

Table of Contents

CHAPTER 1. EMPLOYERS, EMPLOYEES, AGENTS, AND INDEPENDENT CONTRACTORS

A. CREATION AND NATURE OF THE EMPLOYMENT RELATIONSHIP

- § 1:1 The employment relationship
- § 1:2 Statutory employers
- § 1:3 The employment contract
- § 1:4 Independent contractors
- § 1:5 Joint employers and dual agency; borrowed employees
- § 1:6 Interstate employment; choice of law

B. DURATION AND TERMINATION OF THE EMPLOYMENT RELATIONSHIP

- § 1:7 Term of employment
- § 1:8 Grounds for termination of the relationship
- § 1:9 Discharge, resignation, and constructive discharge
- § 1:10 Employee handbooks and other employer policies: effect on benefits and discharge
- § 1:11 Remedies for wrongful discharge
- § 1:12 Termination and mitigation of damages
- § 1:13 Tortious discharge and public policy exceptions
- § 1:14 Separation pay, lost wages, accrued benefits and pension rights

CHAPTER 2. CONTRACTS OF EMPLOYMENT

A. IN GENERAL

- § 2:1 Contract law in the employment relationship
- § 2:2 The statute of frauds
- § 2:3 Permanent employment
- § 2:4 Loaned employees

B. ELEMENTS OF ENFORCEABLE EMPLOYMENT CONTRACTS

- § 2:5 Offer and acceptance

- § 2:6 Consideration
- § 2:7 Certainty of terms
- § 2:8 Unconscionability
- § 2:9 Promissory estoppel

C. COVENANTS NOT TO COMPETE, CONFIDENTIALITY MATTERS, AND EXCLUSIVE DEALING CONTRACTS

- § 2:10 Employee's duty of loyalty, etc.
- § 2:11 Restrictive covenants—Development of current law
- § 2:12 —Definition
- § 2:13 —Employees subject to such agreements
- § 2:14 —Professionals
- § 2:15 —Validity and enforcement—Current law applicable to agreements executed on or after May 11, 2011
- § 2:16 —Former law applicable to agreements executed prior to May 11, 2011
- § 2:17 —Reasonableness of restrictions—Current law applicable to agreements executed on or after May 11, 2011
- § 2:18 —Protection of legitimate business interests
- § 2:19 —Time restrictions
- § 2:20 —Geographic area restrictions
- § 2:21 —Scope of prohibited activities
- § 2:22 —Modification; “blue penciling”
- § 2:23 Non-solicitation agreements
- § 2:24 Trade secrets and confidential information; non-disclosure agreements
- § 2:25 Covenants not to recruit personnel and employee raiding issues
- § 2:26 Employer considerations regarding signing new non-compete-related agreements

CHAPTER 3. EMPLOYEE COMPENSATION AND BENEFITS

- § 3:1 Wages and salaries
- § 3:2 Commissions and bonuses
- § 3:3 Implied contracts and recovery in quantum meruit or quantum valebant
- § 3:4 Fringe benefits other than pensions
- § 3:5 Pensions, profit sharing and retirement plans
- § 3:6 Employee rights to corporate stock or profit participation
- § 3:7 Post-termination effects upon wages, salaries and benefits
- § 3:8 Actions for wages and benefits

TABLE OF CONTENTS

- § 3:9 Minimum wages
- § 3:10 Overtime pay
- § 3:11 Creditors' rights
- § 3:12 Bankruptcy and wage earner plans
- § 3:13 ERISA preemption
- § 3:14 Federal COBRA and state COBRA (health care continuation)
- § 3:15 Additional state and federal health care statutory requirements

CHAPTER 4. ORGANIZATION OF EMPLOYEES

A. THE PROCESS OF ORGANIZATION

- § 4:1 Representation procedures under federal law
- § 4:2 Organization of public employees
- § 4:3 Police
- § 4:4 Firefighters

B. UNFAIR LABOR PRACTICES

- § 4:5 Federal prohibitions against commission of unfair labor practices
- § 4:6 Right to work laws
- § 4:7 —Georgia
- § 4:8 — —Enforcement
- § 4:9 — —Damages and remedies
- § 4:10 — —2013 legislative changes—Check-off provision
- § 4:11 — — —Other important provisions
- § 4:12 — — —Preemption
- § 4:13 — — —Secret ballot; card-check
- § 4:14 — — —Ramifications for employers

C. FEDERAL PREEMPTION

- § 4:15 Federal preemption of state court jurisdiction

D. ECONOMIC WEAPONS OF LABOR AND MANAGEMENT

- § 4:16 Strikes, slowdowns and picketing
- § 4:17 Lockouts
- § 4:18 Effect of strike on benefits
- § 4:19 Remedies
- § 4:20 Injunctions in labor disputes

CHAPTER 5. TERMS AND CONDITIONS OF EMPLOYMENT

A. CHILD LABOR

- § 5:1 Federal law
- § 5:2 State legislation
- § 5:3 Minimum age
- § 5:4 Hazardous occupations and working conditions
- § 5:5 Performing arts
- § 5:6 Time of work
- § 5:7 Maximum hours
- § 5:8 Certification and recordkeeping

B. RECORDKEEPING

- § 5:9 Posters and notices
- § 5:10 Records required
- § 5:11 Violations and enforcement
- § 5:12 Special considerations for female employees
- § 5:13 Disclosure of employee personnel files and other records

C. OTHER MISCELLANEOUS EMPLOYMENT LAWS

- § 5:14 Time off to vote
- § 5:15 Time off from public employment for blood and organ donation
- § 5:16 Common day of rest
- § 5:17 Safe workplace
- § 5:18 Employee liens
- § 5:19 Employment laws pertaining to veterans or reservists
- § 5:20 Employees' retirement system of Georgia
- § 5:21 Georgia and Fulton County smoking laws
- § 5:22 New hires law
- § 5:23 Jury duty
- § 5:24 Mother's breast-feeding rights
- § 5:25 Georgia fair dismissal law
- § 5:26 First offender status; criminal history records
- § 5:27 Voluntary inmate labor
- § 5:28 Immigration compliance; regulation of persons not legally present in the United States
- § 5:29 —2011 Illegal Immigration Reform and Enforcement Act
- § 5:30 —E-verify program applicable to most employers
- § 5:31 —Law enforcement authority to verify suspects' immigration status

TABLE OF CONTENTS

- § 5:32 —Criminal penalties for transporting, harboring, or concealing illegal aliens
- § 5:33 —Aggravated identity fraud
- § 5:34 —Secure and verifiable identity documents
- § 5:35 —Enforcement review board; guest worker program
- § 5:36 —2013 amendments to Georgia law
- § 5:37 —Cause of action for reporting person’s immigration status
- § 5:38 Teleworking tax incentives
- § 5:39 Carrying firearms on employer premises
- § 5:40 Injunctions to protect workplaces and employees from potential violence
- § 5:41 Georgia’s Family Care Act; paid leave to care for sick family members
- § 5:42 Protecting Georgia Businesses and Workers Act
- § 5:43 High-demand career initiatives program

CHAPTER 6. UNEMPLOYMENT COMPENSATION IN GEORGIA

- § 6:1 Historical development of current law
- § 6:2 Claims procedure
- § 6:3 —Initial claims
- § 6:4 —Appeals to administrative hearing officer
- § 6:5 —Appeals to Board of Review
- § 6:6 —Appeals to superior court
- § 6:7 Employers subject to law; covered employees
- § 6:8 Benefit eligibility
- § 6:9 Disqualification from benefits due to quitting
- § 6:10 Disqualification from benefits due to discharge
- § 6:11 Reestablishing eligibility following disqualification
- § 6:12 Fraudulent claims
- § 6:13 Other coverage issues
- § 6:14 Positions that are not considered employment for purposes of unemployment compensation
- § 6:15 Mass separations

CHAPTER 7. DISCRIMINATION IN EMPLOYMENT

A. FAIR EMPLOYMENT PRACTICES

- § 7:1 The federal regulatory background
- § 7:2 Coverage
- § 7:3 Procedure under the Georgia Fair Employment Practices Act
- § 7:4 Discrimination complaint

- § 7:5 Procedural interplay with federal law
- § 7:6 Remedies
- § 7:7 Judicial review
- § 7:8 Affirmative action in Georgia
- § 7:9 Title VII litigation
- § 7:10 Equal protection litigation
- § 7:11 Local minority business programs
- § 7:12 The Georgia Fair Employment Practices Act of 1978
- § 7:13 Non-discrimination ordinances (“NDOs”)

B. EQUAL PAY FOR EQUAL WORK

- § 7:14 State equal pay law
- § 7:15 Sexual harassment in government workplaces

C. AGE DISCRIMINATION

- § 7:16 State Age Discrimination Act

D. THE GEORGIA EQUAL EMPLOYMENT FOR PERSONS WITH DISABILITIES CODE

- § 7:17 Background and overview
- § 7:18 Definitions
- § 7:19 Definitional exclusions
- § 7:20 Statutory exceptions
- § 7:21 Other coverage areas
- § 7:22 Retaliation
- § 7:23 Civil actions under the statute
- § 7:24 What is a disability?
- § 7:25 Relationship with Americans with Disabilities Act

E. FEDERAL AND CONSTITUTIONAL LAW IMPLICATIONS

- § 7:26 Overview of federal employment anti-discrimination laws
- § 7:27 Special considerations regarding public sector employment
- § 7:28 Merit system laws

CHAPTER 8. DISPUTE RESOLUTION

- § 8:1 Department of Labor
- § 8:2 Arbitration generally
- § 8:3 Statutory arbitration
- § 8:4 Equal pay arbitration
- § 8:5 Firefighters Mediation Act
- § 8:6 Federal mediation

TABLE OF CONTENTS

CHAPTER 9. STATE REGULATION

A. ADMINISTRATIVE PROCEDURE ACT

- § 9:1 Introduction
- § 9:2 Rulemaking
- § 9:3 Legislative review
- § 9:4 Adjudications
- § 9:5 Judicial review

B. OTHER ENFORCEMENT AGENCIES

- § 9:6 Department of Labor
- § 9:7 Additional state agencies

**CHAPTER 10. COMMON LAW TORTS
ASSOCIATED WITH EMPLOYMENT**

**A. INTERFERENCE WITH EMPLOYMENT AND
OTHER TORTS**

- § 10:1 Intentional interference with employment
- § 10:2 Intentional infliction of emotional distress
- § 10:3 Malicious prosecution of employees
- § 10:4 False imprisonment
- § 10:5 Fraud
- § 10:6 Wage theft and theft by taking
- § 10:7 Defamation
- § 10:8 Negligent hiring/negligent retention
- § 10:9 Miscellaneous employment torts
- § 10:10 Injuries to and by employees
- § 10:11 Scope of employment

B. EMPLOYEE PRIVACY

- § 10:12 General principles applicable to employee privacy
- § 10:13 Employee searches and surveillance
- § 10:14 Medical information
- § 10:15 AIDS Confidentiality Act
- § 10:16 Selection procedures
- § 10:17 Drug testing
- § 10:18 Polygraph and truth verification

Table of Laws and Rules

Table of Cases

Index