcing pregnant employee to take leave

D. RACE AND COLOR

- § 3:49 Generally
- § 3:50 Statutory definitions
- § 3:51 "Race" and "color" distinguished
- § 3:52 Instances of employment discrimination
- § 3:53 —Necessity of sufficient similarity in situations
- § 3:54 Discriminatory termination of contracts

E. NATIONAL ORIGIN

1. Introduction

- § 3:55 Generally

2. Federal

- § 3:56 Generally
- § 3:57 Citizenship status discrimination
- § 3:58 —Limited protection under Title VII
- § 3:59 —Citizenship protected by Immigration Reform and Control Act
- § 3:60 — —Exceptions to citizenship discrimination prohibitions
- § 3:61 Statutory allowances for favoritism
- § 3:62 English-only and other language rules
- § 3:63 Prohibition against English-only and other language rules—Business necessity
- § 3:64 —Equal Employment Opportunity Commission guideline and English-only rules
- § 3:65 —Reverse discrimination

3. New York State

- § 3:66 Generally
- § 3:67 —Considerations raising inference of discrimination.
- § 3:68 —Limited considerations of citizenship or residence
- § 3:69 Offshore outsourcing

F. CREED AND RELIGION

1. Introduction

- § 3:70 Generally

- § 3:71 Religious discrimination by member of employee's own religion
- § 3:72 Discrimination based on religious dress
 - 2. Seeking Information About Employee's Religion
- § 3:73 Generally
 - 3. "Reasonable accommodation" of Employee's Religious Practices
- § 3:74 Generally
- § 3:75 Making up missed time
- § 3:76 Contexts in which it arises
- § 3:77 Conflict with collective bargaining agreement
- § 3:78 Employee's duty to communicate that accommodation needed.
- § 3:79 Employee may not dictate accommodation.
 - 4. Exemption for Religious or Denominational Institutions
- § 3:80 Generally
- § 3:81 Application to hiring and firing decisions
- § 3:82 New York State Human Rights Law exemption
 - 5. Religious Freedom Restoration Act
- § 3:83 Generally

G. DISABILITY

- 1. Introduction
- § 3:84 Generally
 - 2. Federal
- § 3:85 Generally
- § 3:86 Definitions of disability under federal, state and local laws
- § 3:87 ADA coverage for associating with disabled person.
- § 3:88 Wellness programs under the ADA
- § 3:89 Family Medical Leave Act
 - 3. New York State Law
- § 3:90 Generally
- § 3:91 Prohibition against particular types of disability discrimination
- § 3:92 —Diseases in remission and chronic diseases

TABLE OF CONTENTS

- § 3:93 —Infectious disease including AIDS and HIV-positive status, pandemics
- § 3:94 Drugs and Alcohol including marijuana use for disability and addiction
- § 3:95 Prohibition against particular types of disability discrimination—Current ability to perform job
- § 3:96 Receipt of Workers’ Compensation benefits
- § 3:97 Instructing employees when they should return to work
- § 3:98 Disability discrimination under local laws

H. MARITAL STATUS

1. Introduction

- § 3:99 Generally
- § 3:100 Same-sex marriages

2. Federal

- § 3:101 Generally
- § 3:102 Title VII

3. New York State

- § 3:103 Generally
- § 3:104 Nontraditional relationships
- § 3:105 Anti-nepotism rules

I. UNRELATED CRIMINAL CONVICTIONS

1. Introduction

- § 3:106 Generally

2. Federal

- § 3:107 Generally
- § 3:108 Required record checks
- § 3:109 Impact of blanket bars on particular groups
- § 3:110 Authorization for the background investigation
- § 3:111 “Business necessity”

3. New York State

- § 3:112 Generally
- § 3:113 —Factors that employer must consider
- § 3:114 Employee nondisclosure of prior criminal conviction

J. ARREST RECORDS

1. Introduction

§ 3:115 Generally

2. Federal

§ 3:116 Generally

§ 3:117 Disparate impact on certain groups

§ 3:118 New York Stock Exchange requirements

§ 3:119 Employee falsification of arrest record

3. New York State

§ 3:120 Generally

§ 3:121 To whom prohibition applies

K. PREDISPOSING GENETIC CHARACTERISTICS

§ 3:122 Generally

L. UNIFORMED SERVICE

1. Introduction

§ 3:123 Generally

2. Federal

§ 3:124 Generally

§ 3:125 Special rules for the military

§ 3:126 Coverage

§ 3:127 Section 1983 cannot be used to enforce USERRA right

§ 3:128 Special protection for disabled veterans

§ 3:129 Indefinite unconditional leave

§ 3:130 Reinstatement of employees

§ 3:131 —Requirement that employees must be qualified

§ 3:132 — —Affirmative action for veterans

§ 3:133 — —New York

§ 3:134 New York: spousal military leave and other protections under State and local law

M. STATUS AS VICTIM OF DOMESTIC VIOLENCE

§ 3:135 Discrimination based upon status as victim of domestic violence

TABLE OF CONTENTS

N. CAREGIVER AND FAMILIAL STATUS PROTECTIONS

§ 3:136 Familial status, generally

O. CAREGIVER STATUS

§ 3:137 Caregiver status, generally

P. COMPENSATION HISTORY

§ 3:138 Discrimination based on job applicant's compensation history

Q. UNEMPLOYMENT STATUS

§ 3:139 Discrimination based on job applicant's unemployment history

R. OTHER PROTECTED CATEGORIES

§ 3:140 Changes to the laws: protected categories and coverage

S. EXPANSION OF COVERAGE OF STATE AND LOCAL LAWS—EXPANDED COVERAGE FOR NON-EMPLOYEES AND INTERNS

§ 3:141 Expanded coverage beyond employers and employees, including non-employees and interns generally

III. IMPLICATIONS OF DISCRIMINATION PROTECTIONS FOR MANAGEMENT; TRENDS

A. REQUIREMENTS TO MAKE “REASONABLE ACCOMMODATION” AND ENGAGE IN AN INTERACTIVE DIALOGUE

§ 3:142 Generally

B. “BONA FIDE OCCUPATIONAL QUALIFICATION”

§ 3:143 Generally

§ 3:144 —Under federal and state law

§ 3:145 — —Few jobs qualify

C. HARASSMENT

§ 3:146 Generally, expanding coverage of harassment claims

D. RETALIATION

1. Introduction

§ 3:147 Generally

§ 3:148 Third party retaliation

2. Federal

§ 3:149 Generally

§ 3:150 —“Mixed motive” discrimination

§ 3:151 —Time lapse

3. New York State

§ 3:152 Generally

§ 3:153 —New York City

E. QUESTIONS ELICITING INFORMATION
ABOUT MEMBERSHIP IN PROTECTED
CATEGORY

1. Introduction

§ 3:154 Generally

2. Prohibition of Particular Questions During
Interviews and in Advertising

§ 3:155 Generally

§ 3:156 Age

§ 3:157 National origin

§ 3:158 Marital status

§ 3:159 Arrest records and unrelated criminal convictions

§ 3:160 Disability and health

§ 3:161 —Applicant’s spontaneous disclosure of disability

§ 3:162 Religion

§ 3:163 Uniformed services commitment

3. Post Hire Questions

§ 3:164 Generally

4. Unlawful Questions Prohibited by Polygraph
Tester

§ 3:165 Generally

CHAPTER 4. THE ANTI-DISCRIMINATION STATUTES

I. FEDERAL STATUTES

A. INTRODUCTION

§ 4:1 Generally

B. TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

1. Introduction

§ 4:2 Generally

2. Who Must Comply

§ 4:3 Generally

§ 4:4 Title VII “employee” counts toward 15-employee minimum

§ 4:5 “Employer” defined broadly

§ 4:6 Religious organizations as “employers”

§ 4:7 Extraterritorial application

§ 4:8 Private membership clubs

§ 4:9 Independent contractors

§ 4:10 Partners

§ 4:11 Co-employees and supervisors

§ 4:12 Directors and officers

§ 4:13 Public officials

§ 4:14 Strict liability

3. Who Is Protected

§ 4:15 Generally

§ 4:16 Contingent workers

§ 4:17 Volunteers

§ 4:18 Military

§ 4:19 Not-for-profit organization covered by Title VII

4. Prohibited Conduct

§ 4:20 Generally

§ 4:21 Adverse employment actions

§ 4:22 “Cat’s paw” theory

§ 4:23 Recruitment and promotion cases

§ 4:24 Retaliation

5. Religious Practices

§ 4:25 Generally

6. Causing Disparate Impact on Protected Category

§ 4:26 Generally

§ 4:27 Pleading, burden of proof and production in a Title VII case

7. Sexual Harassment

a. Introduction

§ 4:28 Generally

§ 4:29 Title VII claim based on successful defense of sexual harassment claim

b. “Unwelcome” conduct

§ 4:30 Generally

§ 4:31 As viewed by reasonable person

§ 4:32 Record of prior complaint

§ 4:33 Use of prior sexual history

§ 4:34 “Unfair prejudice”

§ 4:35 Ex-lover cases

c. Quid Pro Quo or “Tangible Job Action” Harassment

§ 4:36 Generally

§ 4:37 Burden of proof

d. Hostile Environment Harassment

§ 4:38 Generally

§ 4:39 “Reasonable person” standard

§ 4:40 Direct participation requirement

e. Constructive Discharge

§ 4:41 Generally

§ 4:42 Defense of resignation motivated by other factors

§ 4:43 Mitigating damages

f. Same Gender Claims

§ 4:44 Generally

§ 4:45 Transgendered employees

g. Defenses

§ 4:46 Generally

§ 4:47 Harassment other than sexual harassment under Title VII

8. Exception to Title VII Claim

§ 4:48 Generally

TABLE OF CONTENTS

§ 4:49 Gender as bona fide occupation qualification (BFOQ)

§ 4:50 —Pay differential

§ 4:51 — —Pensions

9. Relationship to Other Statutes

§ 4:52 Generally

§ 4:53 Equal Pay Act

C. EQUAL PAY ACT (EPA)

1. Introduction

§ 4:54 Generally

2. Who Must Comply

§ 4:55 Generally

§ 4:56 Supervisors as “employers”

§ 4:57 Labor organizations

3. Who Is Protected

§ 4:58 Generally

4. Prohibition Against Gender-Based Unequal Wages for Equal Work

§ 4:59 Generally

§ 4:60 “Wages” defined

§ 4:61 “Equal work” defined

§ 4:62 Prompt rectifying of inequalities

§ 4:63 Retaliation for formal complaint

§ 4:64 Reduction of wages of higher paid employee

5. Defending Wage Differentials

§ 4:65 Generally

6. Employer Liable for Difference as Unpaid Wages or Overtime

§ 4:66 Generally

7. Equal Pay Act Versus Title VII

§ 4:67 Generally

§ 4:68 Intent

§ 4:69 Coverage

§ 4:70 Remedies

D. CIVIL RIGHTS ACT OF 1866 (42 U.S.C.A. § 1981)

1. Introduction

§ 4:71 Generally

2. Who Is Protected

§ 4:72 Generally

§ 4:73 Employment abroad

3. Making and Enforcing Contracts

§ 4:74 Generally

§ 4:75 Intentional conduct; disparate impact claims

4. Section 1981

§ 4:76 Generally

§ 4:77 Retaliation claims under § 1981

§ 4:78 Exhaustion of administrative remedies

§ 4:79 Statute of limitations

§ 4:80 Number of employees

§ 4:81 Backpay

§ 4:82 Compensatory and punitive damage awards

E. CIVIL RIGHTS ACT OF 1871 (42 U.S.C.A. § 1983)

1. Introduction

§ 4:83 Generally

§ 4:84 Preemption of § 1983 claim by Age Discrimination in
Employment Act

2. Who Must Comply

§ 4:85 Generally

§ 4:86 Damages

§ 4:87 Requirement of state involvement with employer

§ 4:88 Immunity of government officials

§ 4:89 Statute of limitations

§ 4:90 Notice of claim provisions

3. Who Is Protected

§ 4:91 Generally

4. Prohibited Conduct

§ 4:92 Generally

§ 4:93 Types of claims: wrongful termination and defamation

§ 4:94 Retaliation claim is permissible under § 1983

TABLE OF CONTENTS

F. AGE DISCRIMINATION IN EMPLOYMENT ACT

1. Introduction

- § 4:95 Generally
- § 4:96 Reverse age discrimination
- § 4:97 Preemption of § 1983 claim
- § 4:98 Election of remedies
- § 4:99 Arbitration of claims

2. Who Must Comply

- § 4:100 Generally
- § 4:101 Extraterritorial application
- § 4:102 Minimal pleading requirements

3. Who Is Protected

- § 4:103 Generally
- § 4:104 Claimant age 40 or older at time of discriminatory act; replacement any age
- § 4:105 Forced retirement
- § 4:106 Retirees from high-level management—Exemption narrowly construed
- § 4:107 Other limitations repealed
- § 4:108 Law enforcement exception
- § 4:109 Ministerial exception

4. Prohibited Conduct

a. Introduction

- § 4:110 Generally
- § 4:111 Mixed motive discrimination in ADEA cases

b. Age-Based Differentials in Benefit Plans

- § 4:112 Generally
- § 4:113 Reduction or curtailment of benefits
- § 4:114 Early retirement incentive plans

c. Disparate Treatment

- § 4:115 Generally
- § 4:116 Language may provide “smoking gun”
- § 4:117 Me, too evidence
- § 4:118 Based on age

d. Disparate Impact

- § 4:119 Generally
- § 4:120 Statistics

5. Affirmative Duties Toward Older Workers

- § 4:121 Generally
- § 4:122 Employer preference for older worker
- § 4:123 Contribution toward group health care
- § 4:124 Same options for ineligible employees on age-based and nonage-based grounds

6. Defenses to ADEA Claims; BFOQ and Waiver

- § 4:125 Generally
- § 4:126 Reasonable factors other than age under the ADEA
- § 4:127 Minor age differences are insufficient
- § 4:128 BFOQ determined on case-by-case basis
- § 4:129 —Relationship to actual ability to perform job
- § 4:130 Waiver or release and OWBPA standards
- § 4:131 Ratification of invalid releases
- § 4:132 Immunity

7. Alternative Remedies for Age Discrimination

- § 4:133 Generally

G. OLDER WORKERS' BENEFITS PROTECTION ACT

1. Introduction

- § 4:134 Generally

2. Coverage

- § 4:135 Generally
- § 4:136 Age-based differentials

3. Requirements for Valid ADEA Waiver

- § 4:137 Generally
- § 4:138 Additional requirements for termination of employment group incentive
- § 4:139 Requirements for EEOC supervised waivers

H. AMERICANS WITH DISABILITIES ACT

1. Introduction

- § 4:140 Generally
- § 4:141 Sick leave policies and the ADA

2. Who Must Comply

- § 4:142 Generally

TABLE OF CONTENTS

§ 4:143	Individual liability
§ 4:144	American employers in foreign countries and cruise ships
§ 4:145	Exemptions: federal employers and private clubs
§ 4:146	State workers
3. Who Is Protected	
a. Introduction	
§ 4:147	Generally
§ 4:148	Regarded as disabled
§ 4:149	Defenses
b. Individual Is “Disabled”	
§ 4:150	Generally
§ 4:151	Excluded conditions
§ 4:152	Substantial limitation on a major life activity
§ 4:153	—Social Security definition
§ 4:154	“Physical impairments”
§ 4:155	Mental impairments
§ 4:156	—EEOC Guidelines on psychiatric disabilities
§ 4:157	—Intellectual disabilities
§ 4:158	—Stress and depression
§ 4:159	Drug use
§ 4:160	—Perceived of as disabled
c. Individual Is “Qualified”	
§ 4:161	Generally
§ 4:162	Present ability and essential job functions—Defining “essential job function”
§ 4:163	Effect of increased cost of insurance
4. Prohibited Conduct	
§ 4:164	Generally
§ 4:165	Wellness programs under the ADA
§ 4:166	Interactive process
§ 4:167	Discriminatory acts
§ 4:168	Pre-hire medical tests or disability-related inquiries
§ 4:169	Retaliation for making complaints
5. Reasonable Accommodations	
§ 4:170	Generally
§ 4:171	Who is entitled to reasonable accommodation
§ 4:172	Request by disabled individual
§ 4:173	Four-step process to identify reasonable accommodation

- § 4:174 —Transfer of employee to different position
- § 4:175 —Determinants of accommodation’s “reasonableness”
- § 4:176 —Holding employee’s job open indefinitely
- § 4:177 Modifying examinations, training, and policies
- § 4:178 Unpaid leave
- § 4:179 —Reassessment of employee returning from leave
- § 4:180 Transitional or “light duty” jobs
- § 4:181 Working from home (telecommuting) as a reasonable accommodation
- § 4:182 Reassignment as last resort
- § 4:183 Change in supervisor not required
- § 4:184 Alcoholism

6. Failure to Accommodate Cases

- § 4:185 Prima facie case
- § 4:186 Employer defenses
- § 4:187 —Non-coverage under ADA

7. Particular Exceptions to Duty of Accommodation

- § 4:188 Generally
- § 4:189 “Undue hardship”
- § 4:190 —Employee’s option of paying cost of accommodation
- § 4:191 Employee who is “direct threat”
- § 4:192 —Contagious diseases

8. Posting Notices of ADA Rights

- § 4:193 Generally

9. OWBPA Model for ADA Waivers

- § 4:194 Generally

10. Relationship to Other Statutes

- § 4:195 Generally
- § 4:196 Workers’ Compensation
- § 4:197 Preemption of other laws
- § 4:198 State and local laws: New York State and NYC Human Rights Laws
- § 4:199 State and local laws: New York State and NYC Human Rights Law—Protection of current drug abusers
- § 4:200 —Drug testing
- § 4:201 Family and Medical Leave Act and state and local paid leave laws
- § 4:202 Accommodations that violate the Equal Pay Act

TABLE OF CONTENTS

- § 4:203 Arbitration of ADA claims
- § 4:204 Hostile environment ADA claims

I. REHABILITATION ACT

1. Introduction

- § 4:205 Generally

2. Who Must Comply

- § 4:206 Generally
- § 4:207 Persons “otherwise qualified”
- § 4:208 Affirmative action requirement

3. Who Is Protected

- § 4:209 Generally
- § 4:210 Independent contractors
- § 4:211 Persons with contagious diseases, AIDS
- § 4:212 Current users of illegal drugs
- § 4:213 Sufferers of temporary stress
- § 4:214 Other conditions

4. Reasonable Accommodation

- § 4:215 Generally

5. Retaliation

- § 4:216 Generally

J. CIVIL RIGHTS ACT OF 1991

- § 4:217 Generally
- § 4:218 Three civil rights laws
- § 4:219 —41 U.S.C.A. § 1981a
- § 4:220 —Glass Ceiling Act of 1991
- § 4:221 —Government Employee Rights Act of 1991
- § 4:222 Retroactivity
- § 4:223 Federal agency discrimination

K. FAMILY AND MEDICAL LEAVE ACT

1. Introduction

- § 4:224 Generally
- § 4:225 New York’s family and medical leave and paid leave provisions
- § 4:226 FMLA amendments (effective January 2009)

- § 4:227 FMLA amendments under the National Defense
Authorization Act for Fiscal Year 2010

2. Who Must Comply

- § 4:228 Generally
§ 4:229 Joint employers
§ 4:230 Numerical requirement determined at date of request
§ 4:231 —Part-time employees and employees on leave
§ 4:232 Numerical requirement inapplicable to public
agencies
§ 4:233 —State and corrections department immunity from
FMLA claims
§ 4:234 Individual liability: public employee who meets
economic realities test

3. Who Is Protected

- § 4:235 Generally
§ 4:236 Twelve-month period to measure service
§ 4:237 “Hours of service”
§ 4:238 Definitions of “parent,” “daughter,” and “son”
§ 4:239 —“Parent” where both work for same employer

4. Twelve Workweeks’ Leave

- § 4:240 Generally
§ 4:241 Notice requirements
§ 4:242 Effect of both parents working for same employer
§ 4:243 Showing of necessity for own or relative’s care
§ 4:244 Multiple reasons justifying leave periods
§ 4:245 Actual leave taken proportioned over workweek
§ 4:246 Special rules for intermittent leave
§ 4:247 —Temporary transfer
§ 4:248 Substituting other paid leave at employer’s option
§ 4:249 —Notification requirements

5. Child Care Leave

- § 4:250 Generally

6. Leave for “Serious Health Condition”

- § 4:251 Generally
§ 4:252 Forced leave
§ 4:253 “Continuing treatment”
§ 4:254 Complete incapacitation
§ 4:255 Employee’s notice and certification requirements
§ 4:256 —Contents of certification for medical leave
§ 4:257 —Poster explaining employee rights and
responsibilities under FMLA

TABLE OF CONTENTS

§ 4:258	—Payment for first certification
§ 4:259	—Second opinion
§ 4:260	—Third opinion
§ 4:261	Recertification and updates after 30 days
§ 4:262	Certification of fitness to return to work after leave
7. Employers’ Duties to Returning Workers	
§ 4:263	Generally
§ 4:264	Restoration to former position or its equivalent
§ 4:265	—Definitions of “equivalent position,” “pay,” and “benefits”
§ 4:266	—Highest paid workers exception
§ 4:267	Continuation of health insurance coverage
§ 4:268	—Employee payment of premium during leave
§ 4:269	—Effect of non-payment
§ 4:270	Restoration of other pre-leave benefits
§ 4:271	Changes in wages and benefits during leave
8. Unlawful Conduct	
§ 4:272	Generally
§ 4:273	Liability of corporate officers
9. Waiver and Limitation of Rights by Contract	
§ 4:274	Generally
§ 4:275	No attorney’s fees to prevailing employer
10. Relationship and Comparison with Other Statutes	
§ 4:276	Generally
§ 4:277	Workers’ Compensation Law and NYS Paid Leave and NYS Paid Family Leave
§ 4:278	FLSA exemption
§ 4:279	COBRA
§ 4:280	ADA
§ 4:281	—“Disability” and “serious health condition”
§ 4:282	—Employers covered
L. GENETIC INFORMATION NON-DISCRIMINATION ACT	
§ 4:283	Genetic Information Non-Discrimination Act
§ 4:284	—Protection of genetic information
§ 4:285	—Who must comply
§ 4:286	—Wellness programs
§ 4:287	—Notice and recordkeeping

M. PREGNANCY DISCRIMINATION ACT

1. Introduction

§ 4:288 Generally

2. Additional Rights Under FMLA and New York
State and municipal paid leave laws

§ 4:289 Generally

§ 4:290 Discharge

§ 4:291 Reinstatement by federal contractors

3. Who Must Comply

§ 4:292 Generally

4. Who Is Protected

§ 4:293 Generally

§ 4:294 Conditions directly tied to pregnancy

§ 4:295 Abortions

5. Prohibited Conduct

§ 4:296 Generally

§ 4:297 Pregnancy

§ 4:298 Accommodations provided

§ 4:299 Leave and reinstatement

§ 4:300 —Leave offered to other employees

§ 4:301 Marital status

§ 4:302 Requiring different doctor's certification

§ 4:303 Fetal protection policies

§ 4:304 Paternity leave

§ 4:305 Disparate impact claims

§ 4:306 —Business necessity

6. Pregnancy Under PDA and Other Statutes

§ 4:307 Generally

§ 4:308 Paid leave

§ 4:309 —Requirement that employee exhaust paid leave first

§ 4:310 State laws

N. TITLE IX OF THE EDUCATIONAL
AMENDMENTS OF 1972

§ 4:311 Generally

§ 4:312 Who must comply

§ 4:313 Who is protected

§ 4:314 Retaliation claims under Title IX

TABLE OF CONTENTS

O. CONSPIRACY TO OBSTRUCT JUSTICE ACT (42 U.S.C.A. § 1985)

- § 4:315 Generally
- § 4:316 Who must comply
- § 4:317 Who is protected

P. EXECUTIVE ORDERS

1. Executive Order 11246

a. Introduction

- § 4:318 Generally
- § 4:319 OFCCP audits

b. Who Must Comply

- § 4:320 Generally
- § 4:321 Definitions of “federal contract,” “subcontract,” and “services”
- § 4:322 —Coverage of federally assisted state and local construction contracts
- § 4:323 Clause for contracts worth \$10,000 to \$49,999
- § 4:324 Clause and active support for contracts of \$50,000 and more
- § 4:325 Equal opportunity clause

c. Who Is Protected

- § 4:326 Generally
- § 4:327 Preferences

d. Affirmative Requirements

- § 4:328 Generally
- § 4:329 Revisions to affirmative action rules
- § 4:330 Disability

e. Penalties

- § 4:331 Generally
- § 4:332 Private right of action

f. Other Federal Executive Orders

- § 4:333 Generally

Q. IMMIGRATION REFORM AND CONTROL

- § 4:334 Generally: Immigration Reform and Control Act of 1986 and Immigration Act of 1990

- § 4:335 Remedies for undocumented workers
- § 4:336 Retaliation against undocumented workers
- § 4:337 Verification of identity and authorization to work: no-match letters
- § 4:338 Verification of identity and authorization to work: E-Verify program
- § 4:339 Who must comply
- § 4:340 Who is protected
- § 4:341 Prohibited conduct
- § 4:342 Prosecution of IRCA cases
- § 4:343 Employing Canadian workers

R. UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

- § 4:344 Generally
- § 4:345 Reemployment rights
- § 4:346 Remedies
- § 4:347 USERRA Regulations
- § 4:348 Who must comply
- § 4:349 Who is protected
- § 4:350 —Other protections for veterans
- § 4:351 Protection against discharge

S. EMPLOYEE POLYGRAPH ACT OF 1988

- § 4:352 Generally

T. VIOLENCE AGAINST WOMEN ACT

- § 4:353 Generally
- § 4:354 Other workplace violence and domestic violence legislation (New York and New York City)

U. MENTAL HEALTH PARITY ACT

- § 4:355 Generally
- § 4:356 Other federal legislation

II. NEW YORK STATE ANTI-DISCRIMINATION STATUTES AND PROTECTIVE LEGISLATION

A. INTRODUCTION

- § 4:357 Generally
- § 4:358 New York Constitution

TABLE OF CONTENTS

B. NEW YORK STATE HUMAN RIGHTS LAW

1. Introduction

§ 4:359 Generally

2. Protected Categories

§ 4:360 Protected categories

§ 4:361 Remedies

§ 4:362 State Division of Human Rights filings, proceedings
and enforcement

§ 4:363 Election of remedies

§ 4:364 Court proceedings under the Human Rights Law

§ 4:365 Notice of Claim

3. Relationship to Federal Law

§ 4:366 Generally

§ 4:367 Relationship to New York City and other Municipal
Laws

4. Who Must Comply

§ 4:368 Generally

§ 4:369 Individual liability of corporate employees

§ 4:370 Aiding and abetting liability

§ 4:371 Foreign employers and New York employers with out-
of-state employees

§ 4:372 Additional prohibitions for special organizations
including employment agencies and labor
organizations

§ 4:373 Exemptions under affirmative action plans

5. Who Is Protected

§ 4:374 Generally

§ 4:375 Protection for non-employees in the workplace

§ 4:376 Interns

§ 4:377 Persons using service animals

§ 4:378 Family members as employees

§ 4:379 Volunteers

§ 4:380 Age provisions

6. Prohibited Conduct

§ 4:381 Generally

§ 4:382 Employer retaliation

§ 4:383 Immunity of government officials

§ 4:384 Employee's waiver of protection

§ 4:385 Vicarious liability

7. Protected Categories and Related Issues

- § 4:386 Generally
- § 4:387 Protection for association
- § 4:388 Age
 - § 4:389 —Inquiries and job advertisements
 - § 4:390 —Mandatory retirement for college faculty
 - § 4:391 —Mandatory retirement for private sector employees
- § 4:392 Race
- § 4:393 Creed
- § 4:394 Religion
 - § 4:395 —Exceptions and preferences
- § 4:396 Exemption for religious organizations
- § 4:397 Effect of collective bargaining agreements on religious accommodation
- § 4:398 Color
- § 4:399 National origin
 - § 4:400 —Citizenship preferences
- § 4:401 Gender
 - § 4:402 —Pregnancy
 - § 4:403 —Sexual harassment
 - § 4:404 — —Acquiescence
 - § 4:405 — —“Direct participation”
- § 4:406 Sexual orientation
- § 4:407 Gender identity and expression
- § 4:408 Marital status
 - § 4:409 —Anti-nepotism rules
- § 4:410 Reproductive choice
- § 4:411 Familial status
- § 4:412 Disability
 - § 4:413 —Individualized determination
- § 4:414 Interactive dialogue
- § 4:415 Disability—Drug and alcohol dependency
 - § 4:416 — —Deficient performance from a disabled worker
 - § 4:417 — —Excessive absences or misconduct
 - § 4:418 — —Lying about drug use
 - § 4:419 — —Casual and social drug users
- § 4:420 —Contagious diseases
- § 4:421 —Obesity
- § 4:422 —Stress-related illness
- § 4:423 —Temporary impairments
- § 4:424 —Reasonable accommodation
- § 4:425 —Anticipated disability
- § 4:426 —Physical tests
- § 4:427 —Medical tests

TABLE OF CONTENTS

- § 4:428 —Increased insurance costs
- § 4:429 Perceived disability
- § 4:430 Arrest records and criminal convictions
- § 4:431 Predisposing genetic characteristics
- § 4:432 Military status
- § 4:433 Familial status
- § 4:434 Other protections
- § 4:435 Gender as BFOQ
- § 4:436 Age as BFOQ
- § 4:437 —Discharge for physical inability to perform job
- § 4:438 Other protections

C. NEW YORK LABOR LAW

- § 4:439 Generally, privacy and other protections
- § 4:440 N.Y. Lab. Law § 201-A, prohibiting fingerprinting as a condition of employment
- § 4:441 N.Y. Lab. Law § 201-B, cost of medical exam for original employment
- § 4:442 N.Y. Lab. Law § 201-C, discrimination childcare leave for adoptive parents
- § 4:443 N.Y. Lab. Law § 201-D, discrimination based on lawful activities
- § 4:444 N.Y. Lab. Law § 201-E, disclosure of employee's medical records
- § 4:445 N.Y. Lab. Law § 201-F, required posting Correction Law Article 23-A
- § 4:446 Creating model sexual harassment policy and employer obligations in relation to it
- § 4:447 Leaves of absence: protections for bone marrow or blood donation or emergency responders spousal military leave
- § 4:448 Labor Law § 203-E, prohibition of discrimination based on an employee's or a dependent's reproductive health decision making
- § 4:449 Labor Law § 203-C, privacy protections in a restroom, locker room or changing room, and § 203-D, protection of private employee information
- § 4:450 Other Labor Law protections

D. MUNICIPAL PROTECTIONS AND NYC HUMAN RIGHTS LAW

- § 4:451 Local Laws: general
- § 4:452 New York City Human Rights Law, generally
- § 4:453 Employers and individuals covered

- § 4:454 Persons aggrieved
- § 4:455 Expanded protections for contractors and freelancers
- § 4:456 Interns
- § 4:457 Procedure, election of remedies and limitations
- § 4:458 Prohibited conduct
- § 4:459 Retaliation
- § 4:460 Remedies
- § 4:461 Cooperative dialogue and reasonable accommodation
- § 4:462 Defenses

E. SCHEDULING, LEAVE LAWS AND OTHER PROTECTIONS

- § 4:463 Paid leave laws, generally
- § 4:464 New York State paid family leave
 - § 4:465 —Excluded individuals
 - § 4:466 —Covered employer
 - § 4:467 —“Providing care”
 - § 4:468 —Benefits
 - § 4:469 —Eligibility
 - § 4:470 —Amount of leave
 - § 4:471 —Waiver
 - § 4:472 —Notice
 - § 4:473 —Serious health condition
 - § 4:474 —Birth or caretaking
 - § 4:475 —Exigency
 - § 4:476 —Procedure
 - § 4:477 —Reinstatement and preservation of health benefits
 - § 4:478 —Employer’s obligations
- § 4:479 NYC Earned Sick and Safe Time Act
- § 4:480 Employers covered
- § 4:481 Leave accrual and payment
- § 4:482 Employer implementation and policies
- § 4:483 Permissible leave
- § 4:484 Penalties for violation
- § 4:485 Records and notice requirement
- § 4:486 NYS Paid Leave Law
- § 4:487 Employers and employees
- § 4:488 Amount of leave
- § 4:489 Accrual of leave
- § 4:490 Pay
- § 4:491 Records and notices
- § 4:492 Carryover
- § 4:493 Miscellaneous
- § 4:494 Scheduling

TABLE OF CONTENTS

- § 4:495 Predictive scheduling—New York City Fair Workweek Law
- § 4:496 —Penalties under the New York City Fair Workweek Law
- § 4:497 —Record Keeping under the New York City Fair Workweek Law
- § 4:498 —Notice Requirements under the New York City Fair Workweek Law
- § 4:499 New York State’s attempt at state predictive scheduling for miscellaneous occupations
- § 4:500 Temporary schedule changes for personal events
- § 4:501 New York City Pay Deductions Law for fast food workers
- § 4:502 Prohibition on requesting salary history
- § 4:503 Displaying American flag
- § 4:504 Whistleblower provisions under the New York City Administrative Code
- § 4:505 NYC protections for freelancers
- § 4:506 Miscellaneous other laws

CHAPTER 5. TORT CLAIMS

I. SOURCES

- § 5:1 Tort claims in employment context
- § 5:2 Employment-at-will doctrine, common law remedies and changes to the law
- § 5:3 Employment-at-will doctrine and common law remedies—Historical background
- § 5:4 —At-will relationship and employer’s right to discharge
- § 5:5 — —Employee’s rights
- § 5:6 Remedies for abusive discharge
- § 5:7 Third-party beneficiary claims by spouses
- § 5:8 Public policy limitations
- § 5:9 Discharge in violation of other laws

II. PUBLIC EMPLOYMENT

- § 5:10 Constitutional constraints
- § 5:11 Free speech
- § 5:12 Due process requirements in termination
- § 5:13 Hearing requirements
- § 5:14 Failure to follow internal procedure
- § 5:15 Modification of terms of at-will employment

III. PROGNOSIS FOR WRONGFUL DISCHARGE CLAIMS IN NEW YORK STATE

- § 5:16 Generally
- § 5:17 Judicial changes
- § 5:18 Anti-discrimination laws

IV. LEGISLATIVE CHANGES

- § 5:19 Generally
- § 5:20 Model Employment Termination Act
- § 5:21 —Recognition of inequities for employers and employees
- § 5:22 —Scope
- § 5:23 —Provisions
- § 5:24 Wrongful discharge bill
- § 5:25 New York City's discharge and layoff prohibitions for fast food workers

V. LITIGATION ISSUES INVOLVING TORT CLAIMS

- § 5:26 Generally
- § 5:27 Preaction disclosure and complaint
- § 5:28 Disclosure devices, electronic discovery and litigation holds
- § 5:29 Liability for supervisor's acts
- § 5:30 Defenses to tort claim
- § 5:31 —Failure to serve or insufficient notice
- § 5:32 —Liability of parent company for torts of subsidiaries
- § 5:33 —Workers' Compensation

VI. PARTICULAR TORT CLAIMS

A. INTRODUCTION

- § 5:34 Generally

B. QUASI-CONTRACT

- § 5:35 Quantum meruit
- § 5:36 Unjust enrichment
- § 5:37 Imposition of constructive trust
- § 5:38 Promissory estoppel

C. DEFAMATION

- § 5:39 Generally
- § 5:40 Defamation over the Internet

TABLE OF CONTENTS

§ 5:41	Defamation: no liability for Internet provider
§ 5:42	Statute of limitations
§ 5:43	Elements of the claim
§ 5:44	—Specificity of complaint
§ 5:45	— —Strict enforcement of pleading requirements
§ 5:46	— —False light invasion of privacy
§ 5:47	—Duplicate claims precluded
§ 5:48	—Defamatory statement must be published
§ 5:49	— —Third-party involvement
§ 5:50	— —Compelled self-publication
§ 5:51	— —State law and federal suits
§ 5:52	— — —Compulsion
§ 5:53	— — —Punitive damages for compelled republication
§ 5:54	—Statement must defame
§ 5:55	— —Statement about reason for discharge
§ 5:56	—Proof of special damages
§ 5:57	— —Slander per se exception
§ 5:58	— — —Statements charging minor crimes

D. DEFENSES TO DEFAMATION CLAIMS

1. Introduction

§ 5:59	Generally
§ 5:60	Summary judgment

2. Truth

§ 5:61	Generally
--------	-----------

3. Privilege

§ 5:62	Generally
§ 5:63	Honest opinion
§ 5:64	—Dispositive inquiry regarding whether statement is fact or opinion
§ 5:65	Absolute privilege
§ 5:66	—Statements made in Division or EEOC proceedings
§ 5:67	—Statements made in unemployment applications
§ 5:68	—Statements made by a brokerage firm on a Form U-5
§ 5:69	—Documents produced pursuant to subpoena
§ 5:70	Qualified privilege
§ 5:71	—Scope of common interest privilege
§ 5:72	—Effect and additional elements
§ 5:73	—Employee evaluations
§ 5:74	—Internal investigations
§ 5:75	— —Sexual harassment
§ 5:76	—Informal discovery

- § 5:77 —Knowledge of falsity
- § 5:78 — —Proof of malice
- § 5:79 — — —“Recklessness”
- § 5:80 — — —Inferring malice from recklessness
- § 5:81 — — —Conclusory allegations
- § 5:82 — — —Prior disputes
- § 5:83 — — —Clear and convincing evidence
- § 5:84 — — —Co-employees’ statements

4. Statutory Defenses to SLAPP Suits

- § 5:85 Generally
- § 5:86 Protection of public participation
- § 5:87 Proof of malice
- § 5:88 —Remedies available to SLAPP defendants
- § 5:89 —Special rule for dispositive motions

E. DAMAGES IN DEFAMATION SUITS

- § 5:90 Punitive damages
- § 5:91 —Constitutional limits
- § 5:92 Pre-verdict interest

F. INTENTIONAL INFLICTION OF EMOTIONAL HARM

- § 5:93 Generally
- § 5:94 Statute of limitations
- § 5:95 Elements of the claim
- § 5:96 —Extreme and outrageous conduct
- § 5:97 —Common cruelty
- § 5:98 —Difficult work conditions
- § 5:99 —Repeated sexual harassment
- § 5:100 —Harm during employment
- § 5:101 Loss of consortium
- § 5:102 Defenses and duplication
- § 5:103 Workers’ Compensation
- § 5:104 —Harassment claims
- § 5:105 Punitive damages
- § 5:106 —Previous incentive to add claim

G. NEGLIGENT INFLICTION OF EMOTIONAL HARM

- § 5:107 Generally
- § 5:108 False claims of sexual harassment

TABLE OF CONTENTS

H. FRAUD AND FRAUDULENT INDUCEMENT

- § 5:109 Generally
- § 5:110 Statute of limitations and discovery rule
- § 5:111 —When statute begins to run
- § 5:112 Reasonable reliance
- § 5:113 —Inappropriate to rely
- § 5:114 Subsequent downsizing
- § 5:115 Misrepresentation about job qualifications
- § 5:116 Relationship to breach of contract claims
- § 5:117 Relationship to ERISA
- § 5:118 —Duties of retirement plan administrators
- § 5:119 Punitive damages

I. NEGLIGENT MISREPRESENTATION

- § 5:120 Generally
- § 5:121 Fiduciary duty requirement
- § 5:122 Intent at time of representation
- § 5:123 Reductions in force and retirement claims
- § 5:124 ERISA
- § 5:125 —Voluntary Compliance and Correction Program
- § 5:126 —Termination of plan
- § 5:127 — —Disclosure requirement
- § 5:128 — —Disclosure of unenacted proposals
- § 5:129 Unilateral mistake

J. INVASION OF PRIVACY

- § 5:130 Generally
- § 5:131 New York State
- § 5:132 Federal
- § 5:133 Electronic communications

K. FALSE ARREST AND ASSAULT

- § 5:134 Generally
- § 5:135 Statute of limitations
- § 5:136 Elements of claim
- § 5:137 —Lack of justification
- § 5:138 Workers' Compensation

L. CIVIL CONSPIRACY

- § 5:139 Generally
- § 5:140 Expansion of liability

M. NEGLIGENT HIRING AND RETENTION

- § 5:141 Generally
- § 5:142 Duty to terminate
- § 5:143 Elements of the claim
- § 5:144 Duty to check applicant's background.
- § 5:145 Duty of care
- § 5:146 —Failure to exercise care in employing, training, and supervising
- § 5:147 — —Prior criminal record
- § 5:148 Employee's responsibility for own torts

N. BREACH OF FIDUCIARY DUTY

- § 5:149 Generally
- § 5:150 Circumventing partnership agreement
- § 5:151 Discharge of minority shareholder
- § 5:152 —Confidential relationship
- § 5:153 Breach of fiduciary duty by revealing confidential health information

O. TORTIOUS INTERFERENCE WITH CONTRACT AND CONTRACTUAL RELATIONS

- § 5:154 Elements
- § 5:155 Statute of limitations
- § 5:156 Type of interference
- § 5:157 —Acts that advance business
- § 5:158 Need for valid, enforceable underlying contract
- § 5:159 —At-will employment
- § 5:160 Interference with contractual relations
- § 5:161 —Conduct occurring within employment relationship
- § 5:162 —Wrongful means used to accomplish interference
- § 5:163 — —Malicious actions
- § 5:164 — —Attorney-client relationship exception
- § 5:165 — —Wrongful discharge as underlying claim
- § 5:166 Pleading requirements
- § 5:167 Liability of coworkers responsible for termination decisions
- § 5:168 —Supervisor with hiring authority
- § 5:169 —Exception for disregard of corporate formalities

P. PRIMA FACIE TORT

- § 5:170 Elements
- § 5:171 Statute of limitations

TABLE OF CONTENTS

- § 5:172 Disinterested malevolence
- § 5:173 —Mixed motive
- § 5:174 Special damages
- § 5:175 At-will employment rule
- § 5:176 Retaliatory counterclaim
- § 5:177 Defamation claims and prima facie torts

Q. OTHER MATTERS

- § 5:178 Federal Employers' Liability Act
- § 5:179 Malicious prosecution
- § 5:180 Employer's liability for wrongs committed by independent contractor

VII. EMPLOYEES' AND INDEPENDENT CONTRACTORS' WRONGS

A. INTRODUCTION

- § 5:181 Generally

B. CLAIMS ARISING FROM DUTY OF LOYALTY

- § 5:182 Generally
- § 5:183 Receiving secret payments
- § 5:184 Conflict of interest
- § 5:185 —Statutory strictures on municipal employees
- § 5:186 —Statutory strictures on New York State employees
- § 5:187 Diverting employer's opportunities
- § 5:188 —Employer's intent to pursue opportunity
- § 5:189 —Reasonableness of challenged act
- § 5:190 —Employee who starts new business during employment
- § 5:191 —Secrecy or improper use of company time
- § 5:192 —When customers may be solicited
- § 5:193 — —Solicitation during employment
- § 5:194 — —Solicitation after termination
- § 5:195 — —Method of developing new client database
- § 5:196 —Inducing employee to join competitor
- § 5:197 Damages

C. CONFIDENTIALITY AND RESTRICTIVE COVENANTS

- § 5:198 Generally
- § 5:199 Computer Fraud and Abuse Act
- § 5:200 Absconding with documents

- § 5:201 Protecting trade secrets
- § 5:202 Defend Trade Secrets Act
- § 5:203 Protecting trade secrets—Definition of “trade secret”
- § 5:204 —Specific measures
- § 5:205 —Damages
- § 5:206 Rights to inventions created by employees
- § 5:207 —Ownership of invention and nature of employment
- § 5:208 —Factors to consider
- § 5:209 Restrictive Covenants: general
- § 5:210 Non-disclosure covenants
- § 5:211 Non-competition agreements
- § 5:212 Non-solicitation: clients or customers
- § 5:213 Non-solicitation: employees
- § 5:214 Breach of contract as defense to enforcement of covenant
- § 5:215 Sample provision relating to inventions

CHAPTER 6. PRIVACY, HEALTH, FITNESS TO WORK, AND WHISTLEBLOWER CLAIMS

I. MONITORING, INVESTIGATION, AND EMPLOYEE PRIVACY

- § 6:1 Generally
- § 6:2 Public employees
- § 6:3 —Anti-terrorism laws
- § 6:4 Security breaches

II. PRIVACY IN THE APPLICATION PROCESS

- § 6:5 Generally
- § 6:6 Regulation of credit reporting and employee background checks
- § 6:7 —Destruction of background checks and other confidential records
- § 6:8 —Fair Credit Reporting Act
- § 6:9 — —Remedies
- § 6:10 — — —Agency and user liability for improper credit reports
- § 6:11 Fingerprinting generally prohibited
- § 6:12 Restrictions upon use of or obtaining criminal history record
- § 6:13 Background checks—Authorization to obtain references
- § 6:14 New York statutes requiring criminal record or background checks

TABLE OF CONTENTS

III. NONWORK-RELATED ACTIVITIES

- § 6:15 Generally
- § 6:16 Personal relationships
- § 6:17 Workplace violence

IV. SURVEILLANCE AND MONITORING

- § 6:18 Generally
- § 6:19 Activities protected from surveillance
- § 6:20 Prohibited video surveillance of employees—New York law
- § 6:21 Legislative proposal

V. SPECIFIC SURVEILLANCE AND INVESTIGATIVE TECHNIQUES

- § 6:22 Generally
- § 6:23 Wiretapping
- § 6:24 Pen registers
- § 6:25 Knowing disclosure
- § 6:26 Civil remedies under federal law
- § 6:27 Protections under New York State law
- § 6:28 —Civil remedy for eavesdropping
- § 6:29 Eavesdropping and “one-party consent” exemption
- § 6:30 —Use by employee
- § 6:31 —Recording communications with employers
- § 6:32 Extension phone monitoring
- § 6:33 Recorded conversations and sexual harassment
- § 6:34 Sealing wiretapped communications
- § 6:35 Audibility and admission of audiotapes
- § 6:36 —Court-ordered production
- § 6:37 —Ethical issues

VI. OTHER SURVEILLANCE TECHNOLOGY

- § 6:38 Global positioning system monitoring
- § 6:39 Microchips and biometric information

VII. MAIL, E-MAIL, TEXTING, AND BLOGGING

- § 6:40 Mail
- § 6:41 External e-mail
- § 6:42 Monitoring personal e-mail at work
- § 6:43 Permissible internet use at work
- § 6:44 Privacy in relation to electronic communications
- § 6:45 Texting

§ 6:46 Blogging

VIII. FEDERAL POLYGRAPH PROTECTION ACT

- § 6:47 Generally
- § 6:48 Definition
- § 6:49 Prohibited conduct
- § 6:50 Circumstances where permitted
- § 6:51 —Ongoing investigation exception
- § 6:52 Procedural requirements
- § 6:53 —Timing and contents of notice
- § 6:54 —Rules for examination
- § 6:55 —Post-examination procedure
- § 6:56 Examinee's rights
- § 6:57 Statute of limitations and remedies
- § 6:58 Waiver
- § 6:59 —Non-substantive rights
- § 6:60 Discrimination claims based on polygraph testing
- § 6:61 —Retaliation for refusal to take exam

IX. NEW YORK STATE POLYGRAPH PROVISIONS

- § 6:62 Generally
- § 6:63 Common law remedies

X. PSYCHOLOGICAL STRESS INDICATORS

- § 6:64 Generally
- § 6:65 Prohibited practices
- § 6:66 —Criminal penalties
- § 6:67 —Civil remedies
- § 6:68 —Discrimination and retaliatory discharge claims

XI. PERSONALITY AND OTHER PRE-HIRE TESTING

- § 6:69 Personality testing
- § 6:70 —Problems
- § 6:71 —Psychological analysis
- § 6:72 Other testing

XII. OFFICE AND OTHER AREA SEARCHES

- § 6:73 Rights of private employees
- § 6:74 Rights of government employees
- § 6:75 Government employees and Fourth Amendment
- § 6:76 —Where misconduct suspected

TABLE OF CONTENTS

- § 6:77 —Warrant requirement
- § 6:78 —Purpose and scope of search
- § 6:79 —New York State reasonableness standard
- § 6:80 Suppression of evidence
- § 6:81 —Use of improperly seized evidence
- § 6:82 Consent
- § 6:83 Statutory authorization for OSHA searches
- § 6:84 —Circumstances permitting wall-to-wall OSHA search
- § 6:85 — —Requirement of nexus between complaint and search
- § 6:86 —Videotaping searches

XIII. PERSONNEL FILES AND PERSONAL RECORDS

- § 6:87 Privacy of and access to personnel files in New York State
- § 6:88 Data Security: New York Social Security Number Protection Law
- § 6:89 Safely disposing of employee records (SHIELD Act)
- § 6:90 Privacy of and access to personnel files in New York State—Employee’s right to review credit report
- § 6:91 Obtaining personal reports from governmental agencies
- § 6:92 —Privacy protection and access to records
- § 6:93 —State agency rules
- § 6:94 — —State privacy protections
- § 6:95 — — —Obtaining records from Division
- § 6:96 — — —Appeals
- § 6:97 — —Public access to Division records
- § 6:98 — —Confidentiality of settlement agreements

XIV. EMPLOYEE HEALTH, MEDICAL EXAMINATIONS, AND INQUIRIES

A. INTRODUCTION

- § 6:99 Generally
- § 6:100 Employer inquiries about medical conditions
- § 6:101 Health considerations during the application process
- § 6:102 Disability
- § 6:103 —Inquiry after job offer

B. NEW YORK STATE

- § 6:104 Generally
- § 6:105 Genetic testing

C. FEDERAL

- § 6:106 Employment testing: disparate impact
- § 6:107 Medical examinations
- § 6:108 Agility test
- § 6:109 Conditioning offer on results of medical examination
- § 6:110 Post-offer examination
- § 6:111 —Evaluation of possibility of accommodation
- § 6:112 —Seeking leave under Family and Medical Leave Act
- § 6:113 —Resuming work under Family and Medical Leave Act
- § 6:114 Post-employment examinations
- § 6:115 Safety sensitive jobs
- § 6:116 As required under Workers' Compensation Law
- § 6:117 Voluntary examinations
- § 6:118 Corporate wellness programs
- § 6:119 Tort liability for malpractice
- § 6:120 —Theory of case

D. CONFIDENTIALITY OF EMPLOYEE MEDICAL RECORDS

- § 6:121 Generally
- § 6:122 Post-offer medical examination files
- § 6:123 —Exceptions to confidentiality rules
- § 6:124 —Additional protection for HIV/AIDS carriers
- § 6:125 Physician reporting and defamation
- § 6:126 Mandatory access to certain medical records
- § 6:127 —Particular provisions

E. FEES FOR MEDICAL EXAMINATIONS

- § 6:128 Generally
- § 6:129 Statutory examinations

F. SUBSTANCE ABUSE

1. Introduction

- § 6:130 Generally

2. The Drug-Free Workplace Act of 1988

- § 6:131 Generally
- § 6:132 Employers covered
- § 6:133 Requirements

TABLE OF CONTENTS

	3. Americans with Disabilities Act
§ 6:134	Generally
	4. New York State
§ 6:135	Generally
	5. Drug Testing
§ 6:136	Generally
§ 6:137	Public employees and Fourth Amendment
§ 6:138	—Reasonableness test
§ 6:139	— —Testing applicants for safety-sensitive positions
§ 6:140	Drug-testing and collective bargaining agreements
§ 6:141	Public employees and Fourth Amendment— Reasonableness test—Individualized showing of suspicion
§ 6:142	—Union contracts and waiver
§ 6:143	—Private employees
§ 6:144	Safety sensitive industries
§ 6:145	—Agencies promulgate testing guidelines
§ 6:146	Inquiring about current illegal drug use
§ 6:147	Inquiring about alcohol use
§ 6:148	Alcohol testing as “medical testing” under Americans with Disabilities Act
§ 6:149	Drug testing as “medical testing” under Americans with Disabilities Act
§ 6:150	—Restrictions under collective bargaining agreement
§ 6:151	—Effect of refusal to take test
§ 6:152	New York State position
§ 6:153	—Absent probable cause
§ 6:154	Inaccurate interpretation of test results
§ 6:155	Admissibility of test results
§ 6:156	Drug testing subject to collective bargaining
§ 6:157	Arbitrator’s reinstatement of employee who failed drug test
§ 6:158	Current users of illegal drugs: recovered or recovering abusers
§ 6:159	Last chance agreement
§ 6:160	Workers’ Compensation benefits
§ 6:161	Unemployment issues
§ 6:162	—True alcoholism
§ 6:163	—Breach of “last-chance” agreement
§ 6:164	Accuracy of test results and proposed legislation
§ 6:165	Developing an effective drug testing policy
	G. EMPLOYEE ASSISTANCE PROGRAMS
§ 6:166	Generally

- § 6:167 Services designed to retain workers
- § 6:168 Professional licensing
- § 6:169 Confidentiality
- § 6:170 —Disclosure and consent
- § 6:171 Negligence issues: workers' compensation
- § 6:172 Malpractice liability
- § 6:173 Refusal to participate

H. WORKPLACE ISSUES RELATING TO PANDEMICS AND COMMUNICABLE DISEASES

- § 6:174 Generally
- § 6:175 HIV/AIDS and EBOLA
- § 6:176 COVID-19
- § 6:177 Telework: required or as an accommodation
- § 6:178 Minimizing exposure in the workplace—OSHA regulations
- § 6:179 —Blood borne pathogens rules requirements—
Retention of employees' medical records
- § 6:180 — —Exemptions
- § 6:181 Medical leave for a pandemic-related illness
- § 6:182 Recovery for on-the-job exposure
- § 6:183 —Distinguishing exposure and disease
- § 6:184 Infection/exposure as qualified injury under Workers'
Compensation Law
- § 6:185 Medical testing and privacy rights
- § 6:186 —Release of information
- § 6:187 — —Additional requirements for permissive
disclosure
- § 6:188 —Release of informant—Liability for breach of
confidentiality
- § 6:189 Privacy rights and “public” nature of agency
proceeding
- § 6:190 Practical approaches

I. WORKPLACE STRESS

- § 6:191 Generally
- § 6:192 “Stress-related illness” not limited to single event
- § 6:193 —Nervous disorders caused by sexual harassment
- § 6:194 —Lawful adverse employment decision
- § 6:195 Requirement that stress be contributing factor to
illness
- § 6:196 Requirement that accident be service related for
accidental disability retirement benefits

J. ERGONOMICS ISSUES

- § 6:197 Generally

TABLE OF CONTENTS

§ 6:198	“Ergonomics” defined
§ 6:199	OSHA definition of “ergonomic hazard”
§ 6:200	“Ergonomic disorder” defined
§ 6:201	—Distinguished from “strain/sprain injury”
§ 6:202	—Common examples
§ 6:203	OSHA final ergonomics rule
§ 6:204	OSHA industry specific ergonomic guidelines
§ 6:205	OSHA ergonomic citation policy
§ 6:206	OSHA videotapes
§ 6:207	Cyclical nature of injuries
§ 6:208	Injuries compensation under Workers’ Compensation Law
§ 6:209	Employer’s duty to accommodate ergonomic disorder as “disability”
§ 6:210	—“Substantial limitation of life activity” requirement
§ 6:211	Requirement that employee be otherwise qualified to perform job
§ 6:212	Product liability litigation for repetitive stress
§ 6:213	Product liability and other repetitive stress litigation—Statute of limitations issue

K. VIDEO DISPLAY REGULATION

§ 6:214	Generally
§ 6:215	Impediments to regulation—Suffolk County example

L. TELECOMMUTING

§ 6:216	Generally
---------	-----------

M. SMOKING REGULATION

§ 6:217	Generally
§ 6:218	History
§ 6:219	Restrictions
§ 6:220	—Policy requirements—Banned in some locations
§ 6:221	— —Vaping
§ 6:222	— —Voluntary prohibition
§ 6:223	— —Municipalities
§ 6:224	—Liabilities and defenses of employers and employees
§ 6:225	—Enforcement and appeals
§ 6:226	—Suits by individual employees
§ 6:227	Nonsmoker with respiratory problems
§ 6:228	E-cigarettes
§ 6:229	OSHA and air quality regulations

- § 6:230 Tobacco addiction as disability
- § 6:231 —Lawful Activities Act
- § 6:232 Workers' Compensation benefits
- § 6:233 —Nonsmoking coworkers

N. ISSUES INVOLVING REPRODUCTION AND FETAL PROTECTION

- § 6:234 Workplace conditions affecting employees' reproductive health
- § 6:235 Reproductive choice protection and employee's medical privacy: prohibition against discrimination
- § 6:236 Fetal protection policies—Classification based on childbearing
 - —Lack of childbearing capacity
 - —Effect of proven risks
- § 6:239 Effect of release on negligence suits
- § 6:240 Breast-feeding and breast pumping: lactation policies

O. VIOLENCE IN THE WORKPLACE

- § 6:241 Generally
- § 6:242 Protection from gender-motivated violence
- § 6:243 Anthrax
- § 6:244 Emergency evacuation procedures
- § 6:245 Licensing and regulations pertaining to nail salons

XV. WHISTLEBLOWER CLAIMS

A. NEW YORK STATE

1. Introduction

- § 6:246 Generally
- § 6:247 Danger to public health or safety

2. Reasonable belief of violation

- § 6:248 Generally
- § 6:249 Defenses
- § 6:250 Federal preemption
- § 6:251 Waiver of other rights and remedies: amendment to whistleblower law
- § 6:252 Jury trial
- § 6:253 Type of relief available
- § 6:254 Attorney's fees
- § 6:255 Health Care Worker Whistleblower Act

3. Statutory protection of public employees

- § 6:256 Generally

TABLE OF CONTENTS

- § 6:257 Cure period
- § 6:258 Whistleblower claims for school district employees
- § 6:259 Probationary employees
- § 6:260 Whistleblower protection for not-for-profit employees
- 4. Qui tam actions
- § 6:261 Generally

B. FEDERAL

- § 6:262 Generally—Federal False Claims Act
- § 6:263 Whistleblowing relief under the Sarbanes-Oxley Act
- § 6:264 Whistleblowing relief under the Dodd-Frank Act
- § 6:265 Recovery by source of information
- § 6:266 —Requirement that government rely on informant
- § 6:267 Actions brought by individual for government
- § 6:268 —Statute of limitations under False Claims Act
- § 6:269 Protections under Federal Whistleblower Act
- § 6:270 Size of award
- § 6:271 Limitations on settlement agreements

XVI. EMPLOYEE PROTECTIONS IN DISCIPLINARY PROCEEDINGS

- § 6:272 Right to bring colleague in disciplinary proceedings in relation to union and non-union employees

XVII. ARBITRATION AND MEDIATION

- § 6:273 Generally
- § 6:274 Federal Arbitration Act
- § 6:275 Arbitrability of claims
- § 6:276 Punitive damages
- § 6:277 ADEA/OWBPA and enforcement of agreement
- § 6:278 Civil Rights Act
- § 6:279 EEOC and other agencies
- § 6:280 Issues collateral to basic discrimination claim
- § 6:281 Limits on arbitration remedies
- § 6:282 Policy reasons may affect review
- § 6:283 Union waiver of members' rights
- § 6:284 Policy reasons may affect review—Interplay between arbitration award and discrimination claim
- § 6:285 Impact of arbitration or mediation programs on time to file with the EEOC
- § 6:286 Mediation in employment actions

XVIII. FORMS

- § 6:287 Release and rights notice under Fair Credit Reporting Act

CHAPTER 7. WAGE AND BENEFIT CLAIMS

I. GOVERNMENT REGULATION OF WAGES AND BENEFIT PAYMENTS

- § 7:1 Role of government
- § 7:2 Affirmative defense: employer's good faith reliance
- § 7:3 Federal preemption of state and local law
- § 7:4 —Limitations on federal preemption
- § 7:5 State preemption of local regulation
- § 7:6 Separation of powers: preemption or deferral involving agencies

II. EMPLOYEE V. INDEPENDENT CONTRACTOR

- § 7:7 State and federal efforts to prevent misclassification of workers: general
- § 7:8 Joint employment
- § 7:9 Legislative initiatives: the Fair Play Act
- § 7:10 Legislative initiatives: New York Commercial Goods Transportation Industry Fair Play Act
- § 7:11 Written contract: one factor but not determinative
- § 7:12 Control: professional workers
- § 7:13 Liability for payment of unemployment taxes
- § 7:14 Liability for payment of unemployment taxes: contesting a claim
- § 7:15 Liability for payment of unemployment taxes: representative cases
- § 7:16 New York Labor Department penalties and enforcement for misclassification
- § 7:17 Standard on appeal: substantial evidence
- § 7:18 Workers' Compensation: independent contractor standard
- § 7:19 Investigations and penalties for misclassification
- § 7:20 Tax issues: independent contractor status
- § 7:21 IRS amnesty programs involving misclassification of workers
- § 7:22 Independent contractor status under other laws; generally
- § 7:23 Independent contractor determinations under the discrimination laws

TABLE OF CONTENTS

- § 7:24 Independent contractor determinations under ERISA
- § 7:25 Independent contractor determinations under the
National Labor Relations Act

III. EMPLOYERS' DUTIES CONCERNING WAGES

A. INTRODUCTION

- § 7:26 Generally
- § 7:27 Individual liability; expanded definition of employer
- § 7:28 Definition of wages for tax, FLSA, and other purposes
- § 7:29 Alternative methods of paying wages: federal
requirements and New York State regulations on
payroll debit cards
- § 7:30 Sharing wage information: wage transparency
- § 7:31 Special wage issues—Youth minimum wage
- § 7:32 —Prevailing wages
- § 7:33 —Living wage laws and the Home Care Worker Wage
Parity Act
- § 7:34 —Wages and benefits for illegal alien workers
- § 7:35 —Farm laborers
- § 7:36 —Same-sex marriage and equal benefits
- § 7:37 Presidential and other executive emergency powers

B. FAIR LABOR STANDARDS ACT (FLSA)

- § 7:38 Generally
- § 7:39 Pleading an FLSA claim
- § 7:40 Third party beneficiary suits
- § 7:41 Retaliation claims under the FLSA
- § 7:42 Joint employers
- § 7:43 Non-profits and volunteers
- § 7:44 Class and collective actions
- § 7:45 Class Action Fairness Act
- § 7:46 Settlement and release of FLSA claims: court approval

C. FEDERAL “HOURS WORKED” AND OVERTIME

1. Introduction

- § 7:47 Generally
- § 7:48 Definition of workweek
- § 7:49 Sufficiency of employee’s proof of hours worked

2. Activities Excluded from “Hours Worked”

- § 7:50 Generally
- § 7:51 Travel and waiting time

- § 7:52 Time spent putting on protective gear
- § 7:53 Inclement weather
- 3. “On call” Time
- § 7:54 Generally
- 4. Employees Eligible for FLSA Overtime
- § 7:55 Generally
- § 7:56 Exemptions from overtime pay
- § 7:57 —“Executive employee”
- § 7:58 — —Business owners
- § 7:59 —“Administrative employee”
- § 7:60 —“Professional employee”
- § 7:61 —Computer-related occupations
- § 7:62 —Payment on a salaried or fee basis
- § 7:63 —Companionship services
- § 7:64 —Outside sales workers
- § 7:65 —Retail or service exemption
- § 7:66 —Motor carrier exemption
- § 7:67 Effect of employer conduct—Actions that destroy the exemption
- § 7:68 —Actions that do not destroy the exemption
- § 7:69 —Window of correction
- § 7:70 Overtime payments to salaried non-exempt employees: the fluctuating workweek method of payment
- 5. “Regular Rate of Pay”
- § 7:71 Paid absences
- § 7:72 Rate calculation
- 6. Compensatory Time
- § 7:73 Generally
- § 7:74 Time off within pay period
- § 7:75 —Public employee exception
- § 7:76 One and one-half hours off per hour of overtime
- 7. Tips
- § 7:77 Generally
- 8. Waiver of Rights
- § 7:78 Generally
- 9. Paid Holidays
- § 7:79 Generally
- 10. Penalties for “Willful” or “Repeated” FLSA Violations
- § 7:80 Generally

TABLE OF CONTENTS

- § 7:81 Predicate prior notice
- § 7:82 Knowledge or reckless disregard
- § 7:83 Factors considered in assessing penalty
- § 7:84 Statute of limitations

D. NEW YORK STATE'S MINIMUM WAGE ACT AND OVERTIME PROVISIONS

1. Introduction

- § 7:85 Generally
- § 7:86 Wages
- § 7:87 Private right of action under New York's wage laws
- § 7:88 Equal Pay Law in New York
- § 7:89 Pay transparency

2. New York State Minimum Wage Act

- § 7:90 Generally
- § 7:91 Wage Theft Protection Act: wage statements and notices
- § 7:92 Salary basis threshold
- § 7:93 Specialized wage orders: hospitality and building industry
- § 7:94 Gratuities and administrative fees under New York Law—N.Y. Labor Law § 196-d
- § 7:95 Paid holidays in New York State
- § 7:96 Retaliation under the New York State Labor Law

3. New York State Overtime Provisions

- § 7:97 Generally

4. Restrictions

- § 7:98 Restrictions on nurse overtime under New York law
- § 7:99 Anti-discrimination laws

5. Exclusion of Certain Workers as “Employees” and Additions to “Hours Worked” Under FLSA and New York law

- § 7:100 Generally

6. Mandatory Meal and Rest Periods

- § 7:101 Generally
- § 7:102 Bona fide meal periods
- § 7:103 Amount of time for meal periods
- § 7:104 —Factory workers
- § 7:105 Adjustment for meal periods by agreement

- § 7:106 Waiver; unauthorized breaks
- § 7:107 One 24-hour rest period per week
- § 7:108 —Exception for unnecessary hardship

7. New York State Variations on FLSA Overtime Exemptions

- § 7:109 Generally
- § 7:110 “Executive employee”
- § 7:111 “Administrative employee”
- § 7:112 Computer-related occupations
- § 7:113 “Professional employee”
- § 7:114 Other employees
- § 7:115 Employees excluded from certain provisions of the Labor Law
- § 7:116 Commissioned sales employees
- § 7:117 Sales representatives and principals

8. Subminimum Wage under New York State Law

- § 7:118 Subminimum wage: disabled employees, generally

9. Minimum Part-Time Hourly Wages

- § 7:119 Generally

10. Wage Deductions

- § 7:120 Generally
- § 7:121 Cost of uniforms
- § 7:122 Statutory exceptions to Labor Law § 193
- § 7:123 —Cost of meals
- § 7:124 —Income executions under CPLR Article 52
- § 7:125 —Employee benefit plan
- § 7:126 —Where otherwise required or authorized by law
- § 7:127 Labor Law § 193: situations not covered
- § 7:128 Tools of the trade
- § 7:129 Medical examinations

E. WEEKLY PAYMENT OF WAGES

- § 7:130 Generally
- § 7:131 Spread of hours: payment to employees working in excess of 10 hours per day
- § 7:132 Effect of employee’s position
- § 7:133 Payments to terminated employees
- § 7:134 —Cash payment of accrued vacation time
- § 7:135 —Municipal employees

TABLE OF CONTENTS

§ 7:136	Commissions
§ 7:137	Call-in pay and predictive scheduling
F. CIVIL AND CRIMINAL PENALTIES FOR WAGE VIOLATIONS	
1. Introduction	
§ 7:138	Generally
2. Definitions of “Wages” and “Employee”	
§ 7:139	Generally
§ 7:140	Severance pay and benefits as “wages”
§ 7:141	Wage-related issues involving severance agreements: IRC 409A
§ 7:142	Severance pay and benefits as “wages”—Severance as ERISA plan
§ 7:143	Bonus or incentive pay as “wages”
§ 7:144	High level executives
3. Civil Penalties	
§ 7:145	Generally
§ 7:146	Liquidated damages for violations
§ 7:147	Attorney’s fees
§ 7:148	—Successful claims
§ 7:149	Private right of action against corporation officer/agent
§ 7:150	Successor liability for wage violations
§ 7:151	LLC member liability
§ 7:152	Suits against shareholders
§ 7:153	Commissioner of Labor’s enforcement actions
§ 7:154	Claims by Attorney General
§ 7:155	Other statutory limitations
4. Criminal Penalties	
§ 7:156	Generally
§ 7:157	Whistleblower provision
§ 7:158	Circumstances precluding prosecution
§ 7:159	Retaliation for bringing claim.
G. “KICKBACKS”	
1. Introduction	
§ 7:160	Generally

2. Federal causes of action

§ 7:161 Generally

3. New York State Causes of Action

§ 7:162 Generally

§ 7:163 Penalties for violations

§ 7:164 —Criminal

§ 7:165 —Civil

§ 7:166 —Restitution to the employee

H. WAGE DISCRIMINATION BASED ON GENDER

§ 7:167 Generally

§ 7:168 Exemptions from Equal Pay Act

§ 7:169 Discrimination based on bankruptcy or garnishment

I. ARBITRARY SALARY DIFFERENTIALS AMONG PUBLIC EMPLOYEES

§ 7:170 Generally

§ 7:171 Special provisions relating to not-for-profit corporations

J. ADDITIONAL MUNICIPAL WAGE RELATED ISSUES

§ 7:172 NYC: minimum wage for Lyft and Uber drivers

§ 7:173 New York City requirements: payroll deductions for not-for-profit donation for certain fast-food workers and pre-tax payment of certain transportation costs

IV. EMPLOYERS' DUTIES CONCERNING BENEFITS

A. EMPLOYEE BENEFIT PROGRAMS AND PAID LEAVE LAWS

§ 7:174 Generally

§ 7:175 Paid leave laws

§ 7:176 NYS paid family leave and paid sick leave

§ 7:177 Municipal requirements: Westchester County and NYC paid leave

§ 7:178 Instituting benefit programs

§ 7:179 Pension protections

§ 7:180 Tuition reimbursement

§ 7:181 Employee suggestion awards

TABLE OF CONTENTS

§ 7:182	—Enforceability
§ 7:183	— —Where employer retains sole discretion to set award amount
§ 7:184	Amending, terminating, or forfeiting benefit plan rights
§ 7:185	—Amendments without written procedure
§ 7:186	—Amendments not accurately stated
§ 7:187	—Amendments and vested rights
§ 7:188	— —Termination to avoid vesting
§ 7:189	Offering some employees more favorable terms than others
§ 7:190	Employee’s waiver of pension
§ 7:191	Public employees’ benefits and special state rules

B. HEALTH CARE AND DISABILITY BENEFITS

§ 7:192	Generally
§ 7:193	Employee and employer contributions
§ 7:194	Definitions under ERISA
§ 7:195	—Coverage
§ 7:196	—Exclusions
§ 7:197	Requirements for ERISA plans

C. GROUP HEALTH CARE

1. Introduction

§ 7:198	Generally
§ 7:199	Health care reform: Affordable Care Act background
§ 7:200	Health care reform: Affordable Care provisions
§ 7:201	Pregnant women
§ 7:202	Group insurance programs
§ 7:203	—Retiree health coverage
§ 7:204	Health care cost containment

2. Continuation of Coverage Under COBRA

§ 7:205	Generally
§ 7:206	The American Recovery and Reinvestment Act of 2009 (ARRA) and the American Rescue Plan of 2021
§ 7:207	“Qualified beneficiary”
§ 7:208	“Qualifying event”
§ 7:209	Duration
§ 7:210	Portability
§ 7:211	Employer’s notice and reporting duties
§ 7:212	—Notification
§ 7:213	—Reporting

- § 7:214 —Record-keeping
- § 7:215 Liability for noncompliance
- § 7:216 Administrator's duties
- § 7:217 —Personal liability for notice violations
- § 7:218 New York's Mini-COBRA

D. WORKERS' COMPENSATION BENEFITS

1. Introduction

- § 7:219 Generally
- § 7:220 Exclusive remedy

2. Employee's Contribution

- § 7:221 Generally

3. Job-Related Injuries

- § 7:222 Generally
- § 7:223 Contracting HIV or COVID-19 in workplace
- § 7:224 —Exposure control plan
- § 7:225 Stress-related conditions
- § 7:226 —Employer actions protected
- § 7:227 —Case-by-case evaluation
- § 7:228 Repetitive motion injuries

4. Benefits for Nonoccupational Disabilities

- § 7:229 Generally
- § 7:230 Qualifying disabilities
- § 7:231 Excluded periods and disabilities
- § 7:232 Criteria for eligibility
- § 7:233 —Prior employment of at least four consecutive weeks
- § 7:234 —Continuing eligibility of eligible employee
- § 7:235 —Eligibility limited to 26 weeks
- § 7:236 —Treatment by health care provider
- § 7:237 —Intentional injury to self or others
- § 7:238 —Eligibility of employee who can work for pay
- § 7:239 Payment due date
- § 7:240 Periodic and prompt payment
- § 7:241 Waiver of benefits

V. SPECIAL DUTIES REGARDING PARTICULAR TYPES OF WORKERS

A. EMPLOYEES ON JURY DUTY

- § 7:242 Generally

TABLE OF CONTENTS

§ 7:243	Discrimination based on absence for jury duty
B.	EMPLOYEES PROVIDING BONE MARROW OR BLOOD DONATION
§ 7:244	Generally
§ 7:245	Blood donation
C.	VIOLENT WORKERS
§ 7:246	Violent workers
D.	NURSING MOTHERS
§ 7:247	Generally
E.	CANCER SCREENINGS
§ 7:248	Leave of absence for public employees undergoing cancer screening tests
F.	EMPLOYMENT OF MINORS
§ 7:249	Generally
G.	FEDERAL CHILD LABOR LAWS
§ 7:250	Generally
§ 7:251	Penalties for violation
H.	NEW YORK STATE CHILD LABOR LAWS
	1. Introduction
§ 7:252	Generally
	2. Minors and work permits
§ 7:253	Generally
§ 7:254	Minors' proof of age: employees between 18 and 25
§ 7:255	Modifications to work permit
§ 7:256	Posting and keeping records of minors' schedules
§ 7:257	Revocation if schoolwork suffers
	3. Prohibited Occupations
§ 7:258	Generally
§ 7:259	Minors under 14
§ 7:260	Minors age 14 and 15
§ 7:261	Minors age 16 to 17
§ 7:262	—Employment requiring work permit

4. Restrictions on Minors' Work Hours

- § 7:263 Generally
- § 7:264 Maximum number of hours
- § 7:265 Hours during which work permitted
- § 7:266 Student interns

5. Penalties

- § 7:267 Generally
- § 7:268 Additional penalties when minor employed in violation of law is injured
- § 7:269 —Personal liability

I. EMPLOYMENT OF OLDER WORKERS

- § 7:270 Generally
- § 7:271 OBWPA requirement for valid ADEA waiver
- § 7:272 —Termination of employment
- § 7:273 —EEOC supervised waivers

J. MEMBERS OF UNIFORMED SERVICE

- § 7:274 Generally

K. HOUSEHOLD EMPLOYEES

- § 7:275 Generally
- § 7:276 New York's Domestic Workers Law
- § 7:277 Requirements for agencies that employ domestic workers
- § 7:278 IRS requirements
- § 7:279 —Filing or providing forms to employee
- § 7:280 —Additional duties
- § 7:281 Labor Law provisions
- § 7:282 —Minimum wage and overtime laws
- § 7:283 —Payroll schedules, reports, and deductions
- § 7:284 Workers' Compensation and Medicare insurance tax

L. ALIENS

- § 7:285 Generally
- § 7:286 Persons seeking asylum
- § 7:287 Filing USCIS Form I-9
- § 7:288 —Employee documentation requirements
- § 7:289 —Verification of identity and authorization to work; no-match letters
- § 7:290 —Verification of identity and authorization to work; E-Verify program

TABLE OF CONTENTS

§ 7:291 —Employer review and documentation

M. SECURITY GUARDS

§ 7:292 Generally
§ 7:293 Scope of Security Guard Act
§ 7:294 Employer's duties
§ 7:295 —Verifying good standing
§ 7:296 —Filings with Department of State
§ 7:297 —Maintaining records
§ 7:298 Employee's responsibility
§ 7:299 Mandatory background checks

N. TIME OFF TO VOTE

§ 7:300 Time allowed employees to vote

O. PROFESSIONAL EMPLOYER RULES

§ 7:301 Professional employers

P. POLLUTION-REDUCTION DUTIES

§ 7:302 Generally

Q. MISCELLANEOUS OTHER DUTIES UNDER NEW YORK STATE OR MUNICIPAL LAW

§ 7:303 Miscellaneous other duties under New York State
Law
§ 7:304 New York City Transit Act

VI. NOTICE AND RECORD-KEEPING REQUIREMENTS

A. NOTICE

§ 7:305 Generally

B. NOTICE UNDER FEDERAL LAWS

§ 7:306 Generally
§ 7:307 Requirement that statute be referenced
§ 7:308 —FMLA notices
§ 7:309 —Title VII and ADEA notices
§ 7:310 —Postings of EPA and FLSA provisions
§ 7:311 —Other laws requiring posting of statutory rights
§ 7:312 ERISA and summary of benefit plan provisions

- § 7:313 Postings of on-the-job injuries
- § 7:314 Requirement of 60 days' notice of amendments to employee benefit plan
- § 7:315 Permissible amendments to plan under ERISA

C. NOTICE UNDER NEW YORK STATE STATUTES

- § 7:316 Generally
- § 7:317 Payment schedules and rates
- § 7:318 Acknowledgments of wage rates
- § 7:319 Wage statements
- § 7:320 Payment schedules and rates—Posting requirements
- § 7:321 —Cumulative wage information
- § 7:322 Policy of absences from work
- § 7:323 Smoking policy
- § 7:324 Special provisions for food service workers
- § 7:325 Statutory rights
- § 7:326 —Human Rights Law
- § 7:327 —Labor Law
- § 7:328 — —Information concerning toxins in workplace
- § 7:329 —Corrections Law
- § 7:330 Construction sites must post notice under New York's Fair Play Act
- § 7:331 Leave laws notices
- § 7:332 Termination of employment
- § 7:333 —Continuation of benefits option
- § 7:334 —Penalty for failure to notify or remit payments
- § 7:335 — —Liability under Labor Law if ERISA covers benefit
- § 7:336 Discontinuation of business
- § 7:337 Other wage and benefit information
- § 7:338 —Public employers' notification duties
- § 7:339 —Plant closings under WARN
- § 7:340 New York State's WARN Act
- § 7:341 "Right to know" laws regarding hazardous substances
- § 7:342 —OSHA notice and training requirements
- § 7:343 —State "right to know" requirements
- § 7:344 — —Disregard of employee's health concerns
- § 7:345 — —Compliance action by Attorney General
- § 7:346 —Employee discipline or discharge
- § 7:347 —Community reporting under EPCRA
- § 7:348 —Duration of record-keeping

D. FEDERAL RECORD-KEEPING AND REPORTING REQUIREMENTS

- § 7:349 Generally

TABLE OF CONTENTS

- § 7:350 “Safe and accessible” storage
- § 7:351 —Availability for inspection
- § 7:352 Record-keeping requirements
- § 7:353 Title VII requirements
- § 7:354 —Labor force profiles
- § 7:355 —Labor force profiles revised EEO-1 report
- § 7:356 —Selection procedure information
- § 7:357 ADEA requirements
- § 7:358 —Payroll records
- § 7:359 —Employment decision records
- § 7:360 —Employment agency placement records
- § 7:361 —ADEA/EPA/FLSA requirements
- § 7:362 — —Payroll information
- § 7:363 Businesses with federal contracts: VETS-4212 reports
- § 7:364 Reporting employment accidents to OSHA

E. STATE RECORD-KEEPING AND REPORTING REQUIREMENTS

- § 7:365 Generally
- § 7:366 Specific requirements
- § 7:367 “Safe and accessible” storage
- § 7:368 —Electronic or other reproductive storage
- § 7:369 Criminal penalties for violations
- § 7:370 Destruction of work-related records

VII. REDUCTIONS IN FORCE

A. INTRODUCTION

- § 7:371 Generally
- § 7:372 Furloughs
- § 7:373 Discrimination against the unemployed

B. VOLUNTARY REDUCTIONS IN FORCE (RIFS)

- § 7:374 Generally
- § 7:375 Implementation
- § 7:376 —Review of existing contracts
- § 7:377 — —Unwritten policies
- § 7:378 —Amending benefit plans
- § 7:379 — —Health care benefit plans and reservation clauses
- § 7:380 — —Liability for misrepresentation
- § 7:381 — —Disclosure requirements under ERISA
- § 7:382 —Drafting severance agreements

- § 7:383 — —ERISA and health benefits
- § 7:384 — —General applicability of severance health benefit agreement
- § 7:385 — —Liability for misrepresentation

C. INVOLUNTARY REDUCTIONS IN FORCE

- § 7:386 Generally
- § 7:387 “Bumping rights” and other contractual claims
- § 7:388 —Severance upon sale of business
- § 7:389 —Statute of frauds

D. AGE DISCRIMINATION CLAIMS IN RIFs

- § 7:390 Generally
- § 7:391 Economic justification as defense
- § 7:392 Scope of liability

E. NOTICE REQUIREMENTS

1. Introduction

- § 7:393 Generally

2. Federal

- § 7:394 Generally
- § 7:395 Summary plan description under ERISA
- § 7:396 Notice under WARN
- § 7:397 —Exceptions
- § 7:398 Penalty for noncompliance

3. New York State

- § 7:399 Generally
- § 7:400 When employer ceases doing business
- § 7:401 N.Y. Warn Act, generally
- § 7:402 N.Y. Warn Act postings
- § 7:403 N.Y. Warn Act during the COVID-19 pandemic
- § 7:404 N.Y. Warn Act fact sheet
- § 7:405 Public employers
- § 7:406 Notice of termination of benefits
- § 7:407 Continuation coverage
- § 7:408 Liability and penalties for noncompliance

F. EMPLOYERS’ CONTINUING DUTIES AFTER TERMINATION

- § 7:409 Generally

TABLE OF CONTENTS

- § 7:410 Duties to older workers
- § 7:411 Duties to persons returning from uniformed service

VIII. UNEMPLOYMENT COMPENSATION

- § 7:412 Generally
- § 7:413 Shared work program
- § 7:414 Qualification for benefits
- § 7:415 —Out of state employees or employers
- § 7:416 —“Employee” status
- § 7:417 —Statutory employees
- § 7:418 — —Models
- § 7:419 —College students
- § 7:420 Occupations excluded from coverage
- § 7:421 Validity of claims and terms of prior employment
- § 7:422 Requirement that claimant be “totally unemployed”
- § 7:423 Disqualification based upon receipt of dismissal pay
- § 7:424 Search for work requirement
- § 7:425 Disqualifications based on conduct
- § 7:426 —Voluntarily leaving employment
- § 7:427 — —Marriage and pregnancy
- § 7:428 —Misconduct
- § 7:429 — —No automatic finding of disqualification
- § 7:430 — —Alcohol/drug addiction
- § 7:431 — —Refusal to work on religious grounds
- § 7:432 —Admitted criminal actions
- § 7:433 —Refusing a reasonable offer of employment
- § 7:434 —Common-law disqualification; union strike
- § 7:435 Initial determination of benefit claims
- § 7:436 —Appeal to administrative judge
- § 7:437 — —Res judicata or collateral estoppel
- § 7:438 — —Other uses of administrative finding
- § 7:439 —Second appeal to Unemployment Insurance Appeal Board

CHAPTER 8. ADDITIONAL PROTECTIONS: CIVIL SERVICE AND UNION PROTECTION

I. PUBLIC SECTOR EMPLOYEES AND THE CIVIL SERVICE LAW

A. IN GENERAL

- § 8:1 Overview: public sector employees
- § 8:2 New York’s Civil Service: classified and unclassified service

- § 8:3 Civil Service Law: probationary employees
- § 8:4 Civil Service Law: termination without good cause
- § 8:5 Interrelationship between collective bargaining agreement and Civil Service Law
- § 8:6 National Labor Relations Act
- § 8:7 NLRA: union dues

B. EXAMINATION AND SELECTION

- § 8:8 Civil Service protections: examinations
- § 8:9 Disqualification from examination
- § 8:10 No protection of position for employees who leave to take another position
- § 8:11 Law enforcement exception: age requirements
- § 8:12 Examinations that have a disparate impact

C. ON THE JOB CONDUCT

- § 8:13 Telecommuting
- § 8:14 Physical or mental issues affecting the job: leave of absence
- § 8:15 Physical or mental issues affecting the job: termination
- § 8:16 Last chance agreement
- § 8:17 Due process rights
- § 8:18 Whistleblower protection
- § 8:19 —Cure period
- § 8:20 Whistleblowing as a defense
- § 8:21 Prohibition of retaliation for whistleblowing
- § 8:22 Investigations: right to have a representative present

D. PROTECTIONS FROM DISCIPLINE AND/OR TERMINATION

- § 8:23 Notifying Civil Service Department before laying off, demoting, or suspending
- § 8:24 Hearing requirements
- § 8:25 Timeliness of charges
- § 8:26 Who is covered
- § 8:27 Procedure
- § 8:28 Hearing officer
- § 8:29 Suspension pending a hearing
- § 8:30 Hearing
- § 8:31 Burden of proof
- § 8:32 Possible penalties
- § 8:33 Procedure after determination
- § 8:34 Standard of review

TABLE OF CONTENTS

- § 8:35 Reinstatement by court order
- § 8:36 Seniority in relation to abolishing position or reducing it in rank or salary grade: Civil Service Law § 80

II. EDUCATION LAW PROTECTIONS

- § 8:37 Overview
- § 8:38 Education Law: hearing
- § 8:39 Resignation and records
- § 8:40 Standard of review
- § 8:41 Tenure
- § 8:42 Notice of claim
- § 8:43 Whistleblower claims for school district employees

III. UNIONIZED WORKPLACES

A. OVERVIEW

- § 8:44 Generally
- § 8:45 The NLRB and employer policy
- § 8:46 Statistics
- § 8:47 Public or private sector
- § 8:48 Union membership by state

B. REGULATING ON THE JOB MATTERS

- § 8:49 Handbooks
- § 8:50 Employer regulation concerning workplace investigations and other policies
- § 8:51 Salary discussions
- § 8:52 Social media
- § 8:53 Employer regulation of email in a unionized environment

C. REQUIRED NOTICES

- § 8:54 Notification of union rights
- § 8:55 Employer/union rights and obligations
- § 8:56 Union notice of lobbying activities

D. UNION MEMBERSHIP AND ORGANIZATION

- § 8:57 Union membership
- § 8:58 Union membership applications: discrimination against applicants
- § 8:59 What is a labor organization
- § 8:60 Appropriate bargaining units

E. UNION CONTRACTS AND THE ANTI-DISCRIMINATION LAWS

- § 8:61 Ability of unions to compel employees to arbitrate statutory rights

F. INTERPLAY BETWEEN WAGE/HOUR RULES AND COLLECTIVE BARGAINING AGREEMENTS

- § 8:62 Interplay between statutory duties and collective bargaining agreement
§ 8:63 What must be bargained

G. RIGHTS AND RESPONSIBILITIES UNDER COLLECTIVE BARGAINING AGREEMENTS

- § 8:64 Compliance with the terms of a collective bargaining agreement
§ 8:65 Right to have a representative in disciplinary proceedings
§ 8:66 Rights of union officials
§ 8:67 Drug testing and collective bargaining
§ 8:68 Retaliation

H. ARBITRATION

- § 8:69 Generally
§ 8:70 Grievance arbitration: who can grieve
§ 8:71 Staying arbitration
§ 8:72 Reviewing and enforcing an arbitration award

I. NLRB AND ELECTIONS

- § 8:73 Election rules and changes to them

J. REMEDIAL ACTION

- § 8:74 Notice of remedial action

K. MISCELLANEOUS ISSUES

- § 8:75 Retaliation
§ 8:76 Application of the NLRA to various entities: illegal aliens
§ 8:77 Joint and successor employers
§ 8:78 Proposed legislation and initiatives
§ 8:79 Preemption

TABLE OF CONTENTS

§ 8:80	Good cause for discharge
§ 8:81	Retiree health care under collective bargaining agreement
§ 8:82	Picketing
§ 8:83	Public sector agency fees
§ 8:84	Union dues
§ 8:85	Union fees; private union lobbying expenses
§ 8:86	COVID-19-related issues

Table of Laws and Rules

Table of Cases

Index